Training course on Human Rights and Social Protection for Migrant Workers

Professional Development Training Course Outline

Category	Social Protection	**Duration**	5 Days
Base Fee	$1,500 USD	**Delivery Mode**	Online / On-site Hybrid

Course Introduction

Human Rights and Social Protection for Migrant Workers is a critical and urgent area of focus, addressing the profound vulnerabilities and systemic exclusions faced by millions of individuals who cross borders in search of work. Migrant workers, regardless of their legal status, often encounter discrimination, exploitation, precarious working conditions, and significant barriers to accessing social security, healthcare, and other essential services in both their countries of origin and destination. Ensuring their access to comprehensive and equitable social protection is not only a matter of human rights and social justice but also crucial for fostering inclusive economic development and promoting decent work for all. This specialized field focuses on understanding the international and national legal frameworks that protect migrant workers' rights and on designing innovative social protection solutions that recognize their unique circumstances, promote their inclusion, and ensure the portability of their social security entitlements. Training Course on Human Rights and Social Protection for Migrant Workers is meticulously designed to equip with the advanced theoretical insights and intensive practical tools necessary to excel in Human Rights and Social Protection for Migrant Workers. We will delve into the foundational concepts of international labor and human rights law, master the intricacies of identifying and addressing social protection gaps for migrant workers, and explore cutting-edge approaches to bilateral and multilateral agreements, innovative financing, and digital delivery. A significant focus will be placed on understanding legal and policy frameworks, fostering multi-stakeholder dialogue, ensuring non-discrimination and gender-responsiveness, and navigating the practical challenges of implementing inclusive social protection for migrant workers in diverse contexts. By integrating interdisciplinary perspectives, analyzing real-world complex case studies, and engaging in hands-on legal analysis and policy simulation exercises, attendees will develop the strategic acumen to confidently champion and implement social protection for migrant workers, fostering unparalleled dignity, equity, and rights realization.

Programme Curriculum

Training Course on Human Rights and Social Protection for Migrant Workers

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Course Objectives

Upon completion of this course, participants will be able to:

1. Analyze the fundamental concepts of **migrant workers, labor migration, and their specific vulnerabilities**.
2. Comprehend the **strategic importance of human rights and social protection** for migrant workers.
3. Master key **international human rights and labor standards** relevant to migrant workers' social protection.
4. Develop expertise in identifying and assessing **social protection gaps and discriminatory practices** faced by migrant workers.
5. Formulate strategies for designing **inclusive social protection programs** tailored for migrant workers in host countries.
6. Understand the critical role of **bilateral and multilateral social security agreements** in ensuring portability of benefits.
7. Implement robust approaches to **data collection, identification, and registration** of migrant workers.
8. Explore various **financing mechanisms and contribution models** for social protection for migrant workers.
9. Apply methodologies for ensuring **gender-responsive and non-discriminatory approaches** in programming for migrant workers.

10. Develop strategies for fostering **multi-stakeholder coordination and partnerships** across countries of origin and destination.
11. Analyze the **challenges and opportunities** of extending social protection to diverse categories of migrant workers.
12. Design a preliminary **social protection inclusion strategy** for migrant workers in a specific migration corridor.
13. Examine **global best practices and lessons learned** from successful initiatives in extending social protection to migrant workers.

Target Audience

This course is essential for professionals working on labor migration, human rights, and social welfare:

1. **Social Protection Policymakers & Program Managers:** Designing and implementing social security systems.
2. **Labor Migration Specialists:** Focusing on labor policies, recruitment, and worker rights.
3. **Human Rights Advocates:** Working to protect the rights of migrant workers.
4. **Government Officials:** From ministries of labor, social welfare, foreign affairs, and interior in both origin and destination countries.
5. **UN Agency Representatives:** From ILO, IOM, UNHCR, OHCHR, UN Women.
6. **Civil Society Organizations & NGOs:** Supporting migrant workers' rights and welfare.
7. **Trade Unions & Employers' Associations:** Representing workers and businesses in migration contexts.
8. **Researchers & Legal Professionals:** Studying migration law and social protection.

Course Duration: 5 Days

Course Modules

Module 1: Understanding Migrant Workers and their Vulnerabilities

- Define migrant workers, labor migration, and different migration statuses (e.g., documented, undocumented, temporary, permanent).
- Analyze the diverse drivers of labor migration (economic, social, environmental).
- Discuss the specific vulnerabilities faced by migrant workers: exploitation, discrimination, precarious work, lack of access to services.
- Explore the socio-economic impacts of migration on migrant workers, their families, and communities of origin and destination.
- Overview of global and regional trends in labor migration.

Module 2: International Human Rights and Labor Standards

- Deep dive into key international legal instruments protecting migrant workers' rights:
    - ILO Conventions on Migrant Workers (No. 97 and No. 143).
    - ILO Social Security (Minimum Standards) Convention, 1952 (No. 102).
    - International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families (ICRMW).
    - Relevant provisions of the Universal Declaration of Human Rights (UDHR) and International Covenants (ICESCR, ICCPR).
- Discuss the Global Compact for Safe, Orderly and Regular Migration (GCM).
- Analyze the legal obligations of states towards migrant workers' social protection.

Module 3: Social Protection Gaps and Discriminatory Practices

- Identify major social protection gaps for migrant workers (e.g., exclusion from national schemes, lack of portability, limited access to healthcare).
- Discuss direct and indirect discriminatory practices in social protection policies and administration.
- Analyze barriers to access: legal status, documentation, language, lack of information, high costs.
- Explore the consequences of these gaps for migrant workers and their families.
- Case studies of discriminatory practices and their impact.

Module 4: Designing Inclusive Social Protection Programs for Migrant Workers

- Principles of designing social protection interventions that are inclusive and adaptive for migrant workers.
- Adapting eligibility criteria and targeting mechanisms to account for migrant workers' unique circumstances.
- Designing appropriate benefit levels and modalities (cash, in-kind, services) for diverse needs.
- Exploring specific social protection responses for different phases of the migration cycle (pre-departure, during work, return).
- Case studies of inclusive social protection programs for migrant workers.

Module 5: Portability of Social Security Benefits

- The critical importance of ensuring the portability of social security benefits (pensions, health, unemployment) across borders.
- Discuss bilateral social security agreements: purpose, scope, and key provisions.
- Explore multilateral agreements and regional initiatives for social security coordination.
- Analyzing challenges in implementing portability and strategies for overcoming them.
- Case studies of successful portability agreements.

Module 6: Data, Identification, and Registration of Migrant Workers

- Challenges of identity management and documentation for migrant workers.
- Strategies for identifying and registering migrant workers for social protection programs.
- Discuss the use of digital identity, biometrics, and secure databases (with privacy safeguards).
- Ensuring data privacy, security, and ethical considerations when collecting and sharing data on migrant workers.
- Explore data interoperability between origin and destination countries.

Module 7: Financing and Contribution Models

- Exploring various financing mechanisms for extending social protection to migrant workers.
- Discuss contribution models: mandatory contributions, voluntary schemes, employer contributions.
- Analyzing the role of remittances in social protection financing for families in origin countries.
- Strategies for ensuring financial sustainability and adequacy of benefits.
- Case studies of innovative financing approaches for migrant workers' social protection.

Module 8: Multi-Stakeholder Coordination and Partnerships

- Fostering effective multi-stakeholder coordination between governments (origin and destination), UN agencies, civil society, trade unions, and employers' associations.
- Developing clear roles, responsibilities, and communication protocols for integrated action.
- Building strong partnerships for advocacy, legal aid, and direct service provision.
- Strategies for ensuring meaningful participation of migrant workers in policy and program design.

- Lessons learned from multi-stakeholder collaboration in promoting social protection for migrant workers.

Training Methodology

- **Interactive Workshops:** Facilitated discussions, group exercises, and problem-solving activities.
- **Case Studies:** Real-world examples to illustrate successful community-based surveillance practices.
- **Role-Playing and Simulations:** Practice engaging communities in surveillance activities.
- **Expert Presentations:** Insights from experienced public health professionals and community leaders.
- **Group Projects:** Collaborative development of community surveillance plans.
- **Action Planning:** Development of personalized action plans for implementing community-based surveillance.
- **Digital Tools and Resources:** Utilization of online platforms for collaboration and learning.
- **Peer-to-Peer Learning:** Sharing experiences and insights on community engagement.
- **Post-Training Support:** Access to online forums, mentorship, and continued learning resources.

Register as a group from 3 participants for a Discount

Send us an email: info@fineskilltrainingcenter.org or call +254769199797

Certification

Upon successful completion of this training, participants will be issued with a globally recognized certificate.

Tailor-Made Course

We also offer tailor-made courses based on your needs.

Key Notes

- Participants must be conversant in English.
- Upon completion of training, participants will receive an Authorized Training Certificate.
- The course duration is flexible and can be modified to fit any number of days.
- Course fee includes facilitation, training materials, 2 coffee breaks, buffet lunch, and a Certificate upon successful completion.
- One-year post-training support, consultation, and coaching provided after the course.
- Payment should be made at least a week before the training commencement to Fineskill Training Center account, as indicated in the invoice, to enable better preparation.

Upcoming Scheduled Sessions

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Online	$1,000
23 Nov 2026	27 Nov 2026	Physical	$1,500

Start Date	End Date	Location	Price
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$3,000
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$4,500
23 Nov 2026	27 Nov 2026	Physical	$6,000
23 Nov 2026	27 Nov 2026	Physical	$6,000

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