

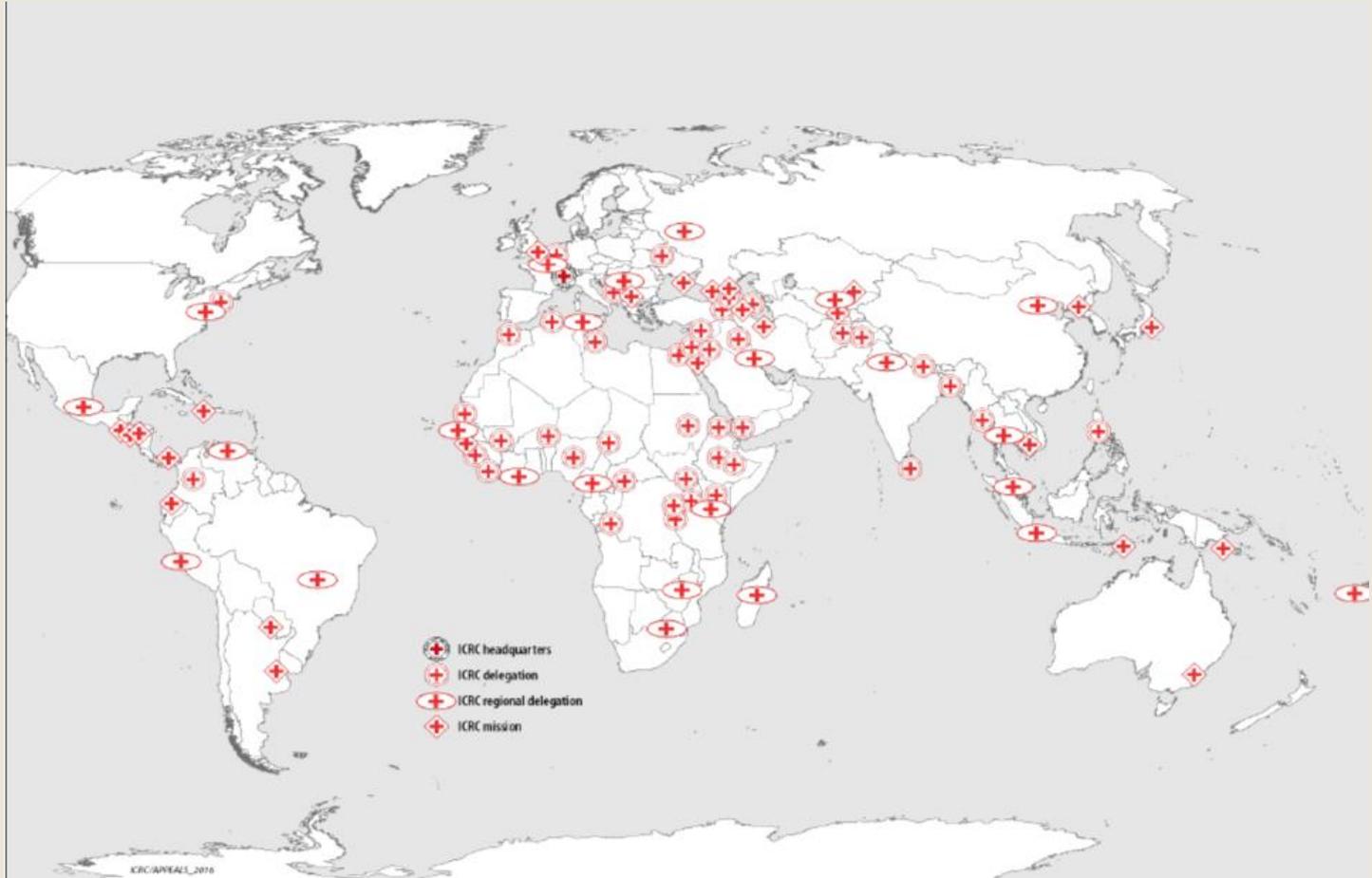
# Diversity & Inclusion at the ICRC





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# IKRK Feldoperationen 2016





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# Im Feld

- Mehrschichtige & zersplitterte Konflikte
- Kumulative Auswirkungen von langwierigen Krisen
- Erosion des Respekts vor dem humanitären Völkerrecht
- Wachsende Bedürfnisse





# Context

- ▶ **The ICRC is expanding its operations. Our workforce has grown by over 50% since 2000.**
- ▶ **More than 8 out of 10 ICRC staff are resident staff**
- ▶ **Our mobile workforce is becoming more international with increase in African, Asian and South American nationalities: 140 nationalities.**
- ▶ **Increase in staff with expert skills; we hire people with new profiles and backgrounds.**
- ▶ **The vision of one global workforce is to be translated into practice.**



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# Why work on diversity & inclusion?

Because we need to:

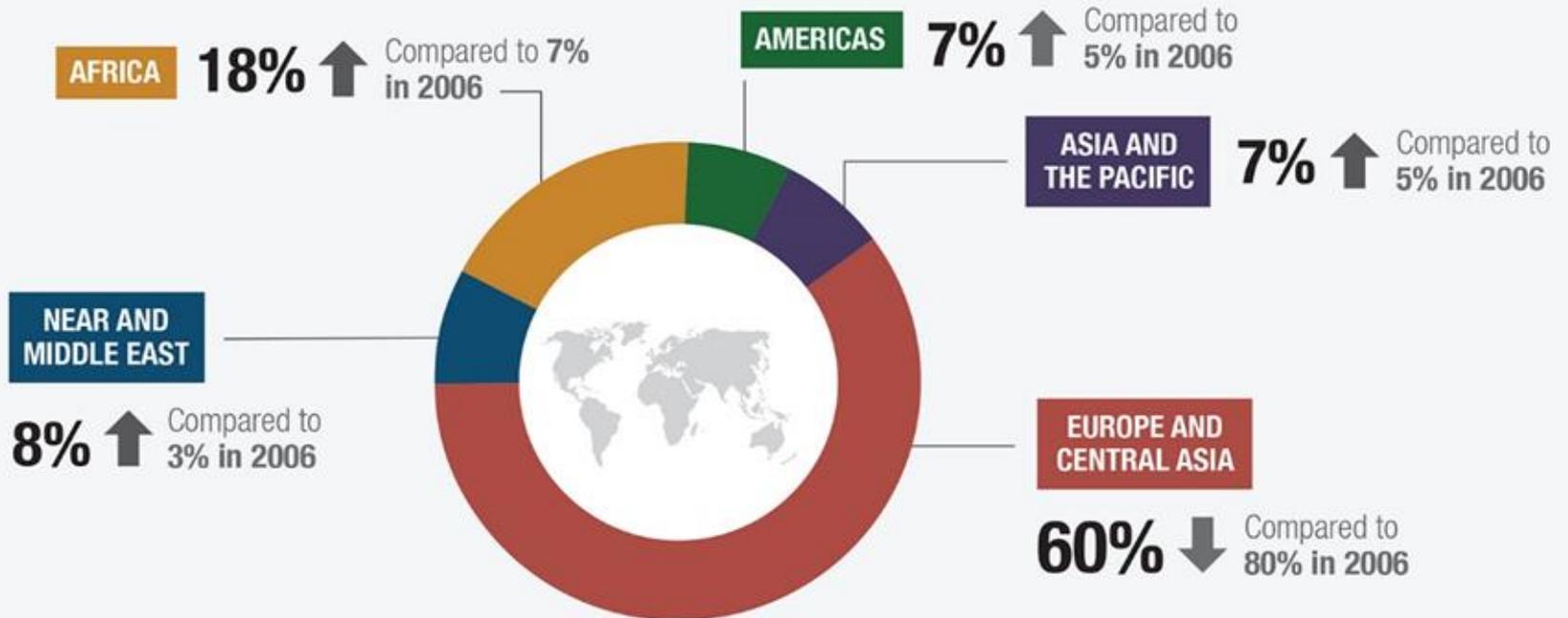
- ▶ Understand diverse needs of all beneficiaries and to ensure access and proximity to affected populations;
- ▶ Connect with entire communities;
- ▶ Benefit from different staff perspectives and experiences to find the best solutions to our challenges;
- ▶ Reflect the principles and values of the Red Cross and Red Crescent movement.



# Mobile Staff Nationalities

**FIGURE 13. NATIONALITIES OF FIELD MOBILE STAFF BY REGION**

2015





# Gender balance in staffing

## FIGURE 2. ALL STAFF BY MOBILITY AND GENDER

2006 vs. 2015

■ Female ■ Male

### RESIDENT

2006



2015



### MOBILE

2006



2015





# Gender balance in staffing

## FIGURE 5. TOP MANAGEMENT BY LOCATION AND GENDER

2006 vs. 2015

Female Male

### FIELD

2006



2015



### HQ

2006



2015





# Gender balance in staffing

## FIGURE 6. ICRC DIRECTORATE AND ASSEMBLY BY GENDER

2006 vs. 2015

■ Female ■ Male

### ICRC DIRECTORATE

2006



**17%**  
Female  
(1/6)

2015



**50%**  
Female  
(3/6)

### ICRC ASSEMBLY

Since 2006, the percentage of women in the **ICRC Assembly** has increased from:

**26%** ↑ to **37%**



# Gender balance in staffing

## FIGURE 9. ALL STAFF BY MANAGEMENT LEVEL AND GENDER (FIELD AND HQ/MOBILE AND RESIDENT)

2006 vs. 2015

Female Male





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# Building a global approach on diversity & inclusion

**Consultations  
with HQ and  
field**

**Q4 2016 – Q1 2017**

**Build ICRC approach  
to diversity and  
inclusion**

**Q2 2017**

**Finalize approach  
& include  
elements in PfR**

**Q3 2017**



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# Diversity + Inclusion = Engagement & Performance





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# ICRC's 2006 Gender Equality Policy

The ICRC adopted its Gender Equality Policy in 2006 with the aim of ***achieving a consolidated gender balance (30 percent) by 2011 and parity (40 percent) by 2016, in all functions and hierarchical levels.***

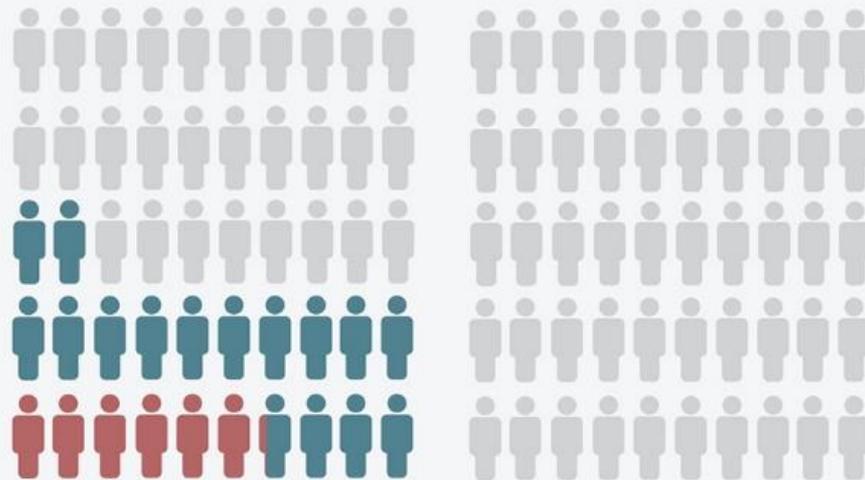
This policy relied on specific measures to facilitate work-life balance, support career advancement for women and raise awareness of gender issues in the workplace.



# Accompanied Missions

## FIGURE 11. FIELD MOBILE STAFF ACCOMPANIED BY FAMILY 2015

■ Female Accompanied Staff   ■ Male Accompanied Staff   ■ Unaccompanied Staff



28% Female  
72% Male

By the end of 2015,  
**22%**  
of total mobile staff in the field were accompanied by their **partner, child or other family member** while on mission.