

Executive Summary

Training Programs during the period (October 2023 to March 2025)

Within the framework of the efforts of NCHR's Training and Capacity Building Committee to promote awareness of human rights values in society, NCHR plays a vital and effective role in building and enhancing the capacities of employees in the State's Administrative Apparatus in accordance with the priorities included in the National Strategy for Human Rights (NSHR). This is done through cooperation with various ministries and governorates, and this cooperation comes within the framework of NCHR's objectives and competencies as stated in its third article.

First: Competencies of the Training and Capacity Building Committee

Training on human rights is closely linked to the idea of respecting them, as awareness through training is an important and indispensable step to ensure their respect and implementation in reality. How can a person be expected to respect the rights and freedoms of others if they are not already aware of their existence or if the feeling of respecting them has not been instilled in their conscience and belief?

Therefore, education and awareness of human rights, their content, and dimensions are the starting point for their actual implementation, as a basic step to move these rights from a theoretical scope to practical application.

Law enforcement personnel are among the most deserving of training on human rights, considering they are most directly involved in the field in which human rights and public freedoms operate. During their work, they may commit violations of human rights, sometimes due to ignorance of human rights principles in general.

Second: Objective of Human Rights Training Programs:

According to the above, the objectives of holding training courses are as follows:

- Enhancing awareness of human rights in Egyptian society.
- Educating participants on basic human rights.
- Enhancing participants' skills in the field of human rights.

This is achieved through:

- Providing the trainee with sufficient information about international human rights standards relevant to their work.
- Developing trainees' skills in formulating and applying policies required to turn that information into practical behavior.

- Educating participants on their specific role in protecting and promoting human rights, making this part of their behavioral composition in job practice.
- Enhancing the respect of trained officials for human dignity and basic human rights, and reinforcing their belief in them.
- Encouraging and reinforcing the spirit of legality and compliance with international human rights standards among trainees.
- Preparing highly trained human rights personnel capable of training others (training for trainers ToT).

The general objective is to make the trainees' actions fall within the framework of commitment to human rights rules and instill the need to respect them in their conscience and awareness.

Third: Training Standards

Since human rights are a flexible idea that is broad enough to encompass all societies without often considering the specificity, moral, ethical, and religious features of some societies, training on human rights must be relative rather than absolute, taking into account the following standards:

- Linking human rights training to the original values of Egyptian society.
- Focusing on practical reality.
- Overcoming ideological and sectarian differences, and focusing on fundamental rights.

Accordingly:

The Training Committee carried out a number of training courses in the governorates, which can be demonstrated in the table below:

	Target group/organization	Date	Number of Participants and Place of Training
1	Fayoum Governorate / Debt Workers, Human Rights Units, Citizen Services, and Technology Centers	February 13 th to 15 th 2024	52 participants/Fayoum Governorate
2	Fayoum Governorate / Completion of the first round Equal Opportunity Units - and Human Rights Units – and their affiliated directorates	February 27 th to 29 th , 2024	80 participants / Fayoum Governorate
3	Cairo Governorate / District Heads	June 8 th ,2024	33 participants / at NCHR's headquarters in the compound

4	Cairo Governorate / To the Directors of Departments in the General Diwan - Human Rights Unit	September 16 th to 17 th , 2024	27 participants / Council headquarters in the gathering
5	Port Said Governorate/Human Rights Unit Workers -Citizen Services - Technology Centers - Equal Opportunities Unit	Group 1: September 23-24, 2024. Group 2: September 25-26, 2024.	Group 1 : 22 participants Group 2: 22 participants /in Port Said Governorate
6	New Valley Governorate / Human Rights Unit Workers- Citizen Services - Technology Centers - Equal Opportunities Unit.	Group 1: October 27-28, 2024. Group 2: October 29-30, 2024	Group 1: 18 participants Group 2: 15 participants /New Valley Governorate
7	Damietta Governorate / Human Rights Unit Staff -Citizen Services - Technology Centers - Equal Opportunities Unit - Housing Directorate	Group 1: November 18-19, 2024 Group 2: November 20-21, 2024	20 participants 26 participants Damietta Governorate
8	Ismailia Governorate / Human Rights Unit Workers- Citizen Services - Technology Centers - Equal Opportunities Unit	Group 1: December 23-24, 2024 Group 2: December 25-26, 2024	Group 1: 25 participants Group 2: 22 participants/ Ismailia Governorate
9	Luxor Governorate / General Diwan Employees - Human Rights Units -Citizen Services - Technology Centers - Equal Opportunities Unit	Group 1: January 20-21, 2025 Group 2: January 22-23, 2025	Group 1: 23 participants Group 2: 23 participants Luxor Governorate
10	Cairo Governorate / Directorates (Youth and Sports - Supply - Solidarity - Education) Human Rights Units	February 4 th to 5 th , 2025	28 participants Council headquarters in the Fifth Settlement

11	Cairo Governorate / Human Rights Units - Governor's Technical Office - Citizen Services - Technology Centers.	February 11 th to 12 th , 2025	20 participants At NCHR's headquarters in the Fifth Settlement.
----	---	--	--

Fourth: Training Content

- Introduction to the work scope of NCHR and its mandate (vision, competencies, activities).
- What are Human Rights? (definition – characteristics – origin – historical development – sources).
- International Bill of Human Rights and its components (Universal Declaration of Human Rights – International Covenant on Civil and Political Rights (ICCPR) – International Covenant on Economic, Social and Cultural Rights ICESCR).
- NCHR's mechanisms for handling complaints.
- National Strategy for Human Rights (historical overview – vision – pillars – general principles).
- Convention on the Rights of Persons with Disabilities (definition – rights – obligations – societal obstacles).
- Convention on the Elimination of All Forms of Discrimination Against Women (definition – reservations – Egyptian Constitution and women's rights).
- Sustainable Development Goals and their relation to human rights.
- Challenges facing human rights at national and international levels.
- Training evaluation by trainees through an evaluation form.
-

Fifth: Training Methods and Aids

Trainers used various training methods including discussion, brainstorming, and group work. Training aids included PowerPoint, flip charts, and colored pens.

Sixth: Results

- Enhancing awareness of human rights in society.
- Educating participants on basic human rights.
- Enhancing participants' skills in the field of human rights.

Seventh: Recommendations

- Organize periodic training courses for the State's Administrative Apparatus to enhance human rights awareness and build employee capacity
- Enhance cooperation with non-governmental organizations in the field of human rights.
- Organize training courses for youth entities to spread a culture of human rights.