

**The Civil and
Public Service
& Human Rights
... ensuring
effectiveness
& efficiency**

The Irish Human Rights Commission (IHRC) was established under statute in 2000, to promote and protect the human rights of everyone in Ireland. The human rights that the IHRC is mandated to promote and protect are the rights, liberties and freedoms guaranteed under the Irish Constitution and under international agreements, treaties and conventions to which Ireland is a party.

The IHRC is delighted to offer simple and cost-effective training to support the proactive application of human rights in the daily work of the Civil and Public Service.

To find out more about free human rights training and to order copies of the IHRC Human Rights Guide for the Civil and Public Service, see www.ihrc.ie/training.

Why have Human Rights Training?

1

The Civil and Public Service is committed to human rights principles: Human rights are rooted in respect for the dignity and worth of each person. The core Civil Service values are in keeping with this as set out in *An Introduction to the Irish Civil Service*: Honesty and Integrity, Impartiality, Respect for the Law, Respect for Persons, Diligence, Responsiveness and Accountability.

2

Human rights are law: This legal responsibility to respect human rights applies to **all** state actors regardless of size, sector or location. This stems from the legally binding provisions contained in the Irish Constitution, the European Convention on Human Rights Act 2003, other relevant pieces of legislation and international instruments. Training can support the Civil and Public Service to meet its obligations with respect to human rights.

3

Human rights are everybody's business:

Human rights are not solely an issue for policy-makers, chief executives, or police officers; human rights concerns are relevant from management to front-line staff, and everywhere in between.

4

Human rights benefit staff too:

Rights-respected = staff-satisfied = effective. Having staff training in human rights helps to ensure that the rights of all staff within the workplace are respected. This can have a positive impact on staff morale and can be of tremendous benefit to any organisation. Satisfied employees are likely to be more productive, deliver a higher quality service and stay loyal to the organisation. Quality service which respects the rights of the service-user also results in a better service-user experience.

The IHRC is delivering human rights training tailored to the Civil and Public Service. See **www.ihrc.ie/training** for further information.

Advantages of Human Rights Training

- Enhances business performance and promotes productivity.
- Aids policy formation and implementation.
- Promotes excellence in service delivery.
- Empowers civil and public service workers to know their own rights and those of others.
- Helps to avoid litigation.

“In protecting and respecting human rights, Civil Servants are required to reflect these values in their everyday work and to be aware of human rights legislation in performing their statutory duties.”

*An Introduction to the Irish Civil Service,
Department of Finance, 2008*

www.ihrc.ie/training

Human Rights Education & Training Project

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