

Lovells



## **Lovells International Pro Bono Fellowships**

## Introduction

Lovells Pro Bono is at the forefront of innovative ideas to promote the fundamental right to access to justice.

Twelve years ago, we were the first firm to set up a dedicated pro bono unit, which has always been committed to making a difference in the field of human rights and international development. Since 1997 we have won over 17 awards for our work.

### **Our commitment**

We have led the way in developing an active employee engagement programme which contributes to the professional development of staff as well as delivering on a commitment to provide effective legal advice to those in need.

### **Our services**

The strength of our pro bono programme lies in the high standards of professionalism, clarity and practical legal advice we are known for in our commercial work, being applied equally rigorously to our pro bono practice. Last year we provided over 28,000 hours of free legal advice valued at over £9 million to over 500 individuals, charities and social enterprises.

We have provided our expertise, mobilising lawyers across our network of international offices to advise on international development and human rights issues.

This is supplemented by additional “on the ground support” through our International Pro Bono Fellowship programme.

## Examples of our international Pro Bono work for social entrepreneurs

We have provided strategic legal advice on issues relating to corporate structure, intellectual property, finance and employment to dynamic social entrepreneurs such as:

Charlotte di Vita OBE, founder of 21 Century Leaders, which manufactures fair trade gift items for retailers in Asia, US and Europe to produce a £3 million surplus for investment into development projects in low income countries. The operation also ensures that the manufacturing partners change their business practices to take account of environmental and social factors;

Al Harris, founder of Blue Ventures, which establishes marine conservation areas in the Indian Ocean to protect the coral reefs from climate change through local community engagement;

Ian Thorpe, founder of Pump Aid, which developed an innovative design for pumping clean water in Zimbabwe, Malawi and Mozambique. The ‘Elephant Pump’ is fully maintained by rural communities without outside assistance and the pumps provide clean drinking water as well as water to sustain crops during the dry season or when rains fail;

Matthew Hayden founder of Trade plus Aid South Africa who has pioneered a ground breaking carbon reduction scheme which involves encouraging rural communities in South Africa to replace their current fuel use with biogas obtained from animal waste.

## Examples of our work on international human rights

In the field of international human rights, Lovells has developed an award winning practice.

We secured the first criminal injuries compensation awards in the UK for victims of trafficking and worker exploitation.

We secured a change in UK Government policy regarding British prisoners imprisoned overseas where human rights violations have taken place.

We have represented victims of terrorism including 30 families affected by the London Bombings in 2005.

We currently have cases before the Inter-American Commission and the European Court of Human Rights regarding the right to life and the right of families to an effective investigation into unlawful deaths.

*“I just want to say heartfelt thanks to you all, for all the help you’ve given me this year and in past years. I couldn’t have done any of it without your backing, your faith in me, and your belief that we’re doing the right thing. I can’t possibly explain how deeply changed my life is without Roderick, but each of you has played a part in restoring my faith in human nature.”*  
Eve Henderson, pro bono client, whose husband’s killing was not investigated effectively

# Lovells International Pro Bono Fellowships

## Why?

We launched our Fellowships Programme for qualified lawyers at all levels in 2008 with a lecture delivered by Sir Adrian Fulford QC, first UK judge at the International Criminal Court.

The programme offers pro bono opportunities to legally qualified lawyers who wish to work on international human rights and development issues during a period of holiday or unpaid leave. In addition to identifying the opportunities, the firm offers financial support to assist with the costs of the Fellowships.

The Lovells Pro Bono Fellows work in partnership with social entrepreneurs, non-governmental organisations and not-for-profits in low income countries to advance the rights expressed in the Universal Declaration of Human Rights and advance the UN Millennium Development Goals.

Lovells Pro Bono Fellows from our offices in London, Hong Kong, New York, Chicago, Rome and Milan have assisted non-governmental organisations and not-for-profits in low income countries.

For example, we have advised on:

- voter registration law and reform of the police force in Ghana for the Commonwealth Human Rights Initiative
- donor country aid contracts in Ethiopia, Tanzania and Uganda for FARM-Africa which works with rural farmers to help them achieve greater agricultural efficiencies by the use of vaccines and better farming practices
- anti-trafficking cases for migrant workers from India forced into bonded labour in Belize
- the development of a small island community off the coast of Tanzania. We provided tax advice to the partner charity on donations and are also providing advice on the establishment of a local non-governmental organisation to allow for the employment of health workers for the new medical centre.

The Lovells International Pro Bono Fellowship is a unique scheme offering Non-Governmental Organisations the chance to secure free legal expertise. Each Pro Bono Fellow is supported by the firm's international Pro Bono Unit and has access to additional help from the firm whilst in the country and also on their return, if required, to complete the project.

In this way we are pleased to be able to bring to bear the full resources of an international law firm to secure a long-term impact for our partner organisations and their beneficiaries.

Providing support to our local and global community strengthens the societies in which we live and work.

Participating in this work enables us to help organisations that are passionate about what they are seeking to achieve for those who are marginalised. Ultimately this is a passion which is shared by everyone at Lovells.

*"Since launching the International Pro Bono Fellowships, seven lawyers from across the firm have undertaken diverse projects in India, Latin America and South Africa. We are proud that the scheme is now part of the established Pro Bono programme of the firm."*

*Crispin Rapinet*

*(International Pro Bono Partner)*

*Yasmin Waljee*

*(International Pro Bono Manager)*

*"Not only did I see a human side of the law, I also met very inspirational individuals whose civic duty I admire and friendship I will treasure forever."*

*Christine Li (Associate, Lovells Hong Kong)*



# Qualifying Requirements

The Lovells International Pro Bono Fellowships allow qualified members to contribute their own time and legal expertise to the advancement of international human rights and development with financial support from the firm.

Qualified lawyers (including NQ lawyers) will have the opportunity to apply for grants to support them whilst they engage in pro bono projects, during a period of holiday or unpaid leave. The requirements for becoming an International Pro Bono Fellow are set out below:

- the project must involve the provision of pro bono (free) legal work which advances international human rights and development, furthering the rights set out in the Universal Declaration of Human Rights
- the projects may be proposed by the Lovells lawyer, or members of the firm may be invited to become involved in projects identified by the International Pro Bono Unit
- the partner organisations should be charitable, registered not-for-profits or international non-governmental organisations
- to be accepted, projects must satisfy the following criteria:
  - involve the provision of legal advice, legal skills training or legal research
  - assistance must not be used to further a particular political or religious viewpoint
  - assistance must not be used to further government foreign policy
  - assistance must be given regardless of the race, nationality or gender of the recipients
- on completion of a project a Pro Bono Fellow will be invited to provide feedback through a presentation or a brief written report on their work
- requests for funding should provide details of the organisation, the type of pro bono work to be undertaken and contain a suggested level of contribution by the firm to a maximum of £2,000
- requests for funding should be made on the relevant application form, supported by a note from the supervising partner
- requests for holiday/unpaid leave are subject to the firm's usual procedures
- applications will be considered by the International Pro Bono Fellows Committee:

**Crispin Rapinet** (International Pro Bono Partner)

**Nicola Evans** (Partner, London)

**Katherine Mulhern**

(Partner, London)

**Brad Ockene** (Partner, Chicago)

**Pieter Von Tol** (Partner, New York)

**David Leichtman**

(Partner, New York)

**Henry Wheare** (Partner, Hong Kong)

**Yasmin Waljee** (International

Pro Bono Manager)

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\* Associated offices

## Akima Paul (Associate, London), working with the Commonwealth Human Rights Initiative, Ghana

As a Lovells Pro Bono Fellow, I spent four weeks with the African arm of the Commonwealth Human Rights Initiative (“CHRI”), a human rights organisation located in Accra, Ghana.

CHRI is a non-partisan, not-for-profit, non-governmental organisation with human rights advocacy and education at its core. CHRI was borne out of an awareness that although Commonwealth countries have shared legal principles and values, little had been done to set human rights standards to promote a culture of human rights in Commonwealth countries. The focus of CHRI is on police accountability, access to justice and the right to information.

In the Accra office, one of my first tasks was assisting with preparation of a presentation for a public lecture to celebrate International Right to Know Day. International Right to Know Day seeks to promote the importance of the right to information as a facilitative right, which is critical for good governance in developing Commonwealth countries.

I was also assigned the task to complete field research into the status and reforms of the Ghana Police Force, especially in relation to police accountability and to investigate the way in which human rights concerns are addressed.



Drumming lessons at the National Culture Centre

I was able to embark on an extensive discovery exercise, which included investigating incidents of police brutality and tracking the progress of the implementation of recommendations made as a result of shootings by the police in the Dansoman and Kotobabi areas of Greater Accra.

In between working at CHRI, I also found the time to visit Togo, attend a traditional tribal funeral, take drumming lessons at the National Cultural Centre, visit the slave fortresses of Elmina and Cape Coast, purchase lots of colourful kente and wooden carvings and to face my fear of heights by walking across a canopy in Kakum!

*“I have been very inspired by the work achieved by CHRI thus far, so much so that I have volunteered to assist the London branch of the organisation in campaigning to ensure that Bills on the Right to Information are passed in various Caribbean countries. Often without power for hours at any particular time, broken internet connections and without any running water, we were able to come to timely completion of projects that made a significant difference to the lives of Ghanaian citizens.”*

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## Christine Li (Associate, Hong Kong), Belize

Sun. Blue sky. Palm trees. Beach.  
Mayan ruins.

These were the images that came to mind when I thought of Belize. Yet on my trip, I learned that Belize is also a source, transit and destination country for men, women and children trafficked for the purposes of sexual exploitation and forced labour.

During my three week placement at the Law Offices of Antoinette Moore, I worked on a case in which Ms Moore represented five Indian men who were victims of human trafficking. One man was 57 years old with a family in India while the other four men were 21 to 25 years old but, as a result of their hardship, looked much older.

Their stories began in India where they were offered jobs with two supermarkets in Belize City. However, their working conditions were appalling and they endured physical violence, yet they did not feel able to report this to the police out of fear of their employer. Once the police were informed the men were swiftly moved to a shelter while arrests and charges for human trafficking were brought. I worked on all aspects of their case including developing the schedule of loss.



Christine with Antoinette Moore

*“The experience in Belize was truly rewarding in many respects. Not only did I see a human side of the law, I learned about a different culture, way of life and the values of living frugally. I also met very inspirational individuals whose civic duty I admire and friendship I will treasure forever.”*

## Matt Galvin (Associate, New York), working with FARM-Africa in Ethiopia

*“Matt, stop using logic, this law is not logical.” Former Judge on the Ethiopian Labour Relations Board*

I met a former judge on the labour relations board as part of my work for FARM-Africa and his advice completely contravened his predecessor, he advised me: “Matt, stop using logic, this law is not logical.” The former judge professorially unravelled the knots in the code and led me through a more understandable weave. It was a clear reminder that a good lawyer’s job is to make things easier for a client to understand and reach the right solution – not to convince the client that he is right.

Most Ethiopians don’t have electricity. Or running water. Some of the more isolated villages are reliant on natural water flows. This is a good way to spend an entire afternoon (escorting buckets of water on the backs of donkeys for 2km uphill). This is also a good way to get disease. I visited a village where FARM hydro-engineers used a natural spring to pipe fresh water to a village centre.

The water programme was one part of a larger community-based “bottom up” initiative programme in the region. FARM identifies community leaders and assembles an action committee representative of the population. The community and FARM then coordinate with the local governing body. It sounds relatively simple. But there are many obstacles. Here are two:

### Roads

It took two days to get to this village. Once out of the choking Addis traffic, the road flattened out and emptied and things went well for a few hundred kilometres. Things got slower as we approached the mountains. The population thickened (they live 10 to a hut in those mountains) and our progress slowed to fits and starts as massive trucks, cows, goats, donkeys, children (chasing and throwing stones at passing cars), farmers, and random souls who find mysterious solace standing in the middle of the highway.

That was the easy part. After 300km the road falls apart: this road is impassable by car in the rainy season. The mountains abut a national park and we eventually reached a beautiful plateau swathed in golden savannah. We pass zebras, gazelle, orangutan and a couple of kinds of monkeys as we cross. The lions and cheetah held back. And then we hit the mountains on the other side and went up, again. Infrastructure is a problem.

### Bloodshed

The first time I passed a guy herding his cattle with a staff in one hand and a spear in another, I thought I was mistaken. It must have been a tool. The second time I figured that maybe he had issues with hyenas or boar. Then all the men we passed started carrying spears. Except for the ones with Kalashnikovs and rifles. But the machetes on their belts gave homage to tradition.



Matt Galvin and class

Ethiopia is desperately overcrowded. And resource-poor pastoralists face a yearly battle to find grazing land – including illegal grazing on the national park savannah. So they fight each other, the police and then the army. The government has done a half-hearted job of controlling this full-hearted resistance; 36 soldiers have been killed in the past six months. There is word that a distant military base might pack up and leave out of hopelessness.

Because the roads are impassable in the rainy season, FARM-Africa only had about six months of access per year and many sectors of this project became unworkable due to flaring conflicts. In these conditions the water project is a triumphant success. As are the schools, erosion areas and other projects that they showed me. Excellent work, I think.

Let’s just hope they aren’t burnt down.

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## Robin Dusek (Associate, Chicago), working for FARM-Africa in Kenya and Tanzania

I thought that my prep work before I left to work for FARM-Africa would put me in a position where I was really simply finalising a working staff charter while on the ground. I soon learned that, although the prep work was extremely important, I needed to be in the office and in the field to understand the needs and challenges of the organisation. It was only with time on the ground that I could begin to appreciate some of the cultural differences that make certain issues a challenge.

For instance, I did not appreciate that at least some employees have more than one wife that they married in a traditional ceremony. This can create an issue for the NGO if the employee dies because more than one woman might claim to be (and might actually be) married to the employee in an attempt to collect the employment benefits owed by FARM-Africa to the next-of-kin upon an employee's death. Such cultural issues, quite simply, would not have occurred to me sitting in my office in Chicago.

Away from the office, we drove to Arusha where, once I could move past admiring the beauty of the Rift Valley and my endless fascination in seeing traditionally dressed Maasai talking on cell phones and riding motorbikes, the weather changes impacting this region of Tanzania were sobering. Traditionally the rains in the region begin in November and, by February, crops like maize would be ready, or almost ready,

for harvest. The last several years, the rains have been unpredictable: farmers couldn't plant their crops until early February and the rains were light. For the most part, it was hard to tell that anything had even been planted. Everyone was waiting for the rains. If the rains don't come, there will be severe hunger in the region.

I certainly feel like FARM-Africa has appreciated Lovells' willingness to provide legal services. Although a lot of the work wasn't particularly glamorous, it was necessary work that will hopefully ensure that FARM-Africa doesn't get itself in trouble with unwitting violations of the often complex employment laws of all the countries in which they operate. I really do appreciate that Lovells was willing to support this pro bono experience because the effects of it will be felt by a lot of people, simply because the work will help FARM-Africa do what it does, more easily.



These girls from the Boay School in Babati, TZ were quite interested in watching the older children explain to me what they have learned from FARM-Africa's agriculture programme

*"I met one woman whose husband had died and she needed to find a way to earn money to feed her children – through the FARM-Africa programme she now has a means of earning income. The participants are encouraged not to graze their goats but to bring food and water to the goats so that the goats don't waste energy grazing. In addition, the programme has trained Community Animal Health Workers who work under veterinarians and other certified animal health workers to provide basic care to the goats and to provide more advanced care when needed."*

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## Kate Levine (Associate, London), working with the Projects Abroad Human Rights Office, South Africa

*“My time at PAHRO was hugely rewarding, and I would encourage anyone wishing to experience the law from an inescapably human perspective in a different cultural context to apply for the Fellowship.”*

As a result of an outbreak of xenophobic violence across South Africa in May 2008, over 20,000 people were left homeless and more than 40 people killed. The violence was targeted at economic migrants and refugees from across the continent, most of whom had moved to South Africa post 1994 in search of a new life. The victims were singled out on the basis of their nationality and their perceived advantages in accessing housing and jobs, advantages which the perpetrators saw as rightfully theirs. A year later, sporadic violence continues and hundreds of displaced people remain in the temporary camps set up by the South African Government and the UN Refugee Agency (“UNHCR”).

As a Lovells Pro Bono Fellow, I spent four weeks with Projects Abroad Human Rights Office (“PAHRO”) in Cape Town providing legal assistance to the victims of the attacks who remained in the camps in and around the city.

PAHRO is led by a human rights lawyer from the Democratic Republic of Congo (who came to South Africa as a refugee 10 years ago), and it has become one of the most prominent NGOs in the country working with refugee rights. PAHRO’s volunteers dedicate the majority of their time to assisting the displaced in the camps and refugees

who require assistance with applying for or renewing asylum seeker permits or other issues related to their basic socio-economic, civil and political rights.

On a daily basis I helped to interview asylum seekers and refugees who had already met with PAHRO or had been referred by another NGO or the South African Human Rights Commission. I met families and individuals who had been separate from their families, all of whom had looked to South Africa as a safer haven than where they had come from. At the meetings, we would try to ascertain what an individual or a family needed help with and how best we could assist. In cases where resettlement, repatriation or third country resettlement offered by UNHCR was an option, I drafted the relevant referral forms and completed detailed reports of the qualifying factors of each case.

On numerous occasions I visited one of the refugee camps in Cape Town at which nearly 100 men, women and children remain without access to food supplies, hot water or medical facilities. At the time, the city council had applied to court for an eviction order so as to affect a total shut down of the camp on the basis that the remaining inhabitants had been given ample opportunity to vacate the camp and



Reading to the children in one of the refugee camps outside Cape Town

accept the Government’s offer of resettlement. Witnessing first hand the realities of how difficult it was for many families and individuals to accept resettlement or even repatriation, and yet to have to remain in the camps without access to food or water, prompted me to start researching the legal reality of whether and how the courts in South Africa could ensure that the socio-economic rights of refugees (as granted by the South African Constitution and the Refugees Act) could be fulfilled. PAHRO actively encourage their volunteers to conduct legal research and I am hopeful that the results of my research may be published so as to further highlight the gulf between the daily lives of many of the victims of the xenophobic attacks and the rights they are guaranteed by the laws of the country they sought refuge in.

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## Fellowships Application Form

*Please fill in the form below and email to a member of the Pro Bono Team in London. Thank you for expressing an interest in Fellowships. It represents a unique opportunity to become involved in international human rights and development work. This application will be sent to the partners on the International Fellowships Committee who determine the merits of the application and the level of award (maximum £2,000). We receive many applications from our lawyers worldwide each year and as a result there is no guarantee that funding will be awarded.*

Name: \_\_\_\_\_ Date of application: \_\_\_\_\_

Office: \_\_\_\_\_

Years PQE: \_\_\_\_\_

### Project details

Destination: \_\_\_\_\_

Partner organisation: \_\_\_\_\_

Placement length: \_\_\_\_\_ Proposed dates: \_\_\_\_\_

Details of project (*please continue on a separate sheet if necessary*)

\_\_\_\_\_  
 Please explain why you would like to undertake the project and what you hope to get out of it (*please continue on a separate sheet if necessary*):

Any travel warnings to destination: for example, from FCO website? **YES / NO**

Will you be using qualification leave/sabbatical/unpaid leave/holidays? **Delete as applicable**

Do you have partner approval to take leave/holidays? **YES / NO**

### Costs

Project cost: \_\_\_\_\_

Donation to partner organisation: \_\_\_\_\_

Flights: \_\_\_\_\_

In-country transport: \_\_\_\_\_

Vaccinations: \_\_\_\_\_

Accommodation: \_\_\_\_\_

Food: \_\_\_\_\_

Insurance: \_\_\_\_\_

Visas: \_\_\_\_\_

Medical costs (injections, anti-malarials etc.): \_\_\_\_\_

Personal Financial Contribution: \_\_\_\_\_

Other costs (please give details): \_\_\_\_\_

Total: \_\_\_\_\_

***For Pro Bono Unit use:***

<b>Date considered:</b>	<b>Fellowships given:</b>	<b>YES / NO</b>
	<b>Value of Fellowship:</b>	<b>£</b>

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