

NSDPSK January-December Report 2021

The Regional NSPKD unit leverages its actions guided by strategy 2030, the Africa Agenda for Renewal, NSD framework 2013, and NSD compact and Pan Africa Conference indicators. Other crucial policy frameworks associated include Gender and Diversity, Youth and Volunteers Policy, and Digital Transformation.

The department continues to realize the accompaniment of the 49 National Societies with 127,000 Branches and 1.6 million volunteers through Cluster Delegations to collectively put in place necessary strategies and cross-cutting approaches that promote corporate governance, financial sustainability, volunteering, gender and diversity, digital transformation that enable underpin the delivery of the highlighted Global and Regional initiatives.

Support to revision of RCRC Acts and reimagining contextualized auxiliary role for the National Societies and local authorities remain key to strategic complementarity role to the government in the humanitarian field. This will improve the RCRC actions from grassroots to national level forums and strategic advocacy on service to the vulnerable groups. Fusing nexus between National Society strengthening with operational actions is a priority to the unit emphasizing mainstreaming protection actions across all programs. Partnership engagement and donor stewardship continue to take a sizeable area of the discourse while prioritizing for improvement and sustenance of minimum standards in reporting, implementation, and grant management. Of priority is the support to National societies to build on the existing initiative on bridging the digital divide by putting in place foundational IT infrastructure systems, including standardized VMS for comprehensive volunteer management. Innovation and digital transformation will be integrated. Data-driven and evidence-based decisions through enhanced use of FDRS will be encouraged. This will improve reporting and accountability.

| Objective Performance | Update January- December 2021 |
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| NATIONAL SOCIETY DEVELOPMENT | |
| <p>Give technical support to those National Societies who have benefitted from 2020 and 2021 seed grants, including CBF, NSIA, and ESF Shoken funds</p> | <ul style="list-style-type: none"> • Seven National Societies, including Namibia, Lesotho, Botswana, Uganda, Tanzania, Seychelles, and Niger RC, benefitted from a CBF allocation of CHF 180,000 to implement their OD actions. • Reengineered CBF- so far, 12 NSs, globally have applied, of which 7 is from Africa representing 58%- Togo- CHF40,000, Madagascar-CHF49,679, and Djibouti- CHF47,000 were successful, and Botswana, Tanzania, Benin, and Sudan are under review • In the 2021 NSIA application, globally, 23 NSs applied, of which 12 were accelerator and 11 Bridge. 9 ANS applied, representing 39% of which 5 were accelerator and 4 Bridge. For the first time, Africa received – 2 received Accelerator funding- Uganda USD600,000 and Nigeria USD450,000. Ethiopia, Malawi, and Niger received the Bridge, that is, CHF50,000 each. Globally 3 NSs received accelerator funding, of which 2 came from Africa, representing 67%. 6 NS were successful globally for the Bridge, and 3 came from Africa, representing 50%. • The 2021 100th ESF distribution call for proposal saw four successful applications from African National Societies: <ul style="list-style-type: none"> ○ South Sudan RC, Care for Environment through tree planting - CHF 30,000 ○ Kenya RC, Digital Volunteering - CHF 32,952 ○ Benin RC, Sexual and Reproductive Health - CHF 30,000 ○ Malawi RC, building disaster Response Structures - CHF 29,965 |

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| <p>Support 5 National Societies undergo OCAC and BOCA assessments enhancing their local actions, partnerships & Domestic fundraising</p> | <ul style="list-style-type: none"> • Lobbied and received CHF 28,000 from Geneva in support of OCAC implementation. • Botswana RC, Malagasy RC, Chad, and Namibia RC conducted OCAC assessments. Sudan, Benin, and Sierra Leone in the pipeline • CHF 40,000 in support of KRCS BOCA exercise and technically supported |
| <p>Support 30% of National Societies review their Strategic Plans and define minimum structure to sustain their core cost/mandate</p> | <ul style="list-style-type: none"> • The Regional Office supported reviewing strategic plans for Zimbabwe RC and Uganda RC through the Cluster Delegations. <ul style="list-style-type: none"> ○ Rwanda Strategic plan is ongoing ○ Previously support was given to Ghana RC SP review and is at Second Draft Stage ○ The Board has approved Liberia RC SP ○ Nigeria SP completed and awaiting General Assembly approval ○ Benin SP has its first draft being revised to ready for GA approval |
| <p>Support 20% of the NSs with undertaking their General Assemblies & Statute</p> | <ul style="list-style-type: none"> • The reporting period saw six National Societies undertake their General Assemblies. The RCRC National Societies included: Botswana, Malawi, Benin Eswatini, Mozambique, and Zimbabwe Red Cross, Ghana, • Plans are underway to support CAR RCS revise its Statutes with support from the Joint Statutes Commission. |
| <p>Support the recruitment of 9 NSD Officers across the CCSTs Delegations in support of the Regional NSD HR agenda</p> | <ul style="list-style-type: none"> • The support was given in hiring of the NSD Officers for Sierra Leone, Niger, Central Africa Cluster Delegation, DRC, Zimbabwe, Mozambique, Indian Ocean Island Delegation, Benin & Togo |
| <p>Collaborate with the comms & PRD unit to support 5 NSs develop their branding, marketing, and communication strategy</p> | <ul style="list-style-type: none"> • Through the covid 19 appeals, CHF 10,000 was given to Zambia, Botswana, Eswatini, and Lesotho RC to facilitate Brand Strategy and Auxiliary Role (printing of Strategic Plans and HD messages). • Between 13-14 October 2021, worked closely with the RD office, PRD to organize financial sustainability workshop for 6 NSs, namely Djibouti, Sudan, Kenya, Nigeria, Somalia, and Ethiopia. A clear plan of action has been developed and is ready for implementation |
| <p>Disseminate FD guideline toolkits to the 9 Regional NSD Officers</p> | <ul style="list-style-type: none"> • IFRC partnered with the Swiss Red Cross and hired a consultant to support the Regional NSD and PRD with mapping African National Societies against key criteria to identify which NS and markets may have the greatest potential to benefit from investment in domestic fundraising and resource mobilization development. |
| <p>Participate in the global discourse on NSD</p> | <ul style="list-style-type: none"> • The Regional Office is involved in developing the system on the Finance Development digital solution spearheaded by the Norwegian Red Cross • Facilitate peer to peer discussions and support among National Societies on any "general" topic on financial management • Regional NSD practitioners have been undergoing programme sharing on NSD areas of focus with their Geneva Counterpart |
| <p>Participate and support global NSD surveys and consultancies</p> | <ul style="list-style-type: none"> • The regional NSD unit has been engaged in a consultative survey on a discussion on a sector-wide |

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| | <p>longitudinal study of 10+ years on the impact of NSD and localization in Kenya Red Cross.</p> <ul style="list-style-type: none"> • The Australian RC funds the initiative. It focuses on better understanding the impact reached over time through collective investment on NSD as purposeful efforts to improve service and humanitarian response delivery. It aims to confirm that the RCRC approach to localized capacity strengthening spans the nexus between long-term development, preparedness for and response to disasters, and strengthening social cohesion and peace, as inter-connected elements of community resilience – therefore contributing to the positioning of the IFRC as a whole as a champion of localization. • IFRC has partnered with the Swiss Red Cross and hired a consultant to support the Regional NSD and PRD with mapping African National Societies against key criteria to identify which NS and markets may have the greatest potential to benefit from investment in domestic fundraising and resource mobilization development. |
| <p>Other NSD Initiatives- leadership orientation, Integrity challenges, and AGG missions</p> | <ul style="list-style-type: none"> • Work closely with southern Africa cluster delegation to organize leadership orientation for newly elected board members for Malawi, Zambia, Zimbabwe, and Eswatini Red Cross societies. • Work closely with the RD and cluster delegations to develop TOR and organize AGG missions for Ivory Coast, Equatorial Guinea, Liberia, Zimbabwe, Gabon, and Zambia. A clear plan of action for the five countries have been developed, and financial support was secured from CBF for the implementation • Work closely together with the cluster delegations to address leadership, elections, and integrity challenges in Gabon, Equatoria Guinea, Namibia, Zimbabwe, Ghana, Sierra Leone, Zambia, Botswana, Ivory Coast • Managed to raise funds to publish the 2017 PAC report, which was long overdue • Developed NSPKD Guidelines to support Cluster and country delegations and NS to encourage NSD elements in operations and EPOAs with clear indicators. A webinar was held on the same, and 28 NS participated. • Supported Gambia Red Cross to develop Financial Manual and guided them with the setting up and implementation of their accounting system |
| <p>INFORMATION MANAGEMENT To enable IFRC services through enhanced</p> | <ul style="list-style-type: none"> • Coordinated and strengthen Africa IM Network (Peer-Peer Network), resulting in 3 IM National Societies personnel deployed in Guinea and DRC to support operations |

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| <p>coordination, alignment, and IM capacities in Africa National Societies.</p> | <ul style="list-style-type: none"> • Coordinated with Netherland RC and Geneva Digital and Data Transformation Network(D2) to conduct Digital Maturity Model Assessment in 2 National Societies (Uganda, Ivory Coast). This resulted in identifying digital and data transformation gaps and creating possible solutions to address Digital transformation strategy following the digital maturity model. • Developed IM products including Maps, snapshot report for Goma Volcano Eruption in coordination with UNOSAT-UNITARS Operations Satellite Application Training Institute, REACH Initiative, and DRC Red Cross • Build capacity for IM and PMER National Societies Information management in Sudan, South Sudan, Zambia, Malawi, Mozambique, Guinea, and DRC, focusing on information sharing, the use of GO platform, and Data Use. • Conducted joint- assessment with PMER for 49 National Societies, RCRC in 3 languages on National Societies PMER/IM Capacity Assessment to measure impact pre and post COVID-19. • Together with Solferino Academy, IFRC Africa IM supported developing a concept note for digital Innovation hub virtual in Lamu County. The Virtual Tour for Innovation allowed the global RCRC network to visit and experience various places where innovation, change, and transformation happens within the RCRC network. |
| <p>To develop and maintain robust IM solutions, frameworks, processes, and procedures.</p> | <ul style="list-style-type: none"> • Developed 8(eight) online digital tools in IFRC Kobo for Food insecurity and livelihoods operations or programmes. Developed tools will be used to understand the context of the Food insecurity & livelihood situation, the gaps in the response, and which geographical area to position and conduct the FSL assessment. • Developed and use Standard IFRC Africa IM Dashboard template for visualization. The template has been used in Tigray Operations, South Sudan and Sudan Floods, Guinea EVD operation, and Volcano Eruption in DRC-Goma. • The completed data Migration process from Africa Ops Room to Go Platform (single source of truth). As a result, all Africa Ops room content has been redirected to GO. Click here to explore the Africa Ops room in GO. • Developed electronic kobo tool for Volunteer Insurance Tracking to support volunteer data collection. • Through collaboration with PMER and Geneva COVID-19 team, competed for the design of 3 electronic data collection tools to capture Financial Overview for Tigray, EVD, and Eloise operations. • Set up IM French team to support the EVD operations in data collection tools orientations/rollout, analysis for the operations, and testing of SDB IM toolkits. |
| <p>To inform decisions with robust evidence and analysis</p> | <ul style="list-style-type: none"> • Collaboration with OCHA in providing IM products for Mozambique Tropical Cyclone Eloise. IM ARO will support MOZA RC in analyzing the Rapid assessment, infographics, live 3W, and activity dashboard. Click here work done. • Supported Operations: Cyclone Idai & Eloise, Guinea Ebola Outbreak, Covid 19, Tigris Crisis, Great Green Wall initiatives, Pan Africa Initiative, Zambia dumb spillage, MHPSS (Mental Health |

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| | <p>and Psychosocial Support, Kenya Floods, Gambia Windstorm, Somalia hunger, Volcano Eruption in Goma with the development of maps and infographics to provide operation with data-driven decisions.</p> |
| <p>PROTECTION GENDER AND INCLUSION</p> | |
| <p>Africa National societies and IFRC Secretariate adopt Protection, Gender and Inclusion approach across operations and programmes</p> | <ul style="list-style-type: none"> • In collaboration with Netherlands RC, Swiss RC, and Austria RC, IFRC conducted a PGI Training of Trainers (ToT) for Ethiopia RC staff to build and strengthen the participants' skills in PGI mainstreaming by understanding the DAPS approach (Dignity, Access, Participation, and Safety) and other IFRC tools in both emergency and sectoral interventions. In addition, the ToT aimed at enabling the participants to be familiar with tools to be used during assessments and evaluations such as gender analysis, M&E dedicate tools, etc. 2 women and 15 men participated in the training. They were selected from different branches of ERCS. This is the first of many trainings and continued technical support to follow as part of an initiative among the 4 partners that aims at enhancing the capacities of ERCS in delivering quality protective and inclusive programming in line with international standards. As a result, the staff were able to develop plans of action for the different ongoing projects and a plan of action on integrating PGI in ERCS and have started implementing the plans of action. • Provided input on the 12 months COVID 19 Operations update • Trained country cluster and NS CEA focal points on ensuring an inclusive and community-centered Covid-19 vaccine rollout. • Continued technical review of DREFs, EPOA, and Appeals • Reviewed WASH/COVID webinars and gave input on gender and inclusion to ensure that the webinars include PGI in WASH. • Conducted PGI monthly sessions to the PGI regional network (PGI focal points and IFRC PGI team) on mainstreaming PGI in emergencies using the PGI minimum standards. • Developed PGI quarterly newsletters providing an overview of Protection, Gender and Inclusion programming initiatives, advocacy, capacity strengthening, and coordination activities undertaken by the IFRC and Africa National Societies. • Conducted an online training on PGI and how to integrate PGI in Health to Somalia RC health coordinators • Support to Cameroon RC in reviewing training tools to ensure PGI is integrated • Provided technical support to Sudan RC to develop a Job description for the PGI coordinator at NS. • Conducted an online training for IFRC West Coast cluster on PGI and how to mainstream in sectors and PSEA as everyone's role • Held a session with IFRC NSD colleagues in Africa Region on PGI and its importance in our work and how we can collaborate to engage leadership at the NS level on PGI. |
| <p>Africa National Society programmes and operations</p> | <p>- The IFRC and UNICEF joint study on integrating gender and SGBV risk mitigation in East and</p> |

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| <p>prevent and respond to Sexual and Gender-Based Violence</p> | <p>Southern Africa's national emergency and preparedness plans were finalized. In November 2021, Launched the joint study by IFRC and UNICEF at the 8th Africa Regional Platform for DRR, side event. (Study titled: Gender Responsive Disaster Risk Management - An analysis on gender including preventions and response to GBV integration in national and regional Disaster Risk management frameworks in East and Southern Africa.</p> <ul style="list-style-type: none"> • Together with Human resources and Legal, developed a plan of action for IFRC Africa on prevention and response to sexual harassment. • Participating in the global PSEA solutions group that looks at strengthening IFRC prevention and response to sexual harassment and PSEA. In the solutions team, we collaborated with other colleagues to develop a training plan for IFRC on sexual harassment and PSEA, • Organized and facilitated the regional launch on the recently developed prevention and response to Sexual Exploitation and Abuse (PSEA) Operational Manual. The live event was held on 16 March 2021 for Anglophone National Societies and 17 March for Francophone National Societies. The Manual accompanies the IFRC PSEA policy (2018) guiding practical actions. It applies equally to National Societies and IFRC. It fills a much-needed gap to ensure that we effectively develop and roll out PSEA policies in the Movement and ensure that all staff and volunteers know the principles and key actions to prevent and respond to sexual exploitation and abuse. • Conducted training for leaders from 10 schools in Cameroon on PGI, specifically Sexual and gender-based violence prevention and response in schools • In celebration of the international day against sexual violence in conflict, the PGI team participated in the ICRC session and presented what actions IFRC takes in prevention and response to sexual and gender-based violence in disasters and other emergencies and how we coordinate as a movement. • Supported Uganda RC and Zimbabwe RC in reviewing their draft PSEA policies |
| <p>Integration of PGI in the Pan Africa Initiatives</p> | <ul style="list-style-type: none"> • In collaboration with the climate team in IFRC PGI team is working closely with the climate team in 2021 and 2022 on climate change in capacity strengthening of Africa climate change champions. The PGI and climate change teams develop training content and awareness material on climate change and PGI. • Facilitated PGI at the Training of Trainers on the Enhanced Vulnerability Capacity Assessment (EVCA). The DRR department organized the training and targeted different focal points in NS in Africa. |
| <p>Coordination of PGI in the Region</p> | <ul style="list-style-type: none"> • The Somali RC PGI working group comprising SRCS, IFRC, and PNS held a working group session where SRCS PGI and the health team presented their 2021 plans, funding gaps, and areas of support needed. This enabled • In collaboration with Icelandic RC, developed a PGI organization capacity assessment proposal submitted to the Icelandic government. The proposal aims to work closely with 3 National Societies, including Malawi RC, Sierra Leone RC, and Somalia RC in 2021 and 2022, to conduct |

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| | <p>PGI organizational capacity assessments and action plans to develop an informed long-term support plan in NS to ensure PGI strengthening and. The proposal was successful, and we are currently in the planning</p> <ul style="list-style-type: none"> • NSPKD engaged with Finnish RC new PGI advisor on PGI and regional progress and priorities. This enabled a discussion on possible funding for the next 6 months, July - December 2021. • Collaborated with the GBV Areas of responsibility to ensure the voices of RCRC youth are highlighted during the 16 days of activism. Twitter: https://twitter.com/GBVAoR1/status/1467204574645825537 and Facebook: https://www.facebook.com/GBVAoR1/videos/428586608748987/ |
| <p>Youth and Volunteering Strengthening of Youth Engagement in ANS Programmes and Governance Systems through Youth Networks.</p> | <ul style="list-style-type: none"> • Supported and engaged the Africa Youth Network to participate in the Red Cross women leadership programme from 26 -28 January 2021. The Youth Network continued working with the PGI to ensure issues of Protection and Gender and inclusion were mainstreamed during the whole period under review. Quarterly review meetings were held to reflect, and good progress was noted in most NS in terms of Gender diversity while disability inclusion still lagged. • Facilitated that the IFRC Africa Youth Network Executive, Youth Commission members, and many other youth leaders from ANS (Africa National Societies) joined the global community during the launch on 16 February 2021 of the NEW IASC (Inter-Agency Standing Committee) Guidelines - <u><i>IASC Guidelines "With Us and For Us: IASC Guidelines on Working with and for Young People in Humanitarian Emergencies and Protracted Crises."</i></u> Feedback on the quality and value of the youth leader's contribution was very positive and encouraging, indicating Youth Engagement is an opportunity the IFRC should harness for leadership growth and renewal within IFRC and ANS leadership and operational systems. The IFRC Africa Youth network has prioritized ensuring more advocacy on youth engagement in most IFRC and ANS operations. However, positive support was noted and acknowledged when the Regional Director advocated for the inclusion of the IFRC Africa Youth Network Executive Chairperson to participate as a panelist during the launch of the World Disasters Report hosted by IFRC Africa Region and AU on 17 March 2021. • Initiated the IFRC Global Youth Engagement Study rollout within ANS, which ran from March to April 2021. The final results were published in the second half of the year. However, there are plans to share the findings widely with ANS and have discussions that will ensure that African youth volunteers do more, do better, and reach further with the support of their NS leadership. • Facilitated participation of the Africa Youth Network in the Philippines RC 21st National Youth Congress in which they shared their African experiences of work by young people in the COVID operations. This helped change mindsets for the African Youth leaders in embracing the new normal of working virtually as opposed to physical exchange programmes. They vowed to continue with these new engagement approaches within their networks. However, they reflected more on the |

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| | <p>challenge of expensive internet connectivity, limiting most youth participation in these virtual programmes.</p> <ul style="list-style-type: none"> • Collaborated with DCPRR (Disaster & Crisis Prevention Response & Recovery) Shelter unit and ASIA Pacific youth network to initiate a PASSA webinar and training for youth leaders in ANS. This is part of capacity-building initiatives to support young people with skills to be more relevant in humanitarian response operations. <i>PASSA (Participatory Approach to Safe Shelter and Settlements Awareness) is a participatory method of disaster risk reduction (DRR) related to shelter safety.</i> • Worked and supported Uganda RC in developing concept notes, project design, and budget for its "Qatar Football Project," which seeks to empower youth volunteers and communities in peacebuilding using Football for development and the YABC (Youth Agent of Behaviour Change) training as entry points. The Project dubbed YABC/F4D kickstarted in March with preparatory work culminating in a YABC/F4D Training of Trainers in Ma 22, where 32 participants were successfully awarded certificates will continue to run until November 2021. This inaugural training in Uganda RC youth has inspired our Region to continue to build on this success and explore more funding opportunities locally or otherwise, for YABC initiative scale up as its objectives of "<i>promoting a culture non-violence, tolerance and peace</i>" are consistent with what African communities need and our youth volunteers are ready to be engaged in. • The support to Uganda RC YABC/F4D project resulted in contributing to the IFRC receiving the 'Humanitarian Organisation/NGO of the Year' Peace & Sport Award 2021 through our Project 'Uniting through the Power of Football' in Uganda, Argentina, Myanmar, and Iraqi, • Facilitated the two quarterly meetings of Youth commission members for Africa and IFRC Africa Youth Network executive who explored and produced a roadmap for ANS youth leader's participation during the 2021 statutory meetings of: • Pan African Conference and how to develop a Status report on the review of the Abidjan 2017 Youth. • 2021 IFRC General Assembly and Youth Forum participation and conduct the AYNE Virtual Elections with lessons learned from the MENA (the Middle East & North Africa) Region. Engagements with the MENA Region youth and Volunteer counterpart have also started on how the current Youth Commission members for Africa will serve North African countries as part of their jurisdiction and report to the Youth Commission during the GA (General Assembly) and Statutory Youth Forum. • Supported 20 youth leaders from 20 ANS to participate in the Global Youth Summit (GYS) On 23 - 25th April 2021 https://globalyouthmobilization.org/global-youth-summit/ • Where IFRC Youth leaders participated in both planning, hosting, and presentations of the meeting, the GYS gathered more than 1500 young participants to inspire, upskill and engage young people to become active citizens in their local communities, especially under the COVID 19 response operations within the Big 6 Global youth organizations http://www.bigsix.org/. One youth leader |
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| | <p>from our Region and Gambia RC was one of the panellists on the session "Welcoming migrants during a Pandemic," where he shared the African experience of Migration and how youth volunteers from the Movement are actively involved in mitigating the negative impacts of Migration.</p> <ul style="list-style-type: none"> • With the conclusion of the GYS on 25 April 2021, we supported and mentored some ANS to apply for funding (\$500 –\$5,000) from the GYM (Global Youth Mobilization) https://globalyouthmobilization.force.com/s/ for a genuinely innovative and impactful idea that address the negative impacts of COVID-19. In addition, W supported the process again for more funding through the IFRC Solferino <i>Limitless</i> Youth Innovation Academy limitless.solferinoacademy.com. • With the RCRC Youth Climate Strategy launch on 22 April 2021, we have started engagement with the DCCPRR, RCRC Climate Centre for Africa, and the Africa Youth Network to support Africa Agenda for Renewal priority Planting Trees. South Sudan RC has also received Empress Shoken funding to prioritize tree planting. One key action prioritized will be to identify and train young people from ANS to be Climate Change Champions for the Region and build their capacity to be regional advocates in the forthcoming Global meetings Climate Change • Facilitated the engagement of NSs and Africa Youth Network to ensure that nominations for Youth Commission elections were submitted before the deadline for the Youth Commission member for Africa due to be elected during the IFRC General Assembly • Worked closely with the GVA innovation team to ensure that all the Africa NSs who received funding for the Limitless project had all the money transferred except a few which had technical challenges. Africa Region 158 successful Limitless youth applicants from global applicants of 325 representing 48.17% of all successful applications while Uganda had 75 successful applicants from the 158 from Africa. • We facilitated the participation of Africa Youth Network leaders in the IFRC Global Youth Network working and another Africa Youth Network meeting in which the youth leaders emphasized the topic on enhanced Youth Engagement within NS and IFRC regional Management • Worked closely with IFRC AU, IFRC EU, and Regional technical teams to ensure that two Africa Youth Leaders will be main speakers during the Africa-EU week, Youth Summit, on 7 February 2022 |
| <p>Strengthening Volunteer development programmes and policy implementation in the IFRC Region and Africa NS</p> | <ul style="list-style-type: none"> • Working in close collaboration with the CEA in the Volunteer Perception Survey conducted in March/April 2021, it was revealed from the findings that there are some gaps in our Support to Volunteers known as The Duty of Care to Volunteers. For example, some of the findings indicated that 50 % of volunteers (respondents to the Survey) were still concerned about their level of safety as they didn't have insurance cover, some of them indicated the need to be supported with "tools of trade" for effective and timeous reporting which in some instances meant the need for data bundles to the volunteers. Payment of Volunteer incentives in time was also noted as a major concern and the quality and quantity of masks provided to Volunteers. We worked to address these concerns |

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| | <p>through our cluster operational teams and National Societies with these insights. We, however, worked to improve our volunteer data collection initiatives so that these gaps could be identified within specific operations or National Societies and hence ensure scaled-up monitoring on this duty of care to volunteers in those NS and operations and provide specific support. Some of these initiatives included VIVA Studies on identified NS and rollout of the Volunteer Management System (VMS), piloted in many NSs, including Mozambique, Lesotho, Somalia, and a Volunteer Data Collection tool was used in the second half of the year.</p> <ul style="list-style-type: none"> • In conjunction with the Volunteering team in GVA and the Region to rollout the Lacoste Insurance funding to support targeted 5 NS in the Region (Tanzania, Madagascar, Togo, DR Congo, and Lesotho) by March 2021. • Participated in the Virtual Market Place (VMP) pilot initiative, which seeks to break bureaucracy on youth and volunteer engagements using an online app. The Virtual Marketplace (VMP) is an easy-to-use global IFRC App enabling communication and collaboration between volunteers and staff across the IFRC network. Despite contributing to the VMP pilot testing done on 17 March 2021, there is engagement in further developing the VMP into the V-community through scenario developments for marketing and promoting the tool in the second half of the year. • Supported ANS to actively develop the draft final IFRC Volunteering Policy, finalized the second half of the year. |
| <p>Promoting Humanitarian Education and Education priorities in the IFRC operational programmes and ANS according to IFRC Strategic Framework on Education and Regional Operational Plan.</p> | <ul style="list-style-type: none"> • Facilitated the recruitment and enrollment of 19 students from ANS out of 39 students for the Diploma in Advanced Studies in Humanitarian Principles and Values, financed and coordinated by the IFRC, University of Zug, and Swiss Development Corporation (SDC). In addition, there are 19 Students from 9 African National societies participating in this programme and will be expected to promote Humanitarian Education within their NS. I was also honoured to be invited as a visiting lecturer in one of the inaugural online sessions after completing the Master's programme. • Continued to collaborate with Geneva and the region Region on another prospect of the YABC initiative, piloted with Ethiopian RC in July 2021. |
| <p>Integration of Youth and Volunteering into the Pan Africa Initiatives and IFRC Agenda for Renewal of S2030.</p> | <ul style="list-style-type: none"> • Participated in the 1st meeting Appreciative Inquiry on the IFRC Diversity Agenda, 1st meeting conducted by the IFRC Ombudsman. • Continued to contribute to the Africa EPoA revision of Plans & Budget and operational Appeals with technical inputs on Volunteer, Youth Engagements, and Education input. • Continued to participate in the Global technical Working group on NS Preparedness for Effective Response (PER). The active role of Volunteer Management in Emergencies was identified for further exploration. • Continued working out with the PGI and Climate technical colleagues at both Region and GVA to research Child Protection in Climate-Related disasters. • Supported the East Africa cluster to organize a Kenya RC BOCA training workshop in mid-July 2021. |
| <p>Highlight Major Challenges:</p> | |

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| | <ul style="list-style-type: none">• COVID 19 has affected the implementation of the volunteer management system and other programme activities• Short term contracts and job insecurity• NS sustainability is a challenge and hardly able to pay their statutory contributions• NS continues to over-rely on traditional PNSs for funding, even supporting their core cost. The need to re-focus on domestic resource mobilization to secure adequate unrestricted funding to invest into their development• There is a need for IM support at the National Societies level in building and strengthening IM personnel's capacity. IM has been conducting only remote support with no access to National Societies on-site. In addition, IM Knowledge transfer/skills are needed to be enhanced at the NS level and its branches. |
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