

**Strengthening Morocco's Response to Trafficking-in-Persons (TIP)  
Terms of Reference for a Local Consultant – TIP Reference Lawyers Training (Basic, First Advanced,  
and Second Advanced)**

**Proposed Start Date:** 10 March 2022, with training events to be conducted before the start of Ramadan.

**Background:**

ABA ROLI is a non-profit program that implements legal reform programs in roughly 40 countries around the world. ABA ROLI has nearly 400 professional staff working abroad and in its Washington, D.C. office. ABA ROLI's host country partners include judges, lawyers, bar associations, law schools, court administrators, legislatures, ministries of justice and a wide array of civil society organizations, including human rights groups. ABA ROLI has maintained a presence and Rabat office since 2005. It has implemented over 16 grant awards focusing on gender-based violence, human rights, anticorruption, gender parity, justice sector reform, and local governance, among other areas. With tools already in place (trainers, curricula, guidelines for victim identification, investigation and prosecution of TIP cases), ABA ROLI is focusing its current scope, in part, on establishing a network of civil society organizations (CSOs) and TIP reference lawyers across Morocco to improve resources and capacities in providing direct legal assistance and other services for those affected by TIP.

ABA ROLI will support the establishment of a network of lawyers specialized in TIP identification and victim assistance starting with pilot initiatives in Casablanca, Beni Mellal, and Tangiers. These lawyers will interface with CSOs, the Prosecutor General's Office (PGO), and police to provide legal assistance and advice to TIP victims. In 2019, ABA ROLI supported the National Commission on TIP (NCTIP) in Tunisia to create a similar network of reference attorneys under a JTIP supported program. ABA ROLI will engage lawyers from that effort to share lessons learned with Moroccan colleagues. ABA ROLI will support the Moroccan Lawyers' Syndicate, in cooperation with the TIP Commission and local bar associations to establish standards for TIP reference lawyers aimed at raising the level of legal support extended to TIP victims.

**Job Summary and Responsibilities:**

ABA ROLI is looking for a consultant to adapt existing TIP standards for the Moroccan context. In addition to establishing a solid understanding of TIP, the elements of the crime and victim identification, the consultant will develop a curriculum that will encompass content specific to the role of lawyers, including raising defenses to prosecution (e.g. psychological coercion, physical force), trauma-informed and victim-sensitive reception and handling of victims, special legal protections pertaining to children, victim restitution and the role of lawyers in the referral process. Once materials are developed this consultant will train lawyers from pilot locations and previous ROLI programs. ABA ROLI will work with its bar partners to establish selection criteria for the training program. ABA ROLI's approach will include training for a large number of lawyers on the general legal framework and TIP recognition, advanced training for selected lawyers ahead of accreditation, and TOT for a small group of lawyers representing all locations to augment capacity and support expansion of the reference lawyers network. This will be developed to be rolled out online (for basic training) and in-person (for first advanced and second advanced training). It will include basic training: legal frameworks and key concepts, first advanced training: Law No. 16 and applicable international conventions and psychology dimensions of the crime; and second advanced training: practical skills of listening and receiving victims, conducting trauma-sensitive interviews, and supporting victims through the legal process.

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The consultant will undergo the following specific tasks:

- Assist ABA ROLI and its partners to develop standards for TIP reference lawyers in order to raise the level of support extended to TIP victims,
- Develop a certified training curriculum based on the aforementioned standards, in part by adapting the Tunisia approach developed by the ABA ROLI in 2019,
- Assist the Bar associations to establish selection criteria for the training,
- Train a large group of lawyers on the general legal framework, TIP recognition and key concepts,
- Provide a basic training program (online) for selected lawyers on the role of lawyers in raising TIP oriented defenses to prosecution, handling of TIP victims (trauma informed and victim-sensitive reception), special legal protections for children, victim restitution, and the role of lawyers in the referral process,
- Provide a first advanced training program for selected lawyers on Law n°27-14 and applicable international conventions with a highlight on the psychology dimensions of the crime,
- Provide a second advanced training focusing on practical skills for listening and receiving victims, conducting trauma sensitive interviews, and supporting victims through the legal process.

**Deliverables:**

- Contextualized TIP Framework for the Moroccan context
- Training modules for the three levels of TIP training (i.e., basic, first advanced, second advanced)
- Presentation materials for the three levels of TIP training (i.e., basic, first advanced, second advanced)
- Provide a summary of the training events (i.e., lessons learned, what went well, what could have been improved, areas where additional time could have been allowed, etc.) all people trained in a manner similar to the below graphic:

**3. Prosecution**

|   |                       |                                  |
|---|-----------------------|----------------------------------|
| 3.1 How many trainings will be conducted? | End of Project Target | <input type="text" value="6"/>   |
| 3.2 How many people will be trained? ††   | End of Project Target | <input type="text" value="180"/> |

Provide end of project targets by profession:

|  |  |                      |
|--|--|----------------------|
| # Law Enforcement Officers (e.g., police, immigration officials, etc.) |  | <input type="text"/> |
| # Prosecutors  |  | <input type="text"/> |
| : Judges/Magistrates   |  | <input type="text"/> |

**Qualifications:**

- University degree in law, preferred with 15 or more years’ experience including prosecution of TIP cases
- Experience working with justice sector and/or civil society groups in Morocco.
- Proven experience as a trainer; experience in the development/review of skills-based training materials; experience providing technical advice/ mentoring



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- Excellent intercultural communication skills and interpersonal skills with ability to quickly build rapport with senior government officials and prosecutors
- Organizational proficiency and excellent analytical and evaluate skills
- Previous experience working with criminal justice actors in developing countries