



**អង្គជំនុំជម្រះវិសាមញ្ញក្នុងតុលាការកម្ពុជា**  
 Extraordinary Chambers in the Courts of Cambodia  
 Chambres extraordinaires au sein des tribunaux cambodgiens

**ព្រះរាជាណាចក្រកម្ពុជា**  
**ជាតិ សាសនា ព្រះមហាក្សត្រ**

Kingdom of Cambodia  
 Nation Religion King  
 Royaume du Cambodge  
 Nation Religion Roi

**TERMS OF REFERENCE**

**Project:** “Promoting Gender Equality and Improving Access to Justice for Females Survivors and Victims of Gender-Based Violence under the Khmer Rouge Regime”

**Background**

The Extraordinary Chambers in the Courts of Cambodia (ECCC) is a special Cambodian court which receives international assistance through the United Nations Assistance to the Khmer Rouge Trials (UNAKRT). The court currently prosecutes the leaders of the Democratic Kampuchea that ruled the country from 1975 to 1979. One of the major innovations of the Extraordinary Chambers in the Courts of Cambodia (ECCC) is the enhanced recognition of Victims in its proceedings.

Developments of other initiatives dealing with past violations by the civil society have so far evolved around the Tribunal. Recently, the Victims Support Section (VSS) of the ECCC has been granted a 3-year joint project funded by the UN Trust Fund to End Violence Against Women with a local non-governmental organization, namely Transcultural Psychosocial Organization (TPO Cambodia) to carry out a wide variety of activities including gender-sensitivity training, regional and national women hearings, public forums, radio-call-in shows, vocational training, civil parties’ participation in the ECCC hearings, legal representation, and general awareness raising on violence against women committed during the Khmer Rouge regime.

**Overall Purpose of the Consultancy**

The Victims Support Section seeks national or international consultant who is based in Cambodia. The key strategy of this consultancy intends to strengthen the capacities of institutions that form part of transitional justice mechanisms in order to ensure that women’s perspectives are included in all stages of their work. This training mainly aims to increase their knowledge on gender-sensitive judicial, non-judicial measure and psychological aspects.

The consultant is expected to identify other trainer(s) to cover proposed training topics outside his/her expertise. He/she will be fully responsible for the preparations and implementation of 2 separate training for 2 different target groups:

**a. Training for ECCC's and NGOs management staff:**

One day training targets 40 ECCC's and NGOs' staff who is currently working on outreach and project management. The workshop on gender-sensitivity in project management aims to strengthen gender capacities and increase knowledge on gender-sensitive among management staffs, in particular how gender perspective could integrate into all stages of the project designing, implementing and include the understanding of psychological state of mind of their clients and self-care so that they can be aware of and well-designed when setting up program in responding to the needs of their GBV clients.

**b. Training for ECCC's legal staff:**

One day training targets around 45 jurists from all ECCC offices, including all Chambers, Office of the Co-Prosecutors, Defense Support Unit, Lead-Co-Lawyers, and Civil Party Lawyers. This training will focus on how to engage gender issues in juridical transitional justice mechanism and improve gender-sensitivity techniques involving with interviewing, preparing GBV witnesses, effective evidences collection and investigation process, in particular how to address sexual violence against women such in the ECCC's proceedings and examples of lesson learn from other tribunal with similar context. Awareness of psychological perspectives and self-care among legal staff are also included.

***Activities to be undertaken***

The consultant is expected to be fully in charge for all stages of the training and work in close cooperation with his or her co-trainers. The tasks include the following:

- Establishing contents and methodologies for the training;
- Designing training materials and handouts for participants;
- Conducting, coordinating and facilitating trainings;
- Evaluating training and making recommendations for further steps;
- Documenting training results.

The Victims Support Section and its partner organization will provide assistance for organizational duties (e.g. venue booking, hire translator, additional required equipment) and also facilitate contacts to stakeholders and invite participants.

## **Outputs**

The consultant is expected to deliver the following outputs:

- *Final training concept paper and action plan*: 2 weeks prior to the training;
- *Final materials and handout*: 2 weeks prior to the training;
- *Contacting other trainers*: 1 week prior to the training;
- *Final evaluation questionnaire (pre and post-test)*: 1 week prior to the training;
- *Final training report with specific recommendations*: 4 weeks after the training;

## **Duration of Assignment**

The training is scheduled to take place in mid-December 2016. The overall duration of the consultancy covers a total of 20 days.

### **Remuneration:**

The consultation fee is 8,000 USD including costs of consultant's fees, travel, and communications.

### **Payment Schedule:**

- 30% upon submission of a final training action plan
- 40% upon submission of final training agenda, training materials
- 30% upon submission of a final training report

## **Required Qualifications/Experience**

The consultant should fulfil the following criteria:

- Ph. D or Master's degree or equivalent in law, criminal justice or any related fields;
- Minimum of 5 years experiences in the field of international criminal law, transitional justice, and/or peace building;
- Expertise on gender issues, in particular with regard to women in post-conflict societies, gender-based violence and women in peace processes;
- Excellent pedagogical skills proven through previous teaching or training experience, in particular capability to use participatory approaches;
- Fluency in spoken and written English;
- Familiarity with Cambodian and/or Asian context