Individual Self Reflection 2020 on World Humanitarian Summit Commitments and Initiatives - Plan International

Stakeholder Information

Organisation Name
Plan International

Organisational Type
NGO - International

City and Country where Headquartered
Woking, United Kingdom of Great
Britain and Northern Ireland

Focal Point Name
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Region
Global

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Attachments
Plan_commitments.pdf

(1C) Remain engaged and invest in stability

Individual Commitments

Commitment	Commitment Type	Core Responsibility
Plan International commits to increase its capacity on and resources allocated to working in unstable, fragile and conflict affected settings.	Operational	Political Leadership to Prevent and End Conflicts

Core Commitments

Commitment	Core Responsibility
Commit to address root causes of conflict and work to reduce fragility by investing in the development of inclusive, peaceful societies.	Political Leadership to Prevent and End Conflicts

1. A. Highlight concrete actions taken between 1 January – 31 December 2019 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures as well as any good practices and examples of innovation.

Plan International have increased its commitment and capacity to advocate for the needs and rights of girls and young women affected by conflict at the UN Security Council. In 2018, Plan International joined the NGO Working Group on Women, Peace and Security and are increasing our engagement with the Children and Armed Conflict agenda.

Plan International held an internal global workshop *on Learning, sharing and documenting long-term programming in contexts of armed conflict and violence* in Cali, Colombia. The workshop was attended by staff and partners from nine county offices (COs), and different levels of the organization. Participants identified important programmatic and implementation related themes, and from these recommendations were formulated to inform and guide Plan International's future work with children affected by armed conflict and violence.

Plan International has also hired additional deployable capacity in Cash transfer programming (1 staff member), emergency response managers (additional 2 staff), Education in Emergencies. All staff went through a thorough induction to prepare them for the deployments.

At the same time Plan International have invested in the capacity of members of our roster, conducting regular roster learning events. In 2018, 80 roster members went through the learning programme to enhance their skills and prepare them for deployments.

2. A. Please select no more than 3 key challenges faced in implementing the commitments related to this transformation. Only the categories selected by the organisation will be seen below.

☑ Human resources/capacity

Keywords

Cash

3D Empower and protect women and girls

Individual Commitments

Commitment	Commitment Type	Core Responsibility
Plan International commits to convene, lead, and coordinate, along with a global group of strategic partners, a global independent SDG progress tracker for girls and women. The initiative will highlight where data gaps currently exist and advocate for enhanced tracking and reporting, including in conflict affected and fragile states, as well as countries affected by other disasters. It will capture data from strategically chosen official SDG indicators addressing key issues for girls and women, including sexual and reproductive health. It will also track qualitative perception based indicators that highlight the progress being made across the life cycle of girls and women.	Operational	Leave No One Behind
Plan International will build on its existing sexual and reproductive health and rights (SRHR) in development experience to progressively build its capability to contribute to the delivery of the minimum initial package of services for reproductive health in emergencies, with a focus on adolescent sexual and reproductive health	Operational	Leave No One Behind
Plan International will ensure that all its humanitarian programmes are at least 2a or 2b on the IASC gender marker and strive to go beyond 2b and become gender transformative where appropriate.	Operational	Leave No One Behind
Plan International will increase its focus on addressing the needs and rights of girls across the humanitarian - development continuum. From the outset of crises it will consult, engage with and analyse the specific needs of girls and ensure that all its humanitarian programmes include specific outcomes which benefit girls.	Operational	Leave No One Behind

Core Commitments

Commitment	Core Responsibility
Empower Women and Girls as change agents and leaders, including by increasing support for local women's groups to participate meaningfully in humanitarian action.	Leave No One Behind
Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the Outcome documents of their review conferences for all women and adolescent girls in crisis settings.	Leave No One Behind
Ensure that humanitarian programming is gender responsive.	Leave No One Behind

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data/figures as well as any good practices and examples of innovation.

Empowerment of women and girls

Plan International is committed to global and national coordination of Education in Emergencies (EiE). At a global level Plan International is active in a variety of important EiE networks, including the Inter-Agency Network for EiE three Working Groups and the Global Coalition to Protect Education from Attack's Steering Committee. Plan is also actively collaborating with the Education Cluster at a global and national level. Plan co-leads the Education Cluster in seven countries at national or district level.

Empowering women and girls is at the centre of our EiE and Child Protection in Emergencies (CPiE) approach. In Plan International we are working in and with communities. This enables us to include women and girls in our planning and implementation. By providing girls with access to quality education Plan International are creating a future where women will become change agents and leaders. By including women and girls in decision making and in power roles such as teachers and headmasters Plan International demonstrate that women can participate, lead change and serve as role models for younger girls.

Plan International has also developed The Adolescent Girls in Emergencies Program Framework that builds on their capacities and promotes their meaningful participation.

Sexual and reproductive health

Plan International has developed a tool to assess Menstrual Hygiene Management (MHM) needs in the early stages of a crisis. This has been piloted in emergency responses in Indonesia and Cameroon. The information is used to refine the contents of the dignity kits ensuring they are culturally appropriate and meet the specific needs identified by women and girls in that crisis. A short report is developed and shared with peer agencies and the clusters in order to influence the practice of others' to meet the needs effectively.

The provision of dignity kits is increasingly a focus on Plan International's emergency response work.

Gender equality programming

Plan International's funding tracker template has been revised to capture the gender marker classification for all funds secured for a response. This provides transparency within the organisation and holds us to account for meeting our stated objective of being gender aware in all emergency response. Gender is a focus of all real time reviews to determine how a Country Office has approached gender in the response, providing a country office with feedback so that course correction can be made if required.

Gender is a core component of the roster learning event, supporting roster members ensure a strong gender focus to our operations and that we reach 2a or 2b.

Plan has developed a Adolescent Girls in Emergencies Programme Framework, including tools, methodologies, theory of change and results framework. Plan is also part of the Girls in Emergencies Collaborative, and has partnered with Women's Refugee Council to ensure collaboration on strengthening evidence and policies to protect and empower refugee and internally displaced girls and ensure their right to protection from gender-based violence, sexual and reproductive health care and to economic and social empowerment.

Plan Child Protection team has developed a competency framework which will include a Gender Transformative Programming Competency for Child Protection Specialists and development of related training session.

Other

Plan International commissioned a series of three research reports on Adolescent Girls in Crisis, in South Sudan, the Lake Chad Region and Cox's Bazaar in Bangladesh. The research drawn directly on the voices and experiences of girls in each context and provides recommendations on how the humanitarian community can support the needs of girls in protracted crises.

Plan International have also prioritised advocacy with and for girls and young women in crisis within our International Advocacy Strategy (2018 – 2020). During 2018, Plan International worked to influence the Global Compact on Refugees to secure clear references to gender and to the needs of girls and young women in particular, and contributed to the civil society effort to secure the Charlevoix declaration on girls' education in crisis during the G7 summit in Canada.

2. A. Please select no more than 3 key challenges faced in implementing the commitments related to this transformation. Only the categories selected by the organisation will be seen below.

☑ Data and analysis
☑ Information management/tools

3. What steps or actions are needed to make <u>collective progress</u> to achieve this transformation?

- Ensure sex, age, disability disaggregated data is collected systematically (SADDD)

Keywords

Education, Gender, People-centred approach, Youth

4A Reinforce, do not replace, national and local systems

Individual Commitments

Commitment	Commitment Type	Core Responsibility
In order to consistently implement quality humanitarian programmes, Plan International will adopt, use and monitor the Core Humanitarian Standard (CHS), and implement the Minimum Standards for Child Protection in Humanitarian Action and INEE Minimum Standards for Education.	Operational	Change People's Lives: From Delivering Aid to Ending Need
Plan International will allocate dedicated resources to community engagement, provide information to and systematically collect feedback from affected people on the quality of our work, disaggregated by age and sex, and put in place institutional processes to receive, analyse, and act upon feedback.	Operational	Change People's Lives: From Delivering Aid to Ending Need

Core Commitments

Commitment	Core Responsibility
Commit to a new way of working that meets people's immediate humanitarian needs, while at the same time reducing risk and vulnerability over multiple years through the achievement of collective outcomes. To achieve this, commit to the following: a) Anticipate, Do Not Wait: to invest in risk analysis and to incentivize early action in order to minimize the impact and frequency of known risks and hazards on people. b) Reinforce, Do Not Replace: to support and invest in local, national and regional leadership, capacity strengthening and response systems, avoiding duplicative international mechanisms wherever possible. c) Preserve and retain emergency capacity: to deliver predictable and flexible urgent and life-saving assistance and protection in accordance with humanitarian principles. d) Transcend Humanitarian-Development Divides: work together, toward collective outcomes that ensure humanitarian needs are met, while at the same time reducing risk and vulnerability over multiple years and based on the comparative advantage of a diverse range of actors. The primacy of humanitarian principles will continue to underpin humanitarian action.	Change People's Lives: From Delivering Aid to Ending Need

1. A. Highlight concrete actions taken between 1 January – 31 December 2019 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures as well as any good practices and examples of innovation.

Adherence to quality and accountability standards (e.g. CHS, SPHERE)

Plan International is Verified against the Core Humanitarian Standards (CHS), having undertaken an audit with HQAI in 2018. Plan has committed to reporting against progress to the standard for the next four years. All Real-Time Review recommendations from emergencies are now plotted and tracked against the CHS 9 commitments. Plan has developed an action of areas where it scored weaker and is prioritising improvement against these.

Plan is a member of the CHS Alliance, and is also a member of and actively engages in SPHERE.

A guidance note on sex age disability disaggregated data (SADDD) was developed (based on the sphere handbook) and rolled out. On going support to country offices to collect and analyse SADDD in line with the guidance in SPHERE.

Plan consistently uses the Inter-agency Network for Education in Emergencies (INEE) Minimum Standards in all our EiE program implementation. Plan is also members in all INEEs three Working Groups, Advocacy, Policy and Standards &

Practices.

The Child Protection Minimum Standards (CPMS) are currently being revised and Plan CP staff are involved in this, including;

- Redrafting of the Community-based Child Protection and the Child Labour standards
- Improving the inclusion of adolescents and birth registration throughout the CPMS
- Integrating child marriage and other harmful practices in the GBV Standard

People-centered approaches (feedback mechanisms, community engagement, etc)

Plan International has prioritised feedback and complaints mechanisms in 2018. Plan has developed specific guidance to support the establishment of child-friendly and child participatory feedback and complaints mechanisms, which
Plan recognised as a gap in the sector. The guidance has over 20 different tools to support establishing accountability mechanisms that are child focused, accessible and gender aware. The guidance has been translated into English, French, Spanish and Bhasa, with Arabic pending. The mechanisms are being piloted in a number of emergency responses, including Tanzania, the Lake Chad Basin (Nigeria, Niger and Cameroon) and Indonesia.

An accompanying training manual was also developed to ensure all staff are aware of how to manage feedback and complaints, store this information appropriately, and close the feedback loop. The training and guide also focus on expected behaviours of Plan staff members referencing Prevention of Exploitation and Abuse (PSEA) and Safeguarding. All emergency responses commit to programme quality, and the establishment of appropriate accountability mechanisms.

This piece of work has been a core focus for 2018, and part of our reporting against CHS Commitment 4 and 5.

2. A. Please select no more than 3 key challenges faced in implementing the commitments related to this transformation. Only the categories selected by the organisation will be seen below.

☑ Funding amounts
☑ Human resources/capacity
☑ Information management/tools

B. How are these challenges impacting achievement of this transformation?

CHS Verification is an expensive exercise for organisations to undertake, not just financially, but there is a significant workload associated with the preparation for audit.

3. What steps or actions are needed to make <u>collective progress</u> to achieve this transformation?

Potential to establish inter-agency feedback mechanisms/ across boarder mechanisms for multi-country and sub-regional responses.

Keywords

Disability, Education, Gender, Local action, People-centred approach, Quality and accountability standards

4B Anticipate, do not wait, for crises

Core Commitments

Commitment	Core Responsibility
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Disaster risk reduction and disaster risk management (including resilience)

With a revised definition of resilience and strengthening of our resilience approach, Plan International has been able to explore concrete ways of including resilience in all our core thematic areas in both development and humanitarian programmes. This is through enabling factors which can be included in all aspect of the project cycle, in strategy processes and thematic work. Challenges of doing this are that it can be difficult to include resilience strengthening in other thematic areas when it is not their priority, so we need to also influence donors on the importance of including resilience. Minimal tools of how to integrate resilience in all aspects of Plan's work, but this is being addressed and will have an interactive package by the end of the year.

2. B. How are these challenges impacting achievement of this transformation?

Ensuring donors prioritise building resilience.

3. What steps or actions are needed to make collective progress to achieve this transformation?

Development of tools for resilience building.

Keywords

Disaster Risk Reduction

4C Deliver collective outcomes: transcend humanitarian-development divides

Individual Commitments

Commitment	Commitment Type	Core Responsibility
Plan International will continue to progressively align the objectives of its development and humanitarian work. This includes a commitment to integrate community resilience building into our longer-term development work and also reducing risk and vulnerability and building resilience as part of our humanitarian response programmes.	Operational	Change People's Lives: From Delivering Aid to Ending Need

Core Commitments

Commitment	Core Responsibility
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Joined-up humanitarian-development analysis and planning towards collective outcomes

Plan International has been developing its thinking on nexus programming. Plan has been working with regional Disaster Risk Management and Country Office staff to ensure responses are initiated as quickly as possible and that a rapid needs assessment is conducted to support a go/ no-go decision. Funds from the Plan International Emergency Response Fund are regularly disbursed to country offices to support rapid scale up and securing surge capacity to ensure programme quality, speed.

Plan has developed a hot spot monitoring tool to provide oversight of potential crisis/ horizon scanning for the next 3 months to ensure the organisation is alerted to any potential crises and is able to respond quickly. This includes countries that Plan International has no prior presence.

Plan International's Lake Chad Basin Programme in Nigeria, Niger and Cameroon is regarded as bridging the gap between humanitarian and development, working in a protracted crisis setting.

Keywords

Emergency Response, Humanitarian-development nexus