MAGNA SKILLS DEVELOPMENT INSTITUTE

Capacity Building • Professional Training • Organisational Development

Generated: 09-Nov-2026

Course Profile Document

Rule of Law, Democracy and Rights

Human Rights In The Field

Prepared as a professional course profile for delegate review, sponsorship approval and organisational training planning.

COURSE CODE	DELIVERY	DURATION	PREPARED FOR
MSD2688	**Online / Face-to-Face**	**Flexible**	**Organisation Approval**

Register for this Course

View Online Course Page

Course Overview

The **Human Rights in the Field** course by **Magna Skills** is a practical, hands-on training programme designed to equip professionals working in **government institutions, NGOs, humanitarian agencies, and development projects** with the skills to **apply human rights principles in real-world field environments**.

Unlike purely theoretical human rights courses, this programme focuses on **operational realities**—including field missions, community engagement, monitoring and reporting, protection of vulnerable groups, conflict-sensitive programming, and ethical decision-making under pressure. Participants will gain practical tools to identify human rights risks, respond to violations, and integrate a **human rights–based approach (HRBA)** into projects, policies, and service delivery.

The course is tailored for **African development contexts**, drawing on regional case studies, donor requirements, and institutional realities faced by practitioners working in fragile, post-conflict, and resource-constrained environments.

Course Outcomes

- **Understand and apply core human rights principles** in field operations, programmes, and policies
- **Identify human rights risks and violations** during fieldwork, service delivery, and project implementation
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- **Apply a Human Rights–Based Approach (HRBA)** to planning, monitoring, and evaluation
- **Strengthen ethical decision-making and accountability** when operating in sensitive or high-risk environments
- **Develop practical strategies** for protection, advocacy, documentation, and reporting of human rights issues

Course Outline / Curriculum

Module 1: Introduction to Human Rights in Field Operations

- Overview of international and regional human rights frameworks
- Human rights obligations of states, NGOs, and development partners
- Roles and responsibilities of field practitioners

Module 2: Human Rights–Based Approach (HRBA) in Practice

- Principles of HRBA: participation, accountability, non-discrimination, transparency
- Integrating HRBA into programmes and service delivery
- Practical examples from NGO and government projects

Module 3: Identifying Human Rights Risks in the Field

- Early warning signs of rights violations
- Risk mapping in humanitarian and development settings
- Working in fragile, conflict, and post-conflict environments

Module 4: Protection of Vulnerable and Marginalised Groups

- Women, children, persons with disabilities, refugees, and minorities
- Gender, inclusion, and safeguarding principles
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Ethical engagement with communities

Module 5: Community Engagement and Participation

- Rights holders vs duty bearers
- Conducting community consultations ethically
- Managing power dynamics and expectations

Module 6: Monitoring, Documentation, and Reporting

- Collecting human rights information in the field
- Ethical documentation and data protection
- Writing credible human rights and field reports

Module 7: Responding to Human Rights Violations

- Immediate response mechanisms
- Referral pathways and coordination with authorities
- Working with legal, medical, and psychosocial services

Module 8: Human Rights, Security, and Staff Safety

- Operating safely in high-risk environments
- Balancing access, neutrality, and protection
- Security protocols and ethical dilemmas

Module 9: Accountability, Ethics, and Professional Conduct

- Codes of conduct and organisational accountability
- Preventing exploitation, abuse, and corruption
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- Whistleblowing and internal reporting mechanisms

Module 10: Case Studies and Practical Field Scenarios

- Real-life African field case studies
- Group exercises and simulations
- Developing personal and organisational action plans

Target Audience

The course is aimed at human rights educators, advocates, activists, law enforcement officers, lawyers, women activists, programs managers, research officers, leaders and members of coalitions and networks, staff of NGOs and CBOs, donor agency program officers, volunteers, development actors, trainers, students, Ministry of Justice officials, government officials etc. Furthermore, every opportunity will be taken for joint learning events for participants and GHRLTI staff. Candidates should have a good written command of English language and high competence and comfort with computer and Internet usage.

Key Course Benefits

Work-Ready Skills

Delegates leave with practical tools, templates and methods they can apply immediately at work.

Better Institutional Results

The programme supports stronger planning, reporting, compliance, accountability and service delivery.

Sponsor-Friendly

This document is designed to help supervisors, HR units and sponsors approve delegate participation quickly.

Professional Recognition

Delegates receive training documentation and a certificate of completion after successful participation.

Our Training Centres & Delivery Options

Magna Skills offers flexible delivery through face-to-face training centres across Africa and beyond, plus Online / E-Learning for delegates who prefer remote participation.

Southern Africa

Practical training destinations with strong travel access and delegate support.

- Pretoria, South Africa
- Vic Falls, Zimbabwe
- Livingstone, Zambia

East Africa

Popular regional centres for government, NGO and donor-funded project teams.

- Kigali, Rwanda
- Kampala, Uganda
- Nairobi,
- Zanzibar, Tanzania

West Africa & Islands

Strategic locations for regional networking and executive capacity building.

- Accra, Ghana
- Port Louis, Mauritius

International Executive Venue

Premium destination training for senior teams and international delegates.

- Dubai, United Arab Emirates

Online / E-Learning

Attend from anywhere through live online, blended or self-paced learning options.

- Online, E-Learning
- Remote Teams
- Flexib

Organisation-Based Training

Magna Skills can also arrange dedicated in-house training for ministries, NGOs and companies.

- Onsite
- Custom Dates
- Group Training

Ready to Nominate Delegates?

Use the links below to register, review the live course page or contact Magna Skills for organisation-based training support.

Register / Apply Online | **View Full Course Page**

About Magna Skills

Magna Skills Development Institute provides practical capacity building programmes for government departments, NGOs, public institutions, donor-funded projects and private sector professionals across Africa. Our training approach combines expert facilitation, real workplace case studies, practical tools, post-training support and professional documentation that helps organisations strengthen staff performance and service delivery.

Government Training | NGO Capacity Building | Corporate Workshops | Online Learning | Face-to-Face Training | Certifica

Approval & Authorisation Form

This section may be completed by the organisation, department, HR office, finance office or sponsor approving delegate participation. It can be attached to an internal memo, procurement request or training approval submission.

Organisation / Department	
Delegate Name(s)	
Approved Course	Human Rights In The Field
Preferred Delivery Mode	☐ Online ☐ Face-to-Face ☐ Organisation-Based Training
Preferred Training Venue / Date	
Estimated Number of Delegates	
Budget / Vote Number	
Contact Person	
Email / Mobile	

Authorised Name _____ Signature / Stamp _____ Date _____