MOU signed for the IPEL project

On November 22, 2021, the Government of Bihar and CARE India signed an MoU and launched USAID’s India Partnership for Early Learning (IPEL) Project, to support the operationalisation of NIPUN BHARAT in the state to transform the delivery of Foundational Learning (FL) for both public and private schools.

The project will influence change in 137 districts, reaching 3,30,519 Anganwadi Centres, 1,81,528 public primary schools, over 66.5 million public school children (age 3–8) over a five-year period.
THE BUZZ

16 Days of Activism
CARE organises and participates in various activities across countries to mark the 16 Days of Activism against Gender-Based Violence (GBV).

This year, CARE India organised a webinar with the World Bank on December 7 on Pushing for Impact: Policy, Program and Workplace Innovations to address Gender Based Violence. The webinar helped highlight interventions being implemented with state actors, the community and at the workplace, to address GBV.

We showcased our experiences of working in the health delivery system through SAJHA - strengthening health systems response to violence against women, in the state of Bihar.

Women + Water Project Team wins P.A.C.E. Awards 2021
At the globally acclaimed Gap Inc. P.A.C.E. Awards 2021 ceremony on December 9, the Women + Water Project team was awarded the prize in two categories.

The first award was the Thematic Impact Award for which CARE India was granted the Leaving Your Mark Award Name. This was for a short video that showed transformation in the workplace or community in response to the lessons learned in the P.A.C.E. programme.

The second award was in the Community Impact Story category, where CARE India received the Our Voice Our Power Award Name. The video depicted how the P.A.C.E. programme had helped partners address larger thematic issues on the ground.

CARE India honoured in UP
Hon. Governor of UP, Shri Anandiben Patel, felicitated CARE India, on Gandhi Jayanti for our extraordinary humanitarian work towards COVID - 19 vaccinations.

T-SIG awards CARE’s COVID efforts
CARE India was recognised and awarded for all the COVID relief work done in Telangana by the CSR cell of the Government of Telangana, Telangana Social Impact Group (T-SIG). The award was handed out at the COVID-19 Warriors Recognition event on November 8.

THE HR PULSE

Notable Achievements of the HR Department from 2021
CARE India believes in hiring diverse teams, actively engaging with them, and working towards their continued professional and personal development. As an organisation with a mission to empower people, we understand that our greatest strength and resource is our own people.

The prime focus of the HR Department has been to consistently ensure the growth of our people and enhanced people experience. This has included structured HR interventions such as streamlined hiring and onboarding of staff and consultants, working towards having inclusive and diverse policies, releasing safeguarding policies, setting up internal mechanisms and systems, investing in staff development and sensitisation programs and bridging the gap created due to COVID-19.

The HR and OD team has successfully taken over the task of onboarding 120 employees across the country in the last quarter, between October and December 2021. This spans the senior, mid and junior management and support staff. They have also onboarded and managed the life cycle of over 4000 consultants and streamlined their payment process.

Here are a few achievements in a nutshell:
- Safeguarding policy roll out covering POSH, Child Protection and Workplace harassment
- Sensitising workshop on Safeguarding Policy to All Staff
- Grievance Policy Roll out
- Growth in ratio of 8% in onboarding women staff in 2021 (Current Ratio of Women:Men is 45:55)
- Holding webinars on health and health related concerns every month with experts from medical fraternity
- All Staff came together to celebrate Annual Meet in November
- All Staff year end event (at all locations) in December to celebrate the year with gratitude
**BOARD CONNECT**

Amita Maheshwari, our board member was awarded the HR Leader of the Year Award at the ET Prime Women Leadership Awards 2021. Ms. Maheshwari is the Head of HR – dMed, APAC and India. The award recognises an individual who has the ability to inspire, excite, create strong values, and engage with the workforce and at the same time has made an impact on the organisation, business, people along with the larger HR community and industry.

**Social and Behavioral Change Communication Facebook Campaign to address Vaccine Hesitancy**

CARE India participated in Facebook’s 2021 Scaled Workshop SBCC Programme, as part of which we received Facebook support to run a public health campaign on Facebook on the importance of getting vaccinated. A wide audience across India was targeted to raise awareness about the COVID-19 vaccine and ways to safeguard against the virus.

A total of 154.7 million people were reached through our month-long campaign. Creative messages in Hindi, English and Marathi using the medium of videos and pictures were used to educate and sensitise audiences. The campaign saw highest interactions with audiences from Uttar Pradesh, Maharashtra, West Bengal and Karnataka. These can be viewed on our social media platforms.

**THE CARE FAMILY**

**Diwali, Christmas and New Year Celebrations**

CARE India is not all work. The team indulges in play at special occasions and enjoys team spirit and togetherness. Here’s a glimpse!
KNOW YOUR COLLEAGUES

This space offers an opportunity to know your colleagues better! We begin by showcasing the reconstituted operating committee at CARE.

Debarshi Bhattacharya  
Chief Operating Officer

Nidhi Bansal  
Executive Director – Livelihood, Education & Humanitarian Action

Swapna Samuel  
Sr. Director – Human Resources & OD

Sushila Varma  
Head of Strategy

Dr. Sunil Babu  
Executive Director – Health & Nutrition Programme

Rohit Nayyar  
Chief Financial Officer

Alok Bhushan  
Senior Director – Support Services

Puneet Bali  
Executive Director – Fund Raising, Marketing & Communication

In this issue of the newsletter, we celebrate the contributions of our colleagues through the puzzle below. Find the following words in the puzzle. Words are hidden or rotated.

ABUSE  
MEDICAL

ACTIVISM  
MOU

ANGANWADI  
OXYGEN

AWARD  
RESPPECT

COMMUNITY  
RESPONSE

DONOR  
SAFE GUARDING

ENGAGE  
SUPPORT

HEALTHCARE  
VACCINATION

IMPACT  
VIOLENCE

LEARNING  
VULNERABLE

Solve the puzzle and email to contactus@careindia.org. The first 10 correct entries will receive a reward!

Inviting contributions from the CARE community across India for the next issue of this newsletter.

Care India Solutions for Sustainable Development
Module No. 411, 4th Floor, NSIC-MDBP Building
Okhla Industrial Estate, New Delhi – 110020 (INDIA)
Tel: 011 – 69200000
E-mail: contactus@careindia.org
Website: www.careindia.org