

Vacancy Announcement

Consultancy: Assessment of Challenges Faced by LGBTI Individuals in Securing Their Digital Rights in Southeast Asia

Internet Freedom Initiative Project

Type of Contract: Part-Time Consultancy (50%) Location: Southeast Asia, preferably based in Malaysia Duration of Contract: 6 months Commencement of the Contract: As soon as possible End of the Contract: November/ December 2022

The International Commission of Jurists (ICJ) is seeking qualified applicants to conduct an analysis of the challenges faced by LGBTI individuals in securing their human rights in the digital sphere in Southeast Asia for its **Internet Freedom Initiative Project** for a period of 6 months on a part-time basis at 50% rate. The Consultant will be required to undertake desk and field-based research, assisting in the drafting of written assessment/s for publication, and participate in related ICJ advocacy at the domestic and international level.

OVERVIEW OF THE ICJ

Composed of 60 eminent judges and lawyers from all regions of the world, the ICJ promotes and protects human rights through the rule of law, by using its unique legal expertise to develop and strengthen national and international justice systems. Established in 1952 and active on the five continents, the ICJ works towards the progressive development and effective implementation of international human rights and international humanitarian law; secure the realization of civil, cultural, economic, political and social rights; safeguard the separation of powers; and guarantee the independence of the judiciary and legal profession.

In 2005, the ICJ established a regional office in Bangkok, Thailand, with the aim to strengthen the capacity of legal communities in the ASEAN region to apply international human rights standards in combating impunity and reaffirming the rule of law.

PROJECT BACKGROUND

The project aims to coordinate digital rights advocates and civil society actors to address the greatest threats to internet freedom in the region. Through research, legal analysis, public advocacy, direct engagement with policymakers, and the building of cross-border coalitions, the project will support legal and policy frameworks that promote digital rights and push back against emerging regional trends that threaten online freedoms.

OVERVIEW OF THE CONSULTANCY

The consultant will advise and assist the ICJ on its work on digital rights and internet freedom in Southeast Asia. In particular, the consultant will focus on conducting an in-depth assessment of the barriers faced by LGBTI individuals in Southeast Asia in expressing themselves and accessing information online, with a particular focus on LGBTI human rights defenders and organizations from Indonesia, Malaysia, Singapore, Thailand and the Philippines.

The consultant will engage in a rights-based analysis of the common challenges faced by LGBTI individuals in navigating the internet freely and safely across the region, including but not limited to online censorship, legal sanctions for online expression, online surveillance, online abuse and harassment, and other digital security threats. The consultant will also research, monitor, and analyze developments in Southeast Asia relating to the actions and policies of technological companies, especially social media companies, which impact upon the protection or limitation of the rights to freedom of expression, information and privacy online, particularly as they relate to individuals from marginalized groups, such as LGBTI individuals.

The assessment should result in a comprehensive overview and analysis of the most salient digital rights challenges faced by LGBTI individuals in Southeast Asia, with actionable recommendations to pertinent

stakeholders to ensure that the human rights of LGBTI individuals are respected, protected and fulfilled in the cyberspace. The assessment will be carried out using a combination of desk-based and field research, and the consultant will need to identify interviewees, develop interview questions and conduct interviews with LGBTI activists and organizations in the region. The consultant will then support the ICJ in drafting the final report to disseminate the findings of the assessment, as well as represent the ICJ externally in advocacy related to the assessment and report.

Implementation of the Consultancy:

- Undertake desk-based research on the key challenges faced by LGBTI individuals in expressing themselves and/or accessing information online, including research on the actions and policies of technological companies;
- Undertake field research, including by identifying interviewees, developing interview questions and conducting interviews (remotely or in-person, as necessary);
- Prepare comprehensive interview notes that identify the key digital rights challenges highlighted by interviewees, and conduct analysis of the common themes;
- Support the drafting of a final report highlighting the key digital rights challenges faced by LGBTI individuals in Southeast Asia;
- Work with the ICJ project team to develop the concept for the launch of the report/s, including by identifying participants and the target audience;
- Participate in in-person or online event/s launching the report;
- Identify lessons learned and assess outcomes of the report, as well as strategies to follow-up the recommendations contained in the report; and
- Support the other work under the project, including the organization of meetings with technological companies and dialogues with justice sector actors and government officials.

Deliverables:

- Submission of a concept note outlining the research plan and potential list of interviewees within one month of signing of the consultancy agreement;
- Submission of comprehensive interview notes and analyses following interviews with LGBTI activists and organizations in Southeast Asia on their challenges securing their digital rights, by month 3 of the consultancy;
- Assist in the drafting of one report on the key digital rights challenges faced by LGBTI individuals in Southeast Asia, to be published in month 5 of the consultancy;
- Assist in the planning and conducting of two closed-door meetings with technological companies, and one to two judicial dialogues with justice sector actors and government officials;
- Produce a short outcome report, identifying any lessons learned and next steps.

QUALIFICATIONS

The successful consultant/s will have:

- A university degree in law, human rights, or a related field;
- At least two to three years of work experience advancing the rights of LGBTI individuals and/or digital rights;
- Strong networks with LGBTI organizations and activists in the Southeast Asia region, with a particular focus on Indonesia, Malaysia, Singapore, Thailand and the Philippines;
- Experience in conducting field research and key informant interviews, through a rights-based and trauma-informed approach;
- Strong knowledge of international human rights law, particularly as they pertain to the rights of LGBTI individuals and digital rights is also highly desirable;
- Strong English language competency is essential

The ICJ is an equal opportunities employer.

APPLICATION GUIDELINES

Applications close on **17 May 2022 by 5 pm. Bangkok time**. Interested applicants should submit a current CV and cover letter to:

Ref: Consultancy: Assessment of Challenges Faced by LGBTI Individuals in Securing Their Digital Rights in Southeast Asia

By email: asia-recruitment@icj.org

These materials should clearly outline the candidate's key skills and experience that are relevant to the consultancy, as well as any key standards or principles that inform your work. Please also provide the names and contact information for two recent references. The ICJ may ask for examples of previous work after reviewing the application materials.

Please appreciate that due to the volume of applications, only short-listed candidates will be contacted. We cannot answer phone enquiries.

*The applicants who have already submitted applications for the position need not reapply.

The ICJ is committed to the principle of equal employment opportunity and value a diverse workforce. The ICJ's policy is to practice a fair and non-discriminatory recruitment and selection procedure and to strive for and maintain international and multi-cultural personnel. Applications are encouraged from all qualified candidates without distinction on grounds of race, colour, sex, national origin, age, religion, disability, sexual orientation and gender identity.