**Resolution No. 19/5: Women and the management of humanitarian actions of the RCRC Movement**

**Aim:** The resolution urges the fulfillment of equal representation of women at individual levels of management in National Societies and the involvement of women in the management of humanitarian actions.

Since accepting the commitment to Resolution No.19/5, the CRC has been actively supporting diversity and inclusion, including supporting women in their ambitions to participate in the management of the CRC's organizational elements.

In May 2020, the CRC Code of Ethics was adopted, in which, in addition to its focus on the seven basic principles of the RC&RC Movement, emphasis was also placed on respect – on the basis of which members of the CRC treat everyone fairly and value the contribution of each individual. At the same time, it emphasizes the enforcement of rules and laws, which in practice also means the support and enforcement of diversity in the workplace.

The CRC HQ has an equal representation of men and women in its senior management[[1]](#footnote-1). Two important elements of crisis preparedness – the Emergency Response Unit and the MHPSS Team – have been headed by women since the second half of 2023. The three largest projects of national scope (including the EU4Health project) are led by women.

Although we apply the principles of inclusivity in recruitment and therefore do not discriminate negatively, nor positively, even so, the majority of new recruits at the national level are women and make up 61 percent of the employees of the CRC HQ Office.

At the level of local branches, the ratio in favor of women is even more pronounced, but this is already a historical phenomenon in the CRC. Female directors of regional CRC offices outnumber male directors almost four to one[[2]](#footnote-2). In the case of the delegates of the highest body of the CRC (Assembly of delegates) , it is not much different - 62% of regional branches sent women as their representatives in the 2022-2026 election period[[3]](#footnote-3). This is an increase from the 50/50 parity at the time of Resolution No.19/5. On the contrary, it is only among the chairpersons of governing boards of CRC local branches, where the ratio is 52% men to 48% women.

In 2024, thanks to her program, a woman became the head of the CRC Youth, with another woman becoming her deputy. It was also thanks to this that the proportion of women in the CRC Executive Board increased to 46%.[[4]](#footnote-4)

1. Status from 1 July, 2024 [↑](#footnote-ref-1)
2. 48 female directors to 13 male directors. [↑](#footnote-ref-2)
3. 38 female delegates to 23 male delegates. [↑](#footnote-ref-3)
4. 6 of the 13 members of the CRC Board of Directors are women. [↑](#footnote-ref-4)