



Croce Rossa Italiana
Organizzazione di Volontariato

Mid Term Report Italian Red Cross

Resolution 5 – Women and leadership in the humanitarian action of the International Red Cross and Red Crescent Movement

December 2021

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Elements of the Resolution implemented

1. urges National Societies, the IFRC and the ICRC to increase the representation of women from different backgrounds at all decision-making levels, including in governing bodies and management positions
2. urges National Societies, the IFRC and the ICRC to reach gender parity by 2030 at all levels, including in governing bodies and management, and calls on them to develop a more uniform, reliable and rigorous approach to gathering accurate, reliable, timely and sex-disaggregated information to be able to monitor and ensure progress;
3. encourages States, National Societies, the IFRC and the ICRC to invest in research, involving women to identify good practices and how to remove the barriers to women's participation, in particular in leadership and decision-making in humanitarian responses;
4. encourages States, National Societies, the IFRC and the ICRC to invest in research, involving women to identify good practices and how to remove the barriers to women's participation, in particular in leadership and decision-making in humanitarian responses;

From a general point of view, it is important to specify from the premise that in the Italian Red Cross (ItRC) Statute, as for the other National Societies, has the general objective of preventing and alleviating suffering impartially, without distinction of nationality, race, sex, religious belief, language, social class or political opinion, contributing to the maintenance and the promotion of human dignity and a culture of non-violence and peace.

In compliance with what is planned by the Strategy of the Italian Red Cross 2018-2030, ItRC undertakes to pursue its strategic objectives by adopting a transversal and global approach, inspired by the Principle of Impartiality with direct interventions without distinguishing among categories of people in situations of vulnerability.



Moreover, thanks to Resolution no. 16 of February 16th, 2018 of the National Governing Council, the IFRC Gender Policy has been implemented guiding the work of the ItRC at various levels, including the one on gender-sensitive approach and constant promotion of equal opportunities towards the beneficiaries of our activities.

In line with the provisions of the National Collective Labor Agreement for Employees of the Italian Red Cross - arts. 70-71 - signed in 2020, contractual relations are governed safeguarding diversity and equal opportunities.

In terms of human resources, ItRC counts 252 female workers and 436 male workers. Although there are fewer women, managerial roles are mainly held by female staff. The Secretary-General of the ItRC is a woman and 3 out of 4 Departments are entrusted with the responsibility of female directors. The role of Unit Manager is also predominantly held by women: 20 out of 35 Unit Managers are women, confirming a great sensitivity to the enhancement of female leadership within the organization.