



WATCHMAN

Capacity Building:  
Security and Human Rights

## Capacity Building: VPSHR for Public Security Forces

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The nature of conflict is changing due to growing ethno-religious frictions, increasingly powerful non-state actors, and major socio-economic upheaval. Extreme violence, blurring of battle lines, substantial population displacement and active engagement of foreign private military contractors contribute to the increase in allegations of Human Rights violations by security forces.

Military combat units and law enforcement are not immune from this concern.

Watchman has developed a highly effective training programme on the Voluntary Principles on Security and Human Rights (VPSHR), focused on the real challenges facing soldiers and security personnel in the most challenging environments.

This capacity building training has been delivered with great success and proven effect to specialist elements of the Armed Forces of Mozambique, in Cabo Delgado Province. Follow-on training has been provided to senior command elements.

The programme comprises a powerful, interactive syllabus in multiple languages. Programme content and materials have universal application and can be swiftly and easily extended to military units across the world.

The programme comprises three levels: basic, intermediate and advanced. All stages embed organic capability through Training-of-Trainers. An inbuilt Monitoring and Evaluation component enables enduring oversight to sustain best practice.

**Watchman's methodology ensures effective training delivery even in austere and remote environments.**



## Programme Structure

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The Level 1 Programme is a structured introduction to the VPSHR, aimed at soldiers and NCOs / guards and supervisors who may be required to operate with limited direct supervision and management.

Levels 2 and 3 develop existing understanding of the VPSHR and explore more complex themes and scenarios.

The following modules are at the core of all three levels:

## Human Rights

*Identifies the Human Rights that security forces have the obligation to uphold. Examines common examples where security operations may lead to Human Rights abuse.*

Gender-based Violence

Search Procedures

Treatment of Suspects



## Ethics, Values and Standards

*Identifies the character and conduct required of security forces operating in a host community. Emphasises the responsibility of commanders to lead by example.*

Managing Corruption

Off-duty Conduct

Integrity in Leadership



## Use of Force

*Examines proportionality and the application of force. Emphasises the need for situationally appropriate decision-making, and how restraint enhances community acceptance.*

Protest Management

Use of Lethal Force

Decision Making





# WATCHMAN

*where security meets social responsibility*

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