

**NATIONAL HUMAN RIGHTS COMMISSION  
(Training Division)**

**Subject: NHRC Guidelines on Training regarding Human Rights**

**Introduction**

The National Human Rights Commission has been constituted in accordance with the provisions of Protection of Human Rights Act, 1993. Section 12 of the Act lays down the functions to be performed by the Commission. As per Section 12 (h) of the Act, the Commission is mandated to “spread human rights literacy among various sections of society and promote awareness of the safeguards available for the protection of these rights through publications, the media, seminars and other available means.” As per Section 12 (i) of the Act, the Commission should encourage the efforts of non-governmental organizations and institutions working in the field of human rights.

**Objective**

In keeping with the above mandate, the Training Division has been set up in the Commission to spread human rights literacy and sensitize people belonging to various sections of society on all aspects relating to human rights. While the focus is necessarily on the public functionaries so that they are sensitized and motivated to fulfil their duties regarding protection of human rights of public at large, efforts are also required to target the youth especially, the students in the universities/colleges as well as those studying in schools so as to build a society fully aware of human rights issues. Among the public functionaries, the police is the most important group as majority of the complaints of violation of human rights received in the Commission originate from this end.

The issues relating to human rights which are necessary to be stressed upon on the target group relate to both civil and political rights as well as the social, economic and cultural rights. The Commission is concerned about the prevailing criminal justice system and the reforms needed in the area of police functioning so that the civil and political rights of people are better protected. The system should provide for sufficient remedies against their violation. The issues of importance in this area are rights of the prisoners, especially those under trial, custodial justice and prevention of custodial violence, fake encounters, pendency of cases in courts etc.

At the same time, the Commission is also concerned about the need for ensuring the basic needs of people so that they are not deprived of basic necessities like food, health, housing, sanitation and clean drinking water as well as a clean environment to ensure their proper development and quality of life.

There are also issues relating to the rights of special category of people who, for various reasons have been deprived of their rights and hence need extra protection. These are the people belonging to SC/ST and other backward classes besides those

with disabilities or mentally ill persons. Rights of the women and children need special protection and hence, the need for sensitization of public regarding the needs of these special groups.

### **Focus target groups**

In view of the above, the Commission, besides seeking to create human rights literacy among public at large, seeks to target the following groups of people for sensitization on human rights issues :-1. Police

2. Judiciary
3. Prison Officials
4. Government functionaries in other departments
5. Doctors, para-medical staff, nurses etc.
6. Para-military forces
7. Army
8. Students
9. Teachers/Principals/Education Officers

### **Methodology**

The Commission would carry out the sensitization effort on human rights through the following modes :-

#### **I. In-House Programmes**

The Commission will carry out these programmes directly by its own staff duly assisted by visiting faculty. These programmes will be organized by the Commission staff, either within its own premises or at suitable venues arranged by it. These could be in the form of :

#### **Short term programmes**

Short term programmes of one to three day duration in the form of conferences/seminars/workshops/lectures may be organized in house in the Commission although one day programmes would be more common. These could include programmes like orientation and sensitisation programmes for officers/staff of concerned Government Departments and NGOs working in the area of concern. These programmes could also cover programmes for probationers of different civil/police/para-military services.

#### **Long term programmes**

Long term programmes could be of one to four week duration. These could combine both lecture series as well as practical exposure to the working of NHRC apart from institutions like prisons, mental institutions, credible NGOs etc. regarding their

functioning and living conditions. These would largely include internship programmes for students of universities/colleges.

**Internship** - The Commission is presently holding two types of internship programmes for University/ College students which will continue. These internship programmes are of two types which are as follows :

- Internship of one month duration conducted twice in a year in the Commission premises. For these programmes, applications from the students all over the country are invited and processed and about 50 students are selected. A stipend of Rs 2,500/- for Delhi NCR students and Rs.5,000/- for outside students plus 2<sup>nd</sup> class train fare (to & fro) by shortest route from place of student is provided. This amount will now be raised to Rs. 4,000/- for Delhi NCR students and Rs.8,000/- for outside students plus 2<sup>nd</sup> class train fare (to & fro) by shortest route from place of student will be provided. The prize money for best intern is Rs. 5,000/- presently. This will now be raised to Rs.10,000/-.

The Eligibility criteria for the above one month internship programmes in NHRC would continue to be as under :

1. Students of the 4<sup>th</sup> and 5<sup>th</sup> year pursuing 5 years Integrated Law Course – (while applying).
  2. Students of the 3<sup>rd</sup> year pursuing 3 years L.L.B. Course – (while applying).
  3. Students of L.L.M. Course.
  4. Students pursuing Post Graduate Diploma in Human Rights, MA in Human Rights, Post Graduate students of Political Science, Sociology, Social Work (MSW), Criminology, Public Administration, Rural Development, History, Economics, Commerce, Anthropology, International Relations and any of the discipline of Social Sciences would be considered with preference to students pursuing their final year. Only regular students of UGC recognized universities will be eligible.
  5. Efforts will be made to give representation to all categories.
  6. A 500 word write up will be required to be submitted by the applicants along with application which will also serve as a basis of selection.
  7. Students who have attended the regular one month Summer / Winter Internship Programmes organised by NHRC earlier will not be eligible to apply.
- Besides the above, the Commission also offers opportunities throughout the year except during months of May-June and December-January, to students from various streams, especially from law stream, to have attachment with the Commission in batches on short-term basis. This internship is presently unpaid and for a period for 15 days. During this internship, the students are exposed to the functioning of various divisions of the Commission. They are also made aware of the process of complaints being attended to by the Commission as well as other issues being taken up. Allowing them interaction with the complainants also is an important feature.

## **II. Collaborative Programmes with ATIs/PTIs/JTIs/ similar Institutions/ NGOs/SHRCs**

The second kind of programmes would be organized through the Central/State institutions like Administrative Training Institutes, Police Training Institutes, SHRCs, Judicial Training Institutions and other similar institutions apart from credible NGOs etc. While funding would be provided to such institutions for organizing the programmes, it would be ensured that they are properly monitored and observed by the officers of NHRC and a report prepared about their impact. These would be normally in the form of one to three day programmes. However, in some cases at the request of the concerned institutions, considering the needs of the target group of trainees, longer duration programmes could also be allowed. The normal one to three day programmes would be as follows:

- One day programmes would be generally for the purpose of basic human rights awareness generation for the target group of people not earlier sufficiently exposed to human rights issues. These would be carried out in collaboration with ATIs/PTIs/JTIs/SHRCs/Academic Institutions//NGOs and would have a minimum of 50 participants.
- Two day programmes would allowed where the objective is to create a greater focus on a particular target group and the subjects covered to be dealt with at greater detail among these group of participants who would generally be expected to be having some initial basic human rights awareness. These would also be programmes which are focussed on specific subjects on which detailed lectures followed by discussions are required to convey the specialized knowledge about the topics covered to the participants. These would be carried out in collaboration with ATIs/PTIs/JTIs/SHRCs/Academic Institutions and would generally have a maximum of 50 participants. The ideal number of participants for these two day programmes would be 30-50.
- Three-day Training of Trainers programmes. Such programmes would be organized with the objective to have in place, a team of master trainers in each State of the country who could impart training on different aspects of human rights in the State for which they have been imparted training for carrying out sensitization/awareness generation programmes subsequently. These would be carried out in collaboration with ATIs/PTIs/Academic Institutions and would normally have about 20-30 participants though in some cases the participation could reach to a maximum of 50 participants. A panel of such master trainers for each State will be maintained in the NHRC. They would also be involved in further training activities at State/district level.

## Online Training Programmes

These would be organized as per the terms laid down in Memorandum of Understanding (MOU) or other agreement signed by NHRC with the concerned institution. However, the MOU, before signature, would require to be approved by the Commission. The financial/funding rules applicable to such programmes would be in line with the general financial/funding rules applicable to all training programmes as described below :

### Financial/Funding Rules

So far, the Commission has been approving funds for conducting programmes by collaborative institutions like ATIs/PTIs/SHRCs/NGOs as under :

S.N.	Training Module	Duration	Budget Proposed (Rs.)
1.	Basic Training	01 day	50,000.00
2.	Advanced	02 days	1,00,000.00
3.	Training of Trainers	03 days	1,50,000.00

The financial/funding rules will continue to be on the similar lines. Accordingly, in the training programmes to be organized by institutions on behalf of NHRC, funding would be provided by NHRC, after approval of the Commission, as per the following rules:

- 1. The basic rule for all collaborative programmes conducted through ATIs/PTIs/SHRCs/JTIs/similar Institutions would be to allow a maximum expenditure of Rs. 1000 per participant per day subject to a minimum of 25 participants.**
- 2. Applying the basic rule as above,** for a one day basic human rights awareness programme covering 50 participants and conducted by any such institution, a maximum amount of Rs. 50,000 would be provided. **The broad head-wise norms are given at Annex. I.**
- 3. Applying the same basic rule as above,** for a two day programme, which will be largely organized to cover a particular target group of participants or a specific subject in depth, a maximum amount of Rs. 1,00,000 can be provided for 50 participants. **The broad head-wise norms are given at Annex. II.**
- 4. Applying the same basic rule as above,** for a three day programme, which will be largely in the form of Training of Trainers (TOT) programme, a maximum amount of Rs. 1,50,000 would be allowed. **The broad head-wise norms are given at Annex. III.**
5. For one-day programmes organized by SHRCs/NGOs and academic institutions like universities/colleges which are generally expected to have larger than 50 participants, broad head-wise norms are given at Annex – IV & Annex – V respectively. For two and three-day programmes organised by

SHRCs/academic institutions, norms as at Annex – II and Annex- III will be applicable respectively.

6. There will be certain training or other programmes which are already being conducted by an institution. If such an institution collaborates with NHRC to include a one/two day capsule on human rights to be included in such an already ongoing/worked out programme, then the maximum amount allowed to that institution by NHRC would be pro-rata on above basis, i.e. maximum amount of Rs. 50,000 for one day and so on.
7. NGO proposals for holding training programmes would be entertained only if they are suitably recommended by the concerned State/District authorities or the SHRC if existing in the concerned State. The approval of the training programmes is on the sole discretion of the Commission.
8. For programmes to be organized by ATIs/PTIs/SHRCs/JTIs/similar institutions by hiring venue other than their own, outside their campus, the concerned institution would be allowed to make expenditure from other heads subject to overall financial limit stated above as per the duration of the programme.

## **Terms and Conditions to be governed for release of budget/fund approved by the Commission**

1. The part-payment which would be 50% of the approved budget by the Commission will be released after receiving following details i.e. Date, Venue and Detailed Programme Schedule of the programme (topics to be covered along with Resource persons) well in advance at least 20 days before the commencement of the programme.
2. The payment will be released through cheque only in favour of the institution/ organization and will not be released in any personal name in any case.
3. The balance payment due from the total approved amount will only be released after receipt and settlement of following documents :
  - i) Utilization Certificate along with Cash Memos/ Bills (in original), Expenditure Statement duly audited by Chartered Accountant in case of NGO's and duly audited by Head of the Accounts Section of the concerned institution in case of ATI, PTI, JTI, other Government Institutions and Universities/ Colleges.
  - ii) Detailed programme report (session-wise) including inaugural and valedictory function if any along with copy of time-table.
  - iii) List of Resource persons with address and telephone numbers etc.
  - iv) List of participants.
  - v) C.D./Photographs/PPT/ videography of the programme sessions.
  - vi) Evaluation report of the programme on the basis of feedback received from participants.

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Proposed Budget for a One Day Basic Training Programme on Human Rights to be  
conducted by ATI/PTI/JTI/Similar Institutions

No. of Participants: Minimum 50 No.  
of Days: 1

<b>Sl. No.</b>	<b>Item of Expenditure</b>	<b>Total Expenditure (In Rs.)</b>
1.	Boarding & Lodging Charges @ Rs.600/- per participant	30,000/-
2.	Honorarium for 4 Resource Persons @ Rs.1,000/- per Resource Person for taking session of 1½ Hrs.	4,000/-
3.	TA for 4 Resource Persons @ Rs.750/- per Resource Person	3,000/-
4.	Training related Expenses including Training Kit @ Rs.200/- per participant	10,000/-
5.	Venue / Hall charges	5,000/-
6.	Misc. & Contingencies	8,000/-
	<b>TOTAL</b>	<b>60,000/-</b>
	Contribution of the Institution / Organization *	10,000/-
	<b>Grants to be accorded by the NHRC **</b>	<b>50,000/-</b>

\* Financial contribution by concerned Institution apart from contribution in terms of Logistics, Staff and other support.

\*\* @ Rs.1,000/- per participant per day. Maximum budget allowed would be Rs.50,000/-



Proposed Budget for a Two Days Advanced Level Training Programme on  
Human Rights to be conducted by ATI/ PTI/ JTI/ SHRCs/ Similar Institutions

No. of Participants: Maximum 50

No. of Days: 2

<b>Sl. No.</b>	<b>Item of Expenditure</b>	<b>Total Expenditure (In Rs.)</b>
1.	Boarding & Lodging Charges @ Rs.800/- per participant for 2 Days	80,000/-
2.	Honorarium for 8 Resource Persons @ Rs.1,000/- per Resource Person for taking session of 1½ Hrs.	8,000/-
3.	TA for 8 Resource Persons @ Rs.750/- per Resource Person (4 Resource Persons per day)	6,000/-
4.	Training related Expenses including Training Kit @ Rs.250/- per participant	12,500/-
5.	Venue / Hall charges	5,500/-
6.	Misc. & Contingencies	8,000/-
	<b>TOTAL</b>	<b>1,20,000/-</b>
	Contribution of the Institution / Organization *	20,000/-
	<b>Grants to be accorded by the NHRC **</b>	<b>1,00,000/-</b>

\* Financial contribution by concerned Institution apart from contribution in terms of Logistics, Staff and other support.

\*\* @ Rs.1,000/- per participant per day. Maximum budget allowed would be Rs.1,00,000/-

Proposed Budget for a Three Days Training of Trainers (TOT) Programme on  
Human Rights to be conducted by ATI/ PTI/ JTI/ SHRCs/ Similar Institutions

No. of Participants: Maximum 50

No. of Days: 3

SI. No.	Item of Expenditure	Total Expenditure (In Rs.)
1.	Boarding & Lodging Charges @ Rs.1,000/- per participant for 3 Days	1,50,000/-
2.	Honorarium for 12 Resource Persons @ Rs.1,000/- per Resource Person for taking session of 1½ Hrs.	12,000/-
3.	TA for 12 Resource Persons @ Rs.750/- per Resource Person	9,000/-
4.	Training related Expenses including Training Kit @ Rs.300/- per participant	15,000/-
5.	Venue / Hall charges	6,000/-
6.	Misc. & Contingencies	8,000/-
	<b>TOTAL</b>	<b>2,00,000/-</b>
	Contribution of the Institution / Organization *	50,000/-
	<b>Grants to be accorded by the NHRC **</b>	<b>1,50,000/-</b>

\* Financial contribution by concerned Institution apart from contribution in terms of Logistics, Staff and other support.

\*\* @ Rs.1,000/- per participant per day. Maximum budget allowed would be Rs.1,50,000/-

Proposed Budget for a One Day Basic Training Programme on  
Human Rights for NGOs / SHRCs

No. of Participants: Around 100

No. of Days: 1

Sl. No.	Item of Expenditure	Total Expenditure (Rs.)
1.	Meals & Tea Charges @ Rs.300/- per participant	30,000/-
2.	Honorarium for 4 Resource Persons @ Rs.1,000/- per Resource Person for taking session of 1½ Hrs.	4,000/-
3.	TA for 4 Resource Persons @ Rs.750/- per Resource Person	3,000/-
4.	Training related Expenses including Training Kit @ Rs.100/- per participant	10,000/-
5.	Venue / Hall charges	10,000/-
6.	Misc. & Contingencies	8,000/-
	TOTAL	65,000/-
	Contribution of the Institution / Organization *	15,000/-
	<b>Grants to be accorded by the NHRC **</b>	<b>50,000/-</b>

\* Financial contribution by concerned Institution apart from contribution in terms of Logistics, Staff and other support.

\*\* Maximum budget allowed would be Rs.50,000/-

Proposed Budget for a One Day Basic Training Programme  
on Human Rights for University / Colleges

No. of Participants : Around 100 No.  
of Days: 1

Sl. No.	Item of Expenditure	Total Expenditure (Rs.)
1.	Meals & Tea Charges @ Rs.300/- per participant	30,000/-
2.	Honorarium for 4 Resource Persons @ Rs.1,000/- per Resource Person for taking session of 1½ Hrs.	4,000/-
3.	TA for 4 Resource Persons @ Rs.750/- per Resource Person	3,000/-
4.	Training related Expenses including Training Kit @ Rs.100/- per participant	10,000/-
5.	Venue / Hall charges	5,000/-
6.	Misc. & Contingencies	8,000/-
	TOTAL	60,000/-
	Contribution of the Institution / Organization *	10,000/-
	<b>Grants to be accorded by the NHRC **</b>	<b>50,000/-</b>

\* Financial contribution by concerned Institution apart from contribution in terms of Logistics, Staff and other support.

\*\* Maximum budget allowed would be Rs.50,000/-

## ONE DAY TRAINING PROGRAMME ON HUMAN RIGHTS

09 .30 a.m. – 10.00 a.m.	Registration
<b>SESSION I</b>	<b>Introduction to Human Rights</b>
10 .00 a.m. – 11.30 a.m.	<ul style="list-style-type: none"> <li>➤ Constitutional provisions</li> <li>➤ Universal Declaration on Human Rights, 1948</li> <li>➤ International Covenants regarding Human Rights</li> </ul>
11.30 a.m. – 11.45 a.m.	Tea Break
<b>SESSION II</b>	<b>Human Rights Institutions in India</b>
11 .45 a.m. – 01.15 p.m.	<ul style="list-style-type: none"> <li>➤ Protection of Human Rights Act, 1993</li> <li>➤ Composition and functioning of NHRC/SHRCs</li> <li>➤ Other National/State Commissions</li> </ul>
01.15 p.m. – 01.45 p.m.	Lunch Break
<b>SESSION III</b>	<b>Rights of Women and Children</b>
01.45 p.m.- 03.15 p.m.	<ul style="list-style-type: none"> <li>➤ UN Convention on the Elimination of All Forms of Discrimination against Women, 1979 and its optional protocols</li> <li>➤ UN Convention on the Rights of the Child, 1989 and its optional protocols</li> </ul>
03.15 p.m. – 03.30 p.m.	Tea Break
<b>SESSION IV</b>	<b>Rights of other vulnerable groups</b>
03.30 p.m. – 5.00 p.m.	<ul style="list-style-type: none"> <li>➤ Bonded Labour Issues &amp; the Bonded Labour System (Abolition) Act, 1976</li> <li>➤ Child Labour Issues &amp; Child Labour (Prohibition and Regulation) Act, 1986</li> <li>➤ SC/ST issues &amp; Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1989, Civil Liberties Act, 1988 &amp; The Forest Rights Act, 2006</li> </ul>

**ONE DAY TRAINING PROGRAMME ON RIGHTS OF WOMEN**

09 .30 a.m. – 10.00 a.m.	Registration
<b>SESSION I</b>	<b>Introduction to Human Rights</b>
10 .00 a.m. – 11.30 a.m.	<ul style="list-style-type: none"> <li>➤ Constitutional provisions</li> <li>➤ Universal Declaration on Human Rights, 1948</li> <li>➤ International Covenants regarding Human Rights</li> <li>➤ Protection of Human Rights Act, 1993</li> <li>➤ Composition and functioning of NHRC/SHRCs/ National Commission for Women</li> </ul>
11.30 a.m. – 11.45 a.m.	Tea Break
<b>SESSION II</b>	<b>Rights of Women</b>
11 .45 a.m. – 01.15 p.m.	<ul style="list-style-type: none"> <li>➤ UN Convention on the Elimination of All Forms of Discrimination against Women, 1979 and its optional protocols</li> </ul>
01.15 p.m. – 01.45 p.m.	Lunch Break
<b>SESSION III</b>	<b>Rights of Women contd.</b>
01.45 p.m.- 03.15 p.m.	<ul style="list-style-type: none"> <li>➤ Sexual Harassment of Women at Workplace and Complaints Mechanism</li> <li>➤ Women trafficking</li> <li>➤ Violence against women</li> <li>➤ Protection of Women from Domestic Violence Act, 2005</li> <li>➤ Female foeticide and Pre-Conception and Pre-Natal Diagnostic Techniques (Prohibition of Sex Selection) Act, 2003</li> <li>➤ Issues relating to women of disadvantaged sections like SC/ST or persons with disability</li> </ul>
03.15 p.m. – 03.30 p.m.	Tea Break
<b>SESSION IV</b>	<b>Rights of Women contd.</b>
03.30 p.m. – 5.00 p.m.	<ul style="list-style-type: none"> <li>➤ Reproductive and Maternal health</li> <li>➤ Nutritional deficiencies among women</li> <li>➤ Education and Employment issues</li> </ul>

## ONE DAY TRAINING PROGRAMME ON RIGHTS OF CHILD

09 .30 a.m. – 10.00 a.m.	Registration
<b>SESSION I</b>	<b>Introduction to Human Rights</b>
10 .00 a.m. – 11.30 a.m.	<ul style="list-style-type: none"> <li>➤ Constitutional provisions</li> <li>➤ Universal Declaration on Human Rights, 1948</li> <li>➤ International Covenants regarding Human Rights</li> <li>➤ Protection of Human Rights Act, 1993</li> <li>➤ Composition and functioning of NHRC/SHRCs/NCPCR</li> </ul>
11.30 a.m. – 11.45 a.m.	Tea Break
<b>SESSION II</b>	<b>Rights of Child</b>
11 .45 a.m. – 01.15 p.m.	<ul style="list-style-type: none"> <li>➤ UN Convention on the rights of the child and its optional protocols <ul style="list-style-type: none"> <li>• Right to survival and development</li> <li>• Right to participation</li> <li>• Right to protection</li> </ul> </li> </ul>
01.15 p.m. – 01.45 p.m.	Lunch Break
<b>SESSION III</b>	<b>Rights of Child contd.</b>
01.45 p.m.- 03.15 p.m.	<ul style="list-style-type: none"> <li>➤ Right to Free and Compulsory Education Act, 2009</li> <li>➤ Child Labour Issues &amp; Child Labour (Prohibition and Regulation) Act, 1986</li> </ul>
03.15 p.m. – 03.30 p.m.	Tea Break
<b>SESSION IV</b>	<b>Rights of Child contd.</b>
03.30 p.m. – 5.00 p.m.	<ul style="list-style-type: none"> <li>➤ The Juvenile Justice (Care and Protection of Children) Act, 2000</li> <li>➤ The Protection of Children from Sexual Offences (POCSO) Act, 2012</li> <li>➤ Missing Children</li> </ul>

**ONE DAY TRAINING PROGRAMME ON HUMAN RIGHTS FOR POLICE PERSONNEL**

09 .30 a.m. – 10.00 a.m.	Registration
<b>SESSION I</b>	<b>Introduction to Human Rights</b>
10.0 .m. – 11.30 a.m.	<ul style="list-style-type: none"> <li>➤ Constitutional provisions, Universal Declaration on Human Rights, 1948, International Covenants on Human Rights</li> <li>➤ Protection of Human Rights Act, 1993, Composition/functioning of NHRC/SHRCs/other National/State Commissions</li> </ul>
11.30 a.m. – 11.45 a.m.	Tea Break
<b>SESSION II</b>	<b>Human Rights and Police</b>
11 .45 a.m. – 01.15 p.m.	<ul style="list-style-type: none"> <li>➤ Arrest guidelines and legal provisions</li> <li>➤ Custodial Torture/Death</li> <li>➤ Deaths in police action/Disappearances</li> <li>➤ Issues relating to undertrial prisoners</li> </ul>
01.15 p.m. – 01.45 p.m.	Lunch Break
<b>SESSION III</b>	<b>Rights of Women and Children</b>
01.45 p.m.- 03.15 p.m.	<ul style="list-style-type: none"> <li>➤ Violence against women and Protection of Women from Domestic Violence Act, 2005</li> <li>➤ Female foeticide and Pre-Conception and Pre-Natal Diagnostic Techniques (Prohibition of Sex Selection) Act, 2003</li> <li>➤ The Juvenile Justice (Care and Protection of Children) Act, 2000</li> <li>➤ The Protection of Children from Sexual Offences (POCSO) Act, 2012.</li> <li>➤ Trafficking of Women and Children/missing children/street children</li> </ul>
03.15 p.m. – 03.30 p.m.	Tea Break
<b>SESSION IV</b>	<b>Rights of other vulnerable groups</b>
03.30 p.m. – 5.00 p.m.	<ul style="list-style-type: none"> <li>➤ Bonded Labour Issues &amp; the Bonded Labour System (Abolition) Act, 1976</li> <li>➤ Child Labour Issues &amp; Child Labour (Prohibition and Regulation) Act, 1986</li> <li>➤ SC/ST Issues &amp; Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1989, Civil Liberties Act, 1988 and The Forest Rights Act, 2006</li> <li>➤ Mental Health Issues</li> </ul>



**TWO DAYS TRAINING PROGRAMME ON HUMAN RIGHTS  
FOR POLICE PERSONNEL**

<b>DAY I</b>	
<b>09.30 a.m. – 10.00 a.m.</b>	<b>Registration &amp; Inauguration</b>
<b>SESSION I</b>	<b>Introduction to Human Rights</b>
<b>10.00 a.m. – 11.30 a.m.</b>	<ul style="list-style-type: none"> <li>➤ <b>Constitutional provisions.</b></li> <li>➤ <b>Universal Declaration on Human Rights, 1948.</b></li> <li>➤ <b>International Covenants regarding Human Rights.</b></li> </ul>
<b>11.30 a.m. – 11.45 a.m.</b>	<b>Tea Break</b>
<b>SESSION II</b>	<b>Human Rights Institutions in India</b>
<b>11.45 a.m. – 01.15 p.m.</b>	<ul style="list-style-type: none"> <li>➤ <b>Protection of Human Rights Act, 1993.</b></li> <li>➤ <b>Composition and functioning of NHRC/SHRCs.</b></li> <li>➤ <b>Other National/State Commissions.</b></li> </ul>
<b>01.15 p.m. – 01.45 p.m.</b>	<b>Lunch Break</b>
<b>SESSION III</b>	<b>Custodial Violence/Police Action</b>
<b>01.45 p.m.-03.15 p.m.</b>	<ul style="list-style-type: none"> <li>➤ <b>Arrest guidelines and legal provisions.</b></li> <li>➤ <b>Custodial torture / death - NHRC Guidelines.</b></li> <li>➤ <b>Deaths in police action/Disappearances- NHRC Guidelines.</b></li> </ul>
<b>03.15 p.m. – 03.30 p.m.</b>	<b>Tea Break</b>
<b>SESSION IV</b>	<b>Prison Related Issues</b>
<b>03.30 p.m. – 5.00 p.m.</b>	<ul style="list-style-type: none"> <li>➤ <b>Rights of undertrial prisoners.</b></li> <li>➤ <b>Remission/Parole Issues.</b></li> </ul>

<b>Day II</b>	
<b>SESSION V</b>	<b>Rights of Women</b>
9.30 a.m. -11.30 a.m.	<ul style="list-style-type: none"> <li>➤ Sexual Harassment of Women at Workplace and Complaints Mechanism.</li> <li>➤ Women trafficking.</li> <li>➤ Violence against Women and Protection of Women from Domestic Violence Act, 2005.</li> <li>➤ Female foeticide and Pre-Conception and Pre-Natal Diagnostic Techniques (Prohibition of Sex Selection) Act, 2003.</li> </ul>
11.30 a.m. – 11.45 a.m.	Tea Break
<b>SESSION VI</b>	<b>Rights of Children</b>
11.45 a.m.-01.15 p.m.	<ul style="list-style-type: none"> <li>➤ The Juvenile Justice (Care and Protection of Children) Act, 2000.</li> <li>➤ The Protection of Children from Sexual Offences (POCSO) Act, 2012.</li> <li>➤ Missing Children/ Trafficking of Children/Street Children.</li> </ul>
1.15 p.m. – 01.45 p.m.	Lunch Break
<b>SESSION VII</b>	<b>Rights of other vulnerable groups</b>
01.45 p.m. – 03.15 p.m.	<ul style="list-style-type: none"> <li>➤ Bonded Labour issues &amp; the Bonded Labour System (Abolition) Act, 1976.</li> <li>➤ Child Labour issues &amp; Child Labour (Prohibition and Regulation) Act, 1986</li> <li>➤ SC/ST issues &amp; Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1989, Civil Liberties Act, 1988 &amp; The Forest Rights Act, 2006.</li> <li>➤ Mental health issues.</li> </ul>
03.15 p.m. – 03.30 p.m.	Tea Break
<b>SESSION VIII</b>	<b>Miscellaneous/other Issues/ Valedictory</b>
03.30 p.m.-5.00 p.m.	<ul style="list-style-type: none"> <li>➤ Police Reforms.</li> <li>➤ Importance of Human Rights Education for police.</li> </ul>