

# Plan 2009-2010



## Belarus

### Executive summary



Belarus is bordered by the European Union on one side and the former Soviet Union on the other. The challenges it has faced since the break-up of the Soviet Union have been compounded by the still lingering Chernobyl legacy, continued political isolation, the growing incidence of trafficking in persons, especially women, TB and HIV, and a serious demographic crisis, marked by declining life expectancy, high mortality and morbidity, rapid population ageing and deteriorating health. The recent oil and gas price hikes, and the relationship with Russia has posed new challenges for Belarus, with wide-ranging macroeconomic and socio-political implications. Vulnerability is likely to increase in the country.

The International Federation of Red Cross and Red Crescent Societies secretariat support plan for 2009-2010 has been developed with the Belarus Red Cross and reflects both the National Society's Strategic Plan for 2008-2011 and the International Federation's Global Agenda. The overriding purpose of this programme support plan is to strengthen the Belarus Red Cross capacities in terms of increasing its role in the civil society to effectively address local vulnerabilities and to meet the humanitarian challenges facing Belarus today. These include the spread of infectious diseases- primarily HIV and AIDS- violence and trafficking, discrimination and marginalization of socially excluded groups.

The primary target group of the Belarus Red Cross programmes in 2009-2010 are the most vulnerable and marginalized people in local communities, including children from multi-child and disadvantaged families, people living with HIV (PLHIV), elderly people, people with disabilities, and victims of trafficking and domestic violence. The secondary target group are youth leaders, volunteers, as well as National Society headquarters and branch staff in all six regions of Belarus.

The total 2009-2010 budget is CHF 1,922,348 (USD 1,757,174 or EUR 1,224,426).

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### Country context

Belarus is a landlocked state bordering Poland, Lithuania and Latvia to the west; Ukraine to the south and Russia to the east. The name Belarus was adopted in 1991 when the country became independent. Previously it had been known by the name Belorussia, or White Russia. Before becoming a republic of the Union of Soviet Socialist Republics (USSR) in December 1922, there was a brief period of independence. Occupied by the Nazis between 1941 and 1944, Belarus was one of the war's most devastated battlefields, losing 2.5 million people, or 25 per cent of the population, including most of its large Jewish community. The country is a founding member of the United Nations along with Russia and Ukraine. Post-war reconstruction converted Belarus into an industrially, scientifically and militarily advanced Soviet Republic.

<i>Population, geography and environment</i>		<i>Economy and labour</i>	
Total population (millions)	9.68	GDP per capita (PPP in USD)	7,918
Surface area (square km)	207,600	GDP real growth (%)	8.1 (2007)
Carbon dioxide emissions per capita (metric tons)	6.6 (2004)	Unemployment total (% of labour force)	1.5
Population growth %	-0.6	Inflation %	8.4 (2007)
<i>Social indicators</i>		<i>Health indicators</i>	
Adult literacy rate (% aged 15 and older)	99.6	Infant mortality rate (per 100,000)	15
Gender-related development index rate (GDI)	56 (2005)	Life expectancy at birth (female/ male)	75/ 63
Human development index value (HDI)	0.804 (2007)	HIV prevalence (% aged 15-49)	0.3
Human development index rate (HDI)	64 (2007)	People living with HIV aged 15-49	20,000 – 47,000 (est.)
Population below national poverty line (%)	21.7	Prevalence of Tuberculosis (per 100,000)	71 (2006)
		Health spending as % of GDP	4.6 (2004)

Sources: World Health Organization; World Bank; Economic Intelligence Unit

**Table 1:** Selected development indicators for Belarus

Today, Belarus is facing socio-economic change and hardship, with the transition towards a market economy being less advanced than in almost all other Commonwealth of Independent States (CIS) countries. It is a lower middle-income country with a number of economic and social problems related both to the general post-soviet transition challenges as well as to the specific development path that the country is on. Having recovered from the consequences of the Russian financial crisis of 1998, the economy appears to have been performing rather well since 2000. However, a closer look at the economic development shows that it is exposed to multiple threats and the growth achieved may not be considered sustainable.

Belarus now pays twice as much for Russian gas supplies as in 2006 and the windfall earnings it received from re-exporting cheap Russian oil supplies have diminished abruptly.<sup>1</sup> As a consequence, it is anticipated that the country's economic model will come under significant strain in 2008-09. Consumer price inflation, which since late 2005 had rarely exceeded 8 per cent year on year, rose sharply in the final months of 2007 and by January 2008 had reached almost 13 per cent. Pushed up by energy costs and higher food prices, Belarus's inflation is expected to accelerate again in 2008 and 2009 to reach around 20 per cent by the end of 2009 according to the Economist Intelligence Unit.

In addition, the country continues to be affected by the explosion at the Chernobyl nuclear power plant in 1986, when almost 23 per cent of its territory was contaminated by radioactive fallout. Poverty and unemployment have increased, especially in the rural areas but also in the contaminated zone. Although Chernobyl is located in Ukraine, over 70 per cent of the radioactive fallout resulting from the explosion fell on Belarus. Twenty per cent of Belarus's forests are contaminated as is over 6,000 sq km of prime agricultural land. Deprived of 22 per cent of the country's arable land, the agricultural sector was the area of the economy worst hit by the effects of the accident. According to a survey by UNDP and UNICEF, 54 large agricultural and forestry enterprises, together with 9 plants of agriculture processing industry, had to be closed. The area sown with crops, as well as the total yield and livestock has decreased significantly. Restrictions on agricultural production crippled the market for foodstuffs

<sup>1</sup> IMF Country Report, September 2007.

and other products from the affected areas. In rural communities where food production and food processing are the staple sources of income, radioactive contamination has severely reduced the opportunities for household income generation. Where some of the best arable land has been removed from production, the impact has affected the whole economy.

Country disasters		BELARUS
Type of Disaster	Date	Affected people
Flood	July 1993	40,000
Storm	June 1997	21,390
Flood	March 1999	2,000
Extreme temperature	January 2006	1,820
Epidemic	November 1997	605
Epidemic	January 1995	282

Source: EM-DAT: The OFDA/CRED International Disaster Database

**Table 2:** Natural disasters in Belarus since 1990 including dates and the number of people affected

Although not at high risk of major disasters, every year Belarus experiences between 13,000 and 19,000 emergencies across all six regions of the country. Of these, 75 per cent are technological, with domestic and industrial fires taking the lion's share. Wild fires prevail among natural disasters constituting about 92 to 95 per cent. As a result 1,100-1,300 people are killed annually, and 500-600 people are injured. Furthermore, over the last ten years more than 17,000 people died and over 70,000 were injured in accidents on the roads of Belarus. Every day sees an average of 21 road accidents, killing 5 people and injuring 20<sup>2</sup>.

There has been a reduction of social benefits for the retired, those living alone, multi-child and single mothers, children and youth and further aggravation of social problems. Currently, around 1.5 million people or over 15 per cent of the total population of Belarus is registered as in need of support.

There has been a dramatic increase in sexually transmitted infections (STIs), HIV and AIDS, TB, trafficking in human beings, drug abuse and violence. Likewise labour migration is increasing as is the social exclusion and abuse that is linked to it. Among other humanitarian challenges in Belarus are the ageing population, multi-child families and people with disabilities.

The situation of women in Belarus also reflects the political and economic conditions in the country. The problems include women's poverty and employment discrimination; deterioration of women's health including reproductive health; presence in the society of traditional gender stereotypes; domestic violence and trafficking. There are worrying signs of a feminisation of poverty, with a higher number of women unemployed- 63 per cent among those officially registered as unemployed. The national statistics finds that women earn just 80 per cent of men's wages. The number of children born and raised by single mothers is increasing and the problem of trafficking in women is also very acute. According to the IOM office in Belarus, a typical Belarusian victim is a woman from a low-income family in a small provincial town.

In a report released in November 2006 Amnesty International claimed that thousands of women in Belarus have experienced domestic violence, whilst benefiting from little legal protection and support services. According to the report, about 3,000 women were registered as home violence victims in Belarus in 2005. Amnesty International says the issue of ensuring safety for victims of home violence must be a matter of priority. It calls on the government of Belarus to fulfil its obligations under international law especially the UN Declaration on the Elimination of Violence against women.<sup>3</sup> In April 2007, Amnesty International observed that despite some progress, measures to protect women from violence in the family remained inadequate.

Now that the European Union shares a border with Belarus, it is becoming more vulnerable to potential political and economic instability across that border. The EU's new central and eastern European member states have pushed the EU to give greater attention to Belarus, and in 2007 contacts between Belarus and the EU became much more intense. The EU announced a new strategy towards Belarus

<sup>2</sup> <http://rescue01.gov.by>

<sup>3</sup> The report can be found at <http://web.amnesty.org/library/Index/ENGEUR490142006?open&of=ENG-BLR>.

for the period 2007-2013 that implies increased assistance to support the needs of the population, to directly and indirectly support democratisation and to mitigate the effects of the self-isolation of Belarus on its population.

The UNDP's Human Development Index (HDI) shows a very disparate picture of the country's health and education situation. Whereas education is a factor that greatly improves Belarus' standing in the HDI, life expectancy is low and significantly below its GDP per capita ranking. The health situation is not encouraging despite rapid growth and high spending on healthcare. Although this spending as share of GDP is comparable to Poland, life expectancy has declined by 3 years over the last decade for men and is now around 63 years while for women it is around 75 years.

Although the incidence rate of HIV is relatively low in Belarus, the situation has the potential to deteriorate, largely due to a lack of knowledge and information about the disease. There is a steady increase in the sexual way of HIV transmission with 63.4 per cent of all cases in 2006 and 66.8 per cent in 2007, though most of these cases are reported as involving a high-risk partner, mainly an injecting drug user, and rapid increase of the share of women in the overall HIV-incidence rate being around 35.4 per cent. The most vulnerable to HIV infection are young people aged 15-29, with workers and employees accounting for more than 20 per cent of all HIV infected. The number of HIV infections in this age group is 6,403, or 70.5 per cent of all HIV infected according to national statistics from May 2008. Widespread risky behaviour among young people is largely responsible for driving the AIDS epidemic in Belarus. Therefore, the promotion of safe behaviour among vulnerable groups, including young adults at workplaces, is becoming increasingly critical.

The threat of an avian influenza pandemic is yet another challenge facing Belarus. Even though no cases have been registered in Belarus, sharing its borders with countries that have already been exposed to avian influenza makes Belarus highly prone to the virus. Other risk factors are the more than 20,800 rivers and 10,800 natural lakes where birds usually mass during migration.

## National Society priorities and current work with partners

The humanitarian environment in Belarus is partly defined by the increasing spread of HIV and TB, as well as by social exclusion experienced by older people, migrants and children. These are the direct results of the structural vulnerability that the Belarus Red Cross strives to address through active advocacy, service delivery and raising awareness. In 2009-2010 it will continue to address a range of vulnerabilities that affect socially excluded groups, primarily poor access to healthcare, isolation, lack of access to decision-makers and material poverty.

Diseases like TB and HIV often intensify the needs of vulnerable groups. Therefore, the National Society will address the needs of key populations at higher risk through activities to prevent these diseases and promoting healthy lifestyles, as well as meeting the needs of people living with HIV that arise from stigma and discrimination. Recognizing the need to scale up both its activities and capacities to better tackle HIV in the country, at the end of 2007 the Belarus Red Cross joined the Red Cross and Red Crescent Global Alliance on HIV. The Red Cross's country-wide efforts to counter the spread of HIV are currently being supported by the Danish and Swedish Red Cross Societies by strengthening prevention work, reducing stigma and discrimination and the Global Fund to Fight AIDS, Tuberculosis and Malaria in the treatment and care of people living with HIV. The Swedish Red Cross's strategy is, however, to withdraw from the country after 2008.

An increasing number of older people need nursing care and support in their daily lives and many require palliative care; the numbers are also set to rise in Belarus's ageing society. There is, therefore, a need to break the loneliness and isolation that often affect the elderly people. These humanitarian challenges are being addressed by the Red Cross through its Visiting Nurses Service, supported bilaterally by the consortium of the Austrian, German and Swiss Red Cross Societies. Red Cross nurses also provide palliative care to HIV-patients.

Needs arising from the trafficking of women and children, which the National Society is addressing through raising the awareness of potential victims and the general public of the risks, and providing

reintegration assistance also remain the focus of the attention of the Red Cross. The National Society is a full member of the national referral mechanism in Belarus and is also part of the European Red Cross Red Crescent Cooperation in Response to Human Trafficking, which helps the society to exchange experiences and develop new ideas. While the reintegration services are being supported by the International Organization for Migration (IOM), there is a funding gap in the field of prevention of domestic violence and trafficking in humans. The Belarus Red Cross principles and values programme in 2009-2010 will specifically focus on marginalized or excluded groups directly seeking to reduce the existing discrimination and exclusion that they face. Reintegration assistance to victims of trafficking is ensured by the Belarus Red Cross through health examinations, medical, legal and psychological treatment and counselling and assistance in vocational training. Prevention activities are intended to be developed in educational institutions to improve the understanding of the dangers of trafficking, the awareness of preventive support mechanisms that are available for youngsters and to inform them about organizations which provide support to trafficked persons inside and out of Belarus.

Another important priority is to foster volunteering in local communities as a way to develop new initiatives, build partnerships and strengthen capacities of the branches. Furthermore, volunteering contributes to the reduction of vulnerability and social exclusion and is an instrument to promote community involvement and empowerment, particularly in remote areas. The Red Cross has extensive experience in coordinating volunteer activities thanks to the volunteer capacity building programme now ongoing in three out of the six regions of Belarus with the support of the Danish Red Cross and the International Federation. The programme has already proved its replicability through the successful extension to another geographical target area and holds great potential for further development and cross-country learning within the CIS countries. The programme plan for 2009-2010 seeks support to institutionalize the already tested methodologies and practices for youth involvement and to replicate the successful approaches in one newly selected regional Red Cross branch with a focus on up to 20 communities.

In terms of organizational development needs, matters of human resources and financial management, branch infrastructure and management, legal base including statutes, resource mobilization linked to communications and image issues, are considered as areas requiring first and foremost improvement. The Belarus Red Cross has recently been short-listed as one of the candidates for the Intensified Capacity Building (ICB) support. Acquiring the ICB support will enable it to address these constraints and to consolidate ongoing capacity building efforts. During 2007-2008, the Belarus Red Cross has received various types of consultancy support, such as on the revision of statutes, strategic planning, and optimization of its organizational structure. The work was done in close cooperation with the International Federation's representation in the region, with the secretariat's governance support unit, as well as other partner National Societies interested in this activity, particularly the consortium of the Austrian, German and Swiss Red Cross Societies, who also contributed financially, and the Danish Red Cross. In the coming years the consortium, the Danish Red Cross and the International Federation will continue supporting the Belarus Red Cross capacity building and organizational development processes, ensuring synergy and complementarity between their *Visiting Nurses* and *Youth Participation* programmes.

The increasing number of deaths and injuries on the roads also prompted the Belarus Red Cross to revitalise its first-aid education activities. The first-aid programme is designed to incorporate aspects of accident prevention, HIV prevention and promoting healthy lifestyle within Belarusian communities. Currently a dialogue is ongoing with the French Red Cross and the European Reference Center for First Aid Education about possible support for the activities. The Magen David Adom has recently offered a training of trainers (ToT) course to the Belarus Red Cross, to be led by their Russian speaking senior instructors. Additional funding is, however required for local ToT costs as well as for further guidance and support to accomplish the National Society's new goals in the first-aid field. The International Federation and the Belarus Red Cross try to ensure complementarities through the coordination of potential inputs by various partners.

Ensuring efficient delivery of emergency response and recovery assistance for high-risk communities will remain the primary area for 2009-2010. A cooperation agreement signed in 2007 between the Belarus Red Cross and the Ministry of Emergencies defined the Red Cross's auxiliary role as providing social support, such as distributing basic items and setting up first-aid points, to people affected by

disasters. The ministry ensures that the Red Cross participates in its disaster response trainings and makes its warehouses available for its supplies, as well as informs it about disaster forecasts. To meet its disaster management obligations, the Belarus Red Cross will maintain its disaster relief fund and emergency stocks pre-positioned in each region, as well as ensure that a sufficient number of trained staff and volunteers are on standby in case of disaster. The International Federation will support the National Society with emergency stocks, staff training and relief assistance to the most vulnerable including those affected by the socio-economic transition. The Swiss Red Cross, who over the years has been supporting emergency relief activities carried out by the Belarus Red Cross to assist the most disadvantaged population groups, will also continue its support through winter assistance by supplying supplementary nutrition and *Twice Christmas* campaigns (gifts collection). In terms of response to technological disasters, the Belarus Red Cross continues to provide medical, social and psychological assistance to targeted individuals in the six regions affected by the Chernobyl nuclear disaster (please refer to Appeal No. MAA67002), and remains on standby for the provision of shelter, food and first aid in case of evacuation of people from risk zones, such as an accident at a chemical enterprise.

In the coming years the National Society will continue the avian influenza community-based preparedness and response activities, which are built on the experience gained in eight district pilots in close collaboration with the government and local authorities.

In April 2008, the International Committee of the Red Cross (ICRC) announced that it would close its regional delegation in Kiev by the end of 2008. The coordination of programmes in the region will be handed over to the ICRC office in Moscow. It is not clear yet how this decision will affect the cooperation between ICRC and the Belarus Red Cross, or the funding of programmes. Most likely it will continue its support for the tracing services, while support to the exploring humanitarian law (EHL) programme might be scaled down.

The identified priority areas and actions of the Belarus Red Cross in the given circumstances remain fragile, in that while communities are being served and the National Society's role is being recognized, programming remains heavily reliant on international support. At the same time, there is little evidence to suggest major donor interest in the country, with the exception of relatively small project funds. Therefore, failure to secure continued support at this critical moment would mean certain core capacities would be lost. Further investment is required over the next few years to strengthen the capacities of the Red Cross to increase its role in civil society and deliver on the Global Agenda goals.

The transitional support phase in 2009-2010 would lay some important groundwork for a more comprehensive approach to establishing a more sustainable support structure for the National Society through funding partnerships with the Global Fund to Fight AIDS, Tuberculosis and Malaria, the budget, as well as a raised profile leading to greater public support.

## Secretariat supported programmes in 2009-2010

### Disaster Management

#### a) The purpose and components of the programme

<b>Programme purpose:</b>
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<b>Reduce the number of deaths, injuries and impact from disasters</b>
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The disaster management programme budget is CHF 513,054 (USD 468,971 or EUR 326,786).

<b>Programme component 1: Disaster management planning</b>
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<b>Component outcome 1:</b> Improved ability to predict and plan for disasters to mitigate their impact on vulnerable communities, and respond to and effectively cope with their consequences.
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With support of the International Federation, the Belarus Red Cross will update its national disaster response plan, test the standard operating procedures and make relevant changes. This includes setting up coherent and effective disaster response strategies, identifying operational models, linking up

disaster response stakeholders at different levels, and defining management responsibilities of each stakeholder.

### **Programme component 2: Organisational preparedness**

**Component outcome 1:** Improved capacity of the Belarus Red Cross in skilled human resources, and financial and material capacity for effective disaster management.

Under this component the National Society will recruit, train, retain and manage a diverse, gender balanced volunteer network, conduct training for the newly established disaster response teams and refresh the skills and knowledge of already existing ones. The National Society will test its disaster response plan through field trainings jointly with the Ministry of Emergencies. The replenishment of emergency stocks also falls under this component. Through relevant resource mobilization strategies the Belarus Red Cross will seek to have available sufficient material and financial resources to meet its disaster management obligations and replenish its emergency fund.

### **Programme component 3: Disaster response**

**Component outcome 1:** Improved disaster response assistance to meet the needs of those people affected by disasters and socio-economic transition.

The component aims to mitigate the impact of socio-economic changes on the most vulnerable. The Belarus Red Cross will support those in need through securing supplementary nutrition for three months, improving access to quality social services and raising awareness of the local community and mobilizing local resources for the assistance.

#### **b) Profile of target beneficiaries**

The disaster management programme of the Belarus Red Cross targets different groups of beneficiaries.

Programme components one and two target residents of high-risk communities and people affected by disasters with a total number of approximately 3,000 people. The selection of target areas is based on the results of risk analysis of the territories of Belarus. In addition, 320 National Society staff and volunteers will benefit from the increased capacity and knowledge.

The main beneficiaries of component three will be elderly people living alone and people with disabilities, single-parent and multi-child families, orphans, unemployed, ex-prisoners and people with low income. The programme covers the basic elementary social and nutritional needs of these categories. In total, 5,000 people will be targeted.

#### **c) Potential risks and challenges**

In Belarus for every project that involves foreign donors, all the money and supplies must be registered as humanitarian cargo with the departments for humanitarian activities within the respective government in order not to pay taxes. The Belarus Red Cross has extensive experience in dealing with international projects and the system of getting money registration certificates runs smoothly. Nevertheless, the procedure can last up to one month, leading to delays in project implementation.

Another risk is increasing international isolation of Belarus, which may further aggravate the already worsening socio-economic situation, whereby the number of people in need would increase and without a matching increase in social support this would lead to deteriorating conditions for vulnerable people.

## **Health and Care**

### **a) The purpose and components of the programme**

#### **Programme purpose:**

**Reduce the number of deaths, illnesses and impact from disasters and public health emergencies**

The health and care programme budget is CHF 670,710 (USD 613,080 or EUR 427,204).

### **Programme component 1: HIV and AIDS**

**Component outcome 1:** Vulnerability to HIV and its impact reduced through preventing further infection and reducing stigma and discrimination.

With its 360 volunteer educators, the Belarus Red Cross will continue peer interventions in educational institutions in 18 towns across the country, but will also expand to factories with the focus on workers' HIV/ STI knowledge, sexual negotiation skills and condom efficacy, risk perception and stigmatizing attitudes. Recognizing the need to scale up both its activities and capacities to better tackle the problem, the Belarus Red Cross joined the Red Cross and Red Crescent Global Alliance on HIV. The National Society thus works in accordance with the established principles of the Movement to support national HIV policies and programmes. The specific scope of the component activities in this plan is based on the Global Alliance's core approaches and principal indicators which derive directly from the global indicators for HIV and AIDS that have been agreed by UNAIDS, major international organizations and the Belarus national AIDS programme. Recognizing that in previous years gender issues were not adequately tackled, in 2009-2010 the Belarus Red Cross will add the activities aimed at addressing gender issues (e.g. through the promotion of human dignity and safe behaviour of girls and women). Strengthening Belarus Red Cross capacities to deliver and sustain the scaled-up HIV programme requires improving staff and volunteer support and management, continued training and experience exchange, further support to youth initiatives, and pursuing greater ownership and sustainability at local level. All of these will be priority areas in 2009-2010.

### **Programme component 2: Community based first aid**

**Component outcome 1:** Capacities of communities and households to prevent and cope with individual and small-scale emergencies (e.g. household and road accidents) have increased.

The first-aid component will aim at increasing the capacity of individuals, households and communities to prevent and cope with individual and small-scale emergencies, e.g. household and road accidents, and to mitigate their impact. The Belarus Red Cross will further work towards strengthening its first-aid programme by improving the quality and relevance of the training, increasing the number of trainers and increasing the programme coverage. The programme is designed to incorporate aspects of accident prevention, HIV and AIDS prevention and promoting healthy lifestyle within Belarusian communities.

### **Programme component 3: Avian and Human Influenza pandemic**

**Component outcome 1:** Capacities of community and households to prevent and cope with avian and human influenza pandemic have increased.

With this component the Belarus Red Cross will aim at increasing pandemic preparedness through the development of national and branch contingency plans and response actions and their recognition by the government. Continuing actions to prevent transmission of the virus to humans will be carried out through the recruitment, training, retraining and management of a diverse, gender balanced volunteer network. The curricula and communication materials for the target regions have already been developed and adapted. The Belarus Red Cross and the International Federation will also work on resource mobilization strategies to create and maintain emergency stocks (hygiene and relevant medicine supplies).

#### **b) Profile of target beneficiaries**

The target beneficiaries of the HIV and AIDS component are teachers, schoolchildren, youth (aged 15–24), working youth (aged up to 31 years) mainly from urban but also from rural areas, TB patients and their family members. In total, the programme targets over 30,000 people.

The first-aid programme will target Red Cross instructors, nurses and volunteers, caretakers of children under five, medical staff of local primary healthcare facilities and community groups. In total, the programme targets over 2,700 people.

The direct beneficiaries in the avian and human influenza pandemic preparedness component are community members, local farmers and schoolchildren (about 5 per cent of the total population of target settlements in the regions prone to the pandemic) in three regions of Belarus, who will receive necessary information and knowledge on avian influenza human pandemic prevention, and Red Cross staff and volunteers. In total, the programme targets over 5,000 people.

### **c) Potential risks and challenges**

The challenge in expanding the HIV and AIDS component to workplaces is to ensure that enterprises' management recognize the need and are ready to adopt HIV workplace policies. Another challenge is that the interest of administrations of educational institutions in cooperation with the Belarus Red Cross is often occasional (as a rule on the eve of the World AIDS Day and World AIDS Memorial Day).

One of the challenges of the first-aid component is retaining sufficient volunteer trainers to help in the target communities. These positions will be really important in making sure the programme survives long after external support has ended. The National Society would also need to obtain the necessary licence for the provision of first-aid training.

Overall, the health and care programme's success is reliant upon the continued commitment of the National Society leadership to improve its human resource management, in particular the system of recruitment, training, support and motivation of staff and volunteers.

## **Organizational Development/Capacity Building**

### **a) The purpose and components of the programme**

The first two components of the programme are support to the third component which has the most direct impact on communities. All three components together support all the other work of the National Society; primarily the disaster management, health and care and principles and values programmes.

For component one the target audience is around 200 leadership and management staff, to be trained in implementation of the new statutes, internal rules and regulations, youth and volunteer policies, and strategic plan.

The second component is a continuation of the change process started in 2007 to further develop systems for human resource management (adoption of human resource policies and procedures, including a unified salary system and the system of appraisal and motivation of staff), finance management (adoption of internal controls and procedures, use of computer software for maintaining its financial records and analysis) and communication (greater accountability to stakeholders, improved visibility and image building).

With the third component the International Federation will continue to build the Belarus Red Cross capacities both at the national and local levels, enabling the society to provide youth with opportunities and adequate support to participate in organizational decision-making and to take social initiatives to serve and advocate for vulnerable people in their communities. This will be done through the development of community-based youth volunteer initiatives where youth are responsible for the whole project cycle from needs assessment and project proposal to implementation and evaluation; and improvement of volunteer management. Thus, the component support will build capacities at the individual, branch and headquarters level. In order to ensure proper dissemination of the gained experience as well as to present the impact of youth initiatives on local communities, round-table meetings with the participation of local authorities and NGOs will take place in each community where the project activities are undertaken.

<b>Programme purpose:</b>
<b>Increase local community, civil society and Red Cross/Red Crescent capacity to address the most urgent situations of vulnerability.</b>

The organizational development/ capacity building programme budget is CHF 257,326 (USD 235,216 or EUR 163,902).

**Programme component 1: Improving the Belarus Red Cross's leadership capacities to develop and implement strategies, to ensure good performance and accountability**

**Component outcome 1:** Revised statutes in compliance with the Federation guidelines.

**Component outcome 2:** Continuous training of National Society governance and management at all levels.

**Programme component 2: Ensuring a well-functioning organization with sustainable systems, procedures and staff with desired level of managerial and technical competencies.**

**Component outcome 1:** Effective and transparent human resource management.

**Component outcome 2:** Proper and effective financial procedures and guidelines.

**Component outcome 3:** Proper and effective accounting and reporting systems.

**Component outcome 4:** Well-functioning internal communication and effective external communication.

**Programme component 3: Developing a nation-wide coverage of grass-roots units and services**

**Component outcome 1:** Develop a nation-wide service run by volunteers organized by branches/units at grass-roots level.

**Component outcome 2:** Support branches / units at grass-roots level with a suitable volunteer policy and simple volunteer management procedures.

## **b) Profile of target beneficiaries**

In the organizational development programme, the direct beneficiaries are the National Society staff, volunteers, members of the headquarters and regional branches, local communities, students of universities and higher grades of school with a total number of approximately 8,200 people.

The direct beneficiaries of components one and two are around 200 National Society staff, volunteers, members of the headquarters and regional branches. The component three targets 400 volunteers, 20 branch staff and 8,000 vulnerable people in local communities.

## **c) Potential risks and challenges**

The Belarus Red Cross is facing several risks outside the organization. Uppermost is that the legal base is far from perfect, with no law on volunteering and the absence of a system for state grants to NGOs working in the social field. Furthermore, there is increasing competition between NGOs working in the social field, which can be construed as positive spur to raising standards. However, due to low institutional capacity and limited in-country funding possibilities, the National Society is not yet ready to take over projects which have been supported by the external donors now withdrawing from the CIS.

## Principles and Values

### **a) The purpose and components of the programme**

The first component is focused on improving the integration and understanding of the Fundamental Principles and humanitarian values within the National Society as well as on bringing the message of principles and values into the community.

The second component sets out the Red Cross message of non-discrimination and offers practical tools for communities to use to combat discrimination, such as legal awareness and self-help mechanisms. The Belarus Red Cross will continue to apply social inclusion and empowerment approaches towards the discriminated and marginalized people, providing access to information and communication, conducting educational trainings, organizing self-support groups and creating favourable public opinion towards the elderly people, victims of domestic violence and trafficking. Red Cross staff and volunteers from the selected branches will receive basic training on Participatory Community Development and Participatory Rapid Appraisal methodologies as a tool to develop the civil

society by equal partnerships between the local communities, the Red Cross, the local authorities and the local NGOs. The programme activities will help the social re-integration of the target audience and create environment for their active life in society.

Under the second component the Belarus Red Cross will increasingly develop trafficking prevention activities in schools, colleges and other educational institutions in order to improve the understanding of the danger of trafficking, the awareness of available preventive support mechanisms among youngsters and to inform about organizations which provide support to trafficked persons in and outside of Belarus. Newly developed information and education materials will address the issue of family violence. The programme plan for violence and trafficking prevention seeks for innovative approaches by introducing new forms of activities designed to building high self esteem (e.g. art therapy and social theatre), carrying out more workshops, experience sharing seminars and meetings of self-support groups, as well as more active involvement of Youth Red Cross representatives to introduce peer education principles. The awareness raising activities will be organized above all in rural areas and are aimed at the entire general public with a particular focus on groups at higher risk.

**Programme purpose:**

**Promote respect for diversity and human dignity, and reduce intolerance, discrimination and social exclusion**

The principles and values programme budget is CHF 319,978 (USD 292,484 or EUR 203,808).

**Programme component 1: Promotion of Fundamental Principles and Humanitarian Values**

**Component outcome 1:** Enhanced knowledge, understanding and application of the Fundamental Principles and humanitarian values (including non-discrimination, non-violence, tolerance and respect for diversity) within the National Society and the society in general.

**Component outcome 2:** The target population is sensitized to humanitarian values and changing behaviour.

**Programme component 2: Anti-discrimination and violence prevention/reduction programmes**

**Component outcome 1:** Vulnerable communities are empowered with enhanced ability to combat discrimination, intolerance and violence.

**b) Profile of target beneficiaries**

The target groups of the first component are young people, schoolchildren and their parents, Red Cross staff and volunteers, students of universities and teachers with a total number of approximately 20,000 people.

Component two targets elderly people aged from 65, potential violence risk groups including youth and unemployed people from low-income problem families resident in small provincial towns, children who live in marginalized families and PLHIV, victims of trafficking and domestic violence, community members and the general public. The total number is 58,500 people.

**c) Potential risks and challenges**

The Belarus Red Cross achievements in the field of dissemination and promotion of the Fundamental Principles and humanitarian values could be jeopardized by the ICRC scaling down. At present time, the special subject of EHL is approved and officially introduced by the Belarus Ministry of Education in 551 educational institutions. More than 18,000 young people get acquainted with the Red Cross principles and ideals, protection of life and human dignity, prevention of violence in emergency situations and everyday life. The Belarus Red Cross is rated by the Education Ministry as a reliable partner organization, which could contribute a lot to the humanitarian education, education in global citizenship, right education and the development of life skills.

# Role of the secretariat

The secretariat's budget for its support role is CHF 161,280 (USD 147,422 or EUR 102,726).

The recently established regional set-up, consisting of Federation offices in Budapest, Moscow, Kiev and Minsk works with the Belarus Red Cross and provides comprehensive technical and programme support, using tried and tested methodologies, to help the National Society design the programming that addresses the needs of socially excluded groups, scales up the activities in HIV, AIDS and TB, addresses the increasing humanitarian needs arising from trafficking, as well as addresses the capacity building needs in disaster management.

International Federation staff in Minsk will liaise with the technical departments located within the Europe zone structure, sharing information on needs, achievements and plans of the Belarus Red Cross and mobilizing technical assistance when needed from the zonal and regional hubs. However, it remains the primary responsibility of the National Society to lead on its own strategic and income generation plans. The International Federation offers supplementary support related to the Global Agenda goals and specifically to the four objectives.

## **a) Technical programme support**

The International Federation's technical support role will be to assist and advise the Belarus Red Cross in its programme design and implementation rather than assuming responsibility for implementing technical activities. The specific support in all programme areas includes:

- providing technical support in HIV and AIDS, TB, anti-trafficking, gender issues, social development and disaster management. This will require more intensive utilization of the International Federation's regional technical support structure in Budapest and Moscow, particularly in relation to the HIV and TB programmes.
- supporting the Belarus Red Cross efforts in achieving the status of a well-functioning National Society by an ongoing and systematic approach towards capacity building and organizational development integrated with other programmes;
- providing tailor-made organizational development interventions as required. This may include strengthening the governance and management or statutes revision, through a network of organizational development practitioners bringing knowledge from sister societies or consultants from within or outside the Red Cross, an approach already successfully tested in Belarus;
- facilitating cross-learning and exchanges between all European National Societies and regional offices, thus facilitating the building of knowledge-sharing networks that would better support and complement a broad range of capacity building needs;
- facilitating cross-learning between different programme areas and building links into more integrated programming;
- facilitating national and regional disaster management training;
- facilitating access to the International Federation's Disaster Relief Emergency Fund (DREF) to finance small-scale disaster response operations;
- supporting the National Society in coordinating the assessment needs for disaster response, preparing, launching and assisting in the management of international appeals;
- facilitating discussion for sustainable solutions for the Chernobyl programme;
- disseminating humanitarian/ training materials in English and Russian;
- supporting grants applications and assisting in identifying funding opportunities ;
- ensuring financial and budget management service in support of the existing programmes;
- ensuring adherence to the International Federation's policies and standards;
- supporting the Belarus Red Cross in developing its technical capacity to report to donors in accordance with recognized standards.

Five main cross-cutting capacities would be built across the National Society's programmes:

- advocacy skills;
- public awareness-raising;
- building psychosocial support skills of the National Society to assist people affected by disasters;
- planning, monitoring and evaluation with emphasis on impact monitoring, reporting and assessments;

- development of human resource/ volunteers capacities.

### **b) Partnership development and coordination**

Alongside the overall support to the existing portfolio of programmes, the delegation will continue to facilitate partnerships with specific groups of National Societies, government structures and humanitarian organizations, as well as to support bilateral initiatives through its coordination functions. Special emphasis will be placed on forging operational alliances with partners working in Belarus.

In its partnership development and coordination efforts the International Federation promotes coherent and unified programming by various partners in Belarus, firmly based on the National Society plans and priorities. Effective coordination with partners in programme planning and implementation will eventually result in maximizing the resources available for Belarus Red Cross programmes, improving relevance and efficiency of activities, as well as impact on beneficiaries.

### **c) Representation and Advocacy**

International representation and advocacy will be grouped around the zone office, with active involvement of the offices in Moscow, Kiev and Minsk, using the International Federation's diplomatic status agreements to network with the international community and raise the profile of the Red Cross.

The Belarus Red Cross is respected by the government but needs more direct support from the secretariat in its relations with the government. It is intended that representation with governments, donor missions, banks, inter-governmental and non-governmental organizations will lead to new funding opportunities and influence policies for enhancing programming and capacity building.

### **d) Supplementary Services to National Societies operating bilaterally**

The International Federation has a legal status agreement with the government of Belarus which affords to all Red Cross members the benefits of its international mission status. In agreement with the National Society the Danish Red Cross has established, through the International Federation's representation in Minsk, a regional presence to provide support to both the Belarus and Ukraine Red Cross Societies. To ensure effective coordination, shared learning, quality support and improved monitoring and evaluation, and to limit the national administrative and legal structures, in 2009-2010 the Danish Red Cross will continue its activities in Belarus and Ukraine through the International Federation, with the representation providing support functions.

## Promoting gender equity and diversity

Recognizing that the empowerment of women and the integration of a gender perspective will increase the effectiveness and efficiency of the organization, the Belarus Red Cross emphasizes gender balance in all its projects and activities. This revolves particularly around the participation of women in decision-making processes, project implementation, planning, international conferences and workshops and equal mobilization of volunteers and educational opportunities (HIV and AIDS, TB and other activities). It is also starting to develop systems to collect and analyse sex-disaggregated data on membership, volunteers, staff and beneficiaries.

There are several programme components in the International Federation's secretariat plan especially targeting women, in particular health programmes, but also prevention of violence and trafficking in human beings and community-based initiatives. In each programme, as far as possible, the interests of every group, gender equity and social status are taken into consideration.

## Quality, accountability and learning

The Belarus Red Cross has set up reporting systems for programme activities with monthly narrative and financial reports for management purposes. Accountability to stakeholders, donors, the general population and beneficiaries will be ensured through regular reports posted on the International Federation's web-site and submitted to donors. Operational monitoring and evaluation will be carried out on an ongoing basis through beneficiary interviews, weekly staff meetings and field visits. Staff will

regularly meet with partners, donors, mass media and the beneficiaries. In 2009-2010 more attention will be paid in the National Society to quantitative and qualitative data collection methods such as interviews with beneficiaries and events participants, questionnaires and surveys. Efforts will be put into making the reports more results based, demonstrating where appropriate the longer-term impact of the programmes and presenting lessons learned. This is to provide feedback to partners and to be accountable and transparent to donors and beneficiaries, but also to assist programme managers improve the quality and reach of their work.

A newsletter and articles will be shared within the Red Cross to foster information exchange across programme areas and with key partners; and forums will be organized within different programmes. The International Federation will continue to promote good practices and facilitate cross-learning and exchanges between the National Societies in the region, thus building knowledge-sharing networks.

How we work	
<p>The International Federation's activities are aligned with its Global Agenda, which sets out four broad goals to meet the Federation's mission to "improve the lives of vulnerable people by mobilizing the power of humanity".</p>	<p><b>Global Agenda Goals:</b></p> <ul style="list-style-type: none"> <li>• Reduce the numbers of deaths, injuries and impact from disasters.</li> <li>• Reduce the number of deaths, illnesses and impact from diseases and public health emergencies.</li> <li>• Increase local community, civil society and Red Cross Red Crescent capacity to address the most urgent situations of vulnerability.</li> <li>• Reduce intolerance, discrimination and social exclusion and promote respect for diversity and human dignity.</li> </ul>
Contact information	
<p>For further information specifically related to this plan, please contact:</p> <ul style="list-style-type: none"> <li>• <b>In the Belarus Red Cross Society: Viktor Kolbanov, Secretary General, Minsk; phone/fax: +375 (0) 17 227 14 17; email: <a href="mailto:belarus.redcross@tut.by">belarus.redcross@tut.by</a></b></li> <li>• <b>In the Federation Representation for Belarus, Moldova and Ukraine: Joe Lowry, Federation Representative; Kiev; phone: +375 172 23 63 61; fax: +375 172 23 90 60; e-mail: <a href="mailto:joe.lowry@ifrc.org">joe.lowry@ifrc.org</a></b></li> <li>• <b>In the Regional Representation for Russia, Belarus, Ukraine and Moldova: Jaap Timmer, Regional Representative; Moscow, email: <a href="mailto:Jaap.Timmer@ifrc.org">Jaap.Timmer@ifrc.org</a>; phone: +7 495 937 52 67; fax: +7 495 937 52 63</b></li> </ul>	