Chapter 1 : The World's Top Ten Human Rights Organisations - Funds for NGOs

disadvantaged, will require changes to the organization of work and the institutions in which it is embedded. One example may be to stimulate the formation of organizations or occupational associations, similar to the Freelancers Union, that provide contingent workers with avenues for acquiring portable health insurance and retirement savings.

People no longer live and work in an insular environment; they are now part of a worldwide economy competing within a global framework. For this reason, profit and non-profit organizations need to become more diversified to remain competitive. Maximizing and capitalizing on workplace diversity is an important issue for management. Supervisors and managers need to recognize the ways in which the workplace is changing and evolving. Managing diversity is a significant organizational challenge, so managerial skills must adapt to accommodate a multicultural work environment. This document is designed to help managers effectively manage diverse workforces. It provides a general definition for workplace diversity, discusses the benefits and challenges of managing diverse workplaces, and presents effective strategies for managing diverse workforces. Companies need to embrace diversity and look for ways to become inclusive organizations because diversity has the potential to yield greater work productivity and competitive advantages SHRM Stephen Butler, co-chair of the Business-Higher Education Forum, believes diversity is an invaluable competitive asset Robinson   Managing diversity is a key component of effective people management in the workplace Black Enterprise   Demographic changes women in the workplace, organizational restructuring, and equal opportunity legislation will require organizations to review their management practices and develop new and creative approaches to managing people. Positive changes will increase work performance and customer service. The number of dual-income families and single working mothers has changed the dynamics of the workplace. Changes in the family structure means that there are fewer traditional family roles Zweigenhaft and Domhoff Significant changes in the workplace have occurred due to downsizing and outsourcing, which has greatly affected human resource management. Globalization and new technologies have changed workplace practices, and there has been a trend toward longer working hours Losyk Generally speaking, organizational restructuring usually results in fewer people doing more work. Changes in federal and state equal opportunity legislations have made discrimination in the workplace illegal. These laws specify the rights and responsibilities of both associates employees and employers in the workplace and hold both groups accountable. Benefits of Diversity in the Workplace Diversity is beneficial to both associates and employers. Although associates are interdependent in the workplace, respecting individual differences can increase productivity. Diversity in the workplace can reduce lawsuits and increase marketing opportunities, recruitment, creativity, and business image Esty et al. Also, the consequences loss of time and money should not be overlooked. Challenges of Diversity in the Workplace There are challenges to managing a diverse work population. Managing diversity is more than simply acknowledging differences in people. It involves recognizing the value of differences, combating discrimination, and promoting inclusiveness. Managers may also be challenged with losses in personnel and work productivity due to prejudice and discrimination, as well as complaints and legal actions against the organization Devoe Negative attitudes and behaviors can be barriers to organizational diversity because they can harm working relationships and damage morale and work productivity Esty et al. Negative attitudes and behaviors in the workplace include prejudice, stereotyping, and discrimination, which should never be used by management for hiring, retention, and termination practices could lead to costly litigation. Required Tools for Managing Diversity Effective managers are aware that certain skills are necessary for creating a successful, diverse workforce. First, managers must understand discrimination and its consequences. Second, managers must recognize their own cultural biases and prejudices Koonce Diversity is not about differences among groups, but rather about differences among individuals. Each individual is unique and does not represent or speak for a particular group. Finally, managers must be willing to change the organization if necessary Koonce Organizations need

to learn how to manage diversity in the workplace to be successful in the future Flagg Unfortunately, there is no single recipe for success. According to Roosevelt , managing diversity is a comprehensive process for creating a work environment that includes everyone. When creating a successful diverse workforce, an effective manager should focus on personal awareness. Both managers and associates need to be aware of their personal biases. Managers must also understand that fairness is not necessarily equality. There are always exceptions to the rule. Managing diversity is about more than equal employment opportunity and affirmative action Losyk Managers should expect change to be slow, while at the same time encouraging change Koonce Another vital requirement when dealing with diversity is promoting a safe place for associates to communicate Koonce Social gatherings and business meetings, where every member must listen and have the chance to speak, are good ways to create dialogues. Managers should implement policies such as mentoring programs to provide associates access to information and opportunities. Also, associates should never be denied necessary, constructive, critical feedback for learning about mistakes and successes Flagg Conclusions A diverse workforce is a reflection of a changing world and marketplace. Diverse work teams bring high value to organizations. Respecting individual differences will benefit the workplace by creating a competitive edge and increasing work productivity. Diversity management benefits associates by creating a fair and safe environment where everyone has access to opportunities and challenges. Management tools in a diverse workforce should be used to educate everyone about diversity and its issues, including laws and regulations. Most workplaces are made up of diverse cultures, so organizations need to learn how to adapt to be successful. Managing a diverse workforce. Managing a changing workforce: Fortune firms outpace the competition with greater commitment to diversity. Diversity in the power elite: Have women and minorities reached the top? Original publication date June Visit the EDIS website at http: The Institute of Food and Agricultural Sciences IFAS is an Equal Opportunity Institution authorized to provide research, educational information and other services only to individuals and institutions that function with non-discrimination with respect to race, creed, color, religion, age, disability, sex, sexual orientation, marital status, national origin, political opinions or affiliations.

Chapter 2 : HR/HR Diversity in the Workplace: Benefits, Challenges, and the Required Managerial Tools

One of three principal organizations designed to facilitate international trade; its purpose is to provide low-interest loans to developing nations for improving transportation, education, health, and telecommunications. is to provide low-interest loans to developing nations for improving transportation, education, health, and.

Care Management Institute, Kaiser Permanente. Workflow, loosely defined, is the set of tasks—grouped chronologically into processes—and the set of people or resources needed for those tasks, that are necessary to accomplish a given goal. Consider the following scenario: The informal methods and processes that the hospital has developed over the years to keep the enterprise humming work well, in general, and can work very well in optimal times. Even if these small adjustments are forgotten, in due time the regular hospital schedule will bring the right people to clean the room, to pick up the lab specimen, to document the encounter. These same methods that an organization uses to get work done, however, can begin to show stress under trying circumstances. When the ward is full and it takes 12 hours for a room to be readied for the next patient, that impact is felt throughout the organization. When the number of small interruptions outweighs the amount of planned work done in a given hour, that impact is felt in slower progress, lower job satisfaction, and potentially lower quality of care. In many situations, it is very clear to all what needs to get done. Where organizations differ is in how they do it. In health care, as in other industries, some workflows are designed, while others arise organically and evolve. The systems and methods by which organizations accomplish specific goals differ dramatically. Some organizational workflows seem more straightforward than others. Most often, when workflow processes are looked at in isolation, the processes appear quite logical and even efficient in acting to accomplish the end goal. It is in the interaction among the processes that complexities arise. Some of these interactions hide conflicts in the priorities of different roles in an organization, for example, what the nursing team is accountable to versus the physician team and its schedule. Organizations also adapt workflows to suit the evolving environment. Over time, reflecting on organizational workflows may show that some processes are no longer necessary, or can be updated and optimized. Why Is It Important to Nurses? Health care has often faced the pressure to design, or redesign, its workflows to be more efficient and effective. In many cases, the trigger for examining workflow is in response to changes in how things are done. Today, the need to think about workflow design is more pressing due to several factors, including: Health IT promises many benefits for improving quality and efficiency. However, the introduction of health IT can be very disruptive to existing workflows in an organization. Health IT systems often implicitly assume a workflow structure in the way their screens and steps are organized. Organizations that are thoughtful about workflow design are more likely to be successful in adapting to health IT. In closely following and taking care of patients, nurses are guardians of a rich source of information. This valuable information can be lost when poor workflows impede communication and coordination or increase interruptions. The design of good organizational workflow is not simply about improving efficiency. Workflow processes are maps that direct the care team how to accomplish a goal. A good workflow will help accomplish those goals in a timely manner, leading to care that is delivered more consistently, reliably, safely, and in compliance with standards of practice. An excellent workflow process can accommodate variations that inevitably arise in health care through interaction with other workflow processes, as well as environmental factors such as workload, staff schedules, and patient load. Research Evidence Health services researchers have explored workflow issues from several angles, including mapping processes from other industries into health care. Literature about workflow can be found in several different domains, such as quality improvement, technology implementation, and process improvements. One common thread throughout the literature is the importance of interdisciplinary involvement in all aspects of workflow analysis and implementation. Reviewing the evidence to date, targeted studies of particular interventions and technologies amply show that good workflow design has significant expected and unexpected impacts on care delivery. Many studies demonstrated significant

benefit from careful consideration of workflow, but few studies provided easily adaptable tools and methods for immediate, consistent implementation. Effect on Efficiency Workflow analysis has often been used with the goal of improving efficiency. In response to financial pressure and incentives driving provider organizations, minimizing slack time has become important. Some of the studies discussed below demonstrated the power of analyzing and changing workflow to improve efficiency. Workflow analysis can be used to redesign existing processes. They found that there was a wide variability in functions based on clinical and organizational factors. They designed a new workflow based on the analysis and conducted a pilot study. Part of their recommended solution involved defining functions in a more consistent fashion. They were able to improve turnover and improve the mean number of cases handled in a day. A significant factor in their success was their consideration of workflow from both the physician and the nursing perspectives. Efficiency can also be improved by carrying out processes in parallel, rather than improving the efficiency of existing steps. They found that the OR time used by the surgeon decreased without significant impacts on patient satisfaction or outcomes. They used parallel processing and process redesign to improve workflow in a tertiary care center with multiple OR suites. This combination of approaches allowed for a reduction in nonoperative time. Similarly, in a study of trauma teams, Driscoll and Vincent 8 modified task allocation so that standard tasks performed during a trauma code were conducted in parallel rather than sequentially. In each of these approaches, role definition played a critical role in the success of the efforts. Each study found that nursing routines often included nonclinical tasks, such as tracking down missing information or supplies. In order for the redesign to be successful, nursing involvement was important from the beginning. An interdisciplinary approach provided the basis for the workflow analysis and redesign; this was cited as a success factor in multiple studies. One well-studied domain area is barcode medication administration BCMA. More complex interactions have also been observed. As a result, the nurse cannot readily document the administration of the order until the order has been entered by the physician. In some situations, a shadow system of informal paper documentation supplements, duplicates, or confuses the documentation captured in an electronic system. When technology does not adequately support the goals of the care team, it often causes workaround workflows. Studies have documented other negative effects, 11 such as degraded coordination between nurses and physicians, nurses dropping activities during busy periods, and decreased ability to deviate from routine sequences. Information Transfer Health care organizations provide valuable services that rely on large amounts of high quality information. Information transfer is complicated because caring for one patient can involve many providers and information sources. Thus, many errors occur at handoff or transition points. Other information tools include proprietary paper forms, the phone, the electronic record system, the whiteboard, the pager, and schedules. A common class of problems with information transfer and handoffs includes degradation of information. In addition, the lines of responsibility and expectations are not always clear. Another problem complicating information transfer is interruptions. These interruptions often cause a break in workflow, which can impact what information is documented and passed on. Health IT tools, which can help nurses better manage and transfer information and make the information more widely available have the potential to improve practice. In either case, communication and coordination is improved by having a structured documentation format. The report information tended to be more overall assessments of patient care, which was not necessarily documented. Thus, it is not clear if the detailed information was transferred in subsequent reports. Perrott 24 found that customizing data fields and having nurses involved from the beginning enhanced nursing handoffs in the intensive care unit ICU. By understanding nursing workflow, barriers and facilitators for information transfer can be discussed and improved upon. Inter-Professional Information Transfer Inconsistent or incomplete information during patient care transfers is a commonly cited communication difficulty. There is a great deal of information available, but it is not always available in a streamlined or organized fashion. One way to look at interprofessional collaboration is to look at information needs. Reddy and colleagues 30 reviewed information needs of various providers in the ICU. They found that some roles, including nurses, served as information sources for other providers. Thus, it is important to

consider the workflow implications of changing information sources. When a face-to-face communication with a nurse is replaced by an electronic report, what is lost and gained? Electronic access provides the benefits of ready access to large quantities of source data, potentially supplemented with decision support. What may be lost are functions of information synthesis, summarization, and coordination. In a survey of chief nursing officers, Dykes and colleagues 13 emphasized the role of nurses as coordinators and communicators. Riley and Manias 31 looked at physicianâ€"nurse communication in an OR setting. They found that nurses often had informal knowledge of physicians and their habits, which they used to control practices. This knowledge was not necessarily codified formally, so new nurses would have difficulty in estimating workflow. Health care organizations have engaged in efforts to standardize inter-professional communication, for example through requiring the use of SBAR for situational briefing. Indeed, other efforts can be repurposed for interprofessional communication. For example, Cunliffe 33 described a nursing discharge summary process which was repurposed to provide a nurseâ€"general practitioner communication device. A nursing discharge summary provided detailed information about nursing and social care for the patient after they left the hospital. Similarly, a resident sign-out system could also be accessed by other professionals. Patterson and colleagues 35 studied handoff strategies in other industries and outlined some common strategies for effective handoffs. Often, documentation was a supplement to the handoff, rather than the sole mechanism for information transfer. Health Information Technology Health IT, used well, can improve efficiency and organizational workflow. In health care, redundant information is often created and stored. As a result, care providers spend a great deal of time reconciling information from various sources. Integrating health IT with the workflow of various departments can help to reduce this redundancy.

Chapter 3 : International Labour Organization

Landmark ILO Conference sets standards to measure new and invisible forms of work. International Conference of Labour Statisticians adopts unique statistical roadmap to measure progress on UN's Agenda and help policy makers create better policies on the future of work.

The rise of IT-based work platforms that support new definitions and distributions of work tasks in new ways provides another illustration of the variable potential for application and use of technologies. Such platforms employ Internet-based communications and smartphone applications to make work available, and then assign that work to individuals or groups based on bid, proposal, or contest mechanisms. Crowdsourcing, open-call, and open innovation platforms can be used to redefine the nature of tasks themselves and to change how that work is organized and distributed both within and across organizational bounds. Crowdsourcing platforms, for instance, work on the basis of tasks being decomposed into smaller units, even to the level of microtasks. These are then made available through open-call or auction mechanisms to people beyond strictly defined work teams or organizational bounds, including, but not necessarily beyond, a given firm. In addition, crowdsourcing mechanisms can beâ€"and areâ€"used within firms to open up the performance of work tasks broadly to their existing employees. And, although contest-based systems such as Innocentive support the outsourcing of work, such outsourcing is not necessarily inherent to this technological form. Like crowdsourcing, contests can be run internally at a firm among already salaried employees. Even in the case of internal uses of crowdsourcing and contests, designing how work will be performed, managing both the processes and labor of production, and ensuring quality affects the work people do and how they do it. Workers may find that their ability to control their own performance is more tightly circumscribed, or the oppositeâ€"they may be responsible for providing a particular output but be free to select how to arrive at that outcome. Collaborations and work relationships can be both forged and weakened by these mechanisms. Page 84 Share Cite Suggested Citation: Information Technology and the U. The National Academies Press. Although contingent work is not new firms such as Kelly Services and Manpower, for example, have been in the business of providing temporary clerical and industrial workers for many years , it has grown and attracted renewed attention recently with the online, open-call work platforms described above. A broader definition of contingent work, including part-time, self-employment, and other nontraditional work arrangements, would place the estimate at more than one-third of the workforce. Ton, , The Good Jobs Strategy: Page 85 Share Cite Suggested Citation: For example, in a review of studies on precarious employment conducted between and , Quinlan, Mayhew, and Bohle found a negative relationship between precarious employment and occupational health and safety, concluding that it leads to a stressful and disorganized work environment. Scholarship is at an early stage when it comes to analyzing the scope of contingent work and the implications of each type for employment structures, employment relations, and the welfare of workers. The use of IT-based platforms to access contingent work adds a new dimension to this category of employment. Standing, , The Precariat: Bohle, , The global expansion of precarious employment, work disorganization, and consequences for occupational health: Page 86 Share Cite Suggested Citation: By hiring such individuals, firms relieve themselves of the costs of paying employment taxes, providing health insurance, contributing to pension funds, or investing in training. A technology-enabled platform, Upwork, provides highly skilled workers similar to high-tech contractors, except that the contractors are often located outside the United States and are subject to different labor laws and employment systems. Other contingent workers use technology platforms to identify short-term and often unskilled personal service jobs for individuals who seek a service provider though websites or appsâ€"for example, Uber drivers, those who perform odd jobs through TaskRabbit, or those delivering meals through GrubHub. These gigs may pay relatively little and are subject to unforeseen developments that may reduce their rate of pay. To make a living, gig workers require a steady stream of gigs. Despite their diversity and the great variation in the duration of their projects, contingent workers often share a

number of characteristics that place them outside the traditional system of employment relations in the United States, which assumes a long-term relationship with a single, stable employer. Many contingent workers receive no health-care benefits from their employers, receive no employer contributions to retirement funds, and are responsible for their own training and development as well as paying employment taxes. Downtime between jobs is to be expected, although how well workers can manage or circumvent downtime depends on the type of contingent worker. Some contingent workers have a great deal of control over when they work, while others have very little control. Certain types of contingent work resemble the system of contract employment used in manufacturing during the late 19th century. Osnowitz, , Freelancing Expertise: Philips, , The transition from outwork to factory production in the boot and shoe industry, , in Masters to Managers: Page 87 Share Cite Suggested Citation: One example may be to stimulate the formation of organizations or occupational associations, similar to the Freelancers Union, that provide contingent workers with avenues for acquiring portable health insurance and retirement savings programs. Regulations could also be shaped to better enable contingent workers who have been traditionally categorized as independent contractors to access benefits and protections through their employer, ensuring protection of their rights under U. There is already mounting political pressure to both use existing regulations and introduce new ones to prevent the rise of contingent work in certain areas such as the taxicab market. Much of this pressure might be motivated by narrow-interest politics e. There are limited data on the nature and extent of contingent work in the U. A clear and longitudinally valid system for characterizing contingent jobs could help to clarify the economic and social effects of different forms of contingent work and how they are changing. It is worth noting that was the last year that the Bureau of Labor Statistics collected data on the contingent workforce, although plans for another survey are under way and an independent, standalone version of a similar survey was conducted through the RAND Corporation, as contracted by economists Alan Krueger and Larry Katz. Dynamism and fluidity are inherently linked because much of the flow of workers across jobs stems from business expansion, contraction, entry, and exit. Page 88 Share Cite Suggested Citation: All statistics are percentages of employment. Scope is employer firms firms with one or more paid employees in U. Historically, the United States has exhibited strong indicators of dynamism, such as a high pace of job and worker reallocation, job hopping, and geographic mobility. This dynamism has enabled the United States to reallocate resources from less productive to more productive businesses with less time and resource costs than other countries e. In the last several decadesâ€"and especially since â€"there has been a decline in several indicators of business dynamism and labor market fluidity. As illustrated in Figure 4. This is linked to declines in related measures of labor market fluidity. The pace of job hopping, as measured by the fraction of workers switching directly from one job to another, often called Page 89 Share Cite Suggested Citation: Workers moving directly from job to job in the United States have largely reflected workers moving up the job ladder, defined in terms of firm wages or productivity. Geographic mobility has also declined, although the U. New companies accounted for about 13 percent of all firms in the late s, but only 8 percent in Since the year , there has been a similar decline in the number of high-growth start-ups and the amount of employment in these firms, as indicated in Figure 4. There is no doubt, however, that the decline in dynamism and start-ups are connected to the decline in labor market fluidity. Young firms exhibit an especially high pace of job reallocation, with some firms rapidly expanding while others contract and exit. This implies a high pace of hires and separations at such firms. The implication is that a decline in start-ups translates into a decline in labor market fluidity. Moreover, dynamism and flexibility have arguably facilitated the ability of the United States to adapt to past periods of rapid technological change. Davis and Haltiwanger provide evidence that the decline in labor market fluidity has had an adverse effect on labor force participation, especially among the young and less educated. These are the most vulnerable groups that may be left behind by technology. Page 90 Share Cite Suggested Citation: Data shown as Hendrick-Prescott trends. These findings seem inconsistent with an increase in contingent workers engaged in short-duration gig jobs. As noted above, there is currently not much evidence that gig economy jobs are quantitatively significant in the overall U. Changes in the Prevalence of Start-up Companies

Underlying part of this decline is a decline in dynamism in the pace of start-ups and high-growth young firms. Before , this phenomenon was concentrated in certain sectors, such as retail trade, where there has been a shift in the business model toward large national chains see Figure 4. Tabulations from Longitudinal Business Database. FIRE, finance, insurance, and real estate. Miranda, , Where has all the skewness gone? This highlights the fact that a high pace of start-ups and business dynamism is not an economic objective in and of itself. Instead, the optimal pace of start-ups and reallocation should balance productivity and economic growth benefits with the costs of this reallocation. The latter can be high for certain firms and individuals who experience the most change. As argued above, in retail trade this change in the business model has arguably had some positive effects where the decline in startups and dynamism is associated with improved productivity in this sector. Evidence suggests that this change has been facilitated by IT, which has enabled large multinational retail firms to develop efficient distribution networks and supply chains globally. Of potentially greater concern is the decline in high-tech start-ups and in Page 92 Share Cite Suggested Citation: Prior to , high-growth firms in high tech those with an employment-weighted growth rate in the 90th percentile had annual net employment growth rates more than 30 percent higher than the median firms; these firms were predominantly young. Since , high-growth firms declined, and the differential dropped to less than 20 percent. This is the same period in which there has been a decline in the growth of productivity in the high-tech sectors. One interpretation is that changes in IT and automation have favored larger organizations. Network externalities imply common adoption of software and hardware platforms. Consistent with this, it may be that as the information and technology revolution has matured, the objective of start-ups developing new innovations has changed from internal high growth to being acquired by dominant firms in their industry. These patterns do not imply that high-growth start-ups in high tech are no longer playing an important role. It is evident that there are rapid increases in start-ups in the sharing economy; however, the business model of such start-ups is to grow via partnerships rather than by increasing numbers of paid employees. It is also possible that high-tech companies with potential for high growth are increasingly basing their production activities worldwide and thus not increasing their domestic employment. Overall, the organizational structure and incentives of start-ups may underlie these changes, which are also driven by changes in IT. The demographics of the U. Hecker, , High-technology employment: It includes all of the sectors normally considered part of the ICT industries in the information, service and manufacturing industries. The millennial generation, which recently surpassed the baby boomers as the largest generation, 40 is also the most racially and ethnically diverse. As more millennials enter the workforce and older individuals retire, the racial and ethnic diversity of the workforce is expected to continue to increase. Social, economic, racial, and political backgrounds are highly correlated with academic achievement, economic opportunity, income, and social mobility. For example, the wealth gap between racial and ethnic groups has widened since the Great Recession; the Pew Research Center estimated that the median net worth of white households was 13 times that of African American households up from a factor of 10 in , and a factor of 6 from and 10 times that of Hispanic households up slightly from a factor of 8 in Of the net new enrollments from to , the majority more than 80 percent of white students went to selective colleges, while the majority more than 70 percent of African American and Hispanic students attended open-admissions 2- and 4-year colleges. Page 94 Share Cite Suggested Citation:

Chapter 4 : International organization - Wikipedia

An international organization is an organization with an international membership, scope, or presence. There are two main types: International nongovernmental organizations (INGOs): non-governmental organizations (NGOs) that operate internationally.

Current technologies are connecting people that in the past would have not been able to connect. As such, the number of not-for-profit organizations is now virtually uncountable, meaning more people doing more positive things for those in need. The advances made in mobile and computing technologies are enriching the lives of those who really need it. Pam Mandel, co-founder of Passports With Purpose â€" a community of travelers who raise funds for various causes around the globe â€" describes how necessary current technology is to their organization: But we back that with lots of social media interaction, primarily Twitter and Facebook. Without social media, who can say how long it would have taken to build the kind of reach PwP has. Advances in technology have been making it easier every year for us to bring in more participants. The easier it is to be online, the easier it is for us to communicate â€" and for our participants to find ways to communicate with their readers. Community Support Asha India â€" they work to improve slum conditions in India through various methods including educating community members about their rights to safe water and sanitation and training groups in how to engage government officials to seek change. Corazones para Peru â€" one of their projects: The General History Project â€" the goal of this project is to record the history of aging community leaders, traditionally passed from generation to generation orally, to promote cultural awareness and to preserve culture. Grameen Foundation â€" they provide capital to micro-finance institutions in poor communities. They also help lower operating costs by sharing technology and open-source software to increase efficiency. Haiti Replacement Homes â€" through innovation, this project by Conscience International is able to recycle rubble from the homes destroyed in the 7. Walu International â€" profiled by Matador last year, this program looks to improve sanitary conditions for coastal communities in Papua New Guinea. They provide support for locals to find their own solutions and to implement them using local labor and resources. Near the Sri Lankan capital of Colombo, they care for and provide leadership development for orphans. CloudHead â€" co-founded by Matador staffer Leigh Shulman. They are an art and education organization that brings people and resources together via social media and technology, teaching art and design programs to students in at-risk communities with the goal of helping them develop sustainable sources of income in their home communities. They share their art, design, and other media internationally, connecting people who, in another time and place, would not have met. Their current project includes putting digital cameras into the hands of Wichi children from villages all around the Salta province of Northwest Argentina. The Dhaka Project â€" educating adults and children in low-income families in Bangladesh, their goal is to help them overcome poverty and become self-sufficient, while giving the children opportunities for the future. ExploreCorps â€" currently, most of their youth-based empowerment projects are based in the Gaza Strip. Khan Academy â€" simple. They provide world-class education to anyone, anywhere in the world. They are also developing a network of free schools in remote rural villages. Watch this video for more details on the laptop. Room to Read â€" in they started building schools and libraries in rural Nepal. The School Fund â€" their person-to-person website connects funders with students in the developing world. The funder can browse student profiles and select who they would like to fund. Once funding begins they also have the ability to communicate with the student through an online journal. Shared Interest â€" as a financial co-operative, they source money from investors to be used as loans to farmers and handicraft makers in the developing world. Sustainable Bolivia â€" with their main office in Cochabamba, Bolivia, they provide human and financial resources to local organizations; international students can attend their language schools and the profits are reinvested to support the orgs. They also serve as a network for grassroots NGOs, providing them access to experts in the fields of humanitarian work and sustainable development. Whiz Kids Workshop â€" to address

the wide educational gaps in the developing world, they employ new low-cost technologies to educate through mass media. One Laptop Per Child in Bhutan. It then puts forth a theme-based challenge to inspire ideas from travelers on how to address any given issue. Winning ideas are rewarded with a free trip for the traveler to visit and be involved in making the idea reality. Healthcare Clean the World â€" they collect and recycle unwanted soap and shampoo products from the hospitality industry, and also donated products from manufacturers and the general public. Once processed, the soap and shampoos are delivered to homeless shelters and impoverished countries in an effort to prevent deaths due to hygiene-related illnesses. E-Health Point â€" these basic health clinics are run by Health Services India and provide rural communities with clean drinking water, medicines, diagnostic tools, and advanced tele-medical services. The Roberto Clemente Santa Ana Health Clinic â€" this clinic in southwest Nicaragua services isolated villages providing health education, curing viral infections, and treating injuries and chronic health issues. They are also capable of stabilizing patients in life-threatening situations for transport to the main hospital in Rivas. Valle La Paz â€" their philosophy: Humanitarian Relief International Rescue Committee â€" one aspect of this org is an Emergency Response team of 17 specialists that can be readily deployed within 72 hours to respond to a crisis, such as the flooding in Pakistan in and the tsunami in Japan earlier this year. War Child â€" projects in countries like Afghanistan, DR Congo, Israel, and Kosovo focus on protecting children from the consequences of war, as well as enabling access to education and justice when rights are violated. Troops in a spinning marathon for War Child. The well still serves the community. The blog reports on how people are using and reusing everyday materials to create solutions like recycling billboard posters to waterproof a house. Computer Aid International â€" the London-based charity professionally refurbishes computers for use in education, health, agriculture, and by other nonprofit orgs in developing countries. Energetica â€" they provide renewable and traditional energy systems, along with technical assistance and training, to isolated communities throughout Bolivia. Maiti Nepal â€" this org fights against injustices towards Nepali girls and women, protecting them from domestic violence, human trafficking, child labor, and torture. Their main focus is preventing trafficking in the sex trade and also rescuing those forced into prostitution and helping them find alternative sources of income. Surfing for Peace â€" this community of concerned surfers and supporters has the goal of bridging cultural and political barriers between surfers in the Middle East. WAVES for Development International â€" through surf tourism, this org focuses on promoting cultural exchange, environmental conservation, and sustainable tourism. In addition to volunteers working in their education programs, they also run beach cleanups, photography and computer classes, and health clinics. Developing World Connections â€" volunteers work alongside locals on poverty-alleviating projects, such as building a dispensary and home in Tanzania, building community infrastructure in Rwanda, and teaching children how to use computers in Guatemala.

Introduction. Almost the entire cost of health care in the developing world is borne by the developing countries themselves. According to two separate estimates, aid from international health organizations in the developed countries pays for less than 5% of the total health care costs in the developing world.

Enter your email to reset your password Or sign up using: Staff Getty Every business owner likes to think that he or she has a commitment to quality. If that were truly the case, of course, no product would ever disappoint, and no service would result in a complaint. So how can you improve quality at your company? Here are 5 steps you can take to put you on the right path. Edwards Deming, the father of the quality movement, famously laid out 14 points for managementâ€"chief among them, the notion of "constancy of purpose. Unless a business views quality as its single, non-negotiable goal, workers will inevitably feel the need to make tradeoffs and quality will slip. It means that the long term benefit of the organization is not sacrificed to hit quarterly targets. If you are, you should tell your staffâ€"and then think about how you will handle the first conflict between your stated objective and a pressing deadline or an attractive short cut. The Power of Purpose 2. If you are going to commit to quality, first you must define exactly what quality is. Standards are set and, if too much deviation occurs or if quality appears to be trending in the wrong direction , the manufacturing process is altered. Tracking quality is admittedly more difficult in a service business, and efforts by groups such as the International Organization for Standardization known as ISO to create meaningful benchmarks beyond manufacturing have had mixed results. One way to gauge customer satisfaction and, by extension, the quality of your service is by tracking what is called a net promoter score. Devised by a Bain consultant named Fred Reichheld, a net promoter score keeps tabs on the number of customers who would recommend a business to their friends. A customer who answers 9 or 10 is seen as a promoter; a customer who answers 7 or 8 is seen as passive; and a customer who gives a company a score of 6 or lower is seen as a detractor. By subtracting the number of detractors from the number of promoters, a company arrives at its net promoter score. How to Address Quality Issues 3. An old saw of the quality movement is that any business with a quality control department is doomed to poor performance, for it has demonstrated to every other employee that quality is not his or her chief concern. Instead, quality experts recommend that businesses train workers at all levels to look for ways to improve quality and to ameliorate problems. Training takes on several dimensions. For starters, you should set up a new-employee initiation program that trains workers to focus on quality issues from their first day on the job. Different CEOs have different perspectives on how best to do this. He personally leads all new-employee orientation training sessions which last several days because he believes an employer never has a better chance of instilling values and a sense of purpose than right after he or she has hired a new employee. Let them know what problems you have had in the past, how you corrected these problems, and where your company stands with respect to its quality goals today. You should also go over your definition of quality in detail, and show them how you measure quality see the previous section. By tying individual behavior to an overall system of work, and then showing where that system can, on occasion break down, you will be giving workers the information they need to be good stewards of your business. Your staff members may roll their eyes at the introduction of such a dated technique, but organizing employees into quality circles can be an effective way to identify and address problems. Simply put, quality circles are groups of employees who are encouraged to assess processes and recommend improvements, all with the goal of promoting quality, efficiency, and productivity. The concept was developed by Deming in post-war Japan, and made its way to the United States in the late s. At one point, half of all large corporations had adopted quality circles, but then interest in them faded. Quality circles, by any other name, are teams of workers who are given the authority and responsibility for making a business better. Once you have invited workers to join a quality circle, provide them with adequate resources to pursue their analysis, and schedule a time in the future at which they may present their findings. Remember, the purpose of the exercise is less to solve a particular

problem than it is to engage workers in the process of finding and addressing concerns. How to Set Up Quality Circles 5. Have the right attitude. Too many people turn the quest to improve quality into something oppressive. No less an authority than Deming rejected the idea that the quality management had to be dreary and involve a lot of negativity. This attitude is not necessarily easy to adopt and runs afoul of some of the basic management practices we take for granted. For example, Deming was not a fan of performance reviews, as the writer John Case has explained.

Chapter 6 : List of human rights organisations - Wikipedia

During World War I and World War II, new NGOs devoted to humanitarian and development goals emerged, including Save the Children Fund in , Oxford Committee for Famine Relief (now Oxfam) in , and CARE in

Amnesty International is a global movement of more than 3 million supporters, members and activists in over countries and territories who campaign to end grave abuses of human rights. Amnesty International is financed largely by fees and donations from its worldwide membership. It says that it does not accept donations from governments or governmental organisations. Promote and protect the rights of marginalized populations through capacity building Beneficiaries: Global Rights is an international human rights capacity-building non-governmental organization NGO that works side by side with local activists in Africa , Asia , and Latin America to promote and protect the rights of marginalized populations. Through broad-based technical assistance and training , they strengthen partners to document and expose human rights abuses, conduct community outreach and mobilization, advocate for legal and policy reform, and provide legal and programming. In addition to this, they have two special initiativesâ€" lesbian , gay, bisexual, transgender, and intersex rights and natural resources and human rightsâ€"that allow them to explore new program areas while targeting populations that fit within their core legal services. Global Rights is governed by a seventeen-member board of directors comprising senior lawyers, journalists, and academics and operated by a member staff, two-thirds of whom work outside the United States Name: Human Right watch Website: Human rights activism Beneficiaries: Pursuant to the Universal Declaration of Human Rights, Human Rights Watch opposes violations of what it considers basic human rights, which include capital punishment and discrimination on the basis of sexual orientation. Human Rights Watch advocates freedoms in connection with fundamental human rights, such as freedom of religion and the press. Human Rights Watch produces research reports on violations of international human rights norms as set out by the Universal Declaration of Human Rights and what it perceives to be other internationally accepted human rights norms. These reports are used as the basis for drawing international attention to abuses and pressuring governments and international organizations to reform. International Committee of the Red Cross Website: The official mission statement says that: The foundation of national relief societies for wounded soldiers, Neutrality and protection for wounded soldiers, The utilization of volunteer forces for relief assistance on the battlefield and The organization. The ICRC operates in over 80 countries with a total number of 11, employed people worldwide. The extensive network of missions and delegations of the ICRC can relieve Nations that are affected by armed conflicts and other sources of violence. All payments to the ICRC are voluntary and are received as donations based on two types of appeals issued by the Committee: International Federation for Human Rights Website: Protect human rights defenders, ensure effective human rights, and justice for all, globalisation with due respect for human rights. FIDH provides training and assists in creating opportunities for dialogue with authorities. Norwegian Refugee Council Website: Flyktninghjelpen is a humanitarian, non-governmental organisation which promotes and protects the rights of people affected by displacement. This includes refugees and internally displaced persons who are forced to flee their homes as a result of conflict, human rights violations and acute violence, as well as climate change and natural disasters. NRC is politically independent and has no religious affiliation. NRC is also the only Norwegian organisation that specialises in international efforts to provide assistance, protection and durable solutions for people affected by displacement. NRC headquarters is located in Oslo with about employees. NRC is currently present in around 20 countries worldwide. In addition we maintain offices in Norway , Switzerland and Belgium. Advocating for lifesaving assistance and protection for displaced people and promotes solutions to displacement crises. Media attention,advocating,research through missions to locations of displacement Beneficiaries: Refugees International is an independent humanitarian organization that advocates for better support for displaced people including refugees and internally displaced people and stateless people. It does not accept any United

Nations or government funding. It publishes longer reports, as well as approximately twenty-five field reports throughout the year on displacement issues, as well as comments on international aid issues around the world. UN Watch is a non-governmental organization based in Geneva whose mandate is to monitor the performance of the United Nations by the yardstick of its own Charter. UN Watch was established in by the legendary civil rights activist Morris B. Abram, the former U. Permanent Representative to the United Nations in Geneva. It reports regularly to both. We believe that even with its shortcomings, the UN remains an indispensable tool in bringing together diverse nations and cultures. UN Watch is keenly aware that member states often ask the UN to fulfill mandates and tasks that are neither feasible nor within the means provided. UN Watch receives no financial support from any government. We rely on the generosity of charitable donations. Human Rights Foundation Website: HRF does not publish all the names of their donors, saying that some of donors fear retaliation, others are concerned about being approached for donations, and others may disagree with HRF. Protection International PI is an international non-profit organisation dedicated to the protection of human rights defenders HRDs. Protection International provides tools and strategies to people who defend human rights, in order to protect themselves. We support individuals, organisations, networks, and communities whose right to defend human rights is being violated through threats, judicial harassment, stigmatisation, or other forms of repression. Over the years, Protection International has received requests for immediate and long-term support from human rights defenders in over forty countries. Protection International is an international, non-profit organisation that brings protection strategies and security management tools to human rights defenders at risk. Since , Protection International has been working with local partners in over thirty countries throughout the world. Protection International envisions a world where human rights and fundamental freedoms are universally recognized and respected, and where everyone has the right to defend these rights and freedoms without fear of threats or attack. Article by Ambreen Muzaffar.

Chapter 7 : The Major International Health Organizations

Global Health Technologies Coalition (GHTC) - A group of more than 30 nonprofit organizations working to increase awareness of the urgent need for technologies that save lives in the developing world.

The Food and Agriculture Organization of the United Nations leads international efforts to defeat hunger. Serving both developed and developing countries, FAO acts as a neutral forum where all nations meet as equals to negotiate agreements and debate policy. FAO is the largest of the UN agencies. It was established in and its headquarters is in Rome , Italy. It codifies the principles and techniques of international air navigation and fosters the planning and development of international air transport to ensure safe and orderly growth. The ICAO Council adopts standards and recommended practices concerning air navigation, prevention of unlawful interference, and facilitation of border-crossing procedures for international civil aviation. In addition, ICAO defines the protocols for air accident investigation followed by transport safety authorities in countries signatory to the Convention on International Civil Aviation , commonly known as the Chicago Convention. It is dedicated to eradicating rural poverty in developing countries. Its headquarters are in Rome , Italy. Its headquarters are in Geneva , Switzerland. Founded in , it was formed through the negotiations of the Treaty of Versailles and was initially an agency of the League of Nations. Its Constitution , as amended to date, includes the Declaration of Philadelphia on the aims and purposes of the Organization. Its secretariat is known as the International Labor Office. However the IMO did not enter into full force until Headquartered in London , United Kingdom , the IMO promotes cooperation among government and the shipping industry to improve maritime safety and to prevent marine pollution. IMO is governed by an Assembly of members and is financially administered by a Council of members elected from the Assembly. The work of IMO is conducted through five committees and these are supported by technical sub-committees. Observer status may be granted to qualified non-governmental organizations. The IMO is supported by a permanent secretariat of employees who are representative of its members. The secretariat is composed of a Secretary-General who is periodically elected by the Assembly, and various divisions including, inter alia, marine safety, environmental protection, and a conference section. It is headquartered in Washington, D. International Telecommunication Union The International Telecommunication Union ITU was established to standardize and regulate international radio and telecommunications. Its main tasks include standardization , allocation of the radio spectrum, and organizing interconnection arrangements between different countries to allow international phone calls â€" in which regard it performs for telecommunications a similar function to what the UPU performs for postal services. It has its headquarters in Geneva , Switzerland , next to the main United Nations campus. Its stated purpose is to contribute to peace and security by promoting international collaboration through education, science, and culture in order to further universal respect for justice, the rule of law , and the human rights and fundamental freedoms proclaimed in the UN Charter. The Organization addresses some of the most pressing issues of our time, and works to accelerate economic growth in order to bring prosperity to all while at the same time safeguarding the environment. The Director General is Li Yong. The Universal Postal Union UPU , headquartered in Berne , Switzerland , coordinates postal policies between member nations, and hence the worldwide postal system. Each member country agrees to the same set of terms for conducting international postal duties. It is a vital source of financial and technical assistance to developing countries around the world. Its mission is to fight poverty with passion and professionalism for lasting results and to help people help themselves and their environment by providing resources, sharing knowledge, building capacity and forging partnerships in the public and private sectors. International Finance Corporation IFC [edit] The IFC is the largest multilateral source of loan and equity financing for private sector projects in the developing world. World Health Organization The World Health Organization WHO acts as a coordinating authority on international public health which deals with health and sanitation and diseases and sends medical teams to help combat epidemics. Established on 7 April , the agency inherited the mandate and resources of its

predecessor, the Health Organization, which had been an agency of the League of Nations. It was established in April 7, when 26 members of the United Nations ratified its Constitution. April 7 is celebrated as the World Health Day every year. Its headquarters are at Geneva in Switzerland. Its purpose is to encourage creative activity and to promote the protection of intellectual property throughout the world. The organization administers several treaties concerning the protection of intellectual property rights. Established in , WMO became the specialized agency of the United Nations for modern meteorology weather and climate , operational hydrology and related geophysical sciences. It has its headquarters in Geneva , Switzerland. UNWTO has member states and affiliated members representing private organizations, educational institutions and others. It is headquartered in Madrid , Spain. The World Tourism Organization serves as a forum for tourism policies and acts as a practical source for tourism know-how. Former specialized agencies[edit] The only UN specialized agency to go out of existence is the International Refugee Organization , which existed from to Related organizations[edit] There are other intergovernmental organizations that have concluded cooperation agreements with the United Nations. In terms of cooperation structures, some agreements come very close to the relationship agreements concluded under articles 57 and 63 of the UN Charter with the specialized agencies, but due to Charter requirements that the agencies deal with "economic, social, cultural, educational, health, and related fields", organizations with such agreements are not formally specialized agencies of the United Nations. It seeks to promote the peaceful use of nuclear energy and to inhibit its use for military purposes. Prior to this, in , U. Eisenhower envisioned the creation of this international body to control and develop the use of atomic energy, in his " Atoms for Peace " speech before the UN General Assembly. Instead, its relationship to the United Nations is governed by a special agreement as well as by its statute that commits the IAEA to report annually to the General Assembly and, when appropriate, to the Security Council. Organization for the Prohibition of Chemical Weapons[edit] Main article: The organization promotes and verifies the adherence to the Chemical Weapons Convention which prohibits of the use of chemical weapons and requires their destruction. The verification consists both of evaluation of declarations by members states and on-site inspections.

Chapter 8 : Our Mission | World Economic Forum

The World Food Programme (WFP) is the world's largest humanitarian agency, fighting hunger worldwide, delivering food assistance in emergencies and working with communities to improve nutrition.

Chapter 9 : List of intergovernmental organizations - Wikipedia

The World Economic Forum is the International Organization for Public-Private Cooperation. The Forum engages the foremost political, business and other leaders of society to shape global, regional and industry agendas. It was established in as a not-for-profit foundation and is headquartered in.