

# 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 fulfill 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 to 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 a year i.e. in Summer (May-June) and in Winter (December-January) in the Commission premises. For these programmes, applications from the students all over the country are invited and about 60 students are selected. A stipend of Rs 8,000/- for students plus 2nd class train fare (to & fro) by shortest route from place of student studying is provided. The prize money for best intern(s) is Rs.25,000/.

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

- 1. Students of the 4th and 5th year pursuing 5 years Integrated Law Course - (while applying).*
- 2. Students of the 2<sup>nd</sup> & 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 Sciences, Social Work (MSW), Criminology, Public Administration, Rural Development, History, Economics, Commerce,*

*Anthropology, Mass Communication, 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 for ATIs/PTIs/JTIs/SHRCs and 100 participants for Academic Institutions/NGOs.

- 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 for ATIs/PTIs/JTIs/SHRCs and 100 participants for Academic Institutions/NGOs.

- 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 generally have a maximum of 50 participants for ATIs/PTIs/JTIs/SHRCs and 100 participants for Academic Institutions/NGOs. 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.

## **5. 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 as under:

<u>S.No.</u>	<u>Training Module</u>	<u>Duration</u>	<u>Institution Type</u>	<u>Total Budget Proposed (in Rs.)</u>
1	Basic Training	01 day	ATIs/PTIs/JTIs/SHRCs or similar Govt. institutions/NGOs	75,000.00
			Academic Institutions like Universities, Colleges, etc.	75,000.00
2	Advance Level Training	02 days	ATIs/PTIs/JTIs/SHRCs or similar Govt. institutions	1,50,000.00
			Academic Institutions like Universities, Colleges, etc.	1,50,000.00
3	Training of Trainers	03 days	ATIs/PTIs/JTIs/SHRCs or similar Govt. institutions	2,25,000.00
			Academic Institutions like Universities, Colleges, etc.	2,25,000.00

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/ JTIs /SHRCs similar Institutions would be to allow a maximum expenditure of Rs. 1,500/- per participant per day. Deduction @Rs.1,500/-per participants per day would be made, if number of participants is below than 45. The expenditure has to be strictly incurred as per the norms shown in the Annexures. No deviation shall be acceptable under any circumstances.
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. 75,000/- 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. 1,50,000/- 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. 2,25,000/- 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 100 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.75,000/- 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. The approval of the training programmes is on the sole discretion of the Commission.

8. For Academic Institutions like Universities/Colleges/Institutions, NAAC Accreditation and University Grants Commission(UGC) recognition are mandatory., except for new government institutions.

9. For programmes to be organized by ATIs/PTIs/ JTI/SHRCs/ 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 ECS/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 (GFR 19A Format only).**

**ii) Head-wise Expenditure Statement duly certified/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, Universities/ Colleges and other Government Institutions.**

**iii) List of participants & Resource persons with their address and telephone numbers etc.**

**iv) Recording/photography of each session of the programme held.**

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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

<u>Sl. No.</u>	<u>Item of Expenditure</u>	<u>Total Expenditure (In Rs.)</u>
1.	Boarding & Lodging Charges @ Rs.800/- per participant	40,000.00
2	Honorarium and TA for 4 Resource Persons @ Rs.3,000/- per Resource Person for taking session of 1½ Hrs.	12,000.00
3	Training related Expenses including Training Kit @ Rs.200/- per participant	10,000.00
4	Misc. & Contingencies inclusive of Hall charges, Recording/Photography, etc.*	13,000.00
<b>Total</b>		<b>75,000.00</b>
<b>Grant to be accorded by the NHRC**</b>		<b>75,000.00</b>

*\* Deduction done, if payment made in the name of Logistics, Staff & other support.*

*\*\* @ Rs.1,500/- per participant per day. Maximum budget allowed would be Rs.75,000/- for 50 participants. Deduction made @Rs.1,500/- per participants, if number of participants is less than 45.*

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

No. of Participants: Minimum 50

No. of Days: 2

<u>Sl. No.</u>	<u>Item of Expenditure</u>	<u>Total Expenditure (In Rs.)</u>
1.	Boarding & Lodging Charges @ Rs.900/- per participant per day	90,000.00
2	Honorarium and TA for 8 Resource Persons @ Rs.3,000/- per Resource Person for taking session of 1½ Hrs.	24,000.00
3	Training related Expenses including Training Kit @ Rs.320/- per participant	16,000.00
4	Misc. & Contingencies inclusive of Hall charges, Recording/Photography, etc.*	20,000.00
<b>Total</b>		<b>1,50,000.00</b>
<b>Grant to be accorded by the NHRC* *</b>		<b>1,50,000.00</b>

*\* Deduction done, if payment made in the name of Logistics, Staff & other support.*

*\*\* @ Rs.1,500/- per participant per day. Maximum budget allowed would be Rs.1,50,000/- for 50 participants. Deduction made @Rs.1,500/- per participant per day, if number of participants is less than 45.*

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

No. of Participants: Minimum 50

No. of Days: 3

<u>Sl. No.</u>	<u>Item of Expenditure</u>	<u>Total Expenditure (In Rs.)</u>
1.	Boarding & Lodging Charges @ Rs.900/- per participant	1,35,000.00
2	Honorarium and TA for 12 Resource Persons @ Rs.3,000/- per Resource Person for taking session of 1½ Hrs.	36,000.00
3	Training related Expenses including Training Kit @ Rs.320/- per participant	16,000.00
4	Misc. & Contingencies inclusive of Hall charges, Recording/Photography, etc.*	38,000.00
<b>Total</b>		<b>2,25,000.00</b>
<b>Grant to be accorded by the NHRC* *</b>		<b>2,25,000.00</b>

*\* Deduction done, if payment made in the name of Logistics, Staff & other support.*

*\*\* @ Rs.1,500/- per participant per day. Maximum budget allowed would be Rs.2,25,000/- for 50 participants. Deduction made @Rs.1,500/- per participants, if number of participants is less than 45.*

**Proposed Budget for a One Day Basic Training Programme on Human Rights to be  
conducted by NGOs/SHRCs**

No. of Participants: 100

No. of Days: 1

<u>Sl. No.</u>	<u>Item of Expenditure</u>	<u>Total Expenditure (In Rs.)</u>
1.	Meals & Tea Charges @ Rs.350/- per participant	35,000.00
2	Honorarium and TA for 4 Resource Persons @ Rs.3,000/- per Resource Person for taking session of 1½ Hrs.	12,000.00
3	Training related Expenses including Training Kit @ Rs.100/- per participant	10,000.00
4	Misc. & Contingencies inclusive of Hall charges, Recording/Photography, etc.	18,000.00
<b>Total*</b>		<b>75,000.00</b>
<b>Contribution of the Institution/Organisation**</b>		<b>7,500.00</b>
<b>Grant to be accorded by the NHRC</b>		<b>67,500.00</b>

\* Maximum budget allowed would be Rs.75,000/- (inclusive of Institution/Organisation contribution + Grant in aid of NHRC) and excess would be borne by the concerned apart from their institution/ organization contribution.

\*\*Financial contribution by concerned Institution is exclusive of Logistics, Staff and other support.

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

No. of Participants: 100

No. of Days: 1

<u>Sl. No.</u>	<u>Item of Expenditure</u>	<u>Total Expenditure (In Rs.)</u>
1.	Meals & Tea Charges @ Rs.350/- per participant	35,000.00
2	Honorarium and TA for 4 Resource Persons @ Rs.3,000/- per Resource Person for taking session of 1½ Hrs.	12,000.00
3	Training related Expenses including Training Kit @ Rs.130/- per participant	13,000.00
4	Misc. & Contingencies inclusive of Hall charges, Recording/Photography, etc.	15,000.00
<b>Total*</b>		<b>75,000.00</b>
<b>Contribution of the Institution/Organisation**</b>		<b>7,500.00</b>
<b>Grant to be accorded by the NHRC</b>		<b>67,500.00</b>

*\* Maximum budget allowed would be Rs.75,000/-(inclusive of Institution/Organisation contribution + Grant in aid of NHRC) and excess would be borne by the concerned apart from their institution/ organization contribution.*

*\*\*Financial contribution by concerned Institution is exclusive of Logistics, Staff and other support.*

## ONE DAY BASIC 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.	Constitutional provisions
	Universal Declaration on Human Rights, 1948
	International Covenants regarding Human Rights
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	Protection of Human Rights Act, 1993
	Composition and functioning of NHRC/SHRCs
	Other National/State Commissions
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.	UN Convention on the Elimination of All Forms of Discrimination against Women, 1979 and its optional protocols
	UN Convention on the Rights of the Child, 1989 and its optional protocols
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	Bonded Labour Issues & the Bonded Labour System (Abolition) Act, 1976
	Child Labour Issues & Child Labour (Prohibition and Regulation) Act, 1986
	SC/ST issues & Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1989, Civil Liberties Act, 1988 & The Forest Rights Act, 2006

## ONE DAY TRAINING PROGRAMME ON WOMEN 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.	Constitutional provisions
	Universal Declaration on Human Rights, 1948
	International Covenants regarding Human Rights
	Protection of Human Rights Act, 1993
	Composition and functioning of NHRC/SHRCs
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	UN Convention on the Elimination of All Forms of Discrimination against Women, 1979 and its optional protocols
	Indian Constitution Provisions for Protection of Rights of Women
	Composition and functioning of NWC/SWCs
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.	Sexual Harassment of Women at Workplace & Complaints Mechanism
	Women trafficking
	Violence against women
	Protection of Women from Domestic Violence Act, 2005
	Female foeticide and Pre-Conception and Pre-Natal Diagnostic Techniques (Prohibition of Sex Selection) Act, 2003
	Issues relating to women of disadvantaged sections like SC/ST or persons with disability
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.	Reproductive and Maternal Health
	Nutritional deficiencies among women
	Education and Employment issues

## 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.	Constitutional provisions
	Universal Declaration on Human Rights, 1948
	International Covenants regarding Human Rights
	Protection of Human Rights Act, 1993
	Composition and functioning of NHRC/SHRCs/NCPCR
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	UN Convention on the rights of the child and its optional protocols
	➤ Right to survival and development
	➤ Right to participation
	➤ Right to protection
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.	Right to Free and Compulsory Education Act, 2009
	Child Labour Issues & Child Labour (Prohibition and Regulation) Act, 1986
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.	The Juvenile Justice (Care and Protection of Children) Act, 2000
	The Protection of Children from Sexual Offences (POCSO) Act, 2012
	Missing Children



## 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 .00 a.m. – 11.30 a.m.	Constitutional provisions
	Universal Declaration on Human Rights, 1948
	International Covenants regarding Human Rights
	Protection of Human Rights Act, 1993
	Composition and functioning of NHRC/SHRCs/Other National/State Commissions
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	Arrest Guidelines and Legal Provisions
	Custodial Torture/Death
	Deaths in Police Action/Disappearances
	Issues relating to Undertrial Prisoners
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.	Violence against Women and Protection of Women from Domestic Violence Act, 2005
	Female foeticide and Pre-Conception and Pre-Natal Diagnostic Techniques (Prohibition of Sex Selection) Act, 2003
	The Juvenile Justice (Care and Protection of Children) Act, 2000
	The Protection of Children from Sexual Offences (POCSO) Act, 2012.
	Trafficking of Women and Children/missing children/street children
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.	Bonded Labour Issues & the Bonded Labour System (Abolition) Act, 1976
	Child Labour Issues & Child Labour (Prohibition and Regulation) Act, 1986
	SC/ST Issues & Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1989, Civil Liberties Act, 1988 and The Forest Rights Act, 2006
	Mental Health Issues

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

<b>DAY -1</b>	
09 .30 a.m. – 10.00 a.m.	Registration & Inauguration
<b>SESSION I</b>	<b>Introduction to Human Rights</b>
10 .00 a.m. – 11.30 a.m.	Constitutional provisions
	Universal Declaration on Human Rights, 1948
	International Covenants regarding Human Rights
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.	Protection of Human Rights Act, 1993
	Composition and functioning of NHRC/SHRCs
	Other National/State Commissions
01.15 p.m. – 01.45 p.m.	Lunch Break
<b>SESSION III</b>	<b>Custodial Violence/Police Action</b>
01.45 p.m.- 03.15 p.m.	Arrest Guidelines and Legal Provisions
	Custodial Torture/Death - NHRC Guidelines
	Deaths in Police Action/Disappearances - NHRC Guidelines
	Issues relating to Undertrial Prisoners
03.15 p.m. – 03.30 p.m.	Tea Break
<b>SESSION IV</b>	<b>Prison Related Issues</b>
03.30 p.m. – 5.00 p.m.	Rights of Under-trials
	Remission/Parole Issues

<b>DAY -2</b>	
<b>SESSION V</b>	<b>Rights of Women</b>
10 .00 a.m. – 11.30 a.m.	Sexual Harassment of Women at Workplace & Complaints Mechanism
	Women trafficking.
	Violence against Women and Protection of Women from Domestic Violence Act, 2005
	Female foeticide and Pre-Conception and Pre-Natal Diagnostic Techniques (Prohibition of Sex Selection) Act, 2003.
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	The Juvenile Justice (Care and Protection of Children) Act, 2000.
	The Protection of Children from Sexual Offences (POCSO) Act, 2012.
	Missing Children/ Trafficking of Children/Street Children.
01.15 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.	Bonded Labour Issues & the Bonded Labour System (Abolition) Act, 1976
	Child Labour issues & Child Labour (Prohibition and Regulation) Act, 1986
	SC/ST issues & Scheduled Caste and Scheduled Tribe (Prevention of Atrocities) Act, 1989, Civil Liberties Act, 1988 & The Forest Rights Act, 2006
	Mental Health Issues
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.	Police Reforms.
	Importance of Human Rights Education for police.