

Human Rights In The Field Course Details

Department: Rule of Law, Democracy & Rights

Presented by Magna Skills Development Institute

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Training Coordinator: Denis Wunganayi



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Course Summary

Your human rights are protected by the law. If your employer is a public authority, they must follow the principles of the Human Rights Act.

Training for both employers and employees is a key aspect of preventing discrimination and harassment in the workplace.

Organisations and employers can undertake training to better understand how they can prevent discrimination and harassment in their workplace. They can also provide training for staff on their rights and responsibilities regarding discrimination and harassment in the workplace and how to identify and respond to incidents of discrimination and harassment.

To minimise liability for acts of discrimination and harassment that occur in their workplace or in connection with employment, employers must show that they have taken all reasonable steps to prevent discrimination or harassment from occurring in their workplace. Whether an employer has provided workplace training is a factor that will be considered in determining whether all reasonable steps have been taken.

Training can be delivered through an external provider. It is offered at a low cost by many state and territory anti-discrimination and human rights commissions. Some of these training courses can be delivered in the workplace and tailored to meet individual needs.

In very small businesses, training may be less formal, provided that the employer takes reasonable steps to ensure that all employees are aware of their rights and responsibilities regarding discrimination and harassment.

Course Objectives

The “Human Rights Leadership Development Training” course aims to develop a comprehensive experience of human rights learning by equipping potential human rights educators, advocates, activists, students, volunteers, and law enforcement officers with knowledge and skills to:

- Integrate knowledge in the fields of politics, economics, cultural diversity, gender issues and socio-psychology in the context of human rights.
- Strategize training and methodology required for promoting human rights education in various countries across all sectors of the society.
- To explore the specificities and points of commonality of the non-formal and the formal education contexts in relation to human rights learning.
- To establish a global network of trainers on human rights education.

Course Outline

Module 1: Introduction

- Introduction to human rights
- Historical overview of human rights development
- The Concepts in human rights
- Developments in human rights
- Assignment

Module 2: Development of Human Rights Laws

- The sources of international law
- International human rights law
- Public international law
- International humanitarian law
- Enforcement of human rights law
- Assignment

Module 3: The Human Rights Systems

- The United Nations and human rights
- Major United Nations human rights instruments
- Introduction to the United Nations system
- United Nations human rights agencies and procedures
- Regional human rights bodies
- Assignment

Module 3: Training and Education in Human Rights

- The concept of training
- Facilitation and training skills
- Facilitating human rights education
- Training for sustainable business model
- Taking action for human rights
- Assignment

Module 4: ICT and Human Rights

- Using the Internet for outreach and organizing
- Social networking for human rights
- Incorporating a human rights perspective into ICT Policy
- Assignment

Module 5: Leadership Skills in Human Rights

- Basic principles of leadership
- The Art of Leadership
- Volunteering as a form of leadership
- Team building/Leadership in Action
- Assignment

Module 6: Course Review and Wrap-up Conclusion

- Final Examination
- Participants Evaluation of Course/Feedback
- Conclusion

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Company Overview

Who We Are: Magna Skills is a premier training and capacity-building organization specializing in professional development for government institutions, NGOs, and the private sector.

Our Mission: To provide world-class training solutions that equip professionals with the expertise needed to excel in their careers and contribute meaningfully to their organizations.

Our Vision: To be the leading provider of professional training and development across Africa, fostering excellence, innovation, and capacity-building in public and private sectors.

Core Values

- **Excellence** – Delivering high-quality training tailored to meet the evolving needs of professionals.
- **Integrity** – Upholding the highest ethical standards in all our engagements.
- **Innovation** – Embracing new technologies and methodologies to enhance learning experiences.
- **Customer-Centric Approach** – Ensuring client satisfaction by providing relevant, practical, and impactful training.
- **Collaboration** – Partnering with industry experts and institutions to provide the best learning opportunities.

Our Training Methodology

We use a blended learning approach that includes instructor-led training, case studies, workshops, and post-training support.

Why Choose Magna Skills?

- Experienced Trainers
- Customized Training Solutions
- Interactive Learning
- Global Recognition
- Proven Track Record

Request for Training Form

Complete the form and share with Magna Skills Support Team on email info@magnaskills.com or Send Whatsapp on: +27630079022

Approval & Authorization	
Applicant Details	Course Details
First Name:	Course Name:
Last Name:	Training Venue:
Mobile:	Month:
Email:	Training Method: Online[____] Face to Face [____]
Company Name:	Duration:
Country:	Number of Staff Members:

By signing this agreement, both parties confirm their commitment to the terms outlined in this proposal.