



**AGENDA
FOR HUMANITY**
5 CORE RESPONSIBILITIES
24 TRANSFORMATIONS



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



Stakeholder Information

Organisation Name

Medair

Organisational Type

NGO - International

City and Country where Headquartered

Ecublens, Switzerland

Focal Point Name

James Jackson

Region

Global

Twitter ID

Nil

2B Ensure full access to and protection of the humanitarian and medical missions

Individual Commitments

Commitment	Commitment Type	Core Responsibility
Medair commits to continued adherence to the principles of humanity, impartiality, neutrality and independence in our humanitarian action by having all staff know the core humanitarian principles and apply them in their daily work.	Operational	Uphold the Norms that Safeguard Humanity

1. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.

In 2017, Medair reviewed its Project Management induction plan to include more specific aspects of humanitarian principles, and enhance the importance of compliance with International Humanitarian Law, International Human Rights Law and Refugee Law. This action contributed to increase staff's awareness of the importance of guaranteeing full access to and protection of Medair's humanitarian mission.

2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.

- ☒ Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.

B. How are you assessing whether progress on your commitments is leading toward change in the direction of the transformation?

Medair has seen an increase in number of employees' awareness of international Humanitarian Law and principles.

3. 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

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

Some donors are more willing to cover training costs than others. Therefore, this contributes to a reduced number of external trainings that staff can attend in specific areas such as International Humanitarian Law and principles and their application in the field.

4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.

Follow up on policies related to humanitarian principles and best practices in humanitarian sector will take place to monitor staff use of the knowledge acquired. Furthermore, Medair plans to develop a knowledge sharing plan to encourage a culture of knowledge and expertise sharing within the organization .

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

Medair is gradually working toward achieving this transformation internally. However, since funding is still a big constraint, perhaps the way forward is to have donors also having this transformation as part of their agenda, and thus be more willing to fund costs related to International Humanitarian Law and principles trainings.

6. List any good practice or examples of innovation undertaken individually or in cooperation with others to advance this transformation.

Medair held strategy meetings in the different country programmes that included explanation of humanitarian principles. These meetings were followed by group discussions around the humanitarian principles, how to apply them in Medair's work, and where are the greatest challenges to applying these.

Keywords



Humanitarian principles, IHL compliance and accountability



2D Take concrete steps to improve compliance and accountability

Individual Commitments

Commitment	Commitment Type	Core Responsibility
Medair commits to gender-based violence prevention and mitigation actions throughout its humanitarian actions and across its areas of operation by 2018.	Operational	Uphold the Norms that Safeguard Humanity
Medair commits to promote and enhance respect for international humanitarian law, international human rights law and refugee law, including unequivocal respect for, and accountability on, international law in crisis settings.	Advocacy	Uphold the Norms that Safeguard Humanity

Core Commitments

Commitment	Core Responsibility
Implement a coordinated global approach to prevent and respond to gender-based violence in crisis contexts, including through the Call to Action on Protection from Gender-based Violence in Emergencies.	Uphold the Norms that Safeguard Humanity
Fully comply with humanitarian policies, frameworks and legally binding documents related to gender equality, women's empowerment, and women's rights.	Uphold the Norms that Safeguard Humanity Leave No One Behind

1. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.

IHL and IHRL compliance and accountability

Compliance with International Humanitarian Law and International Human Rights Law are enhanced in Medair's HQ Briefings.

Gender-based violence prevention and response

Medair is implementing projects that support people who are victims of Sexual and Gender Based Violence. Moreover, Medair carries out Psychosocial Support (PSS) projects, as well as providing referrals, mitigation, and reporting to the relevant authorities when appropriate.

2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.

☒ Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.

B. How are you assessing whether progress on your commitments is leading toward change in the direction of the transformation?

Medair develops project specific indicators to help assess the progress toward achieving the programmatic goals.

3. 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

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

Some donors are more willing to cover training costs than others. Therefore, this contributes to a reduced number of external trainings



that staff can attend in specific areas such as International Humanitarian Law and principles and their application in the field.

4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.

Medair has developed internal tools to enhance Protection from Sexual Exploitation and Abuse (PSEA) that are being rolled out in 2018. These come to reinforce Medair's existing policies and position papers that state a clear message on zero tolerance on issues of sexual exploitation and abuse.

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

Medair is gradually working toward achieving this transformation internally. However, since funding is still a big constraint, perhaps the way forward is to have donors also having this transformation as part of their agenda, and thus be more willing to fund costs related to International Humanitarian Law and principles trainings.

6. List any good practice or examples of innovation undertaken individually or in cooperation with others to advance this transformation.

Innovative reporting tools have been put in place to report issues of sexual exploitation and abuse and reinforce Medair's accountability to the people affected by crisis.

Keywords

Gender, IHL compliance and accountability, PSEA



2E Uphold the rules: a global campaign to affirm the norms that safeguard humanity

Individual Commitments

Commitment	Commitment Type	Core Responsibility
Medair commits to contributing to global efforts to mobilize states, civil society and global leaders to enhance respect for international humanitarian law, international human rights law and refugee law.	Advocacy	Uphold the Norms that Safeguard Humanity

1. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.

Following an attack on an non-governmental organization (NGO) base in Afghanistan, Medair was a signatory to an advocacy letter published by the NGO Coordinating Body calling for respect of humanitarian principles and International Humanitarian Law.

2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.

- ☒ Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.

B. How are you assessing whether progress on your commitments is leading toward change in the direction of the transformation?

Medair's country teams actively engage in coordination meetings where issues of respect for the International Humanitarian Law and principles are discussed.

3. 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.

- ☒ Strengthening national/local systems

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

Weak national systems are often unable to enhance the respect for International Humanitarian Law and principles.

4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.

Medair will continue to actively engage with different stakeholders at national and international levels to enhance respect for International Humanitarian Law, Human Rights Law, and Refugee Law.

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

Further support needs to be given to national systems, in order to strengthen their accountability and compliance with International Humanitarian Law, International Human Rights Law and Refugee Law.

6. List any good practice or examples of innovation undertaken individually or in cooperation with others to advance this transformation.

Medair tries to work as closely as possible with national systems in the different countries where it operates, in order to build their capacity and raise awareness of the International Humanitarian Law and principles.

3A Reduce and address displacement

Individual Commitments

Commitment	Commitment Type	Core Responsibility
Medair commits to promote and support safe, dignified and durable solutions for internally displaced persons (IDPs) and refugees through the prioritisation of solutions that improve the self-reliance and resilience of IDPs and host communities, including using innovative and appropriate cash solutions that respond to their specific needs where it is present.	Operational	Leave No One Behind

Core Commitments

Commitment	Core Responsibility
Commit to promote and support safe, dignified and durable solutions for internally displaced persons and refugees. Commit to do so in a coherent and measurable manner through international, regional and national programs and by taking the necessary policy, legal and financial steps required for the specific contexts and in order to work towards a target of 50 percent reduction in internal displacement by 2030.	Leave No One Behind

1. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.

IDPs (due to conflict, violence, and disaster)

Medair carries out different modalities of Cash Transfer Programmes (CTP) to internally displaced people (IDPs) in different countries of operations (Middle East Region, Afghanistan, Democratic Republic of Congo, etc.) in order to respond to their specific needs. Moreover, Medair provides different humanitarian support to IDP camps in South Sudan. Medair also provides legal support to IDPs, as well as Shelter, Sub-Standard Buildings (SSB) improvement, and basic provision of Health, water, sanitation and hygiene (WASH), and Nutrition services.

2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.

☒ Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.

B. How are you assessing whether progress on your commitments is leading toward change in the direction of the transformation?

Medair develops project specific indicators to help assess progress toward achieving the programmatic goals.

3. 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

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

Funding can be a big constraint in reaching a greater number of IDPs.

4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.

Medair will continue working tirelessly to serve the IDPs in need of humanitarian assistance. Furthermore, Medair is committed to



keeping accountability to people affected by conflict or natural disasters at the centre of its work.

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

Robust plans have to be put in place to strengthen national systems and promote peace in the original countries of the IDPs in order encourage respect for their human rights.

6. List any good practice or examples of innovation undertaken individually or in cooperation with others to advance this transformation.

Medair's teams in the middle east region are working collaboratively with other stakeholders in matters of information management to identify innovation in humanitarian service provision to the IDPs.

Keywords

Cash, Displacement



3D Empower and protect women and girls

Individual Commitments

Commitment	Commitment Type	Core Responsibility
Medair commits to fully comply with humanitarian policies, frameworks and legally binding documents related to gender equality, women's empowerment, and women's rights.	Policy	Leave No One Behind
Medair commits to promoting and supporting actions so that all adolescent girls are linked to essential services and stand-alone programming that addresses their specific protection risks and empowers them to become involved in all community decision making that affects their lives.	Advocacy	Leave No One Behind
Medair commits to promoting meaningful participation of women and adolescent girls in both formal and informal decision-making (from refugee camp committees to peace processes), with the goal of reaching parity with men and adolescent boys by 2030.	Advocacy	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 that humanitarian programming is gender responsive.	Leave No One Behind
Fully comply with humanitarian policies, frameworks and legally binding documents related to gender equality, women's empowerment, and women's rights.	Uphold the Norms that Safeguard Humanity Leave No One Behind

1. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.

Medair mainstreams protection in all its programmes. Issues of parity between men and women are highly taken into account in the beneficiary selection process. Women have a meaningful participation in Medair's community groups, care groups, communities based groups, disaster risk reduction (DRR) committees, etc. Medair provides reproductive health care and Compulsory Third Party (CTP) case management for women. Furthermore, Medair's kitchen gardens project in Afghanistan is enabling women to participate to a much greater level in providing for their family, improving their status and helping them feel valued. In addition Medair's code of ethics strictly prohibits all sorts of discrimination, such as gender discrimination.

2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.

☒ Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.

B. How are you assessing whether progress on your commitments is leading toward change in the direction of the transformation?

Medair develops project specific indicators to help assess progress toward achieving the programmatic goals.

3. 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.

- ☒ Field conditions, including insecurity and access

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

Each country where Medair operates has its culture, norms and tradition. Therefore, the role of women differ in light of these norms, cultures and traditions. Nevertheless, Medair is committed to promote gender parity and mainstream protection in all its programmes.

4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.

Medair will continue mainstreaming protection in all its programmes as well as investing in staff training in this area.

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

Campaigns of sensitization need to happen at the very local level in order to change mindsets and behaviors.

6. List any good practice or examples of innovation undertaken individually or in cooperation with others to advance this transformation.

As part of Medair's accountability to the people it serves, Medair highly values the views of the people affected by crisis or conflict in the community where it intends to implement a project, regardless of their gender.

Keywords

Gender, People-centred approach, Protection



3G Address other groups or minorities in crisis settings

Individual Commitments

Commitment	Commitment Type	Core Responsibility
Medair commits to the Charter on Inclusion of Persons with Disabilities in Humanitarian Action, and reaffirms its determination to make humanitarian action inclusive of persons with disabilities, which means taking steps to meet their essential needs, promote their protection and safety, and respect for their dignity in situations of risk, in particular in situations of armed conflict, humanitarian emergencies and natural disasters.	Policy	Leave No One Behind

1. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.

Medair takes into special account the needs of people with disability when implementing its projects.

2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.

☒ Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.

B. How are you assessing whether progress on your commitments is leading toward change in the direction of the transformation?

Medair develops project specific indicators to help assess progress toward achieving the programmatic goals.

4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.

Madair will continue focusing on the most vulnerable groups when implementing its humanitarian projects.

6. List any good practice or examples of innovation undertaken individually or in cooperation with others to advance this transformation.

Medair implements handicap focused rehabilitation projects, disabled access to latrines projects, as well as health care distribution focused on the vulnerable groups.

Keywords

Disability



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

Individual Commitments

Commitment	Commitment Type	Core Responsibility
Medair commits to building the knowledge and skills of its staff in protection, international humanitarian law and international human rights law, security and access negotiations, and conflict sensitive programming so that its humanitarian response actions make people safer, preserve their dignity and reduce their vulnerabilities.	Capacity	Change People's Lives: From Delivering Aid to Ending Need
Medair commits to collaborating with national and local actors to engage with communities as first responders, not simply as passive recipients of humanitarian assistance and protection. It commits to being accountable to these actors and the communities, including through promotion and membership of the Core Humanitarian Standard (CHS).	Partnership	Change People's Lives: From Delivering Aid to Ending Need
Medair commits to make innovative cash-based humanitarian assistance a priority approach, where appropriate, to enable people to exercise choice and be more self-reliant; and in doing so, to leverage digital payment, identification systems and strategic partnerships with business to more effectively track and monitor delivery and impact of its humanitarian assistance.	Operational	Change People's Lives: From Delivering Aid to Ending Need
Medair commits to promoting and supporting actions so that women access cash assistance programmes equally throughout the humanitarian programme cycle by 2020.	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. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.

Building community resilience

Capacity building of local actors are enhanced in Medair's briefings and trainings. Medair works with local primary health care systems and medical guidelines, as well as ensuring alignment with the line ministries. Medair has partnerships in place with local organizations and authorities, and community based organizations (CBOs). Medair is a member of the Core Humanitarian Standard (CHS) Alliance.

2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.

- ☒ Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.

B. How are you assessing whether progress on your commitments is leading toward change in the direction of the transformation?

Medair develops project specific indicators to help assess progress toward achieving the programmatic goals.

4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.

Medair is pursuing CHS certification. Medair will continue working, where appropriate, alongside local partner organizations. In Somalia, Medair plans to continue providing training & support to local partner organizations for management and support functions.

6. List any good practice or examples of innovation undertaken individually or in cooperation with others to advance this transformation.

Medair's health projects have great focus on building capacity of Ministry of Health (MoH) clinics and providing training to the communities.

Keywords

Community resilience, Local action, Quality and accountability standards



4B Anticipate, do not wait, for crises

Individual Commitments

Commitment	Commitment Type	Core Responsibility
Medair commits to consolidating available data in open and widely accessible databases, with appropriate security and privacy protection, to guide the efforts of all relevant actors and to inform joint analysis and a common understanding of the most pressing needs and risks.	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
Commit to improve the understanding, anticipation and preparedness for disaster and climate-related risks by investing in data, analysis and early warning, and developing evidence-based decision-making processes that result in early action.	Change People's Lives: From Delivering Aid to Ending Need

1. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.

Medair reports data on the International Aid Transparency Initiative (IATI) Website. Medair's country teams provide data for in country systems and UN agencies.

2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.

☒ Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.

B. How are you assessing whether progress on your commitments is leading toward change in the direction of the transformation?

Medair develops project specific indicators to help assess progress toward achieving the programmatic goals.

4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.



Medair will continue sharing information with the different stakeholders at national, regional and global levels.

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

Great initiatives have already been put in place for information sharing. The way forward is to look at how all this data is being analyzed and used to inform future humanitarian interventions.

6. List any good practice or examples of innovation undertaken individually or in cooperation with others to advance this transformation.

Medair is progressively publishing data through IATI. Medair is also making effective use of Last Mile Mobile Solutions (LMMS).

Keywords

Transparency / IATI



4C Deliver collective outcomes: transcend humanitarian-development divides

Individual Commitments

Commitment	Commitment Type	Core Responsibility
Medair commits to the Global Alliance for Humanitarian Innovation (GAHI) as a means for prioritising, scaling up and adopting innovative solutions as a central tenant of a new humanitarian business model.	Policy	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. Highlight the concrete actions taken between 1 January – 31 December 2017 to implement the commitments which contribute to achieving this transformation. Be as specific as possible and include any relevant data/figures.

Joined-up humanitarian-development analysis and planning towards collective outcomes

Medair has developed Information management trainings that it shares with the wider humanitarian actors in the middle east region. Moreover, Medair has non technical projects that look at innovative ways of responding to the complexity of the different environments.

2. A. How are you measuring progress toward achieving your commitments? Only the categories selected by the organisation will be seen below.

☒ Through existing, internal systems or frameworks for monitoring, reporting and/or evaluation.

B. How are you assessing whether progress on your commitments is leading toward change in the direction of the transformation?

Medair assesses progress through internal monitoring and evaluation tools.

4. Highlight actions planned for 2018 to advance implementation of your commitments in order to achieve this transformation.

In 2018 Medair's innovation adviser will look at the different country programmes and assess areas where Medair can be more innovative.



6. List any good practice or examples of innovation undertaken individually or in cooperation with others to advance this transformation.

Medair's in country teams share information with different humanitarian and development actors.

Keywords

Humanitarian-development nexus, Innovation



Initiative Reports

The Global Alliance for Humanitarian Innovation :

What concrete actions have you taken in support of the initiative.

Medair has hired a Global Cash and Humanitarian Innovation Adviser to look at its global programming and help Medair become more innovative in delivering humanitarian services.