

## Improvement Analysis

### IRC - International Water and Sanitation Centre

November 2014

#### Precision of Analysis

IRC could be more precise in the way data and figures are presented in the report. The Panel questions quite often if the data provided applies to headquarter or the whole federation (e.g. CO<sub>2</sub> emissions from travels, appraisal system for workforce). Moreover, comprehensive real life examples and data would very much help supporting the multitude of statements that are sometimes quite aspirational in nature

#### Actions taken

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#### Diversity and Inclusion (NGO4)

IRC declares that this indicator does not apply to or is not monitored by the organisation. On the other hand, one of IRC's stated principles is inclusiveness (p.9). It is essential for IRC to consider the risk of excluding potential stakeholders on the basis of any kind of discrimination. The Panel would like to highlight that inclusion is crucial to delivering upon a human rights based approach and it helps to deliver better results as it enriches implementation strategies by inviting different views, allows tapping into more networks - thus broadening the basis of acceptance.

To find more information on *How to move inclusion up the internal agenda?* please have a look at the Charter's archived Webinar on [Inclusion and Non-discrimination](#). The Panel will assess developments concerning this indicator in IRC's next accountability report

#### Actions taken

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#### Environmental Indicators (EN16, EN18 & EN26)

Some progress is noticed by the Panel. However, IRC is encouraged to consider integrating a system of measurement and assessment of innovative practices of reducing the organisation's greenhouse gas emissions and to report on any targets for reduction and reductions achieved in the next report.

#### Actions taken

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#### Managing Impacts on Local Communities (SO1)

Even if not directly implementing programmes in communities, an organisation's influence can be substantial (through its advocacy work it presumably shares some responsibilities with partner organisations entering and operating in local communities). IRC is strongly encouraged to state how it measures and assesses any direct or indirect impact, both positive and negative, on local communities

#### Actions taken

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#### Anti-corruption (SO3 & SO4)

Corruption is the abuse of entrusted power for private gain and includes bribes, nepotism, fraud, double funding and other forms of discrimination. When detected, corruption can fundamentally undermine the greatest asset NGOs have: public trust. IRC is strongly encouraged to initiate anti-corruption policies and to ensure their effective implementation, as well as to carry out systematic risk analysis on where the organisation's work could be possibly exposed to corruption and to introduce systems for the record and publishing of any incidents. Have a look the Charter's archived [webinar](#) on successfully confining the risk of corruption.

#### Actions taken

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