



Human Rights-based Approach and Results-based Management Workshop

Programming skill building to help UN programme staff to formulate, deliver and monitor & evaluate effective UN development assistance at the country level

Course Overview

Human Rights-based Approach (HRBA) and Results-based Management (RBM) Workshop is designed for UN programme staff who seek to advance their skills to effectively apply HRBA and RBM tools and principles to their daily work, especially for the UN Common Country Programming Process. The course uses exercises drawn directly from UN programming processes in various countries, and offers opportunities for participants to learn and internalise these two critical and complementary approaches whose importance have been increasingly recognised in the UN system.

One of the characteristics of this course is that we focus on the linkages between HRBA and RBM. As we emphasise the linkages and complementarities between the two, participants will be able to learn more holistic and effective programming tools.

Course Objectives

- Increase understanding of the UN system-wide theories and practice on HRBA and RBM, particularly for the UN programming processes.
- Provide opportunities for UN programme staff in different duty stations to discuss opportunities and challenges in applying HRBA & RBA tools and principles to the UN programming process and learn from each other.

Performance Outcomes

By the end of the course, participants will:

- Be able to make use of causality analysis and apply rights-based programming in supporting UN programming processes
- Be able to apply the acquired RBM skills to UN programming processes
- Be able to explain the linkages/complementarities between HRBA and RBM
- Have developed an action plan on how to use the acquired skills in their programming processes

Course Offering Schedule, Costs and Logistics

Course enrolment will be limited to 40 participants to maximize the interaction among participants and course instructors, including group work. Certificates of attendance from the UN System Staff College will be awarded to participants who complete the course. The **course fee of 1500 EURO per participant** covers the following:

- Four and half days of skills training with a balance of presentations, skills development, group work on case studies and exercises.
- All course materials including copies of presentations, and additional resource materials and contacts.
- Coffee/tea break during the sessions

Training Team

Training Team will consist of UNSSC-trained facilitators and resource persons, who have extensive experience in supporting UN Country Teams and their staff in their common country programming process.

- **Feedback from a Workshop Participant-**

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This course was relevant to my work. Sessions were challenging, prompting me to reflect on my professional experience; much group work was used; and presentations were dynamic and practical. In giving me a better understanding of HRBA and how to apply it in my work, in particular in relation to RBM, it is helping me support COs more effectively.”

By Rustam Pulatov, UNDP Regional Centre, Bratislava

For further information contact: skills@unssc.org.