

SAMPLE HUMANITARIAN COUNTRY TEAM COMPACT

[Country Name]

INTRODUCTION

This document is intended to serve as a framework for the accountability of the Humanitarian Country Team (HCT) in Country X. Drawing from the HCT's Terms of Reference, it sets out the key commitments of the HCT members towards the Humanitarian Coordinator (HC) and one another, enhancing mutual accountability, and reinforcing collective accountability towards people in need of humanitarian assistance and protection. It also supports the accountability of the HC to the Emergency Relief Coordinator (ERC), as set out in her/his HC Compact, recognizing that effectiveness in this regard depends on a well-functioning and committed HCT. Each individual HCT member has distinct contributions to make under each of the headings below.

VISION STATEMENT

The HCT in Country X will alleviate human suffering and protect the lives, livelihoods and dignity of people in need by providing strategic direction for collective inter-agency humanitarian action that is consistent with the humanitarian principles of humanity, neutrality, impartiality and independence, International Humanitarian Law and the broader framework for international humanitarian action, and embodies the Principles of Partnership (equality, transparency, results-oriented approach, responsibility, complementarity).

REVIEW

This document provides a basis for a light internal semi-annual review process, facilitated by the HC, with technical support from OCHA, in which HCT members will meet to assess implementation of these commitments at the individual and collective levels, and any adjustments needed to working methods in this regard. During the review process the HCT will reflect as a group, in a frank, open and forward-looking manner, on the extent to which these collective commitments are being implemented, identifying any challenges and adjustments and/or support needed to overcome them. This process will also feed into the HC's own Compact and annual appraisal process. In addition, HCT members should meet bilaterally with the HC to discuss their individual contribution to the collective HCT endeavour and HCT members should ensure that the commitments set out in this document are reflected in their own internal performance management documents.

AREAS OF ACCOUNTABILITY

1. Participation and Partnership

HCT members recognize that membership of the HCT comes with responsibilities beyond individual organizations' mandates and priorities. HCT members commit to join together as equals to implement collective decisions, and will continually work to enhance collective efficiency, creativity, collegiality and transparency, with an orientation towards results and impact for people in need of humanitarian assistance and protection, and in line with the Principles of Partnership. HCT members commit to participate actively and at the highest possible level in all HCT meetings. HCT members also commit to engage proactively, constructively and in a coordinated manner with external actors, including

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people affected by crisis, the host government, other relevant authorities, donors and other Member States, consistent with agreed collective priorities and common messages.

2. Strategic Vision and Plan

HCT members commit to working collaboratively to develop a shared vision and collective strategy for addressing humanitarian needs in Country X (i.e. a Humanitarian Response Plan [HRP]), in a timely manner and to the highest possible quality standards. The HCT commits to base this plan on a shared analysis of the drivers of a crisis and humanitarian needs (i.e. a Humanitarian Needs Overview [HNO]), including the specific needs of women, children and other vulnerable groups, and to share data to this end.

3. Fit-for-Purpose Coordination

HCT members commit to ensure that coordination structures are fit for purpose in relation to the context. This includes ensuring that clusters/sectors at the national and sub-national levels have the necessary capacity to fulfil their responsibilities. HCT members will provide strategic guidance for clusters and the Inter-Cluster Coordination Group (ICCG), and to contribute to an atmosphere in which cluster coordinators prioritize collective as opposed to organization-specific outcomes.

4. Collective Resource Mobilization

HCT members commit to working together in a coordinated and joined-up manner to mobilize resources for the HRP, in a manner consistent with the needs on the ground, including regularly defining collective resource mobilization priorities that are based on the most pressing needs and not on the specific mandate or agenda of anyone organisation.

5. Humanitarian Access

HCT members commit to working together to ensure that humanitarians can access affected people, and that affected people can access humanitarian assistance and protection in a safe, timely and sustained manner, and to align advocacy and operational planning and response accordingly. HCT members recognize that maximizing access opportunities and the reach of the humanitarian operation demands creativity and pooling of information, expertise and capacities. HCT members commit to agree upon and amplify key messages on access and broader operational challenges.

6. Centrality of Protection

HCT members commit to ensure the centrality of protection across humanitarian action in Country X, recognizing that this cannot be achieved by any single organization or by the Protection Cluster alone. This will involve regular HCT discussions on cross-cutting protection challenges, and coordinated advocacy and messaging.

7. Gender-Based Violence

HCT members recognize that addressing Gender-based Violence (GBV) is a collective responsibility, cutting across all sectors and organizations. HCT members commit to ensuring implementation of the IASC GBV Guidelines, and to regular HCT discussions on key GBV-related issues and approaches to address them.

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8. *Accountability to Affected People*

Members of the HCT recognize their ultimate accountability is to the people in X Country affected by disasters and crises. HCT members commit to ensuring that affected people are at the center of any humanitarian response, and that collective mechanisms are in place to ensure that they are able to provide feedback on their own priorities and concerns around humanitarian action, and that these priorities and concerns are considered and addressed in humanitarian action in a meaningful way.

9. *Protection from Sexual Exploitation and Abuse by humanitarian workers*

HCT members recognize that collective, system-wide efforts must be taken to ensure prevention of and protection from sexual exploitation and abuse by humanitarian workers. HCT members commit to establish, capacitate and actively engage with the necessary mechanisms in this regard, building on existing practice and responsibilities, including within the UN system.

SAMPLE

Name
Humanitarian Coordinator
Country X
Date

Name
X Representative/Country Director
Country X
Date

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The below is a list of indicative activities and responsibilities to demonstrate how various actions can make a contribution to the core compact. The list is not exhaustive, and is meant to provide a foundation for discussion as to how individual HCTs can most effectively fulfil their collective accountabilities.

Commitment	Sample Actions	Sample Responsibility
Accountability Area 1: Participation and Partnership		
Actively participate on the HCT at the highest levels in accordance with the Principles of Partnership to achieve collective results.	<ul style="list-style-type: none"> Track participation of HCT and related sub-group meetings. 	<ul style="list-style-type: none"> All members, facilitated by OCHA
	<ul style="list-style-type: none"> Implement collective HCT decisions 	<ul style="list-style-type: none"> All members
	<ul style="list-style-type: none"> Engage with external actors regularly and meaningfully based on an agreement plan for HCT outreach. 	<ul style="list-style-type: none"> All members, facilitated by OCHA
Accountability Area 2: Strategic Vision & Plan		
Provide a collective vision for humanitarian action in Country X and a plan to respond.	<ul style="list-style-type: none"> Oversee evidence-based analysis of drivers of crisis and humanitarian needs [Humanitarian Needs Overview (HNO)] 	<ul style="list-style-type: none"> All members, facilitated by OCHA and in coordination with ICCG
	<ul style="list-style-type: none"> Develop a strategic response plan with a common vision and clear objectives [Humanitarian Response Plan (HRP)]. 	<ul style="list-style-type: none"> All members, facilitated by OCHA, and in coordination with ICCG
	<ul style="list-style-type: none"> Collect and share high quality, timely data. 	<ul style="list-style-type: none"> All members, and CLAs to ensure clusters particular CLAs
Accountability Area 3: Fit-for-Purpose Coordination		
Ensure that coordination structures are fit for purpose in relation to the context.	<ul style="list-style-type: none"> Engage in HCT as a member of the collective humanitarian endeavour in Country X, rather than as a representative of a single agency. 	<ul style="list-style-type: none"> All members, facilitated by OCHA
	<ul style="list-style-type: none"> Ensure clusters are fully capacitated in order to carry out their six core functions. 	<ul style="list-style-type: none"> Members with CLA responsibilities
	<ul style="list-style-type: none"> Meet regularly with Cluster Coordinators and represent the cluster's collective views and requests in the HCT. 	<ul style="list-style-type: none"> Members with CLA responsibilities
Accountability Area 4: Collective Resource Mobilization		
Ensure that coordination structures are fit for purpose in relation to the context.	<ul style="list-style-type: none"> Produce and regularly review HCT commonly-agreed priorities and messages for resource mobilization, focusing on the most critical areas of the overall response rather than any single agency interest. 	<ul style="list-style-type: none"> All members, facilitated by OCHA
Accountability Area 5: Humanitarian Access		
Work together to ensure that humanitarians can access affected people, and that affected people can access humanitarian assistance and protection in a safe, timely and sustained manner.	<ul style="list-style-type: none"> Advocate for humanitarian access on the basis of agreed key messages on access and broader operational challenges. 	<ul style="list-style-type: none"> All members
	<ul style="list-style-type: none"> Share information and pool expertise and capacities on humanitarian access related issues. 	<ul style="list-style-type: none"> All members

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	<ul style="list-style-type: none"> Develop joint HCT positions on key issues related to humanitarian access or safety and security of aid workers. 	<ul style="list-style-type: none"> All members
<i>Accountability Area 6: Centrality of Protection</i>		
Ensure the centrality of protection across humanitarian action, recognizing that this cannot be achieved by any single organization or by the Protection Cluster alone	<ul style="list-style-type: none"> Include protection as a standing agenda item for HCT meetings to facilitate proactive engagement on time-sensitive and/or priority protection issues with the aim of keeping civilians and communities safe from risks, including based on an analysis of protection risks and trends. 	<ul style="list-style-type: none"> All members, with support from Protection Cluster and other experts as needed
	<ul style="list-style-type: none"> Ensure protection is both independently prioritized and comprehensively mainstreamed into the collective vision and strategy of the HCT, as articulated in the HRP or standalone protection strategy 	<ul style="list-style-type: none"> All members, facilitated by OCHA in coordination with the ICCG
	<ul style="list-style-type: none"> Develop coordinated messaging around protection and advocate with relevant stakeholders on this basis 	<ul style="list-style-type: none"> All members
<i>Accountability Area 7: Gender-based Violence</i>		
Address GBV as a collective responsibility that cuts across all sectors and organizations.	<ul style="list-style-type: none"> Ensure implementation of the IASC GBV Guidelines, including through mainstreaming into the collective vision and strategy of the HCT, as articulated in the HRP, and periodically reviewing challenges and opportunities. 	<ul style="list-style-type: none"> All members, with support from the GBV sub-cluster and ICCG
	<ul style="list-style-type: none"> Where pertinent, include GBV as a standing agenda item for HCT meetings to inform collective prioritisation, messaging and action in relation to GBV issues 	<ul style="list-style-type: none"> All members with support from GBV Sub-cluster
<i>Accountability Area 8: Accountability to Affected People</i>		
Ensure that affected people are at the center of humanitarian action	<ul style="list-style-type: none"> Effectively and transparently communicate with affected communities to allow for informed decisions on their part. 	<ul style="list-style-type: none"> All members with lead TBC
	<ul style="list-style-type: none"> Ensure that a mechanism(s) is/are in place to capture feedback from affected communities and respond to this feedback, including through having the feedback inform adjustments to the response and/or communicating to affected people as to why adjustments were not made. 	<ul style="list-style-type: none"> All members, implemented by CLA
<i>Accountability Area 9: Protection from Sexual Exploitation and Abuse by Humanitarian Workers</i>		
Ensure collective, system-wide efforts are taken to prevent and protect from sexual exploitation and abuse by humanitarian workers.	<ul style="list-style-type: none"> Emplace the necessary mechanisms and capacity to monitor and address SEA cases, building on existing practice and responsibilities, including within the UN system. 	<ul style="list-style-type: none"> All members