Term of Reference for Consultancy Service

To facilitate a three-day capacity-building training for CSOs in Addis Ababa, Amhara, Afar, and SNNPR on the rights and protection of IDPs, the roles of CSOs in conflict resolution, and peacebuilding, and conducting human rights violations Monitoring, Investigation, Documenting, and Reporting.

Background

Ethiopian Human Rights Council (EHRCO) is a non-governmental, non-profit making, non-partisan and membership-based organization legally registered by the Ethiopian civic society Agency with registration number 1146 and is currently working as a human rights civil society. It was established in October 1991 by 32 founding members from academia, business, and other professions. EHRCO is an organization that strives for the establishment of a Democratic system, the prevalence of the Rule of Law, and the respect of Human Rights. EHRCO works in situation monitoring, investigating, and reporting on Ethiopia's human rights situation at its core. Furthermore, EHRCO investigates, documents, and reports on (often serious and widespread) human rights violations and has specialized in targeted monitoring such as prison, trial proceedings, free legal aid, and election monitoring. Additionally, EHRCO is involved in various projects and programs focusing on human rights and issues related to human rights.

EHRCO is well recognized by different local and international organizations. In recognition of EHRCO's contribution over three decades of work in the human rights arena, It has been awarded different awards. In support of that claim, EHRCO is the recipient of the 2022 human rights award from the German section of Amnesty International

The Millennium/DPI joint venture (MDPI) is implementing USAID's Feteh (Justice) Activity in Ethiopia. It is a project designed to support the strengthening of the rule of law in Ethiopia by providing flexible, rapid response technical assistance to select judicial institutions, other constitutionally mandated democratic and human rights institutions, and legal and academic institutions.

EHRCO in collaboration with Feteh (Justice) Activity is implementing an 11-month project under the title of "Advocating for the promotion and protection of the rights of IDPs". The overarching

goal of the project is to promote and protect the rights of IDPs in Ethiopia. The project seeks to systematically advocate based on evidence of the rights and needs of IDPs. It contains several activities ranging from doing assessment research on the current status of IDPs to training different IDP-centered CSOs and social media advocacy.

To this end, EHRCO wants to hire consultants to facilitate **a three-day capacity-building training for CSOs in Amhara, Afar, and SNNPR on the rights and protection of IDPs, the roles of CSOs in conflict resolution and peacebuilding, and conducting human rights violations Monitoring, Investigation, Documenting, and Reporting** and invites all qualified consultants according to the below-specified requirements.

The objective of the Training

CSOs play an important role in assessing, analyzing, and advocating for the betterment of human rights in Ethiopia. Additionally, they are the main role players in keeping the government in check and holding it accountable for all of its actions. This training will assist regional CSOs that work on IDPs and other vulnerable groups on how to achieve a better understanding and working knowledge of IDPs and issues related to them. With being equipped with that, they will be in a better position to assist them to be proficient moving on. This in turn will assist in achieving the overall aim of the project. As a result, in order for CSOs to make a significant contribution toward the protection and promotion of the rights of IDPs and Vulnerable groups, this training will serve as an opportunity to strengthen their capacity.

The capacity-building training will be conducted for three consecutive days in Amhara, Afar, and SNNPR. Based on the objective of the project, three main lesson subjects are chosen on which the CSOs are going to be trained:

1. **The rights and protections of IDPs**

   This is where the participating CSOs receive in-depth training on IDPs and how to assist in the protection of their rights. This aims at equipping these regional CSOs on the rights of IDPs and advocating against their violation when they come across one. Different local and international legal tools and instruments are going to be discussed through different practical examples and exercises. This is a full-day session.

2. **Roles of CSOs in conflict resolution/ peacebuilding**

   This is another one-day session where participating CSOs will be trained on their contribution to building peace and resolving conflicts among the IDPs and their societies having established that a vast portion of recent IDPs is victims of conflicts. Different practical examples and exercises of effective role-playing done by CSOs are going to be discussed along with actionable and practical recommendations on how to do that moving forward.

3. **Monitoring, investigating, documenting, and reporting human rights violations:**

Regional CSOs need to be equipped to monitor and evaluate different human rights violations. They should not necessarily be a CSO that specifically work on human rights for them to monitor and report human rights violations to the mass. To that end, in-depth training will be given regarding how to do so. This will also be a one-day training as well.

Training Expectations

The training should include but is not limited to the following:

- Explanation of detailed terminologies associated with each of the above topics
- Review and explanation of detailed legal frameworks and instruments based on the issues raised;
- Detailed real-life examples of issues related to the topics
- Practical exercises and activities that fit the issues raised
- Etc.… (Consultants can add more content as they see fit)

Duties and Responsibilities:

The consultant is expected to provide the following services:

- Prepare a brief yet detailed training material separately for all three topics that will be used to conduct the training and for participants to take with them for future use;
- Identify the most effective delivery methods and suitable training instruments for trainees to achieve training objectives and measurable outcomes, including appropriate training methodologies (interactive lectures, brainstorming, group work, case studies, and so on);
- Develop a detailed training program for the full three-days training;
- Prepare Pre and Post-training assessments to be used to assess the learning attained by the training (to be filled at the beginning and end of the training respectively);
- Deliver training for 20 representatives of 20 selected CSOs (each CSO will participate with 1 representative);
- Prepare and deliver a final report of training content within **5 (five) days** after the completion of the training. The report should at least address the following topics:
    - Training delivery process
    - Introduction and background
    - The rationale for the training
    - The objective of the training
    - Training note
    - List of materials distributed
        - PPP notes
        - Exercises

        - Additional Materials
    - Participants' evaluation and feedback
    - Pans of activities at the workplace
    - Learnings and future recommendations

Deliverables

- Separate Training manuals (3 Manuals);
- Training plan and agenda for the 3-day advanced training program;
- Separate itinerary for the 3 days;
- Pre and post-training assessment templates;
- Ppt presentations and other training materials to support workshop sessions;
- Delivering the training;
- Writing and submitting the final report.

Period of the service

- The first training (to be held at Amhara Regional State) will be held from **August 9 - 11, 2022**
- The dates of the other 3 trainings will be made known gradually.

Other Terms and conditions

- Consultants or individuals applying can apply to facilitate only one of the topics raised if they want to do so. **If that is what is preferred, It should be clearly indicated while applying.**
- EHRCO will provide transportation and accommodation to the consultants.

Applicant Qualification

Consultant(s) that are interested and qualified in this work are required to have the following qualifications:

A. Bachelors or Master's degree in Human Rights, Sociology, Political Science or related fields, expertise IDPs is an added bonus;
B. Minimum 4 years of experiance for Bachelors and 2 years of experience for master's and exposure to issues related to IDPs;
C. Solid experience and extensive knowledge of International and Ethiopia’s legal system, legal rules, principles, and institutional structures;
D. Proven record of consultancy and training experience working with civil society and CSO capacity-building related issues;
E. Proven working record of designing and delivering comprehensive training programs for CSOs, with different issues;
F. Very good facilitation, communication, and presentation skills;
G. Punctual and trustworthy.

Documentation Required

A. Technical proposal including CV and experience certificate(s);
B. Legal license including TIN certificate (If applicable);
C. Financial Proposal.

How to Apply

Interested qualified applicants should send the above documents to email: ehrcovacancy2022@gmail.com with the subject written as **"EHRCO-Feteh Training" no later than July 18, 2022, 5:00 pm EAT.**

NOTE:

- Applicant/s that don't follow the procedures will be disqualified immediately;
- This call is solely for a three-day training; it is not permanent employment. We will not open or review any Job application