

## **DIGNITY/IAPB seeks to engage a Belarusian gender expert**

The [IAPB](#) seeks to ensure it adopts a gender-competent approach when carrying out its investigation and analysis of crimes under international law allegedly committed in Belarus and when supporting accountability bodies. Such an approach will ensure the full nature of sexual and gender-based crimes (SGBC) are surfaced and addressed.

To meet this objective, it is necessary to understand the gendered context in which the human rights violations were committed and, in particular, how gendered security, political and economic systems are integral to the commission of crimes and gender norms are relevant to perpetrators' intent. Gender norms deriving from structural factors such as legal frameworks, institutional practices and societal beliefs or perceptions can contribute to understanding not only *why* a perpetrator committed the crime, but also *how* structural and systemic factors made it possible. The same gender norms may impact why and how gender-based crimes were committed, and whether survivor-victims will disclose them and the differentiated harms they will suffer. Furthermore, it is necessary to adopt an intersectional approach in which the intersection of gender with other identities or attributes is understood, such as how gender norms may impact the perception of political identities.

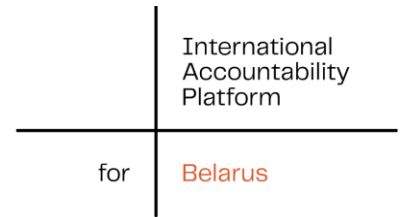
To gain such understanding, the IAPB will carry out the following activities:

- Conduct desk-based research and consultations with Belarusian gender experts on:
  - (i) Gender norms in Belarus and their relevance to the commission of SGBC, both before, during and after the August 2020 presidential elections, including structural factors which enabled the commission of SGBC; and
  - (ii) Barriers to the disclosure of SGBC by victims/witnesses in the Belarus context;
- Drafting a report on key findings from the desk-based research and consultations, with a plan of action for the IAPB secretariat and co-lead teams to address evidentiary gaps, increase investigative and analytical capacity with respect to SGBC and facilitate disclosure of SGBV by survivor-victims;
- Hosting a roundtable with Belarusian gender experts, IAPB co-leads, international SGBC experts and other relevant stakeholders on the findings of the desk research and consultations and implications for investigating and analysing and facilitating disclosure of SGBC, with a view to informing training, the development of a primer for prosecuting authorities and an analytical module on SGBC and identifying other actions the IAPB should implement to strengthen its gender-competence.

### **Scope of work and deliverables**

The IAPB seeks to engage a Belarusian expert to implement these activities. The expert will ideally work alongside the international expert in carrying out some of the activities. In particular, the Belarusian expert will be responsible for the following tasks:

Timeframe	Tasks	Days allocated
April-May 2024	Working with the support of the IAPB's Legal Advisor and utilising work carried out to date, conduct desk-based research on gender norms in Belarus and their relevance to the commission of SGBC, both before, during and after the August 2020 presidential elections, including structural factors which enable the commission of SGBC, as well as barriers to disclosure of SGBC by victims/witnesses in the Belarus context. Such research should include Belarusian, Russian and English language materials from a variety of primary and secondary sources.	15
May 2024	Present on desk research and participate in training of documentation teams on interviewing victims of SBBC	4
June 2024	With the international expert, engage in consultations with gender and other relevant experts on the above topics, based on research to date. In particular, in collaboration with the international expert, the Belarusian expert will: <ul style="list-style-type: none"> <li>(i) identify key informants in consultation with the IAPB;</li> <li>(ii) develop the questions for semi-structured interviews with key informants, or utilising other methods as necessary;</li> <li>(iii) conduct interviews with key informants; and</li> <li>(iv) if appropriate, hold a focus group discussion with IAPB partners and/or other organisations experts on the Belarus context and/or gender norms.</li> </ul>	15
July 2024	With the international expert, draft a report on the findings and recommendations from the desk-based research and consultations.	10 days
September 2024	Develop an agenda for and facilitate roundtable discussions on the findings and recommendations of the research.	4 days



September 2024	Participate in part of a training of the IAPB's co-lead documentation teams on investigating SGBC in the Belarus context.	2 days
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The following deliverables are expected following completion of each task, as appropriate:

1. A presentation of the desk-based research and concept for further research;
2. A report on the findings and recommendations from the desk-based research and consultations, with transcripts/notes of the interviews and focus group discussion/s;
3. An agenda for and facilitation of a roundtable discussion with IAPB partners and other experts; and
4. Participation in a training on investigating SGBC in the Belarus context.

If you have any inquiries, please do not hesitate to contact:

**IAPB**

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**Deadline:**

**Date: 12 May 2024**