

# Surbhi Task 1

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## UNICEF for every child

**FOUNDED:** 11 DECEMBER 1946

**HEADQUARTERS:** New York, New York, United States

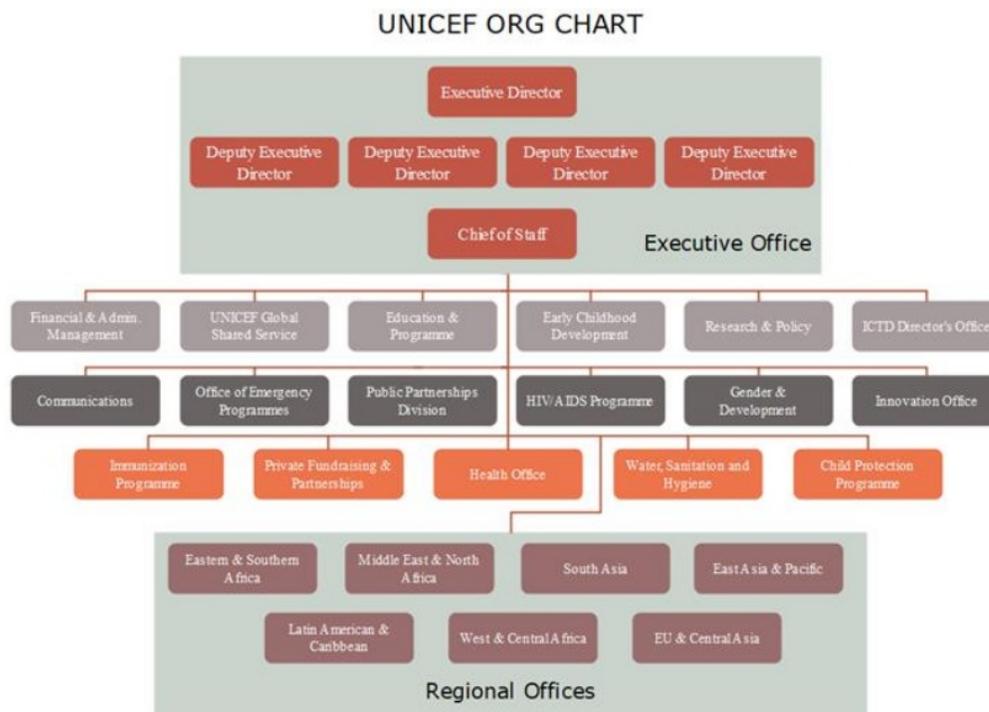
UNICEF, united nations children's funds' works for in excess of 190 countries and areas to make sure about the benefit of every child. It has experienced over 70 years to improve the lives of children and their families and seeing the centrality of youth development and adolescence.

The specific inspiration driving the affiliation was to conquered the block that poverty, violence, disease and discrimination plays in a kid's life.

UNICEF's objective in India is to help each child conceived in India to have the best beginning throughout everyday life, to thrive and to create to her or his maximum capacity.

Its strategic "to advance the rights and prosperity of each child, in all that they do". With its solid nearness in all the nations and working indefatigably for the eventual fate of kids.

UNICEF's heart deceits in the field and their association structure making feasible for them to work competently.



### THE EXECUTIVE TEAM

Henrietta H. Front turned into the seventh executive director UNICEF. She has worked to create monetary turn of events, instruction, well being, philanthropic help and disaster relief in

a public and private sector and non-profit leadership profession that degrees more than four decades.

“Omar Abdi is the executive director for programs. he regulates UNICEF's overall philanthropic and development programs. more than 30 years of experience, in international development Mr Abdi has had various initiative situations in UNICEF - just as Country Representative in Pakistan, Ghana and Liberia” (UNICEF, n.d.).

“Charlotte Petri Gornitzka played job as the Assistant Secretary-General and UNICEF Deputy Executive Director, Partnerships, on 15 October 2018” (UNICEF, n.d.).

“Ms. Gornitzka, who filled in as the Chair of the Development Assistance Committee at the Organization for Economic Co-operation and Development (OECD) preceding her arrangement, brings to the position 20 years of inclusion with international development” (UNICEF, n.d.).

“Mr. Fayaz King is the new appointee official executive of Field Results and Innovation. He as of late filled in as the Chief Operating Officer at Econet Wireless where he was compelling in carefully changing the broadcast communications organization” (UNICEF, n.d.).

“Ms. Hannan Sulieman was designated executive and Chief of Staff, in April 2016. Prior to this arrangement she filled in as UNICEF's Deputy Regional Director for the Middle East and North Africa, situated in Amman. With 23 years of administration in UNICEF, Ms. Sulieman has broad aptitude in program management, crisis reaction, resource mobilization and partnerships” (UNICEF, n.d.).

“Dr. Yasmin Ali Haque has as of late joined as the UNICEF Representative in India. Preceding participating in July 2017, she was Deputy Director of UNICEF's Office of Emergency Operations where she assumed a lead job in the programming and approaches for a successful UNICEF reaction for youngsters in philanthropic emergency” (UNICEF, n.d.).

The official board is the overseeing assortment of UNICEF including 36 individuals representing five regional group members states at the UN. It directs the association as indicated by the policies and direction of UN general assembly and the financial social council.

It audits the UNICEF's exercises and supports its strategies, nation projects and financial plans.

### **THE STAFF STRUCTURE**

#### Distribution of staff by category and contractual status (as of 1 June 2010)

<i>Category</i>	<i>Regular</i>	<i>Temporary appointment</i>	<i>Total and percentage</i>
International Professional	2 422	379	2 801 (25%)
National Officer	2 417	559	2 976 (27%)
General Service	4 375	1 031	5 406 (48%)
<b>Total</b>	<b>9 214</b>	<b>1 969</b>	<b>11 183 (100%)</b>

#### HR PRACTICES AND ORGANISATIONAL CULTURE

UNICEF's excursion to gather an undeniably good, exhaustive and connecting with workplace where all the staff respect, enable and spur each other to invest a valiant energy for the world's kids.

UNICEF intends to attract the best and most magnificent ability into the association, redesigning the reputation of the organization to make a superior work environment in order to carry distinction to the world. Considering this point, UNICEF moved a key vital ability development/management in 2008 to perceive and make capacity to meet the present and future needs of UNICEF. The Talent and leadership Development/Management Initiative is based both on inside capacity and new outside capacity.

Its basic beliefs incorporate Care, Integrity, Trust, and responsibility.

In February 2018, UNICEF left on an extent of exercises made arrangements for bracing its promise to its center convictions. These activities include:

- Advancing a 'speak up culture' to help make progressively secure and progressively thorough work through connected stages, getting ready various exercises progressed by UNICEF's organization similarly as its staff association.
- Looking for ace course on where it isn't yet successful and where it could improve.
- Expanding worldwide and close by townhall gatherings to give each and every individual who works at UNICEF an chance to speak main concerns and emotions.

- Building up an Independent Task Force on Workplace Gender Discrimination, Sexual Harassment, Harassment and Abuse of Authority, to recognize problems and empower the most capable technique to talk them through cultural change and the board.
- Enrolling a Senior Culture Change Advisor in the Office of the Executive Director to direct the improvement and utilization of methodology for feasible culture change reliant on UNICEF's fundamental convictions.
- Connecting with an outside consultancy firm to help UNICEF with orchestrating and execute changes in culture and the officials.

The Human Resources work continues trying dependable quality and client center in passing on viable help over each and every practical territory being developed and in compassionate settings.

HR works in relationship with practical/specialized accomplices to give them the strategies and administrations required to effectively regulate and oversee groups in the field, areas and at headquarters.

#### **A. Strategic workforce arranging**

- Huge headway has been made in working up a key workforce arranging limit in Human Resource For example, dynamic staff data models have been attempted to empower proof based approach progression and to give live exhibiting of speculative changes impacting staff.
- This region remembers the dispatch of the HR Dashboard for September 2009, the association's first corporate dashboard.

The HR Dashboard is a data revealing device that considers the checking of HR indicators and measurements in a solitary spot. It extracts data from various HR systems and changes that data into significant information on the workforce, gender equality moreover, recruitment.

#### **B. Attracting the best ability**

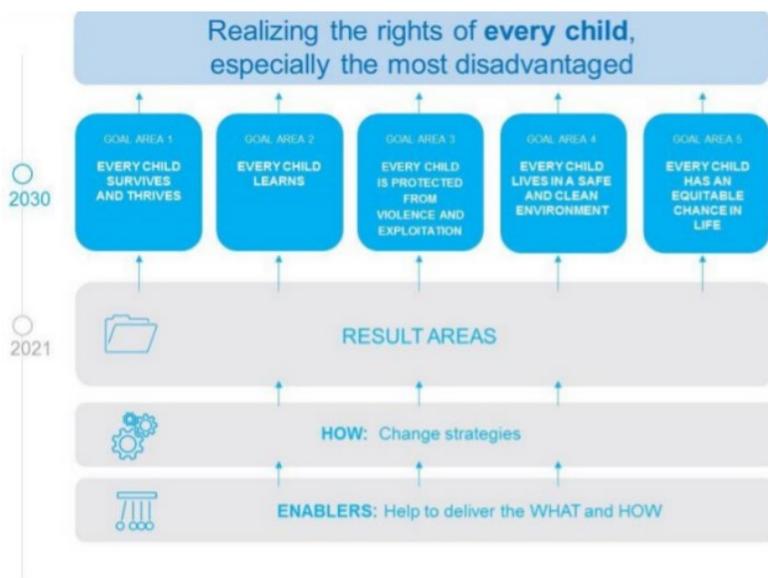
- The New and Emerging Talent Initiative (NETI) is an exertion program to select promising, demographically extraordinary, outside ability to fill recognized staffing holes in various functional areas.
  
- Extra ventures fuse continued with associations with Governments and educational institutions to fabricate a pipeline of young ability and to build maintenance of high performers.
  
- Individual performance management
  
- Two noteworthy activities that emphasize supervising individual have been acquainted with redesign the capacity of UNICEF to pass on results: the revised Competency Framework likewise, the electronic Performance Appraisal System (e-PAS).
  - o A reconsidered Competency Framework, supported and discharged in 2009, is the foundation of the ability the executive's methodology of UNICEF. It delineates center skills and capacities required by UNICEF staff people with the objective that they can pass on key desires, show area authority and remain on the bleeding edge in key requests.
  
  - o the online execution the executive's framework e-PAS empowers staff and chiefs to set up, screen and complete their presentation assessments and will replace the current paper-based framework.

#### Work-life equalization and staff prosperity

support given to staff people and their wards joins exhorting for essential occurrences, business related pressure and other mental prosperity issues, and staff thriving bearing to Delegates and HR staff. In 2010, the staff prosperity locale was fortified with the development of a specialist resource. To enhance Staff Counsellors, UNICEF in like manner has a settled companion Support Volunteer program, which is exhibited on the undertakings of other United Nations association and refined dependent on rising needs. UNICEF has 276 arranged Peer Support Volunteers in 90 countries.

The strategic plan reflects the guidelines of the 2030 plan including the promise to leave no one and no child behind and to show up at the most distant behind first

#### Key Elements of Strategic Plan



The Strategic Plan comes with procedures to progress the inside sufficiency and viability of UNICEF (the ENABLERS). The enablers backs the movement of outcomes besides, changing methods and include four interconnected segments:

- a) inner governance;
- (b) management;
- (c) staff capacity; and
- (d) knowledge and information systems

The Goal Areas, modify methodologies and enablers laid out in the plot right presently place UNICEF to deliver this difficulty, conveying the organization nearer to understanding the vision of the 2030 Agenda, an existence where no child is deserted.

## SERVICES AND PROGRAMS IN INDIA

### 1.HEALTH – MATERNAL HEALTH, HEALTH, AND IMMUNIZATION

”UNICEF works with the Ministry of Health and Family Welfare (MoHFW), Ministry of Women and Child Development (MWCD), NITI Aayog and state governments to help planning, budgeting, strategy formulation, capacity building, monitoring and demand generation” (UNICEF india, n.d.).

<sup>1</sup> it supports the execution of different interventions by Government of India, including:

“The Pradhan Mantri Surakshit Matritva Abhiyan (PMSMA) propelled by MoHFW, gives a fixed day for assured, comprehensive and quality antenatal care free of cost to pregnant women on 9th of every month” (UNICEF india, n.d.).

<sup>1</sup> Janani Shishu Suraksha Karyakaram (JSSK): this incorporates free maternal facilities for women and children, a nation scale-up of calamity recommended agendas and maternal death analyses, and improvements in the governance and the executives of welfare services at all stages.

globally UNICEF is centered around #EveryChildALIVE, a signature neonatal campaign that supports and hastens UNICEF India's endeavours to dispose of preventable neonatal deaths by 2030, with an emphasis on the girl child.

UNICEF is likewise firmly connected with scale up of Kangaroo Care, supporting quality improvement activities, and capacity building endeavours for talented birth participation, fundamental new-born care and care of little and sick babies.

## 2. CHILD PROTECTION

Developing mindfulness towards child abuse in India, UNICEF can accept a huge activity in improving two missing segments of the government action: prevention and rehabilitation

## 3. NUTRITION

UNICEF India advances a C<sup>2</sup>IQ approach: coverage, continuity, intensity and quality towards a high effect programme across India.

## 4. EDUCATION

UNICEF supports the government fortifying life skill development for children matured 3 to 18 with exceptional spotlight on young girl child and furthermore to improve levels by 15% while ensuring transferable aptitude development.

## 5. WATER SANITATION AND HYGIENE

To help states and regions that are slacking, UNICEF works in 16 states and 192 areas and supports government in, helps alternative delivery approaches, and prepares mobilizes public organizations and accomplices, including the private sector around WASH activities. they have started developing their program from rural areas to urban areas, where the urban poor are routinely kept separate from the sanitation condition.

UNICEF furthermore supports monitoring and evaluation including third party confirmation and spot checks to help approve the real time observing and information dashboard encouraged by the Ministry Jal Shakti.

## 6.SOCIAL POLICY AND INCLUSION

UNICEF's programme on inclusive social approach is agreed with the Government of India's National Development Agenda. Our inclusive social policy programme strengthens strategies and frameworks with the objective that youngsters and youths, particularly the most limited and powerless, dynamically advantage from feasible and inclusive social services and social protection system.

## 7. ADOLESCENCE DEVELOPMENT AND PARTICIPATION

UNICEF in a joint exertion with the Government of India, also attempts to develop India's 253 million teenagers as dynamic members, rather than idle recipients, during their strengthening. The fact of the matter is to compose pre-adult collaboration through appropriate stages at the at the block, district, state and national level and through informal platforms, for example, youth-driven networks.

## 8.GENDER EQUALITY

UNICEF India's 2018-2022 Country Program has been made considering the Identifications of difficulties that Indian youngsters face, including sexual orientation-based hardships Each automatic outcome is centred around a gender priority that is noted explicitly in its program, budgets and results.

## 9. EARLY CHILDHOOD DEVELOPMENT

UNICEF supports training of frontline workers to interface with and counsel parents on giving sustaining care, responsive taking care of, early impelling and backing for children's learning at home, other than setting them up to pass on quality youth preparing.

## 10. DISASTER RISK REDUCTION

UNICEF leads and keeps an updated risk analysis of the shocks and stresses on children's flourishing and their networks, focusing on the hidden causes, for instance, low limit of service providers and vulnerability of communities.

UNICEF has set out debacle chance decrease, environmental change and social union as needs to be tended to in its Country Program for 2018-22.

## 11. PLANNING MONITORING AND EVALUATION

As per UN-reforms and UN-coherence delivering as One, UNICEF supports the Government of India to execute, screen and report on projects to react to the necessities of children's benefits in India. This builds up extraordinary opportunity to empower helpful energies and between organization joint effort to address the rest of the troubles.

## 12. COMMUNICATION FOR DEVELOPMENT

C4D's program design relies upon Social and Behaviour Change (SBC) – The enrolls six methodologies— system strengthening, capacity development, building social capital, platforms and mega-partnerships for at- scale and convergent SBCC programming, targeted SBCC campaigns, evidence generation and knowledge management

### **INNOVATIONS AND PATHBREAKING INITIATIVES**

UNICEF works far and wide to advance arrangements and grow access to administrations to all the children

- “NITI Aayog's Atal Innovation Mission and UNICEF India holding hands to empower grassroots advancement for Sustainable Development Goals and Child Rights” (UNICEF india, n.d.).

AIM and UNICEF hope to advance participation, skilling and reinforcing adolescent girls and boys all through school, by methods for Atal Innovation Mission's tasks. This key association will in like manner help effectively, young entrepreneurs, mentors and teachers.

Key components of this organization include:

- o Skill improvement
  
- o Co-making arrangements by putting resources into 'promising thoughts' that address difficulties and scale-up answers for and by youngsters.
  
- o Social innovation training camps for children all through schools and business enterprise training camps for youngsters in incubation centres.
  
- o Identifying children and adolescent good examples for change dependent on their innovation based imaginative arrangements that can be co-made and scaled-up.
  
- Motor-bike ambulance: Providing openness to wellbeing administrations in India's remote locales .

the assignment was arranged and begun in June 2014 with UNICEF's assistance, in union with Saathi Samaj Sewa Sanstha, NGO and the state government's Health Department. The Motor-Bike Ambulance was picked as a national advancement and perceived in the National Innovations Summit, India, in 2016.

The Narayanpur region in the central eastern Indian territory of Chhattisgarh is incorporated by thick forests, slants, streams and regular caves. The geology of the locale presents an huge test for dissemination of wellbeing administrations, anyway for mothers, fathers, guardians and families to profit transport administrations.

The motorcycles ambulances transport patients and pregnant ladies and babies, from remote territories to the nearest essential and Community Health Centers (CHCs) and have risen as a life saver for the people of the area.

- Hindustan Unilever accomplices with UNICEF to help India's battle against COVID-19

The broad communications crusade named '#BreakTheChain #VirusKiKadiTodo' will have basic yet ground-breaking five and 15 second enlightening advantages for enable the overall population with avoidance procedures to ensure themselves against COVID-19. In view of three key topics - social distancing, hand washing and generosity, the Campaign will create these short enlightening resources across India through TV, news gateways and unmistakable web based life channels

Worldwide REACH

Shielding the most powerless kids from the effect of coronavirus: A plan for activity

“UNICEF calls for quick worldwide activity to:

1. Keep children learning
2. Reach vulnerable children with water, sanitation and hygiene
3. Keep children healthy
4. Support families to cover their needs and care for their children
5. Protect refugee and migrant children, and those affected by conflict.
6. Protect children from violence, exploitation and abuse” (UNICEF, n.d.)

## References

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