



Terms of Reference

Position:	Trainer - Provision of Training on Treatment of Prisoners and Rehabilitation and Reintegration of Children and Juveniles
Office:	NPA Iraq
Immediate Superior:	Humanitarian Relief Programme Manager
Based in:	Iraq
Projected Starting date:	1 st -November 2019
Time of assignment	2 months

Introduction:

Norwegian People's Aid (NPA) founded in 1939 is the Norwegian labor movement's humanitarian organization for solidarity. NPA's goal is to support human worth and equal rights for all, irrespective of sex, disability, ethnicity, religion, age, sexual preference or social status. The NPA vision is solidarity in practice. The vision demands commitment and action to protect life and health, build democratic societies and strengthen people's ability to master their own lives.

Background:

Norwegian Peoples Aid (NPA) has been working in Iraq since 1995, when it established a mine action programme and activities promoting reconstruction and rehabilitation. Since 2001 NPA has primarily focused on democratization and human rights. After 2003, the programme expanded to central and southern Iraq, cooperating with approximately 35 partner organizations including the local authorities. NPA is registered in Baghdad and Erbil and has projects in all provinces of the country.

Scope of Services:

Norwegian People's Aid (NPA) Iraq is seeking the proposal for training services from individuals or companies with experience in humanitarian and development programmes to provide trainings to psychologists, social workers, legal workers and observers on the following subjects:

Training 1: Treatment of Prisoners

1. National and international laws and conventions:
 - 1.1. Human rights principles
 - 1.2. National and international laws and conventions regulating the treatment of prisoners.
2. International and national minimum standards
 - 2.1. Minimum international standards to deal with and treat prisoners (such as the Nelson Mandela Rules, Convention Against Torture (CAT), etc).
 - 2.2. Minimum national standards to deal with and treat prisoners, such as Iraqi Constitutional and Administrative Law, Public Prosecutor Law, Juvenile Welfare Act, etc).
 - 2.3. General principles, confidentiality (confidentiality of prisoners informaito and work), intake and classification, conditions of confinement, rules of conduct and discipline, personal security, health care, personal dignity, rehabilitation and reintegration, grievances and access to courts, administration and staffing, accountability and oversight. The participants shall understand and acknowledge the rights of prisoners, treatment and manners by which all persons deprived of their liberty shall be treated with humanity and with respect for the inherent dignity of the human and also that the reform and social re-adaptation of prisoners be an essential aim of imprisonment.

Training 2: Rehabilitation and Reintegration of Women, Children and Juveniles

Specific diagnosing and treatment plans. Safety and security plans for the staff. The participants will be given the opportunity to work on developing actual treatment plans contextualized and tailored according to domestic and international laws in consideration with available resources and knowledge in the prisons.

The main objective of the trainings is strengthening the capacity of prisons' staffs on the above subject areas. The primary training method is conducting face to face trainings.

Main Duties & Responsibilities:

- The trainer will develop a training plan for two types of trainings, one for social workers and psychologists and one for legal workers and observers.
- The trainer will develop relevant training materials, handouts, guidance notes and share soft copies with NPA for review and approval.
- The trainer will execute the trainings face to face in Baghdad, Basra, Hila and Nasiriyah.
- The trainer will work with and report to NPA Programme Manager.

Timeline

The preliminary draft of the plan and materials should be submitted to NPA Iraq by **15th of November 2019** to start conducting the trainings by **1st of December 2019**. The duration of the (Training 1: Treatment with Prisoners) will be for two full days with six hours max per day while the (Training 2: Rehabilitation and Reintegration of Women, Children and Juveniles) will be a three days training covering the mentioned topics in the scope of services.

Ethics:

Due to the dynamic situation in which NPA operates, as well as the sensitive nature of the issues involved, it is essential that the Trainer adheres to NPA's strict ethical and security guidelines. The trainer has to demonstrate they are keenly aware of particular ethical and security issues that arise from working in this specific environment, including protection of local communities and the need for vigilant data handling and management.

Skills and Qualifications:

The consultant should fulfil the following competencies:

- University degree or higher education.
- At least 5 years of demonstrated past experience in providing trainings on Human Rights and Principles.
- Language: Arabic. Knowledge of English is an advantage.
- Strong interpersonal and communication skills.
- Willingness & ability to travel within inside & outside the country.
- Effective verbal and written communication, strong multi-tasking, organizational, teaching and facilitation skills.
- 3 references

Additional Considerations:

The Trainer is to abide by the relevant policies including security policies and personal code of conduct by the Norwegian People's Aid and represent the organization in a loyal and responsible manner.