

Improvement Analysis

TERRE DES HOMMES INTERNATIONAL FEDERATION

March 2016

Evidence
<p>Our sector is often criticised for voicing good intentional language, but with few facts and figures to substantiate them. The scarcity of information on how the various policies generate positive effects in practice is a slight weakness in Terre des Hommes International Federation’s first accountability report (e.g. demonstrating that staff recommendations have shaped decision-making in the past or that resources are tracked effectively).</p> <p>While we acknowledge that it is not easy to provide this evidence, we see some good efforts in other Charter Members’ reports such as: (a) reporting the percentage of national entities which comply with certain standards, (b) leveraging existing surveys that provide relevant hard data, (c) thorough globally set parameters, evidenced by random national level controls or d) illustrative case studies.</p>
<p>Actions taken</p> <p>.....</p>
Steps towards reporting for the whole federation
<p>TDHIF has so far only joined for the International Secretariat which consists of nine staff members in Geneva and Brussels. It is highly supported by the Panel that TDHIF plans to move towards reporting for the federation as a whole and hence to make more comprehensive accountability reporting in the future since an organisation’s commitment to accountability should be coherent across the brand. What are the steps envisaged for this and the time-scale involved? Has this process been discussed within the Federation?</p> <p>The Panel has given concrete recommendations for first steps (e.g. establishing a common approach to logging and processing complaints, including whistle-blower protection) in regard to federation-wide reporting throughout the full feedback letter.</p>
<p>Actions taken</p> <p>.....</p>
Setting up a formal evaluation framework (NGO3)
<p>The Panel appreciates that external consultants monitor and evaluate TDHIF’s two main campaigns (Destination Unknown and ChildrenWin) and capitalisation workshops are offered to discuss findings among staff. However, what about the monitoring and evaluation of the 870 projects or 68 country programmes? Are external reviews and evaluations publicly available? Is there a formal evaluation framework detailing the levels, responsibilities and requirements for evaluation of operations and campaigns? What role do the International Secretariat and Board play in ensuring good quality evaluations and learning lessons of experience among the federation? And is there evidence to adjustments and management response from learning? The Panel suggests having a look at CARE’s Evaluation Policy for Good Practice in this regard.</p>
<p>Actions taken</p> <p>.....</p>

Environmental sustainability (EN16)

TDHIF states that it does not measure its greenhouse gas emissions even though it implements a series of environmental-friendly measure to reduce greenhouse gas emissions and energy consumption. However, climate change poses a fundamental and cross cutting threat to equitable and sustainable development which is also reflected in the post-2015 debates. Only if CSOs have convincing practices and a focused approach in place to limit their own environmental impact, can they credibly demand progress from others. A baseline study to track envisaged reductions and compare future years is recommended by the Panel – bearing in mind that the larger environmental impact depends on the Member Organisations. Overall, taking the Panel looks forward to a more consistent and focused approach to minimising negative environmental implications of TDHIF’s work

The Charter Secretariat would be happy to connect TDHIF with other (smaller) Members / Secretariats (e.g. Transparency’s headquarters in Berlin) which found ways of doing this – please get in touch.

Actions taken

.....

Implementing anti-corruption practices and trainings (SO3)

TDHIF demonstrates how a double-signature system and external annual audits prohibit and prevent cases of corruption. However, it would be useful to understand if the organisation assesses where it could be potentially exposed to corruption, bribery, or fraud? Financial systems will need reviewing as well as active checking. It is suggested to have a look at the [anti-corruption webinar outcome summary](#) offered by the Charter in 2014 which also includes guidance from Transparency International UK.

In regard to anti-corruption training for staff, it is foremost important that staff with financial and management responsibility in the MOs as well as the International Secretariat is aware of procedures in place and where to turn to in case of detection of corruption cases. It is recommended to include at least a section in the Staff Rules and also look into free online courses such as offered by Transparency International Chile ([here](#)).

Actions taken

.....