

Human Rights and Eradication of Violence Organization (HREVO)

Job announcement

Announcing date: July, 04, 2021

Closing Date: July, 10, 2021

About HREVO

HREVO is an independent, non-for-profit and youth-led Afghan organization founded in 2009. The organization's basic mission is to strive for adhering to the its core values such as advancing human rights, vulnerable groups and peace, rule of law and access to justice.

The HREVO's commitment to promoting further coordination and cooperation among civil society groups has earned it a great deal of respect among all Afghan civil society organizations and also the relevant international NGOs and the donor community. More importantly, over the past eleven years, HREVO has been able to establish a good relationship with local governments and local communities in the provinces and districts where HREVO is active. This relationship has played a crucial role in the successful implementation of numerous projects that HREVO have implemented in some of the remote districts of the country.

HREVO has been able to reach to the far-flung remote areas (directly or through partners) of Afghanistan. The organization has implemented dozens of different projects in the areas of advocacy, rule of law, civic education, access to justice, youth-participation, moot court, peace building and research. As a result, HREVO has established the widest network of grass-root Civil Society Organizations, donors, partners, and committed individuals all over Afghanistan.

Project Overview

Afghanistan judicial system has been continuously questioned by Afghans and international partners regarding assuring the rule of law, accountability and protection of citizens' human rights, leading to diminished trust of citizens. According to Integrity Watch (2018) the judiciary in Afghanistan has the highest rates of bribery and the justice institutions perceived to be the most corrupt. Despite efforts of the National Unity Government to bring reforms in the justice sector, i.e. establishment of Anti-Corruption Criminal Justice Centre (ACJC), development of institutional 5-year strategic plans and amendments of several codes (e.g. Penal Code, Criminal Procedure Code); a tangible change in the sector is perceived missing and many criticize the reforms of being political adhoc actions (e.g. Kabul Bank case).

Rural communities that make up 80% of the Afghan population continue to exist in varying degrees of isolation from the state, turning to traditional/customary justice and largely rejecting the formal system because they perceive it to be slow, expensive, and culturally irrelevant. Armed opposition groups utilize such isolation to prevent the state from building legitimacy. Traditional/customary justice systems also present their own set of difficulties, e.g. in terms of representation and women's and children's rights.

The proposed action (as foreseen in the EU-supported initiative "Incentivizing Justice Sector Reform in Afghanistan") supports the reform processes of the prosecutorial system of the justice sector through two main approaches i.e. 1) increasing access to legal aid to specific vulnerable groups including women and children victims of crimes and victims of corruption-related crimes, and 2) enhancing accountability and transparency of the justice system institutions (specifically AGO) through undertaking their "watchdog function", as reform measures in AGO proceed.

The action directly relates to the justice sector in Afghanistan. The sector presents itself as the core intervention sector of the Call. As stated clearly by the Call, it builds on the EU-supported initiative titled "Incentivizing Justice Sector Reform in Afghanistan" that is agreed with the Attorney General Office (AGO) and supports AGO necessary reform measures as per the recommendations of Independent Joint Anti-Corruption Monitoring and Evaluation Committee (MEC) presented in its special report "Vulnerability to Corruption Assessment (VCA) in the Afghan AGO".

Summary of key deliverables:

1. A set of trainings (2 modules for CBHRCs) must be delivered and completed in accordance to the ToR schedule
2. The training materials should be developed in coordination with project beneficiary and stakeholders and lead partner for review prior to the training.
3. Pre-test and post-test questioner should be shared with HREVO two days before conducting the training.
4. Training session material should cover the ToR annexes requirement.
5. Attendance sheet, photos, work group and other training used material should be shared with HREVO.
6. Learning from every training shall be noted and shared with HREVO.
7. The trainees must be able to perform the maximum knowledge and expertise required to become a human rights protector and advocacy practitioner in the field of training they undertake.
8. Develop interactive and detailed training modules/training session plan and all accompanying background material for the delivery of trainings on capacity building of

service providers on effective legal services in prevention of and response to human rights protection.

9. The training workshop shall include components on the types of legal support services and inter-sectorial collaboration and coordination of various sectors in providing response and ensuring effective prevention also include detrimental effects of human rights violation, short- and long-term consequences.
10. The training should cover the identification and detection of lack of access to justice, reporting, response and inter-sectorial cooperation from participants' view point.
11. Develop a detailed evaluation of the modules/training (s) by the participants so that the training materials can be improved according to the participants' feedback.
12. As part of the training, deliver the training guidelines in addition to content and tools.
13. Develop a report (max. 11 pages) outlining the main opportunities, challenges, remaining needs and suggested way forward for the development of legal services provision for rural areas particularly women, children victims of crimes and victims of corruption related crimes in target provinces. The report should include recommendations for further addressing of weaknesses by-service providers and state bodies.
14. Feedback reports from the participants on the training provided and their whole experience to be completed and shared with HREVO.
15. A certificate to be issued after successfully completing the course endorsed and recognized by HREVO to training attendees.
16. Submission of training final report at the end of set of trainings comprising the salient features of the training activity under this program, suggestions and recommendations emerging from the participants, compilation and an analytical note of the evaluation sheet.
17. Conceptual areas of trainings should grant following bullet points:
 - Training of CBHRC members to actively engage with community members and justice institutions.
 - Training of CBHRC members on their roles and responsibilities within the community, justice sector, protection of human rights (particularly of women, children victims of crimes, victims of corruption related crimes and related and the challenges).
 - Enable CBHRC members to providing meaningful legal advice as well as potential ways to engage with the justice system.
 - Improve capacity of CBHRC members as their role and responsibilities to link communities and justice entities.
 - Role of CBHRC members as community leaders in advocacy to improve justice related service provision in the district and how to engage in justice sector.
 - Increased knowledge of Afghan law, Islamic law, and human rights among beneficiaries of the activity.

- Strengthened and consistent judicial practices related to accessibility, gender-sensitivity, monitoring, accountability, transparency
 - Training materials developed reflecting stronger understanding of the overlap between Islamic law, Afghan law, traditional rights, and the rights of women and children
 - Capable to create communication between actors of formal justice system and community people.
 - Issue based discussion is facilitated between participants of the trainings around legal structures, human rights, gender issues, space of community groups and civil society in justice delivery.
18. The trainer along with project team to make sure that the curriculum and training modules developed, reviewed, and updated in response to emergent learning.
19. The content of trainings should include Islamic philosophies while promoting positive ideas of human right, natural-justice principles and rights protection of the powerless, especially women.

Qualification and requirements of trainers

The trainers with the following experience & qualification to be hired for Bamyan and Dikondi provinces.

Academic and professional background:

- M.A of law from a recognized training center
- Strong professional background providing similar training
- Certified trainer in his/her field of specialty

Relevant work experience:

- Trainers shall have more than 3-5 years of practical solid training experience
- Experience in capacity building programs is required
- Previous access to justice experience is required

Competencies:

- Excellent interpersonal skills
- Cultural sensitivity and commitment to diversity
- Communicates effectively with and relates to people of different cultures, demonstrating an ability to see issues from different perspective
- Dignity and respect for the task along with put value to the deliverables

Assets

- a) Preferably in the promotion of women, children victims of crimes and victims of corruption related crimes access to justice, legal training and national law and policies on formal and informal justice systems.
- b) Experience in the development and provision of support programs for people in rural areas in districts of targeted provinces.
- c) Professional experience in justice, Islamic law/Sharia and human rights programing, including in the development, mainstreaming and implementation of legal/civic laws.
- d) Sound knowledge of international standards/national laws on human rights, access to justice, formal and informal justice systems and related instruments.
- e) Experience in conducting workshop and management, including participatory training approaches;
- f) Knowledge of latest development in best practices related to the topic.
- g) Excellent writing and oral communication skills in Persian and/or any local language.

Evaluation of trainers will be done to criteria which are 1- Technical knowledge, 2- Professional knowledge, 3- adequate experience, 4- work value and impact, 5- efficiency in timely delivery of the service, 6- commitment to the contract agreement and flexibility for better result.

Submission Guideline:

- While sending your CV & Cover letter, please mention the vacancy number and position with the province in the subject line, application received after the closing date and without subject line will not be given consideration. Please include three references from your previous and current supervisors in your CV and make sure that their official email addresses are mentioned in the reference information.
- Only short listed candidates whose application responds to the above criteria will be contacted for written or interview test. Interested candidates should submit their Application Email to: info@hrevo.org and CCed projectmanager@hrevo.org
- Contact: +93 (0) 789138989