



**Training Program for Internship in the training section**

➤ **Description of the document regarding the preparation of a training plan**

During the internship undertaking, the trainee should enhance and deepen their learning skills within the framework of the offered focus areas in a direction determined by their preferences and interest. This document will prove that the trainee has undertaken the training with proper supervision conducive to given objectives.

- **Name of the training institution:** Extraordinary Chambers in the Courts of Cambodia

Website: [Extraordinary Chambers in the Courts of Cambodia \(ECCC\)](http://www.eccc.gov.kh)

Fact Paper: <https://www.eccc.gov.kh/en/publication/eccc-glance>

- **Name of Trainee:** \_\_\_\_\_ **Date:** \_\_\_\_\_

The official working languages of the ECCC are Khmer/English/French. The trainee should be proficient in English, having basic knowledge of law or relevant field or obtained law degree from a law school.

➤ **General description of the training institution (Description of entity)**

The Extraordinary Chambers in the Courts of Cambodia (ECCC) is a hybrid court which was established by an agreement between the United Nations and the Royal Government of Cambodia concerning the prosecution under Cambodian law of crimes committed in the period (17 April 1975 and 6 January 1979) during the Democratic Kampuchea regime and receives technical assistance through the United Nations Assistance to the Khmer Rouge Trials (UNAKRT). The court is also informally known as the Khmer Rouge Tribunal or the Cambodia Tribunal. The tribunal’s mandate is to trial the senior leaders of the Democratic Kampuchea and those most responsible for the crimes and serious violations of Cambodian penal law, international humanitarian law and customs, and international conventions recognised by Cambodia.

➤ **Knowledge of legal materials which is necessary or useful for the legal practice during the training period (area of law)**

The trainees must have a fundamental understanding of international law, international humanitarian law, and international criminal law as well as international human rights protection, particularly in any of the following:

- Cambodian Criminal Code Procedure and Criminal Code
- General guidelines on the conduct of legal criminal proceedings
- UN human rights mechanisms (including the International Covenant on Civil and Political Rights and the International Covenant on Economic, Social and Cultural Rights)
- Understanding of national & international legal frameworks (protection of victims/survivors in criminal investigations and court proceedings)
- Prior understanding of Cambodian law and civil law is beneficial for an in-depth appreciation of the legal compendium of the ECCC.
- Understanding of local and cultural context, particularly related to Cambodian legal system and court proceedings and court management is useful.

➤ **Description of the practical forms of activity for the trainee (area of activity)**

The trainee will be introduced to the ECCC casefiles 001, 002, 003 and 004 in order to then deal with the documents independently. The court's active judicial proceedings concluded in December 2022 with the issuance of the Appeal Judgment in Case 002/02 against KHIEU Samphân (in Khmer and English) and a French translation notified on 30 January 2023. However, the ECCC will continue residual functions for an initial period of three years (2023-2025) during which it will review applications and proceedings for revision of final judgements, the protections of victims and witnesses, supervising the enforcement of sentences as well as declassification of court documents that are currently classified as Confidential or Strictly Confidential in order to inform the public and to bolster the ECCC's legacy during its 15 years of operations. The trainee would be tasked with conducting research with national/international partners in order to produce articles of a few dozens of pages and make presentations on the topics listed in the table below.

In this capacity, the trainee would be expected to make recommendations and compose independent texts from a legal viewpoint concerning dissemination of information - the history, non-legal activities (administrative issues, court policy), outreach (victims support section), and residual functions. It is also conceivable that the trainee will independently develop approaches to the form in which the processed information can be made accessible to the public

(e.g. within the framework of a memorial centre). In addition, the trainee will hold presentations about her findings both internally within the court and externally to interested organizations or students and their supervisors. The trainees will assist in advice on coaching international humanitarian law to the moot court competitors, as the ECCC will host the events on its premises upon completion by the end of 2023.

➤ **The manner of the trainee's involvement in the training institution and in the supervisor's everyday practice (way of integration)**

The supervisor will accompany the trainee to appointments such as outreach activities, tours to crime sites or Toul Sleng museum in coordination with public affair, and participation in the committee in charge of supervising moot court submissions and competitions, meetings, seminars, or trainings with relevant units focusing on victim reparations. The trainee will also be involved in the supervisor's tasks and will take part in team meetings. The trainee is expected to work 4-5 days per week in the premises of the court in order to maintain contact and have accessibility with other colleagues of the organization (spatial integration).

➤ **Timeline and Performance**

Dates and Activity	Objective	Note
<b>Week 1</b>	<b>Orientation</b>	
<p><b>Introductory section</b> with the aim of providing an overview of the organizational structure as well as an introduction to the tasks and functions of the training institution and informing about the training process, including:</p> <ul style="list-style-type: none"> <li>• Introduction to colleagues</li> <li>• Introduction to the fields of activity of the ECCC</li> <li>• Familiarisation with the workplace</li> <li>• Familiarisation with basic documents and learning skills (legal and non-legal)</li> </ul>		
<b>Week (2 – 10)</b>	<b>Introduction to core activities and the ECCC Case Files</b>	
<p><b>Reading and annotating</b> of court documents and cases 001, 002, 003 and 004 of the ECCC for the purpose of:</p>	<p>The main section with the aim of familiarising the trainee with the</p>	<p><b><u>(In every two weeks, the interns will meet and brief</u></b></p>

<ul style="list-style-type: none"> <li>• Embracing general understanding of the court documents (history of Khmer Rouge, ECCC establishment, introductory submissions, appeal briefs, responses and replies by parties, trial judgements, appeal judgements, decisions or consideration, orders by the Chambers), ECCC strategies, policy, and court system from pre-trial stage and beyond</li> <li>• Its mandate and functions - Uniqueness (Domestic Court System regarding the International Standard)</li> <li>• The court's structure (investigative/prosecutorial), ECCC Law, ECCC Internal Rules etc.</li> <li>• Crimes under its jurisdiction (personal, temporal and subject matter)</li> <li>• Its operations (legal and evidentiary case analysis and investigations, arrests and suspect/accused rights, case process from OCIJ, PTC, TC, and SCC) to point of issuance of appeal judgments and mechanism for review of judgments.</li> <li>• Victims' participation in proceedings</li> <li>• Participating internal meetings with relevant units</li> <li>• Assisting with drafting memos, applications, translation, and minute taken</li> <li>• Potential support with the establishment of a Moot Court</li> </ul>	<p>practical work of the training institution in some representative areas of activity and giving them the opportunity to practice their own practical work.</p> <p>Take part in the ECCC's public outreach activities, including briefings and meetings with civil parties, witnesses, and victims of the Khmer Rouge</p>	<p><b><u>the supervisor about the assignment for updating</u></b></p>
<p align="center"><b>Week (11 – 24)</b></p>	<p><b>Assist the Trainee to Acquire practical Skills</b></p>	
<p>Independent preparation of <b>summaries</b>:</p> <ul style="list-style-type: none"> <li>- The novelty of civil party's standing in the proceedings as a party before the ECCC and comparison with the standing in other tribunals (ICC, ICTY, ICTR etc.)</li> <li>- Fair trial rights of the accused applied before the ECCC and the impacts on the practices before the domestic court</li> <li>- Sexual violence – gender based, male victims</li> <li>- The termination of the proceedings against the accused (Noun Chea, Im</li> </ul>	<p>Conduct research and contribute <b>writing</b> and other outputs on legal and non-legal aspects of the ECCC's operations, jurisprudence and legacy, for dissemination</p>	

<p>Chaem, Yim Tith, Ao An ...)</p> <ul style="list-style-type: none"> <li>- How the tribunal would give effects to the domestic court system in terms of justice administration etc.,</li> <li>- How legal traditions shape the work of the Tribunal - common and civil law traditions, focusing on the conceptual and procedural differences, as well as the practicalities that occasionally cause friction between adjudicators and practitioners, such as judges, prosecutors, defense counsel, and other lawyers.</li> <li>- Real time challenges in the practice of international criminal law at the ECCC i.e., translation and interpretation into language with limited specialized legal terminology.</li> <li>- Importance, effect, and implementation of moral reparations that form part and parcel of judicial decisions i.e., judgments.</li> <li>- Importance of equality of arms in the practice of ICL at the ECCC.</li> <li>- the importance of residual phase ensuring that the public is aware of the court proceeding including the significance of reclassifying judicial records to inform the public and bolster the ECCC's legacy during the last 15 years.</li> </ul>		
<p><b>Feedback and presentation</b> regarding their written research of the collection of ECCC documents regarding the impacts of genocides, grave breaches Geneva conventions, ICCPR and International Humanitarian Laws, crimes against humanity, especially crime of persecution on the religions (Cham, Buddhism), cultural awareness, gender etc.</p>	<p>Final stage in which the trainee has to apply what she has learned during the training, using the experience gained, in as independent an activity as possible, in order to enable the supervisor of the elective station to assess whether and to what extent the trainee is familiar with the field of activity of the training centre.</p>	

	<b>Feedback from Trainee</b>	(It is in this context that professionalism and skills have been exposed. I have observed that he/she has been knowledgeable of his assignment, hard-working, reliable and his/her integrity has been beyond reproach. He/she always demonstrated the ability to interact with his associates and his/her pleasant disposition made him/her a popular individual.)
<b>The End of terms (three months or six months)</b>		
Evaluation, documentation, and handover of issues to the supervisors		
<b>Name, function, signature, and comments of the responsible supervisor</b>	<b>Name:</b>  <b>Position:</b>  <b>Signature:</b>	(Example: His contribution and assistance to the daily routine of the institution, and also at times of heavy workload such as ... was outstanding. His ability to work under pressure impressed his peers and immediate supervisors. Under my supervision, I found that he/she has proved his ability and commitment in every appreciative terms. I am convinced at the very early stages of his/her engagement with ECCC that he/she was a very cable and energetic individual who could be relied upon to on the challenges the institution demands).