Training course on Rights-Based Approaches to Social Protection

Professional Development Training Course Outline

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

Course Introduction

Viewing social protection through a rights-based lens transforms it from a discretionary welfare provision into a fundamental entitlement for all individuals. A rights-based approach to social protection recognizes that every person has a right to social security and an adequate standard of living, as enshrined in international human rights instruments like the Universal Declaration of Human Rights (UDHR) and the International Covenant on Economic, Social and Cultural Rights (ICESCR). This perspective shifts the focus from passive recipients of aid to active rights-holders, empowering individuals to claim their entitlements and holding duty-bearers (primarily the state) accountable for fulfilling their obligations. It emphasizes principles of non-discrimination, equality, participation, transparency, and accountability in the design, implementation, and monitoring of social protection programs. By integrating these human rights principles, social protection systems can become more inclusive, equitable, and effective in reducing poverty, vulnerability, and social exclusion, ultimately fostering greater social justice and human dignity. Training Course on Rights-Based Approaches to Social Protection will equip policymakers, legal professionals, social protection practitioners, human rights advocates, and development partners with the expert knowledge and practical methodologies. The program focuses on international human rights frameworks, the roles of rights-holders and duty-bearers, principles of non-discrimination and equality (including gender and disability), participatory approaches, accountability mechanisms, and the legal enforceability of social protection rights, blending rigorous theoretical analysis with practical case studies, legal interpretation exercises, and interactive advocacy simulations. Participants will gain the strategic foresight and technical expertise to confidently champion rights-based approaches, fostering unparalleled equity, inclusion, and accountability, thereby securing their position as indispensable leaders in building truly just and effective social protection systems. This comprehensive 5-day program delves into nuanced methodologies for interpreting and applying international human rights conventions to national social protection contexts, mastering sophisticated techniques for conducting human rights impact assessments of social protection policies, and exploring cutting-edge approaches to designing participatory mechanisms that empower rights-holders, establishing robust grievance redress systems, and developing legal frameworks that ensure the enforceability of social protection entitlements.5 A significant focus will be placed on understanding the interplay of universal and targeted approaches within a rights-based

framework, the specific challenges of addressing discrimination and exclusion based on gender, disability, age, and other factors, and the practical application of human rights principles to strengthen social protection for all, particularly the most marginalized.

Programme Curriculum

Training Course on Rights-Based Approaches to Social Protection

Introduction

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Course Objectives:

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

1. **Analyze core concepts and strategic responsibilities** of **rights-based approaches to social protection**, understanding the shift from charity to entitlement.[6]
2. **Master sophisticated techniques** for **interpreting and applying international human rights instruments** (UDHR, ICESCR, CRPD, UNCRC, ILO Conventions) to social protection policy.
3. **Develop robust methodologies** for **identifying duty-bearers and empowering rights-holders** in social protection contexts.
4. **Implement effective strategies** for **ensuring non-discrimination and equality** in social protection design and delivery, with a focus on gender, disability, and age.
5. **Manage complex considerations** for **integrating participatory approaches** to ensure the voices of rights-holders inform social protection policies and programs.
6. **Apply robust strategies** for **establishing effective accountability mechanisms and grievance redress systems** within social protection frameworks.
7. **Understand the deep integration of legal enforceability** in securing social protection entitlements through national legislation and judicial review.
8. **Leverage knowledge of global best practices and lessons learned** from countries that have successfully adopted rights-based social protection models.
9. **Optimize strategies for conducting human rights impact assessments** of social protection policies to identify potential violations or gaps.
10. **Formulate specialized recommendations** for **addressing structural barriers to the realization of social protection rights**, particularly for marginalized groups.
11. **Conduct comprehensive assessments** of existing social protection policies against human rights principles and obligations.
12. **Navigate challenging situations** such as **fiscal constraints, political resistance, cultural norms, and data limitations** while upholding human rights standards.
13. **Develop a holistic, legally grounded, and empowering approach** to **social protection,** ensuring that it contributes to the full realization of human rights for all.

Target Audience:

This course is designed for professionals interested in Rights-Based Approaches to Social Protection:

1. **Policymakers & Government Officials:** From ministries of social affairs, human rights, justice, and planning.
2. **Legal Professionals:** Lawyers, judges, and human rights commissions working on social and economic rights.[9]
3. **Social Protection Program Managers:** Responsible for policy design and implementation, seeking to integrate rights principles.
4. **Human Rights Advocates & Activists:** Working for NGOs, national human rights institutions, and civil society organizations.[10]
5. **Development Practitioners:** From UN agencies, international financial institutions, and bilateral aid organizations.
6. **Researchers & Academics:** Specializing in human rights law, social policy, and international development.
7. **Ombudsmen and Public Complaints Officers:** Involved in grievance redress for social programs.
8. **Community Leaders & Representatives of Marginalized Groups:** Seeking to understand and claim their social protection rights.

Course Duration: 5 Days

Course Modules:

- **Module 1: Foundations of Rights-Based Social Protection**
    - **Concept of Human Rights**: Universality, inalienability, indivisibility, and interdependence.
    - **Social Protection as a Human Right**: Constitutional provisions and international legal obligations (UDHR, ICESCR, ILO Conventions).[11]
    - **Rights-Holders and Duty-Bearers**: Understanding roles and responsibilities in the context of social protection.
    - **Key Principles of a Rights-Based Approach (PANEL)**: Participation, Accountability, Non-discrimination & Equality, Empowerment, and Link to human rights (Legality).[12]
    - **Shifting Paradigms**: From welfare to entitlement, from charity to justice.
- **Module 2: International Human Rights Frameworks and Social Protection**
    - **Universal Declaration of Human Rights (UDHR)**: Article 22 (right to social security) and Article 25 (right to adequate standard of living).[13]
    - **International Covenant on Economic, Social and Cultural Rights (ICESCR)**: Article 9 (right to social security) and Article 11 (right to adequate standard of living).[14]
    - **ILO Social Security Standards**: Convention No. 102 (Minimum Standards) and Recommendation No. 202 (Social Protection Floors).[15]
    - **Convention on the Rights of the Child (UNCRC)**: Articles 26 (social security) and 27 (adequate standard of living).[16]
    - **Convention on the Rights of Persons with Disabilities (CRPD)**: Article 28 (adequate standard of living and social protection).
    - **Other Relevant Treaties**: CEDAW (women's rights), CERD (racial discrimination), Migrant Workers Convention.
- **Module 3: Non-Discrimination, Equality, and Inclusion**
    - **Prohibition of Discrimination**: Legal and ethical obligations to ensure equal access to social protection.[17]
    - **Intersectionality**: Understanding how multiple forms of discrimination (gender, age, disability, ethnicity, geographic location) intersect to exclude.[18]
    - **Designing for Inclusion**: Proactive measures to reach and serve marginalized groups (e.g., persons with disabilities, indigenous peoples, informal workers).
    - **Affirmative Action and Positive Measures**: Legal and policy tools to redress historical inequalities.
    - **Monitoring Discrimination**: Tools and indicators to identify and address discriminatory practices in social protection programs.
- **Module 4: Participation and Empowerment of Rights-Holders**
    - **Meaningful Participation**: Moving beyond tokenism to genuine involvement of beneficiaries in policy and program design.[19]
    - **Participatory Methodologies**: Tools and techniques for engaging rights-holders (e.g., community consultations, focus groups, citizen juries).
    - **Empowerment through Information**: Ensuring access to clear, accessible information about rights and entitlements.[20]
    - **Capacity Building for Rights-Holders**: Supporting communities and individuals to understand and claim their rights.
    - **Role of Civil Society Organizations**: Facilitating participation and amplifying the voices of marginalized groups.[21]
- **Module 5: Accountability and Grievance Redress Mechanisms**
    - **Accountability of Duty-Bearers**: Mechanisms for holding governments and implementing agencies responsible for fulfilling social protection rights.

    - **Transparency and Access to Information**: Legal requirements for disclosure of program information.
    - **Grievance Redress Mechanisms (GRM)**: Designing accessible, independent, and effective complaint and appeal processes for beneficiaries.
    - **Judicial Review and Litigation**: The role of courts in enforcing social protection rights and providing remedies for violations.[22]
    - **Role of National Human Rights Institutions (NHRIs)**: Promoting, monitoring, and protecting human rights in social protection.[23]
- **Module 6: Legal Enforceability and Progressive Realization**
    - **Domestication of International Norms**: Integrating international human rights into national laws and policies.
    - **Legally Entrenched Rights**: Ensuring that social protection benefits are defined as enforceable legal entitlements.
    - **Progressive Realization**: Understanding the state's obligation to move towards full realization of rights over time, subject to resource availability.[24]
    - **Minimum Core Obligations**: Identifying the non-derogable minimum level of social protection that must be guaranteed immediately.
    - **Budgeting for Rights**: Aligning fiscal policies with human rights obligations to progressively realize social protection.
- **Module 7: Human Rights Impact Assessment and Monitoring**
    - **Concept of Human Rights Impact Assessment (HRIA)**: A tool to analyze the potential human rights impacts of policies.[25]
    - **Stages of HRIA**: Screening, scoping, impact analysis, mitigation, and monitoring.
    - **Applying HRIA to Social Protection**: Assessing impacts on non-discrimination, participation, dignity, and living standards.
    - **Human Rights Indicators**: Developing measurable indicators to monitor the fulfillment of social protection rights.
    - **Reporting and Compliance**: Mechanisms for reporting on human rights obligations in social protection to national and international bodies.
- **Module 8: Challenges, Opportunities, and Strategic Advocacy**
    - **Common Challenges**: Fiscal space, political will, lack of data, institutional capacity, and legal gaps.
    - **Overcoming Barriers**: Strategies for advocacy, litigation, and public awareness campaigns to promote rights-based social protection.
    - **Role of Regional Human Rights Systems**: Leveraging regional courts and commissions to advance social protection rights.
    - **Learning from Global Experiences**: Case studies of countries that have successfully enshrined and enforced social protection as a right.
    - **Developing a Rights-Based Action Plan**: Participants outline practical steps to integrate human rights principles into a specific social protection initiative.

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 a

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
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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