

# ANNUAL REPORT



International Federation of Red Cross and Red Crescent Societies  
Fédération Internationale des Sociétés de la Croix-Rouge et du Croissant-Rouge  
Federación Internacional de Sociedades de la Cruz Roja y de la Media Luna Roja  
الاتحاد الدولي لجمعيات الصليب الأحمر والهلال الأحمر

## REDUCING DISCRIMINATION

April 2005

*The Federation's mission is to improve the lives of vulnerable people by mobilizing the power of humanity. It is the world's largest humanitarian organization and its millions of volunteers are active in over 181 countries.*

*For more information: [www.ifrc.org](http://www.ifrc.org)*

### In Brief

**Appeal No. 01.97/2004, Appeal Target: CHF 666,845; Appeal coverage: 32%;**  
*(Click here to go directly to the attached [Financial Report](#)),*

*This Annual Report reflects activities implemented over a one-year period; they form part of, and are based on, longer-term, multi-year planning. All International Federation assistance seeks to adhere to the Code of Conduct and is committed to the Humanitarian Charter and Minimum Standards in Disaster Response in delivering assistance to the most vulnerable. For support to or for further information concerning Federation programmes or operations in this or other countries, please access the Federation's website at [HYPERLINK"http://www.ifrc.org/" http://www.ifrc.org](http://www.ifrc.org)*

**Programme summary: The “Reducing Discrimination” Global Programme allows a real focus on changing behaviour as described in the Strategy 2010 core area “Promotion of the Movement’s Fundamental Principles and Humanitarian Values”. It’s about appreciating people differences, building an environment of mutual understanding, tolerance, non-discrimination and respect for diversity. Concretely, it’s also about changing actor’s behaviour which means changing our own behaviour. This Global Programme was initiated in 2001 as part of the so called “Global Local Action to Reduce Discrimination and Violence in the Community”. The strong positioning of the Federation within and outside the Red Cross and Red Crescent Movement at the occasion of the 2003 Council of Delegates as well as the 28<sup>th</sup> International Conference created a real momentum to scale-up.**

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*All International Federation assistance seeks to adhere to the [Code of Conduct for the International Red Cross and Red Crescent Movement and Non-Governmental Organizations \(NGO's\) in Disaster Relief](#) and is committed to the [Humanitarian Charter and Minimum Standards in Disaster Response \(Sphere\)](#) in delivering assistance to the most vulnerable.*

*For longer-term programmes in this or other countries or regions, please refer to the Federation's Annual Appeal. For support to or for further information concerning Federation programmes or operations in this or other countries, or for national society profiles, please also access the Federation's website at <http://www.ifrc.org>*

**Overall Goal: National societies work at community level and develop effective action and communication with the community and public authorities in order to influence behaviour to reduce discrimination and violence in the community and promote a culture of tolerance, non discrimination and respect for diversity.**

**Objectives 1 and 2: to capture, develop and share knowledge on best and good practices in reducing discrimination and promoting a culture of tolerance, non discrimination and respect for diversity, as well as monitor and reinforce the Global-Local Action to reduce Discrimination and Violence in the Community now known as the Reducing Discrimination Initiative).**

### **Progress/achievements**

#### **Integrating Human Rights components within the Action to Reduce Discrimination pack**

Based on the recommendations presented in the research published in late 2003, a number of interactive exercises and theoretical inputs were integrated into an updated version of the Reducing Discrimination Initiative training manual.

The exercises were tested with different target groups in Europe and the lessons learned from these tests were incorporated in the full training workshop piloted by Polish Red Cross in March 2004. A second phase was implemented in months following this workshop, focusing on integrating the learning into their ongoing programmes in schools, voluntary centers and youth summer camps.

#### **Case Studies on Community Based Integrated Approach**

Humanitarian values and reducing discrimination are not areas of work which exist in isolation. Taking this into account, a number of National Societies have used interventions in the areas of gender, health or population movement as entry points to address issues related to reducing discrimination in the community. Thirty-two National Societies which take such an approach were identified during 2004. Case studies have been developed (in Canada, Sierra Leone, Bangladesh, Cameroon, Nepal, France, Belarus) as a basis for sharing knowledge, know-how, and good practice. Those case studies were made available to Humanitarian Values actors and focal points.

#### **Focus on Central Americas: Phase 2 of the exploratory process**

In June 2003, the Panama Regional Delegation and the secretariat's Americas department requested technical assistance to enhance involvement in the Reducing Discrimination Initiative in this region. A first phase was begun in early 2004, focusing mainly on National Societies of Nicaragua, Guatemala, and Dominican Republic. In October phase two combined a number of consultations of targeted National Societies (Panama, Honduras, Nicaragua, and Guatemala) on the "Promotion of respect for diversity and fight against discrimination and intolerance" agenda. The objective of these consultations was to ensure that National Societies in the Americas can engage in the Reducing Discrimination Initiative in ways relevant to their local contexts and in line with their identified priorities.

A wide range of issues were explored, such as:

- How do these national societies perceive discrimination in their context?
- What role do they see themselves playing in this area?
- How can recommendations of Phase 1 be integrated into already existing national and regional Plans of Action, both those related to reducing discrimination and those related to wider agendas?

Based on a methodology of open dialogue, individual interview and field visits were undertaken. These were combined with formal presentations and update on the global programme "Reducing Discrimination Initiative".

Outcomes of phase 2 were consolidated in late 2004, and will be shared with national societies visited during Phase 1 and Phase 2 and with other National Societies in the region. These outcomes included the following topics:

- Lessons learned on contributing to the creation of a conducive environment.

- Identification of good practices to be shared through the global database.
- Identified best practices on which case studies could be developed.
- Recommendations to be integrated within the national and regional plans of action and the Federation's global programme, based on identified needs and cultural context.
- Identification of specific option, such as training modules on respect for diversity.

### **Advocacy**

In April 2004 at the 60th session of the Commission on Human Rights, special attention was given to the follow-up of the "Durban Declaration on racism, racial discrimination, xenophobia and all forms of discrimination". This was principally through an address to the commission which highlighted the Federation's longstanding commitment to challenge discrimination in all its forms.

This address pointed out that abhorrence of discrimination is one of the most deeply shared convictions between the Federation and the commission. Members of the commission were also reminded of their adoption of the Declaration and Agenda for Humanitarian Action at the 2003 International Conference which incorporated similar sentiments.

During important meeting and fora such as the **United Nations General Assembly, the OSCE meeting, the Third World meeting of Religions and Cultures or the Parliament of the World's Religions**, substantive contributions were made to reinforce the public position of the Federation on the "Respect for Diversity" agenda.

Further steps were taken in 2005 towards a meaningful and coherent mainstreaming of the reducing discrimination agenda into Federation public statements on other core areas such as disaster preparedness. A number of statements were delivered during the second semester which emphasised that non-discrimination and respect for human dignity are key common elements that bind together human rights law, international humanitarian law and the principles and values of the Red Cross and Red Crescent Movement.

### **Discrimination in the spotlight on May 8<sup>th</sup> (World Red Cross and Red Crescent Day)**

The International Federation used the occasion of World Red Cross and Red Crescent Day to remind national societies to work with their governments to combat stigma and discrimination and take active measures to promote tolerance and respect for cultural diversity. The global theme for the day was "Stop Discrimination". Federation President Juan Manuel Suárez del Toro commented that *"it is a matter of profound concern to us that while many resolutions have been adopted in support of this general objective, discrimination remains a serious problem in almost all countries"*

Many hundreds of events were staged by the 181 member national societies drawing attention to the stigma and discrimination associated with HIV/AIDS, and the specific vulnerabilities of minorities and other marginalized groups.

The Federation President noted that the Federation had raised the issue of stigma and discrimination at many international meetings since the Council of Delegates adopted the wide-ranging Resolution 9 on the subject in December 2003. It was reminded that the Federation, in partnership with key civil society organizations, such as the Global Network of People Living with HIV/AIDS (GNP+), has become a leading advocate for policy change.

### **Follow-up of 2003 Movement statutory decisions addressing Non Discrimination and Respect for Diversity.**

**Resolution 9 of the 2003 Council of Delegates: "Promote respect for diversity and fight discrimination and intolerance"**: an updated information pack on ways for national societies to implement this decision was developed, incorporating training tools, guidelines on developing case studies, a mapping exercise of existing programme, sharing of lessons learned, and updated guidelines for field programmes.

In accordance with paragraph 5 a) of the resolutions itself, an "Expert meeting" was jointly organized with ICRC in Geneva. This meeting brought together specialists in the area of discrimination and intolerance (the "Experts")

to discuss for two days with representatives from the selected national societies, from the Federation and from ICRC.

The experts were identified based on their extensive experience and expertise in various fields related to reducing prejudice and discrimination and respect for human dignity. These included applied social psychology, multicultural education, academic social research, monitoring of implementation of UN treaties such as the Convention on the Rights of the Child.

The objectives of the meeting covered three aspects:

- Reach a better understanding of the factors that underlie discrimination, including emerging ones, and find more efficient ways of identifying them.
- Take a closer look at the complementarities that exist between various organizations active in the field of prevention and assistance for victims of discrimination and intolerance.
- Draw up guidelines based on case studies with a view to defining the conditions for action in this field and the principles that should govern such action. The outcomes of this important Expert meeting will be capitalizing in the consultation phase of national societies (Semester 1 -2005).

**Federation Pledge at the 28<sup>th</sup> International Conference (“Non discrimination and respect for diversity” PO 34)** : links have been established between the Secretariat Diversity Action Group and the Principles and Values Department as part of the effort deployed to implement the pledge. It is hoped this partnership will help increase cohesiveness in addressing Respect of Diversity in the workplace, both for Secretariat and for national societies. Specific approaches such as “Targeted recruitment” and “targeted training” have been endorsed by the Federation governing board and share with representatives from national societies working on similar projects

### **Fednet**

The Reducing Discrimination initiative tool kit, research paper and information kit related to Humanitarian Values and Human Rights have been regularly updated and made available to national societies via Fednet. Narrative pages and presentation files explaining the recent background and longer history of the Principles and Values of the Movement were also added FedNet.

2005 edition of “From Principles to Action” CD Rom launched on the 8<sup>th</sup> of November 2004 (the anniversary of the publication of Henry Dunant’s book “*A Memory of Solferino*”): The first generation of “From Principles to Action” CD ROM was launched in 2002, since when more than 10,000 copies were ordered. The Arabic, Spanish and French versions were developed in different ways (CD-Rom and/or handbooks). The main users in the past few years have been Red Cross and Red Crescent volunteers and staff, NGOs, universities, schools, the armed forces and the media.

During 2004 a new version was developed based on the outcomes of a consultation with users. This 2005 edition is multilingual (English, Arabic, Spanish, French), allowing speakers of each language to benefit from a wider range of media. It comprises documents, presentations, the Movement’s reference texts (Federation General Assembly, Council of Delegates, International Conference, etc.), videos, photos and bibliographies of reference works. The sections Reducing Discrimination and other current topics have been further developed for this edition.

### **Constraints**

The low coverage of the appeal was an obstacle in terms of speed of delivery. However, the gradual development process based on available resources and the interest of national societies will ensure a real long-term, local level impact in terms of changing behaviour in the community.

***[Financial report below; click here to return to the title page and contact information.](#)***

Selected Parameters	
Year/Period	2004/1-2004/12
Appeal	M04AA097
Budget	APPEAL

All figures are in Swiss Francs (CHF)

**I. Consolidated Response to Appeal**

	Health & Care	Disaster Management	Humanitarian Values	Organisational Development	Coordination & Implementation	TOTAL
Budget (A)			666,845			666,845
Opening Balance (B)			6,496			6,496
<b>Income</b>						
<u>Cash contributions</u>						
British Red Cross			178,084			178,084
Swedish Red Cross			33,800			33,800
<b>Cash contributions (C1)</b>			<b>211,884</b>			<b>211,884</b>
<b>Total Income (C) = SUM(C1..C5)</b>			<b>211,884</b>			<b>211,884</b>
<b>Total Funding (B + C)</b>			<b>218,380</b>			<b>218,380</b>

**II. Balance of Funds**

	Health & Care	Disaster Management	Humanitarian Values	Organisational Development	Coordination & Implementation	TOTAL
Opening Balance (B)			6,496			6,496
Income (C)			211,884			211,884
Expenditure (D)			-210,988			-210,988
<b>Closing Balance (B + C + D)</b>			<b>7,392</b>			<b>7,392</b>

# International Federation of Red Cross and Red Crescent Societies

01.97/2004 REDUCING DISCRIMINATION

Selected Parameters	
Year/Period	2004/1-2004/12
Appeal	M04AA097
Budget	APPEAL

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## III. Budget Analysis / Breakdown of Expenditure

Account Groups	Budget	Expenditure					TOTAL	Variance
		Health & Care	Disaster Management	Humanitarian Values	Organisational Development	Coordination & Implementation		
A							B	A - B
<b>BUDGET (C)</b>		<b>666,845</b>					<b>666,845</b>	
<b>Supplies</b>								
Clothing & textiles				99			99	-99
Teaching Materials	52,000							52,000
<b>Total Supplies</b>	<b>52,000</b>			<b>99</b>			<b>99</b>	<b>51,901</b>
<b>Capital Expenditure</b>								
Computers & Telecom	10,000							10,000
<b>Total Capital Expenditure</b>	<b>10,000</b>							<b>10,000</b>
<b>Transport &amp; Storage</b>								
Transport & Vehicle Costs				1,129			1,129	-1,129
<b>Total Transport &amp; Storage</b>				<b>1,129</b>			<b>1,129</b>	<b>-1,129</b>
<b>Personnel Expenditures</b>								
Delegates Payroll	220,500			17,470			17,470	203,030
Delegate Benefits				752			752	-752
Regionally Deployed Staff				7,765			7,765	-7,765
Staff-on-Loan				15,225			15,225	-15,225
National & National Society Staff				10,372			10,372	-10,372
Consultants	110,000			71,277			71,277	38,723
<b>Total Personnel Expenditures</b>	<b>330,500</b>			<b>122,860</b>			<b>122,860</b>	<b>207,640</b>
<b>Workshops &amp; Training</b>								
Workshops & Training	70,000			2,163			2,163	67,837
<b>Total Workshops &amp; Training</b>	<b>70,000</b>			<b>2,163</b>			<b>2,163</b>	<b>67,837</b>
<b>General Expenditure</b>								
Travel	42,000			30,123			30,123	11,877
Information & Public Relation	99,000			19,520			19,520	79,480
Office Costs	10,000			5,821			5,821	4,179
Communications	10,000			6,367			6,367	3,633
Financial Charges				576			576	-576
Other General Expenses				3,889			3,889	-3,889
<b>Total General Expenditure</b>	<b>161,000</b>			<b>66,296</b>			<b>66,296</b>	<b>94,704</b>
<b>Federation Contributions &amp; Transfers</b>								
Cash Transfers National Societies				4,727			4,727	-4,727
<b>Total Federation Contributions &amp; Tr</b>				<b>4,727</b>			<b>4,727</b>	<b>-4,727</b>
<b>Program Support</b>								
Program Support	43,345			13,714			13,714	29,631
<b>Total Program Support</b>	<b>43,345</b>			<b>13,714</b>			<b>13,714</b>	<b>29,631</b>
<b>TOTAL EXPENDITURE (D)</b>	<b>666,845</b>			<b>210,988</b>			<b>210,988</b>	<b>455,857</b>
<b>VARIANCE (C - D)</b>				<b>455,857</b>			<b>455,857</b>	