The International Federation of Red Cross and Red Crescent Societies (IFRC) offers a variety of training programmes that aim to raise awareness and enhance knowledge and skills among staff and volunteers on protection, gender and inclusion. The overall training objective is to provide practical methods for systematic incorporation of dignity, access, participation and safety (DAPS) in all programmes, services and tools. This enables IFRC and National Societies to reach those most at risk effectively and in a non-discriminatory and equitable manner. All training programmes can be adapted to different knowledge levels of participants and the local context.
Protection, Gender and Inclusion Training Programmes

Seven Moves: Protection, Gender and Inclusion in Emergencies

The Seven Moves training programme is based on the seven Fundamental Principles of the Red Cross and Red Crescent Movement and will introduce participants to the IFRC 'Minimum Standards for Protection, Gender and Inclusion in Emergencies (2018)', and its approach to gender, age, disability and diversity with a strong focus on sexual and gender-based violence (SGBV) prevention, mitigation and response and child protection. Primary audience for the training is focal persons working on protection, gender and inclusion issues and all IFRC and National Society staff and volunteers engaged in emergency response. Seven Moves training is available both in basic 2.5-day training and 3-4-day training of trainers.

Protection, Gender and Inclusion Basic Training for Surge Personnel

Like Seven Moves, the Protection, Gender and Inclusion Basic Training modules are based on the IFRC 'Minimum Standards for Protection, Gender and Inclusion in Emergencies (2018)' with a specific objective to provide a set of short standalone but linked modules on IFRC core competencies for surge personnel covering all key aspects of protection, gender and inclusion. The target audience is all Red Cross and Red Crescent surge personnel deployed to emergencies. The training can be rolled out as a full 2-3-day training or different modules can be integrated in other emergency and sector-specific trainings.

Protection, Gender and Inclusion in Emergencies Training for Specialized Surge Personnel

The aim of Protection, Gender and Inclusion in Emergencies Training is to ensure that all protection, gender and inclusion professionals deployed to IFRC coordinated emergency operations share a common understanding of what is expected when working in an emergency operation for the Red Cross and Red Crescent including roles and responsibilities, deliverables, priorities, dos and don’ts etc. This 4.5-day training programme supports the establishment and strengthening of a register of highly skilled protection, gender and inclusion professionals ready to be deployed nationally, regionally or internationally at short notice. Primary audience includes Red Cross and Red Crescent professionals with expertise in one or more areas outlined in IFRC Technical Competency Framework for Protection, Gender and Inclusion Professionals (pilot). The training is offered on an annual basis.

Protection, Gender, Inclusion and Disaster Law Module

This module aims to give participants a better understanding of how people, depending on their gender and other diversity factors, (age, disability, sexual orientation, health status, social status, ethnicity, etc.) face different vulnerability factors and have capabilities in disaster risk management (DRM) and the role of law in ensuring dignity, access, participation and safety is provided for all. After completion of the module participants will be able to understand why people have different needs, vulnerabilities and capabilities in DRM and explain how protection, gender and inclusion can be integrated into disaster-related legislation, policies and procedures.
Thematic Trainings

All Under One Roof: Disability-Inclusive Shelter and Settlements in Emergencies Training

To help National Societies work effectively with people with disabilities and to ensure equal access to settlements in emergencies, All Under One Roof guidelines and training package were developed by the IFRC, Humanity & Inclusion and CBM. These provide practical advice on including persons with disabilities in all stages of disaster management, offer guidelines and standards, and promote the engagement with people with disabilities in planning and implementing shelter and settlement activities. The 2-3-day training is targeted for persons working on shelter and settlements programming and protection, gender and inclusion focal persons.

Joint Action for Prevention and Response to Sexual and Gender-based Violence Training

The aim of this 2.5-day course is to build the Red Cross and Red Crescent Movement’s capacity on prevention and response to sexual and gender-based violence (SGBV). Designed for programme management staff and focal persons, the training enables participants to understand the Red Cross and Red Crescent Movement role to do no harm, apply the survivor centred approach and understand the importance of different sectors and actors when preventing and responding to SGBV both during an emergency and longer-term programming. The training draws on existing good practices and current evidence to equip programme managers and focal persons with skills, guidelines, practical tools and methods on how to integrate SGBV awareness, mitigation and referral in emergency programmes and projects while coordinating with other actors.

Sexual and Gender-Based Violence, Psychosocial Training

This basic 2-day training from IFRC Reference Centre for Psychosocial Support prepares psychosocial staff and volunteers to work with survivors of SGBV. The training provides information about different types of SGBV, practical guidance on basic psychosocial support to SGBV survivors and application of the survivor centred approach. Participants obtain skills and knowledge on how to handle disclosures of SGBV, make safe referrals and provide preliminary psychosocial support to SGBV survivors.
Child Protection at the IFRC

Child Protection at the IFRC is an online course available on IFRC Learning Platform that aims to explore the concept of Child Protection in Red Cross and Red Crescent work. This is an essential course for all IFRC staff, contractors and volunteers. The course covers three key areas: Overview of Child Protection, Responding and Reporting, and Taking Action. Participants will learn about the IFRC’s zero tolerance for violence against children, the IFRC Strategic Framework for Child Protection as well as about the Rights of the Child. The course is also answering key questions such as: What is child protection and violence against children? What different types of violence do children face? What types of children are at risk from violence? And what are the consequences of violence against children?

Toolkit and Training on Child Friendly Spaces in Humanitarian Settings (IFRC Reference Centre for Psychosocial Support and World Vision)

The toolkit provides a set of materials to assist managers and facilitators in setting up and implementing quality Child Friendly Spaces (CFS), including where and when education systems are not functioning or need surge support. The toolkit includes: Guidance Resource for Managers of Child Friendly Spaces in Humanitarian Settings, Activity Catalogue with step-by-step directions for delivering stand-alone activities or activities that build on one another over weeks or months and 3-day training for Managers that provides detailed information on how to plan for, implement, monitor and evaluate the toolkit. The toolkit aims to improve protection of children from harm, promote their psychosocial well-being, and strengthen informal systems by safely engaging communities and caregivers in child wellbeing. The toolkit is designed to be gender, age and disability responsive. National Societies are encouraged to work with local World Vision partners when using the toolkit.

Training on Protection and Assistance to Child Migrants

This 3-day training and training guide are designed to increase the understanding of protection and assistance of child migrants. The guide was developed for the Europe context but can be applied in any region. It supports National Societies to work from the same minimum standards of practice, using the most up to date, best-practice information in gender and diversity-responsive ways. The training is an adaptation of a training based on the inter-agency Minimum Standards for Child Protection in Humanitarian Action developed by the Alliance for Child Protection in Humanitarian Action. The sessions can be designed and modified based on the needs of each National Society.

Human Trafficking in the Context of Migration

This toolkit from European Red Cross Action for Trafficked Persons Network and IFRC provides basic tools, knowledge and guidance for planning and facilitating a training of trainer in Trafficking in Human Beings (THB). At the end of the training of trainer, participants will be competent to train Red Cross Red Crescent staff and volunteers in any context, programme or operation. As they become more experienced, trainers will become increasingly qualified to explain to their peers how to reduce the risks associated with THB, recognize individuals who may be at risk of trafficking, and provide help to them.
PROTECT: Recognising Trafficked People Online Training

This 1-hour e-learning module, developed in collaboration between the British Red Cross, the Croatian Red Cross and the International Centre for Migration Policy Development, outlines what trafficking is and provides indicators of trafficking, types of exploitation, the British Red Cross response to trafficking, and legislation and support mechanisms for trafficked people. The course is available on IFRC Learning Platform.

Introduction to Protection from Sexual Exploitation and Abuse (PSEA)

This 30-minute online course from the British Red Cross will help participants to learn about Red Cross and Red Crescent policy commitments to protect people we work with. It will focus on the risks of sexual exploitation and abuse; our responsibilities to prevent and protect from harm; and what to do if you are concerned about the safety of a person who might be at risk or suffered from abuse. The course is available on IFRC Learning Platform.

Community-based Health and First Aid Violence Prevention Module

This training is designed to be implemented through another existing programme, to help National Societies to contextualise and deliver seven key lessons on violence prevention. Messages stress that everyone deserves to live free from violence, that violence is harmful, and that potential support exists in the community. The aim of this training is to provide the necessary tools to train volunteers to become agents of change to prevent violence from occurring (primary prevention) or to minimise harmful existing practices (secondary prevention) and to provide community members with information about survivor-centred care (response). Through this training, volunteers gain knowledge and become capable of addressing interpersonal violence in their communities via key messages.

Code of Conduct

This brief online course introduces the Staff Code of Conduct document, its purpose and main concepts as well as the related reporting and disciplinary processes. All IFRC staff must take this course and pass the final test. The course is available on IFRC Learning Platform.

Red Cross and Red Crescent Menstrual Hygiene Community

Red Cross and Red Crescent Menstrual Hygiene Community is a WASH and PGI co-hosted platform for sharing and learning on menstrual hygiene in emergencies and long-term programmes. From the community, members will find menstrual hygiene training-related materials, announcements on upcoming events, recorded webinars, guidelines, field experiences, assessment and monitoring tools, and other resources. Members will also find other people who are interested in and are practitioners of menstrual hygiene promotion.
Key Resources:

- IFRC Child Protection Policy
- IFRC Gender and Diversity Organisational Assessment Tool
- IFRC Minimum Standards for Protection, Gender and Inclusion in Emergencies
- IFRC Position Paper on Protection of Children on the Move
- IFRC Secretariat Policy on Prevention and Response to Sexual Exploitation and Abuse
- IFRC Smart Practices for Working with Unaccompanied and Separated Children
- IFRC Strategic Framework on Gender and Diversity Issues 2013-2020 and its Explanatory Note
- IFRC Strategy on Violence Prevention, Mitigation and Response 2010–2020
- Resolution 32IC/15/R3: Sexual and gender-based violence: Joint action on prevention and response
- Resolution CD/15/9: Strategic Framework on Disability Inclusion

Contact information:

For more detailed information about the training programmes and their prerequisites, please contact the Protection, Gender and Inclusion or Gender and Diversity Adviser in your region.