

United Nations Human Rights Council Training Programme

Course Syllabus

12 September – 02 October 2022



UNITAR

The United Nations Institute for Training and Research (UNITAR) was established in 1963 as an autonomous body within the United Nations with the purpose of enhancing the effectiveness of the work of the UN and its Member States.

UNITAR designs and conducts close to 500 different training and knowledge sharing events per year for some 50,000 beneficiaries worldwide. Activities include diplomats, other government officials, nongovernmental representatives, local authorities and other stakeholders.

At the heart of UNITAR, the Division for Multilateral Diplomacy (DMD) delivers training and support workshops to address the needs of these international actors. DMD's activities cover a wide range of policy domains, including training on the United Nations system and skills development.

PURPOSE

UNITAR is delighted to offer the third edition of the Human Rights Council Training Programme. This course will run in parallel to the real UN Human Rights Council in Geneva and aims at providing participants with in-depth knowledge and the functioning of the UN's key body to promote them.

In line with UNITAR's mandate, this programme aspires to enhance participants' knowledge and skills in the areas of human rights and international affairs. This will empower them to take on leadership roles in their respective environments and continue to promote the respect for human rights in the world.

UNITAR further intends to strengthen the participants' conviction of the principles enshrined in the UN Charter, especially human rights. It lastly aspires to give its participants the opportunity to gain valuable insights into possible employment opportunities in the United Nations system.



METHODOLOGY

The Human Rights Council Training Programme will be run from UNITAR's e-Learning platform, where announcements and relevant links to activities will be posted. In addition to the live components, the platform will contain online reading material, interactive quizzes which participants can study anytime.

The Human Rights Council Training Programme is created and facilitated by senior experts working at UN agencies. In addition to these experts, UNITAR staff assists in the organizational aspects of the course and stands ready to interact with participants on a daily basis.

UNITAR online trainings are for the most part asynchronous, placing emphasis on self-paced learning. In this programme, a series of live online events at fixed times are incorporated. The Human Rights Council Training Programme contains the following components:

➤ **Live Webinars**

Live-webinars primarily focus on knowledge-transfer and allow participants to directly interact with the experts and UNITAR staff regarding the specific content under discussion

➤ **E-Workshops**

Focussed on skills development, e-Workshops contain simulation exercises, group discussions and similar other interactive online elements

➤ **Virtual Guided Tours**

Participants will be able to get to know high-profile UN buildings such as the Palace of Nations or other UN agencies' headquarters through live-streamed guided tours

➤ **Reading Material**

Compulsory reading material teaching the basic concepts of the course's subject-matter, delivered both through the interactive software Articulate Storyline and a downloadable PDF

➤ **Discussion Boards**

Participants are able to exchange their views and lessons learned with UN experts directly by answering their questions in writing and engaging into a discussion with peers;

➤ **Assessment Quizzes**

Assessment quizzes at the end of each module. To be eligible for the course certificate, a passing grade of 80% on these quizzes is required;

➤ **Career Coaching**

Online career-coaching sessions, in which participants learn in live-webinars with UN experts about the UN system and practice in mock-job interviews for a potential selection process.



CONTENT

UNITAR is delighted to offer the very first edition of the UN Human Rights Council Training Programme. It will be implemented from 12 September to 02 October 2022 and consists of the following components:

1) E-Learning Modules

The Programme's backbone will be three e-Learning modules on UNITAR's virtual platform. In each module, a UN expert stands ready to engage with participants in writing in the Discussion Board Forum.

12 September – 18 September 2022:	Module 1 – The United Nations
19 September – 25 September 2022:	Module 2 – Conference Diplomacy
26 September – 02 October 2022:	Module 3 – HR, Climate Change, and the SDGs

2) Live Components

The e-Learning modules will be complemented by a series of live components with UN experts. These will be delivered through the software Zoom and include sessions of various lengths and formats:

Mo, 12 Sep, 2.00 PM – 5.30 PM:	3 hr e-workshop	Introduction to UN and Human Rights
We, 14 Sep, 2.00 PM – 5.30 PM:	3 hr e-workshop	UN System and Humanitarian Intervention
Fri, 16 Sep, 2.00 PM – 5.30 PM:	3 hr e-workshop	Conference Diplomacy
Tu, 20 Sep, 2.00 PM – 3.30 PM:	1.5 hr live-webinar	Genesis and Politics of HRC
Tu, 20 Sep, 4.00 PM – 5.30 PM:	1.5 hr live-webinar	Outlook to Forthcoming HRC51
Th, 22 Sep, 2.00 PM – 5.30 PM:	3 hr e-workshop	Negotiation Skills and Techniques
Fri, 23 Sep, 2.00 PM – 3.30 PM:	1.5 hr live-webinar	The OHCHR and the Treaty Bodies
Fri, 23 Sep, 4.00 PM – 5.30 PM:	1.5 hr live-webinar	Intro to UN Career Development
Mo, 26 Sep, 2.00 PM – 3.30 PM:	1.5 hr live-webinar	The Sustainable Development Goals
Mo, 26 Sep, 4.00 PM – 5.30 PM:	1.5 hr live-webinar	Human Rights and Digital Skills
We, 28 Sep, 2.00 PM – 5.30 PM:	3 hr e-workshop	Leadership Skills for a UN Career
Fri, 30 Sep, 2.00 PM – 3.30 PM:	1.5 hr live-webinar	The HRC in a Changing World
Fri, 30 Sep, 4.00 PM -- 5.30 PM:	1.5 hr live webinar	Final Reflection & Closing Ceremony

(All times are indicated in **Geneva local time**. The Zoom Links will be put on the virtual platform)

WORKLOAD

The overall workload during the three week-long course is between 40 – 45 hours. Distributed across the two main elements of the training programme, the estimated workload is shown below. Please note that this is an estimate and students are free to spend more time or less with these components:

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|-----------------------|--------------------|---------------------|
| 1) e-Learning Modules | → 6 hours per week | → 18 hours in total |
| 2) Live Components | → 9 hours per week | → 27 hours in total |

Please see below one possible suggested schedule to distribute the workload evenly through the week:

	Monday	Tuesday	Wednesday	Thursday	Friday
10.30 – 12.00	Studying of Online Material	Studying of Online Material	-	Studying of Online Material	Studying of Online Material
Lunch Break					
14.00 – 15.30	Live Component	-	Live Component	-	Live Component
Coffee Break					
16.00 – 17.30	Live Component	-	Live Component	-	Live Component



LEARNING GOALS

The Human Rights Council Training Programme aims to provide participants with the knowledge, skills and attitudes to understand the inner workings of the Human Rights Council and situate them within the broader context of the UN system. After completion of the course, participants should be able to:

- Examine key activities and procedures of the UN Human Rights Council
- Identify vital components of the United Nations System and its agencies
- Demonstrate core diplomatic skills in negotiation and drafting resolutions
- Develop essential knowledge and skills to achieve professional growth
- Adapt values and principles enshrined in the United Nations Charter



E-LEARNING PLATFORM

The e-Learning component will be delivered via the e-Learning platform Moodle (please see the course *User's Guide* for instructions on using this platform). This pedagogical tool will help the student meet the course's learning objectives through a self-paced study routine.

Materials will not be posted on the platform all at once. Instead, they will be made available on a rolling basis, being posted online every seven days. This allows the participants to exclusively focus on the module at hand. Already completed modules will stay on the platform until after the course.

The modules mostly contain the same structural elements:

- Introduction Video
- PDF Version of the Content
- Interactive Articulate Storyline Lessons
- Complementary Videos
- Discussion Board
- Assessment Quizzes
- Live Components

COMPLETION REQUIREMENTS

Participants are eligible for a certificate of completion after successfully fulfilling the below requirements. Participants who fail to fulfil these requirements will receive a certificate of participation of lesser value.

- **Passing the multiple-choice assessments;** each module will feature an assessment quiz about its content. It contains 10-20 questions, and passing the module requires at least 80% of the questions correctly answered. You may take the test up to three times and your best attempt counts.
- **Participation in the discussion board forums;** the course moderators will post questions on every module, which participants are supposed to engage with. Your posts will be evaluated according to both quantity and quality (e.g., content relevance and contribution to overall discussion).
- **Playing an active role in the live-components;** during the webinars and e-workshops, participants will have many opportunities to ask questions or to actively engage in interactive exercises. Besides the chat function, participants are encouraged to unmute themselves and ask questions directly.

Before moving to the next module, you should: **(a)** read the core module text, **(b)** participate in the discussion board forum and **(c)** pass the module's assessment quiz. Given the difficulties for some participants to be present all the time, please note that **you are permitted to miss no more than 3 live-webinars without penalties in attaining your Certificate of Completion.**

Participants with outstanding results in the above three categories will have the opportunity to ask for an official letter of recommendation from UNITAR alongside the certificate of completion.



EXPERT BIOGRAPHIES



Mr. Jerome Bellion-Jourdan, expert for the UN Human Rights Council, joined in September 2019 the Graduate Institute's Global Governance Centre in Geneva as a Senior Fellow in Residence to explore the potential for an "international negotiation platform" to connect the different worlds of negotiation/negotiators, an idea he first shared publicly at the first World Negotiation Day at the Palais des Nations. He has also been called by UNITAR and other organisations to design and lead trainings in negotiation skills and techniques.

His expertise in negotiation draws from his experience as a diplomat and negotiator for the European Union at the multilateral level and notably in the United Nations Human Rights Council. For nearly 9 years (2010 to 2019), he has

led negotiations on Business and Human Rights and on other thematic issues (impact of arms transfers on human rights, management of hazardous substances and wastes, right to development, sexual orientation and gender identity) as well as country situations.

Prior to Geneva, Jerome Bellion-Jourdan was posted with the European Commission in Cairo (2004-2006) and Jerusalem (2007-2010). He also served as an Arabic-speaking detention delegate with the International Committee of the Red Cross (2006-2007) and as a researcher on Middle East and North Africa at the International Secretariat of Amnesty International in London (2001 to 2004).

Jerome Bellion-Jourdan holds a Ph.D in Political Science of Sciences Po. Paris and sits on the Board of Directors of Sciences Po. Grenoble since 2017. In a private capacity, he authored "The Charitable Crescent. Politics of Aid in the Muslim World" (IB Tauris, 2009) with Jonathan Benthall and, on his own, several other publications.



Ms. Marie-José Astre-Démoulin, expert for leadership skills and UN career development, worked for 15 years in the Staff Development and Learning Section of the United Nations Office in Geneva (UNOG).

She delivered workshops linked with conflict resolution, interpersonal skills and performance management to UN staff members. She conducted team building sessions and assisted managers faced with difficult situations across continents.

Marie-José also developed and delivered activities linked with career development: CV writing and interviewing skills. Overtime, she became a lead trainer for HR officers and managers at the United Nations Office at Geneva sitting in recruitment panels.

She is now a consultant and a coach. Her clients include private companies, international organizations and universities. In addition, she acts as an expert for Cross-Cultural Communication issues in the *Museum of Communication* in Bern.



Mr. Jérôme L'host, expert for negotiation skills, is a dedicated senior consultant based in Geneva and Moscow, working internationally with both private and public sectors.

Mr. L'host attended the University of Savoie where he studied Public Administration & Economics (AES). Mr. L'host is a certified Myers-Briggs Type Indicator (MBTI) Coach, a UN-certified coach and trainer, as well as a Synaps-certified, and LSA (Leadership Style Analysis) Coach.

Prior to establishing himself as an Independent Consultant in 2009, Mr. L'host was a European Board Member and the country manager of both Switzerland and Russia for Dynargie Switzerland SA (International Training & Consulting group), with whom he worked for thirteen years.

Mr. L'host has managed more than 40 large-scale international projects in more than 30 different countries. He is the founder and general manager of *The November Company*, a training and consulting group.



Ms. Alice Richard, trainer for the Sustainable Development Goals, is passionate about driving social impact. Her purpose is to inspire and empower people to take positive action.

A former United Nations staff member, she worked for UNICEF for 14 years, leading product-based fundraising and managing strategic corporate partnerships, before co-founding Co-CREATE ImpACT, an innovative social impact training company.

Co-CREATE ImpACT harnesses the power of play to bring sustainability to life using game-based learning and immersive workshops. She is a certified trainer on the SDG game developed by a Japanese company.

Alice is skilled at combining her experience in the private and non-profit sectors with her knowledge in business and social impact, to develop and deliver powerful training that engages participants in sustainability in an innovative and fun way. She is the first certified facilitator of the 2030 SDGs Game in Switzerland.



Mr. Lars Tillfors, expert for Multilateral Conferences and Diplomacy, is a former Swedish Diplomat with a long experience of both Multilateral and Bilateral Diplomacy and negotiations with postings in New York, Geneva and Washington D.C. as a delegate and international civil servant.

He is experienced in running international and intergovernmental meetings and in interagency affairs as well as managing contacts with Missions and Member States delegates. He has been a consultant for UNITAR for many years and has performed training of Young Diplomats and International Civil Servants in Multilateral Diplomacy and UN negotiations. He is widely admired for his expertise in diplomacy as well as for his warmth and humour.



Ms. Sahra Benseghir, expert in Job Application and Interview skills, is the founder of ActionForPurpose and a Professional Career & Personal Development Coach based in Zürich.

She started her career 12 years ago in Paris (France) working in recruitment. After a couple of years working in Geneva as an IT Recruiter, she moved to Zürich and pursued her professional development in Recruitment consultancies during a few years, before joining the corporate world.

She has been promoted as Head of Global Recruitment at Swarovski where she was responsible for developing the global recruitment strategy and leading more than 40 recruiters worldwide.

Throughout her career, she had the privilege to train hundreds of candidates to optimize their job applications and interview skills for jobs in Switzerland.

She is now an ICF Accredited Professional Coach supporting professionals on their Career and Personal Development. She holds a Master degree in Psychology & HR and has been working in Switzerland for more than 10 years.



Ms. Elodie Tranchez, expert in OHCHR and the Treaty Bodies, is a Human Rights Officer at the Office of the High Commissioner for Human Rights (OHCHR) in Geneva, Switzerland. Her expertise includes the Human Rights Council, OHCHR in general as well as the Treaty Bodies.

Elodie gained her PhD in International Law from Paul Cézanne University in Aix-en-Provence France and has been lecturing on human rights and international law at Webster University for more than seven years.

As smart and highly skilled professional and very warm person, she is able to teach, strategically advice and advocate on human rights - in particular in relation to water.



Mr. Julian Caletti, expert for virtual guided tours, is a young professional at the United Nations Institute for Training and Research (UNITAR). Prior to this post, he worked for three years at the Information Service of the United Nations Office at Geneva (UNOG).

At UNITAR's Division for Multilateral Diplomacy, Julian is primarily responsible for the United Nations Immersion Programme, the Young Leaders Training Programme as well as other field visits to Geneva.

Julian holds a master's degree in international affairs from the Graduate Institute Geneva and a bachelor's degree in liberal arts from the University College Maastricht. He is fluent in German, English, Spanish, French, Portuguese and Chinese.

STUDY PLANNING

Online training, by its very nature, entails the delivery of educational content over the internet. As you will proceed in this course, training materials will be made available to you through UNITAR's e-Learning portal. This course will also provide links to other web resources such as references and documents.

The UNITAR team is available to provide guidance and user information to help you participate and contribute actively to the discussion forums, which are an important requirement for completing this course. You will also have access to course moderators who will animate the discussion board.

The advantages of online training are many. You are able to :

- schedule and pace your learning according to your specific needs
- work from office or home as long as you have a computer with an internet connection
- connect with your fellow participants and instructors through the learning portal

The lack of face-to-face interaction will require more discipline and pro-active planning on your end in order to successfully meet the course's learning objectives. In this regard, it is thus different and distinct from a traditional face-to-face training course.

The course PDF files indicate how long modules last and when materials will be posted online. Note that attending the live components of the course is of course highly recommended, however not mandatory, as it is the participants' responsibility and choice to attend as many as possible.

Although this online course is often asynchronous – meaning that the interaction between you and the trainers or fellow participants will take place with a time delay – it will be important to establish a course study routine that best adapts to your work schedule and other commitments.

TECHNICAL SUPPORT

For any technical issue or coordination matter, you may contact the Multilateral Diplomacy Programme e-Learning Team (MDP e-Learning Team) by sending a message through the UNITAR platform or the Microsoft Teams software.

You may also contact us by email. Email support is available 24/7, and emails will be answered within 24 hours.

DMD e-Learning Team

E-mail: michael.chiribau@unitar.org CC to: multilateralism@unitar.org

Phone: +41 22 917 8716

Office location: Geneva, Switzerland

Phone support hours: 8am to 5pm UTC/GMT