



**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**

**Capacity Building on Gender Sensitivity in Transitional Justice Process**

**Background**

The Victims Support Section (VSS) of the Extraordinary Chambers in the Courts of Cambodia (ECCC) is implementing the above-mentioned project in cooperation with the local non-governmental organizations (NGO) Cambodian Defenders Project (CDP) and Transcultural Psychosocial Organization (TPO).

Being a hybrid-international tribunal trying the leaders of the communist regime that ruled the country from 1975 to 1979 and caused the death of more than 1.5 Million people, the ECCC is the main transitional justice institution in Cambodia today. Other initiatives in the civil society dealing with the past violations have evolved around the Tribunal. The objective of this cooperation between the ECCC and NGOs is to fully and meaningfully involve women in the on-going transitional justice process in Cambodia.

**Overall Purpose of the Consultancy**

One of the key strategies intends to strengthen the capacities of institutions that form part of transitional justice mechanisms (ECCC and civil society organizations) to ensure that women’s perspectives are included in all stages of their work. The aim is to increase their knowledge on gender-sensitive judicial and non-judicial measures.

The consultancy covers the preparations and implementation of 2 separate training for 2 different target groups.

**a) Follow-up training for Legal Staff**

The training targets around 40 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 such as the ECCC, in particular how to address violence against women and how to include a gender perspective when setting up reparations.

**b) Follow-up training for ECCC Outreach staff and NGO staff**

The training targets around 40 staff members of organizations working on outreach, including VSS, WESU, PAS and Outreach NGOs. The main focus will lie on the how to engage women in transitional justice approaches outside of the court, in particular how to address women, how to empower

women by using outreach, how to engage other stakeholders in the support of women and the fight against violence against women.

### **Key Results**

The key strategies to achieve this goal are:

- Participation in trial;
- Institutional and community gender capacity building;
- Psycho-social interventions and support;
- Truth seeking and truth telling;
- Documentation and awareness raising.

### **Activities to be undertaken**

The consultant is expected to be in charge for all stages of the training, including:

- Establishing content and methodology of the trainings;
- Designing training material and hand-out;
- Conducting and facilitating both trainings;
- Documenting results;
- Evaluating training and recommending further steps.

VSS and its partner organizations will provide assistance for organizational duties (e.g venue, translation), facilitate contacts to stakeholders and invite participants.

### **Outputs**

The consultant is expected to deliver the following outputs:

- Training concept and program 2 weeks prior to the training;
- Training material and hand-outs 1 week prior to the training;
- Evaluation questionnaire 1 week prior to the training;
- Final report with recommendations within 3 weeks after the training.

### **Duration of assignment**

The trainings are scheduled to take place in **September 2013**. The overall duration of the consultancy covers a total of **10 working days including**

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|---------------------------------|--------|
| • Preparation                   | 3 days |
| • Training                      | 2 days |
| • Evaluation and report writing | 5 day  |

## ***Required Qualifications/Experience***

### **Remuneration**

VSS offer the consultant a lum-sum package in these trainings.

### **Expected Profile**

The consultants recruited for this position should fulfill the following profile:

- Master degree or equivalent in law, political science, social science or any other related field;
- Minimum of 5 years work experience 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 methods;
- Fluency in spoken and written English;
- Familiarity with Cambodian and/or Asian context is a plus.