



# ANNUAL REPORT 2022



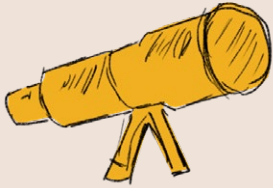
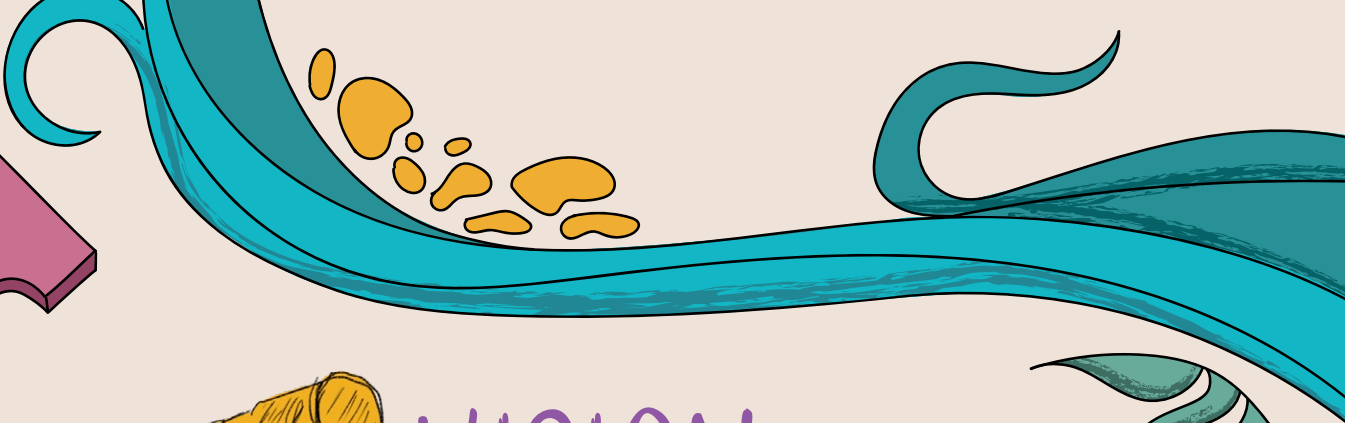
Centre  
for  
Equality  
and  
Justice



# ABOUT CEJ

Established in 2017, the Centre for Equality and Justice (CEJ) is a Sri Lankan not-for-profit organisation that brings a gender perspective to all of our work. Based in Colombo with projects throughout the country, we aim to achieve gender justice across Sri Lanka so that men, women, and persons with diverse sexual orientation, gender identity, gender expression and sex characteristics (SOGIESC) live in a society that is free, just, and equal.

CEJ works on the rights of war-affected women from the Sinhalese, Tamil, and Muslim communities and the rights of those affected by political violence and other forms of civil unrest. Over the past five years, CEJ has expanded our scope of work to address issues of democracy, rule of law, social inclusion, preventing violent extremism, reconciliation, and grassroots-level capacity building while maintaining a particular focus on women. Through this diverse portfolio, we aim to advocate for progressive policies, advance community well-being, and accelerate positive progress.



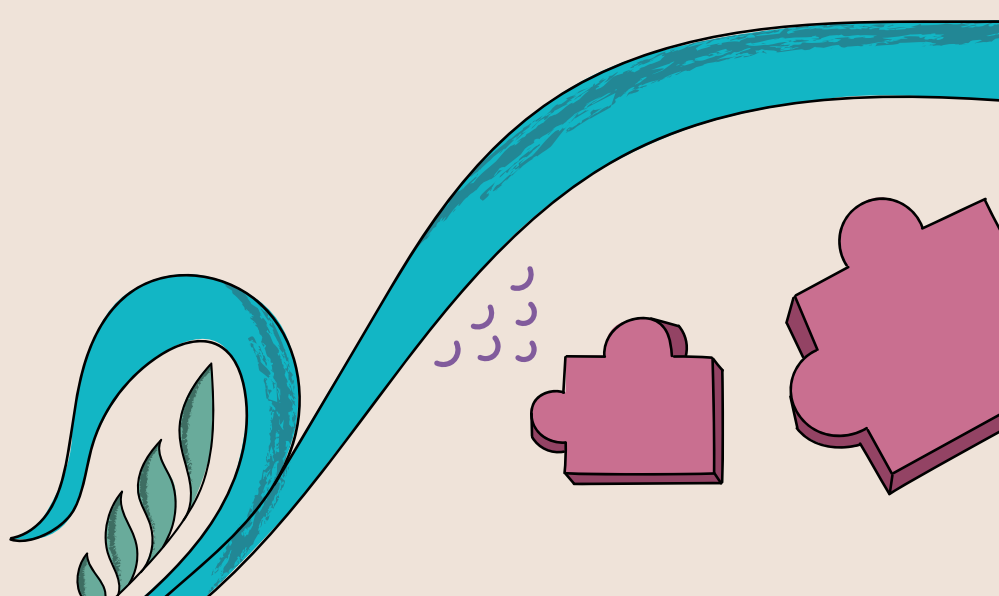
# VISION

CEJ's vision is to be a feminist organisation that seeks to achieve gender justice with a rights-based approach.

# MISSION



CEJ's mission is the achievement of gender justice so that men, women and persons with diverse SOGIESC live in a society that is free, just and equal. This will be achieved by promoting gender equality, advancing the rule of law, good governance and democratic principles, promoting women's advancement and economic empowerment, advocating for the commitment to international human rights standards, and fostering partnerships with grassroots-level women's networks.



AREAS  
OF WORK

SEXUAL AND  
GENDER-BASED  
VIOLENCE

DOMESTIC  
VIOLENCE

CORRUPTION  
AND SEXUAL  
BRIBERY

WOMEN  
AND REPARATIONS

TRANSITIONAL  
JUSTICE

MICROFINANCE  
AND WOMEN

MEMORIALISATION AND  
RECONCILIATION

CYBER SEXUAL AND  
GENDER-BASED  
VIOLENCE

HATE SPEECH,  
DISINFORMATION,  
DIGITAL LITERACY  
AND GENDER

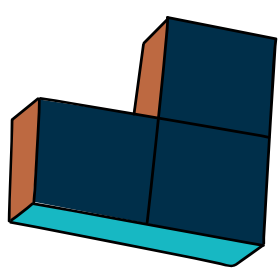
DEMOCRACY AND  
GOVERNANCE

LANGUAGE  
RIGHTS

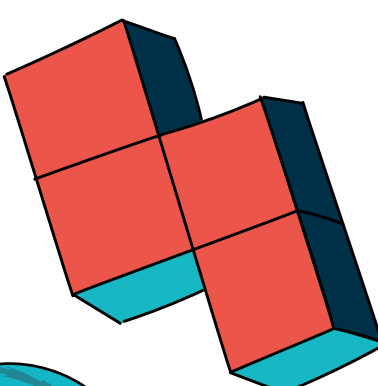




# SUMMARY OF 2022



Following the challenges of 2021, we were prepared to build on the laid foundation to conduct postponed activities throughout the country in 2022. It was to be a year of community engagement and hands-on activities in the field. However, by the end of the first quarter, national issues forced us to rethink or postpone plans. We once again adjusted to working remotely and modifying activities to meet the needs of the time; however, there was plenty of achievable work to be done.



Our work in 2022 can be broadly categorised into capacity-building, awareness raising and advocacy, lobbying, crisis response, research and knowledge generation, and building staff capacity. Online engagement with our work showed that people across the country were ready to discuss social issues and engage on the complex topics we address. Families, communities, and society at large engaged in debate on universal concerns and found commonalities and consensus on a way forward. Thus, while the unprecedented historical and political nature of 2022 was challenging and difficult, it had fringe benefits that we hope will build in years to come. We look forward to expanding on these conversations online, in the field, in legislation, and any other possible avenue in 2023.

# MESSAGE FROM THE EXECUTIVE DIRECTOR

2022 was a reminder to expect the unexpected. As Sri Lanka emerged from the peak of the COVID-19 pandemic, the country plunged into months of economic, social, and political turmoil. The economic crisis affected all people and sectors in Sri Lanka. Having said that, as always, those already vulnerable were the most severely impacted. While many suffered, it also served as an opportunity to come together as a country and community to share opinions, protest corruption, call out systemic issues, and advocate for a more fair and transparent society.

In addition to our routine work, CEJ adjusted some plans to respond to the economic crisis and ensure our activities were aligned with community needs and priorities. Most prominently, we worked with our grassroots-level partners and donors to reallocate funds for emergency relief programs, ultimately distributing rations to over 600 families/people in 7 districts. All parties involved were happy to see the immediate impact of these efforts. It was a reminder of the importance of remaining flexible in order to stay true to our core goals.

On the whole, the end of the year brought hope for stabilisation. Many acute issues were patched and life started to return to another new normal. However, increases in migration patterns indicate that for many, 2022 was the straw that broke the camel's back. Young, eager, and promising

talent and older, experienced, advisors alike started looking for opportunities elsewhere. Their reasons are varied and respected; however, this trend, often described as a brain drain, has the potential to negatively impact the country for decades. This phenomenon and the evolving needs of our nation are things that the development and social sectors must be mindful of as we plan future programming. Nevertheless, I remain optimistic, and I still see passionate people with the heart to enact change at every turn.

As I reflect back on the year, I am proud of our team - this group of women continues to inspire me. Some have been with me since we founded CEJ, and others only joined a few months ago. Regardless, I learn from their persistence, confidence, and generosity every day. I am also proud of the work we accomplished as a team and with our partners, despite the varied challenges and continued uncertainty. Through steadfast dedication, we adapted and adjusted to meet our internal and external goals, expand our team, and support communities in need.

I look forward to taking on the challenge of 2023!



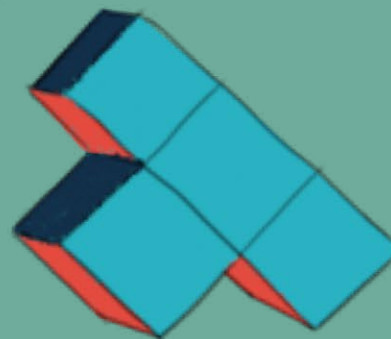
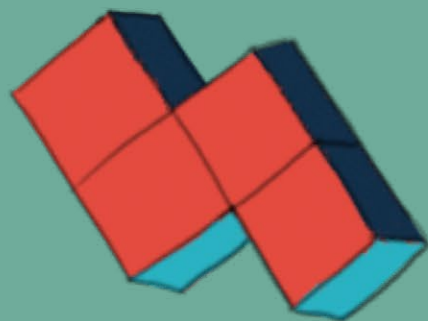
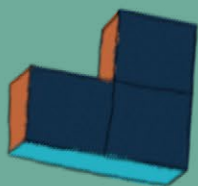
**SHYAMALA GOMEZ**  
EXECUTIVE DIRECTOR

# LIST OF ABBREVIATIONS

<b>CEJ</b>	Centre for Equality and Justice
<b>CIABOC</b>	Commission to Investigate Allegations of Bribery or Corruption
<b>CRSA</b>	Children Rights Situation Analysis
<b>CSGBV</b>	Cyber Sexual Gender-Based Violence
<b>CSO</b>	Civil Society Organisation
<b>DDG</b>	Deputy Director General
<b>DV</b>	Domestic Violence
<b>FAGBV</b>	Forum Against Gender-Based Violence
<b>GOHS</b>	Gendered Online Hate Speech
<b>LGBTQIA+</b>	Lesbian, Gay, Bisexual, Transgender, Queer, Intersex, Asexual, and the additional "+" stands for all of the other identities not encompassed in the short acronym
<b>OLP</b>	Official Languages Policy
<b>OfR</b>	Office of Reparations
<b>SHA</b>	Self Help Approach
<b>SHG</b>	Self Help Group
<b>SLCDF</b>	Sri Lanka Centre for Development Facilitation
<b>SLYP</b>	Sri Lanka Youth Parliament
<b>SOGIESC</b>	Sexual Orientation, Gender Identity, Gender Expression and Sex Characteristics

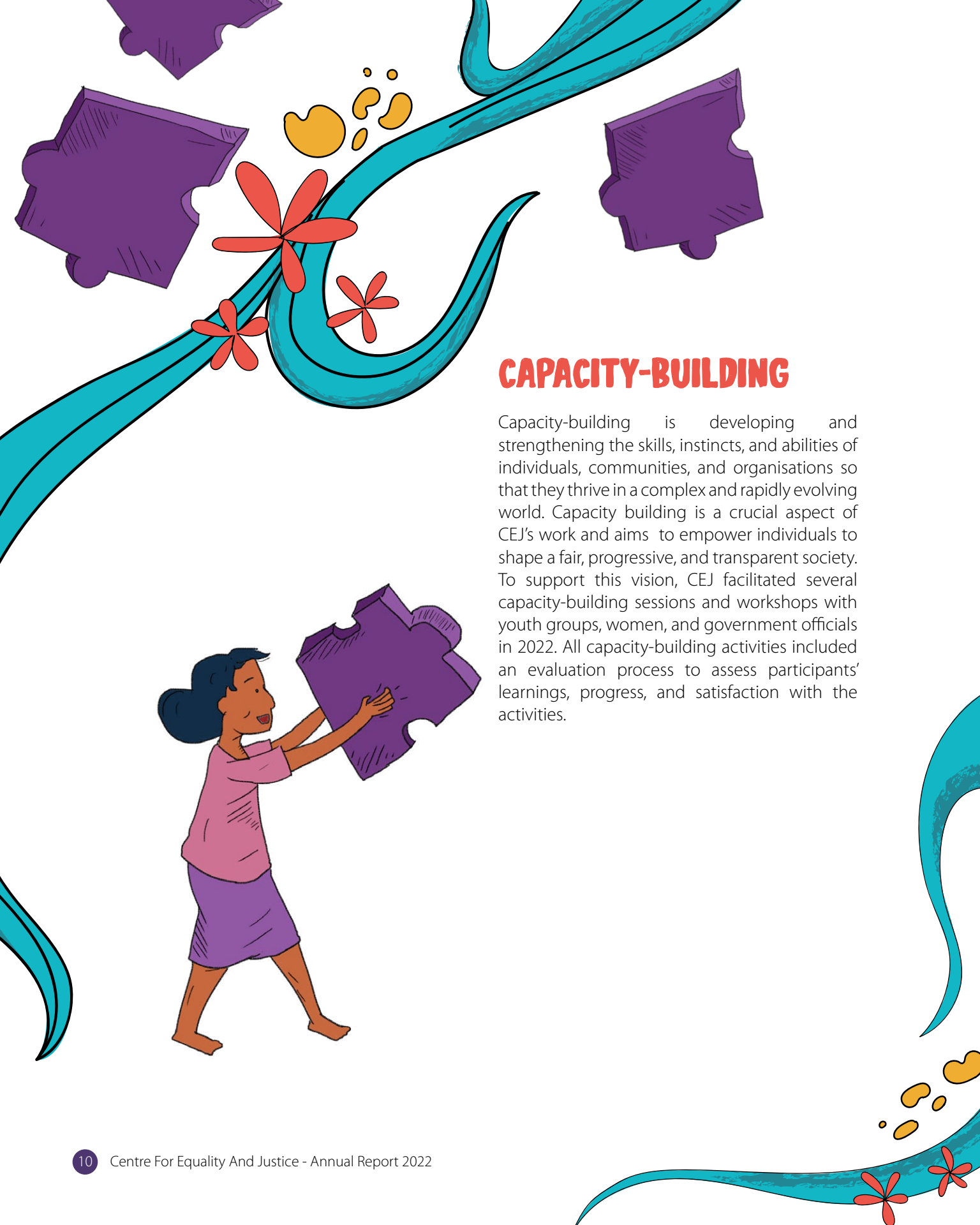
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# CEJ'S WORK





## CAPACITY-BUILDING

Capacity-building is developing and strengthening the skills, instincts, and abilities of individuals, communities, and organisations so that they thrive in a complex and rapidly evolving world. Capacity building is a crucial aspect of CEJ's work and aims to empower individuals to shape a fair, progressive, and transparent society. To support this vision, CEJ facilitated several capacity-building sessions and workshops with youth groups, women, and government officials in 2022. All capacity-building activities included an evaluation process to assess participants' learnings, progress, and satisfaction with the activities.



Throughout 2022, CEJ worked with experts to build stakeholders' capacity to advocate for their rights, including language rights. CEJ worked with university students to build their capacity to promote the implementation of the Official Languages Policy (OLP) in Sri Lanka. CEJ conducted an online course with ten sessions designed to equip students with the tools needed to advocate for language rights. Throughout the course, ten guest lecturers shared their expertise with 50 students (female and male) from the University of Colombo, the University of Kelaniya, and the University of Sri Jayewardenepura.

# SESSION CONTENT



**HISTORY OF LANGUAGE RIGHTS IN SRI LANKA**

**LANGUAGE RIGHTS AND GENDER**

**LANGUAGE RIGHTS AND THE LAW**

**LANGUAGE BARRIER AND WOMEN'S ACCESS TO THE CRIMINAL JUSTICE SYSTEM**

**LANGUAGE RIGHTS AND EQUALITY, DIVERSITY, AND INCLUSION**

**LANGUAGE RIGHTS AND INTERNATIONAL BEST PRACTICES**

**ADVOCACY ON LANGUAGE RIGHTS**

**CHALLENGES OF SAFEGUARDING LANGUAGE RIGHTS IN SRI LANKA**

**ROLE OF YOUTH IN PROMOTING LANGUAGE RIGHTS**



Furthermore, CEJ worked to increase young people's understanding of how language rights issues have affected war-affected women. University students from the Eastern, Northern and North Central provinces and six members of the Sri Lanka Youth Parliament (SLYP) engaged with women CSO's that work with war-affected women through three virtual discussions organised with partner organisations from Polonnaruwa, Ampara and Kilinochchi. The women shared their personal and community experiences with language discrimination and barriers; noting that many government officials and service providers lacked training on the OLP. The women recounted challenges in accessing government services in their primary language, Tamil, and

the discrimination they faced when attempting to access post-war reparations, resettlements, and seized ancestral land because the authorities tasked with these assignments could not understand them.

To further strengthen governance and accountability, CEJ worked with 20 students each from the University of Jaffna and the University of Colombo to participate in a series of online sessions designed to equip participants with the skills and knowledge to address issues such as corruption, bribery and sexual bribery in the public sector. This online course commenced in late 2022 with an orientation on the session plan. The course covered various topics, including governance, bribery and corruption, roles of youth in governance, and sexual bribery.



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Similarly, to work towards more transparent and proactive government services, CEJ conducted five district-level workshops for 73 local-level government representatives on women and reparations with the Office of Reparations (OfR). The workshops covered the concept of reparations, how to assist women seeking reparations, the Office for Reparations Act, and how these officials can fulfil their mandate by providing appropriate and gender-sensitive reparations for women.

# BREAKING CHAINS BUILDING RESILIENCE.

One of CEJ's flagship areas of work in 2022 was sexual bribery. To holistically address sexual bribery in Sri Lanka, CEJ planned several capacity-building activities for stakeholders at all levels, including six full-day workshops for a collective of 128 women from the Anuradhapura, Kilinochchi, and Puttalam districts. The workshops aimed to increase their awareness of sexual bribery, improve their ability to handle such issues, and empower them to support individuals facing similar challenges; including an overview of the service providers that offer assistance related to sexual bribery.

Additionally, from June to August, CEJ conducted a series of seven full-day capacity-building workshops for 278 officials from the Commission to Investigate Allegations of Bribery or Corruption (CIABOC) and two full-day workshops for 52 officers from the Sri Lanka Police Bureau for the Prevention of Abuse of Children and Women. Participants included Deputy Director Generals (DDGs), legal, investigation, and prevention officers, and other officials who

handle complaints related to sexual bribery. The workshop methodology utilised varied learning modalities such as audio-visual aids, interactive sessions, and group work, including case studies, to make the material engaging and relevant. The workshops were well-received, and participants reported that this was their first experience being trained on addressing sexual bribery, noting that the content was useful and applicable to their work.

These workshops bolstered Sri Lanka's ability to comprehensively address sexual bribery by training key officials on gender sensitivity and how to combat sexual bribery. Furthermore, they built on previous work done by CEJ on sexual bribery, including the development of an online training module and a code of conduct in English, Sinhala and Tamil. These materials have been distributed to CIABOC staff, and other stakeholders such as the Ministry of Public Administration, Ministry of Public Administrations, Home Affairs, Provincial Councils and Local Government, Provincial Councils and local government offices.





With increased access to smartphones and reliable internet service, the use of social media platforms, such as Facebook and Instagram, has drastically increased over the past few years. Along with this trend, there has been a rise in hate speech, disinformation, and misinformation throughout Sri Lanka. These campaigns can spread narratives that persecute marginalised groups and ethnic minorities, and undermine efforts to build social cohesion. To address these negative trends, CEJ conducted a half-day capacity building session for 20 social media influencers from diverse backgrounds. The workshop focused on combating hate speech by raising awareness of disinformation online and cyber sexual gender-based violence (CSGBV), its impact on social cohesion, and how to conduct effective digital responses.





# DISTRICT BASED WORKSHOPS

Beyond this capacity building session, four sensitisation workshops were conducted on CSGBV and gendered online hate speech (GOHS), including cyber security, for youth groups in Kilinochchi, Batticaloa, Puttalam, and Anuradhapura. Designed under the presumption that participants included both victim-survivors and perpetrators or potential perpetrators, the workshops aimed to capacitate young people with knowledge about gender (i.e., the distinction between sex and gender, gender stereotypes, etc.) and CSGBV.



Four more capacity-building discussions were held on CSGBV for mental health service providers, local government officers, and police officers from the Police Women and Children Desks in Kilinochchi and Anuradhapura. These sessions discussed strategies to increase responses to GOHS and CSGBV, while also addressing referral pathways and the provision of improved support to victim-survivors of GOHS and CSGBV.



# SELF HELP GROUPS



While much of CEJ's capacity-building work is focused on larger community issues, we also work on supporting people at the individual-level, because strong systems and flourishing communities are born from healthy and empowered people.


In this spirit, CEJ trained self help groups (SHGs) on the self help approach (SHA), an empowerment tool that enables participants to work on and support their own social and economic development. SHG members were taught financial tools and encouraged to develop a habit of saving to facilitate access to loans and start small businesses. Active participation in SHG

meetings, shifting mindsets, more confidence, and better financial health allowed members to become more independent spouses and parents and fostered greater empathy and support among the women in the communities.

Similarly, to equip parents in the Kilinochchi and Anuradhapura districts with the information they need to safeguard their children, CEJ invited local Child Rights Protection Officers, Grama Niladhari Officers, and Women Development Officers to conduct awareness sessions on child rights, child abuse, protection mechanisms, and complaint procedures.







Finally, workshops focused on relieving stress and building participants' resilience were conducted by a drama therapist for conflict-affected women in the Polonnaruwa, Batticaloa, Kilinochchi, Puttalam and Hambantota districts. The post-workshop evaluations revealed that for many, this was the first opportunity to participate in a session focused on psychological support.

In recognition of the need for additional resilience-building workshops, CEJ developed a Coping Strategy document as a psychosocial support resource. The document was created with a consultant who conducted interviews with 45 women and collected information through small group meetings in the Puttalam, Polonnaruwa, and Kilinochchi districts. The Coping Strategy was translated into Sinhala and Tamil, and was utilised during a resilience-building and sharing workshop with 100 women from the same communities. Through these activities and resources, participants gained a better understanding of the political context of their communities and how to navigate the day-to-day challenges they face, enabling them to address violations of their rights. This document will be used in future workshops and sessions.

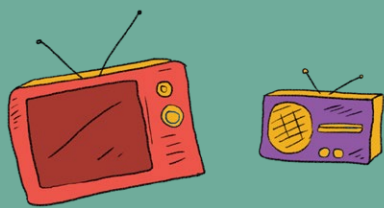


# AWARENESS- RAISING AND ADVOCACY



Awareness-raising is the process of informing or educating people about a topic with the intent of influencing attitudes, behaviours, beliefs, policies, practices, etc. Awareness-raising aims to ensure that a topic is discussed both publicly and privately by key stakeholders with a particular preferred outcome in mind; this goal could be to mobilise people, change popular sentiment, or amend a policy. Awareness-raising and advocacy are interrelated concepts. Helping to build a well-informed society that supports inclusivity and values the protection of everyone's rights is one of CEJ's goals. Therefore, most of CEJ's efforts are complemented with awareness-raising activities; to ensure people have the information they need to advocate for a responsive and progressive society.

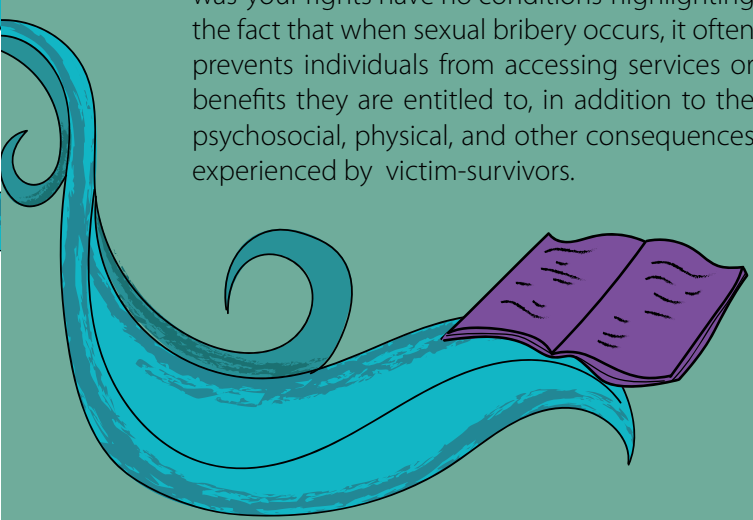
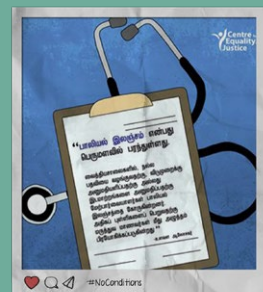




# A 360 CAMPAIGN #NoConditions

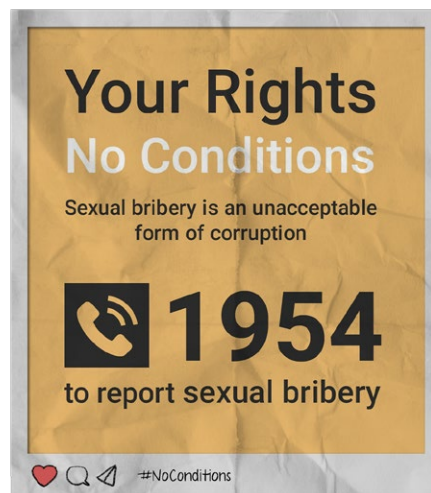
In line with CEJ's efforts to comprehensively address sexual bribery in Sri Lanka, research findings were used to inform further interventions, including raising awareness on the issue among communities and advocating for policy and law reforms in Sri Lanka.

We launched a 360 media campaign to increase awareness of sexual bribery as an unacceptable and egregious form of corruption. The campaign used various channels, including TV commercials ([English](#), [Sinhala](#), [Tamil](#)), radio advertisements ([English](#), [Sinhala](#), [Tamil](#)), a press release, interviews on multiple platforms, email updates/newsletters, and a comprehensive online campaign, organised under the hashtag #NoConditions, across social media channels and popular websites. The campaign tagline was 'your rights have no conditions' highlighting the fact that when sexual bribery occurs, it often prevents individuals from accessing services or benefits they are entitled to, in addition to the psychosocial, physical, and other consequences experienced by victim-survivors.



All content was developed specifically for the campaign to ensure its relevance to the Sri Lankan audience and adherence to CEJ’s guidelines, which include a rights-based and empowering approach. The content produced aimed to visually depict sexual bribery as a distinct form of corruption that could occur under a variety of circumstances, with an emphasis on public sector settings. Covering several topics and key points related to sexual bribery as an unacceptable form of corruption that is punishable in Sri Lanka, while also providing the audience with information on how to report cases and access support related to this issue. Across platforms, campaign material reached over 20 million people in Sri Lanka.

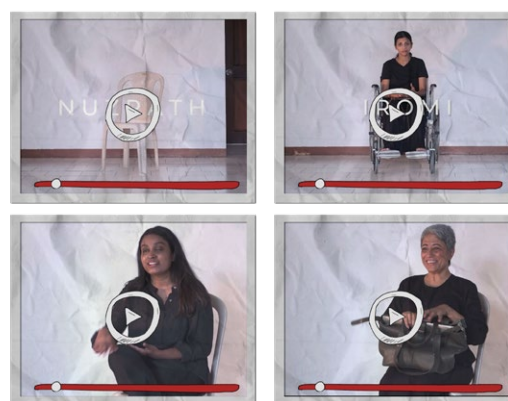
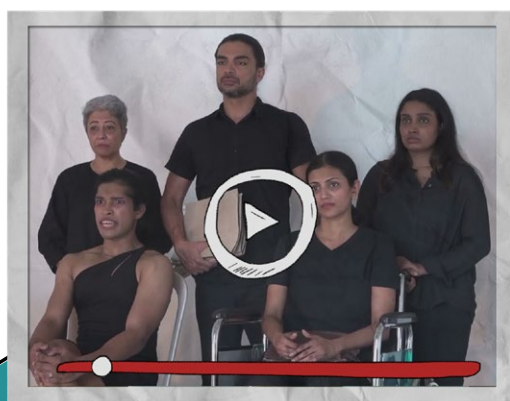
View the full social media campaign on the CEJ Open Secret, sexual bribery Facebook Pages ([English](#), [Sinhala](#), [Tamil](#))



Furthermore, Tracy Holsinger and Mind Adventures Theatre Company produced five dramatised narrative performances drawing directly from in-depth interviews conducted by CEJ. They provide a glimpse of the grim reality faced by countless women and LGBTQIA+ persons when obtaining government services within the health and justice sectors. This performance is a tribute to the women and LGBTQIA+ victim-survivors who shared their stories and were disseminated on YouTube and other social media platforms.

Click to view the narrative performances from CEJ’s Youtube page.

([I Liked You](#); [Iromi](#); [Nuzrath](#); [Ramani](#); [Rupa](#))

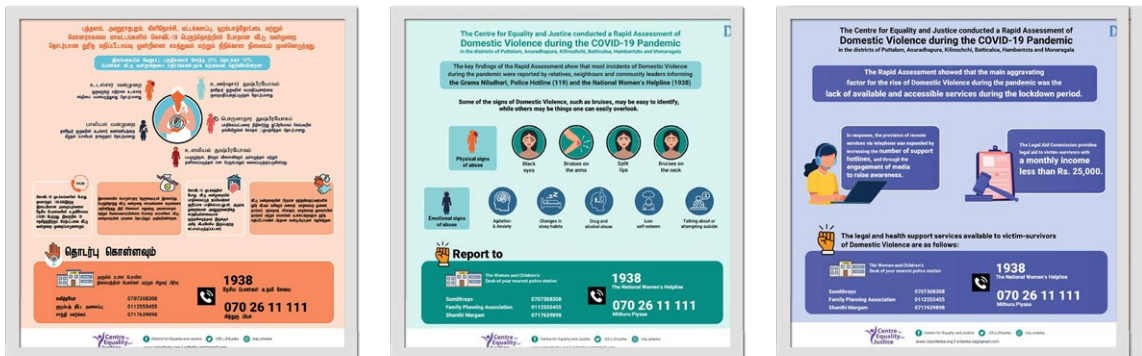




Another key issue addressed by CEJ in 2022 was domestic violence (DV), with a focus on how DV can be exacerbated during times of crisis. CEJ developed numerous awareness-raising materials to highlight this urgent and often overlooked issue, including tri-lingual posts highlighting information gathered in a rapid assessment conducted by CEJ, information on how to identify DV, and stories of abuse during the pandemic when access to help was limited.



CEJ also published two articles and three infographics on DV each in English, Sinhala and Tamil on three separate news channels. The first infographic focused on victim-survivors of DV, the second appealed to family and friends of victim-survivors of DV, and the third focused on the services available for victim-survivors of DV.



Finally, CEJ produced a five-episode podcast to discuss DV and what could be done to address DV in the context of the pandemic or similar circumstances. Three episodes were produced in English, one in Sinhala, and one in Tamil; all were shared on CEJ's social media pages. Each episode addressed a unique theme:



**EPISODE 1**  
**The rise in DV during the pandemic, in 2 parts**

**PART 1**

- Reasons for the increase of DV
- Victim-survivor' access to DV services during the pandemic
- How CSOs reached victim-survivors

**PART 2**

- Best practices followed by local CSOs
- International best practices
- Other recommendations in terms of law, policy and structural reforms



**EPISODE 2**  
**DV and accessing the courts during the pandemic**

- Issues with existing laws and policies
- Structural issues

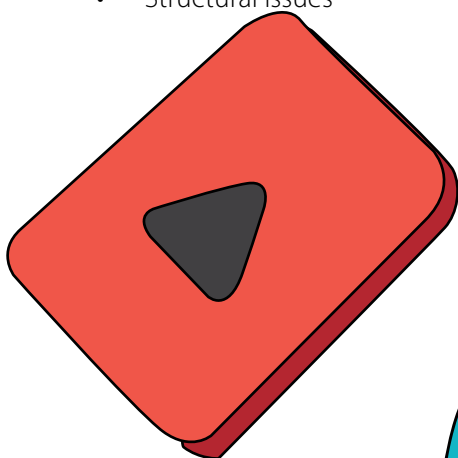


**EPISODE 3**  
**DV and access to health and mental health services during the pandemic**

- The importance of mental health for survivors of DV
- Availability of mental health and other health services during the pandemic

**EPISODES 4 & 5**  
**DV and the Economic Crisis in Tamil & Sinhala**

- Impact of the economic crisis and the increase in the prevalence of DV
- Service provision during the crisis



# CLAIMING JUSTICE

## #ReparationsAreHerRight

### SOCIAL MEDIA BLITZ & MULTILINGUAL QUIZ!

To raise awareness of reparations as a right, CEJ developed and disseminated a series of social media posts under the hashtag #ReparationsAreHerRight. These posts also promoted an online quiz that was created to allow people to test their knowledge of reparations and learn more about the topic.

Click here to access the [social media campaign](#) and [online quiz](#) available in English, Sinhala and Tamil.



Another campaign raised awareness of the research findings from the “Burden Upon Burden” report conducted by CEJ, which examined the socio-economic impact of microfinance and COVID-19 on women who have been affected by war and political violence. The campaign included two news articles “Trapped in a Cycle of Debt” and “Microfinance, Macro-burden: The Impact of COVID-19 on Women Borrowers,” and social media posts that visually captured key issues highlighted in the report.

Trapped in a Cycle of Debt (English, Sinhala, Tamil)

Microfinance, Macro-burden: The Impact of COVID-19 on Women Borrowers (English, Sinhala, Tamil)





Finally, social media posts to highlight the impact on victim-survivors were developed and shared.



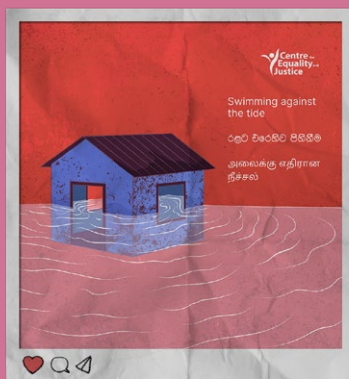
Repayment issues during COVID-19



Violence faced by women borrowers from recovery officers




Limited awareness of the legal aspects of microfinance



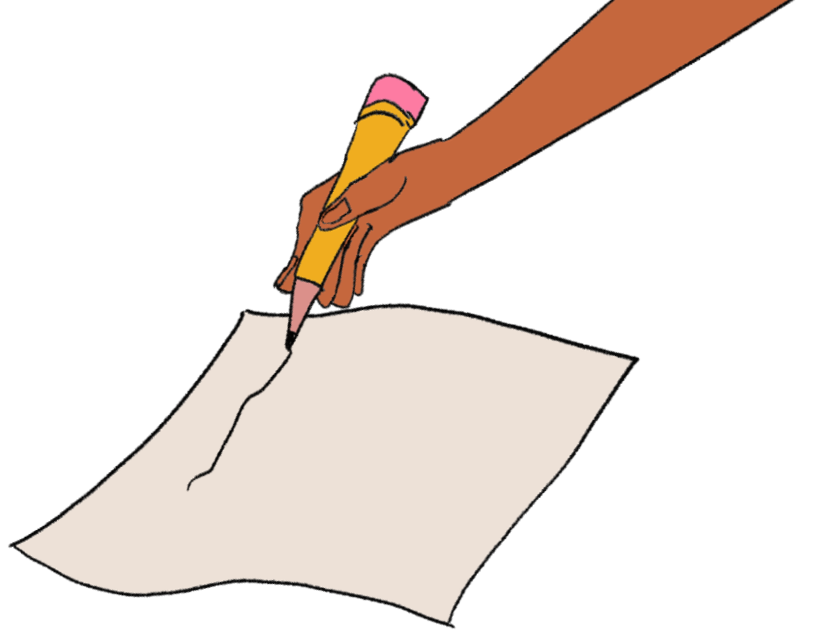
Psychological trauma associated with microfinance and its effects on women




Why reparations are crucial to avoiding the microcredit trap



# ADVOCACY AND LOBBYING



Advocacy refers to the act or process of supporting a cause or proposal, and lobbying is when advocacy efforts are directed towards the government. CEJ takes the responsibility of institutional action seriously and considers direct advocacy to be a core component of our work. The organisation's advocacy and lobby efforts are informed by our research and aim to amplify and add to community actions inspired by our capacity-building and awareness-raising efforts.





Eight international stakeholders working on transitional justice, women and reparations, and other related areas participated in an online international advocacy meeting held by CEJ on 20 October 2022. The primary objective of the event was to garner support from the international community to advocate for a gender-sensitive reparation process in Sri Lanka. During the event, CEJ presented its work on transitional justice and reparations, along with the dissemination of "A Brief on Women and Reparations in Sri Lanka," available in all three languages, and created a platform for future collaboration with a diverse range of stakeholders. ([English](#), [Sinhala](#), [Tamil](#)).



On International Day for Anti-Corruption, 9th December 2022, CEJ, together with like-minded organisations and individuals published a statement drawing attention to the issue of sexual bribery and its impact on individuals and society at large. The statement, titled "Call for Law and Policy Reforms to Prevent and Address Sexual Bribery in Sri Lanka," was shared with local stakeholders, international and local NGOs, academics, members of the lobby group on sexual bribery, the Forum Against Gender-Based Violence (FAGBV), participants of an international advocacy event hosted by CEJ, and participants of a launch for the research report "Asking for My Soul", which was developed by CEJ. The statement is available on the CEJ website ([Link](#)) and was also published on all CEJ social media platforms. The statement provides recommendations for the government and other relevant groups and outlines how the implementation of these changes would better protect victim-survivors and hold perpetrators accountable.

Furthermore, CEJ prepared a collective statement in collaboration with the FAGBV on the responses to DV during COVID-19 in Sri Lanka. The statement identifies gaps, highlights best practices, and outlines recommendations for how to address DV during other similar emergencies and disasters.

Click [here](#) to access the collective statement.



# CRISIS RESPONSE



Crisis response refers to the actions taken by an organisation to address disruptions and unexpected events that threaten to harm an organisation or its stakeholders. CEJ's work is rooted in Sri Lankan communities and therefore, responding to the evolving needs of the country is fundamental. We strive to adjust plans to accommodate shifts in accessibility and to acknowledge emerging needs. In 2022, the major issues addressed were limited access to transportation and acute economic crisis.



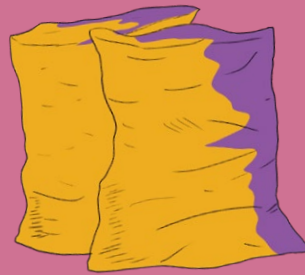
## BRIDGING GAPS ONE RATION PACK AT A TIME.

To address food security concerns during the economic crisis, CEJ distributed packages with provisions requested from communities on numerous occasions.

CEJ's Anuradhapura team conducted a data collection survey in the Kukulawa area, one of the most economically disadvantaged communities in the district. As a result, 58 families were selected to receive food supplements with the support of our project donors. This initiative, named 'Dhiri Poshaku,' was carried out in collaboration with the Sri Lanka Centre for Development Facilitation (SLCDF) and focused on providing support to women and children in the communities, distributing 98 packets in total.

In the Kilinochchi district, dry ration packs were provided to 224 families. This initiative had a positive impact on the lives of the SHG beneficiaries and allowed CEJ to reach more communities.

Moreover, to address the rising prices of essential food items due to inflation in Sri Lanka, SHGs were encouraged to participate in home gardening activities. In Kilinochchi, SHG members, who are primarily female heads of households were empowered to engage in various small businesses such as selling coconut oil, sewing tote bags for school children and cultivating palmyrah sprouts to produce palmyrah-based food products like odiyala (an edible snack made from palmyrah palm tubers) and nutritional flours. In Anuradhapura, SHG members took the initiative to cultivate vegetables such as brinjal, chillies, tomatoes, leafy greens, and ash plantain, within their home compounds. Recognising the necessity of self-produced fertiliser for their crops, several group members started establishing compost bins to generate their own compost.



In the Puttalam district, during a workshop to raise awareness of sexual bribery, 50 participants received dry ration packs. These women were acutely impacted by the economic crisis and many experienced compounding issues including being daily wage earners, victim-survivors of domestic violence or female heads of households.

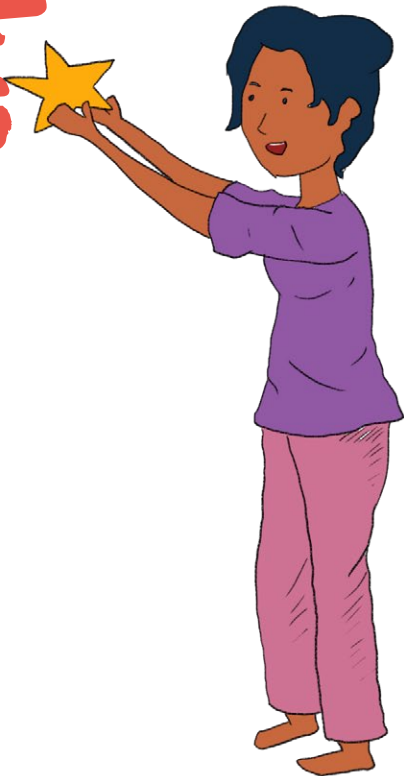
30 victim-survivors of DV from the Puttalam, Anuradhapura, Hambantota, Monaragala, Kilinochchi and Batticaloa districts were provided relief packages. These women were unemployed female heads of households with children who were living in extreme poverty and experiencing food insecurity.

Furthermore, dry ration packs were distributed to 120 women affected by war and political violence in the Kilinochchi, Puttalam and Polonnaruwa districts.



# BUILDING STAFF CAPACITY

CEJ provides capacity-building training sessions and workshops for our staff members to enhance their skills, abilities, knowledge, and base of resources. Through internal capacity-building, we strengthen the organisation's capacity to conduct high-quality, responsive work that supports communities and furthers organisational goals.





## HERE ARE SOME OF THE WORKSHOPS AND TRAINING THAT TOOK PLACE IN 2022.

### **Training on digital security**

Participants gained a fundamental understanding of key principles related to digital security, which included topics such as accessing the internet securely, using it safely, identifying malware, and ensuring password security.

### **Capacity development training for project partners**

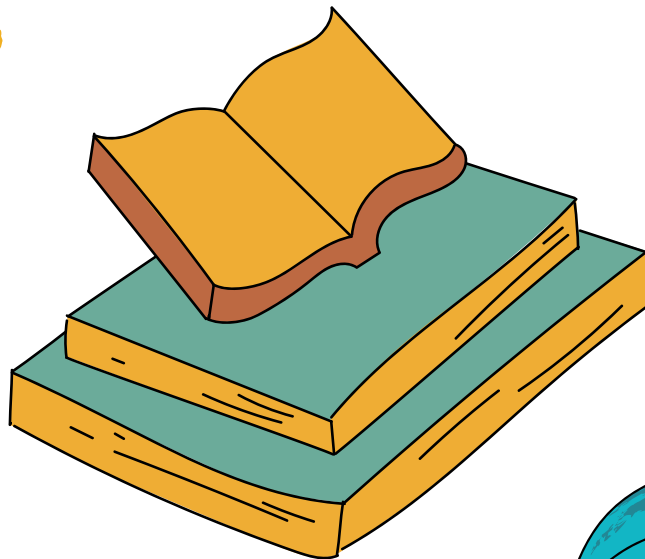
Training sessions included conflict sensitivity and peacebuilding, outcome and impact-oriented project planning, proposal development, proposal writing, and a refresher on child rights situation analysis.

### **The Community of Practice on Dangerous Speech**

A bimonthly meeting hosted by UNDP for like-minded CSOs to come together and discuss collective action on countering hate speech online and offline.

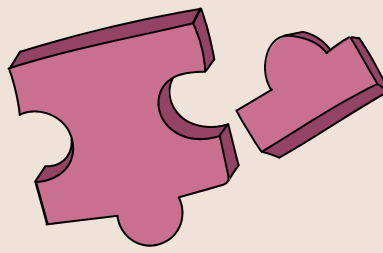
# RESEARCH AND KNOWLEDGE GENERATION

Research and knowledge generation can be defined as the systematic investigation into and study of materials and sources in order to establish facts and reach new conclusions. High-quality research provides a strong foundation for all of CEJ's work, ensuring our plans and activities are comprehensive and responsive to the ground reality in Sri Lanka.





# SHADOW PANDEMIC

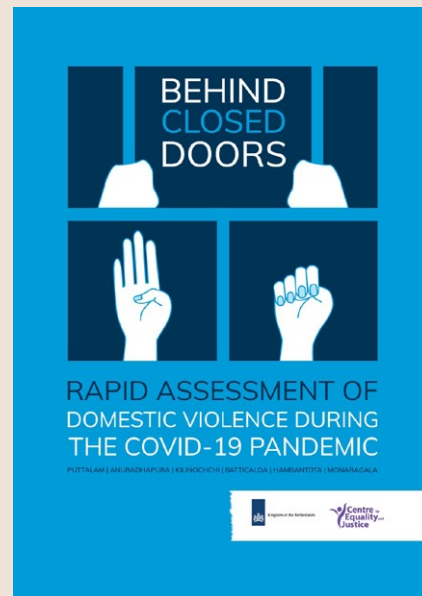


CEJ conducted a study on the prevalence of DV during the pandemic, titled “Shadow Pandemic”, that is available in all three languages ([English](#), [Sinhala](#), [Tamil](#)). This lobby document proposes reforms and advocates for a gender-sensitive response to incidents of DV that occur in the context of the COVID-19 pandemic, other emergencies, and national crises in Sri Lanka. To support this report, a series of interviews were conducted with resource persons from diverse, yet interconnected, fields.



## BEHIND CLOSED DOORS

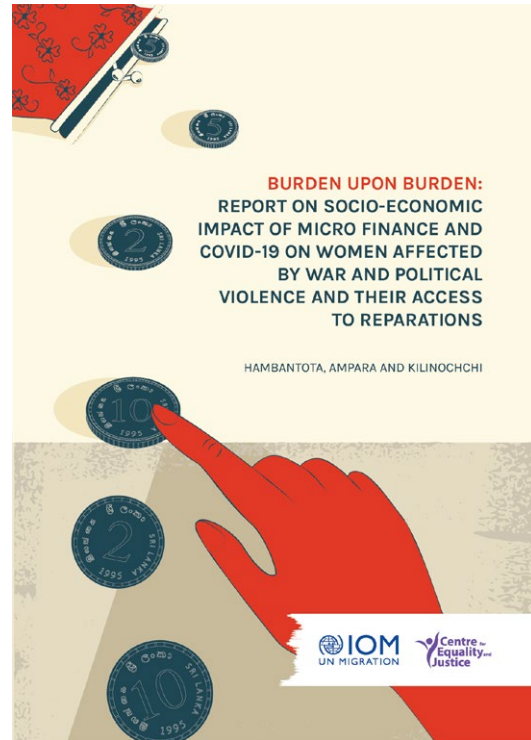
CEJ and partner organisations also conducted a rapid assessment on DV in the Puttalam, Anuradhapura, Kilinochchi, Batticaloa, Hambantota, and Monaragala districts. The results from the assessment were documented in a report titled “[Behind Closed Doors](#)” that aims to expand the FAGBV’s interventions by strengthening the lobbying and advocacy capabilities of its member organisations and empowering them to effectively demand more comprehensive actions to address DV.





# BURDEN UPON BURDEN

"[Burden Upon Burden](#)" is a report that examines the socio-economic impact of microfinance and COVID-19 on women who have been affected by war and political violence, and their access to reparations in the Hambantota, Ampara and Kilinochchi districts. The research report aimed to examine the socio-economic issues that are arising from microcredit schemes among women from Tamil, Sinhalese, and Muslim communities residing in the regions affected by war and political violence in the North, East, and South. Secondly, the report investigated the impact of COVID-19 on these target communities, highlighting how the pandemic further exacerbated their existing socio-economic vulnerabilities. Lastly, the study explored the necessity for a reparation program that considers the experiences of these communities.



# A BRIEF ON WOMEN AND REPARATIONS IN SRI LANKA

Furthermore, CEJ prepared "[A Brief on Women and Reparations in Sri Lanka](#)" to raise awareness of the current status of women and reparations in the country with the international community. This document provides the international community with the information they need to develop appropriate interventions concerning Sri Lanka.



# ASKING FOR MY SOUL

## A STUDY OF SEXUAL BRIBERY IN THE HEALTH AND JUSTICE SECTORS IN SRI LANKA

CEJ produced several reports related to sexual bribery in Sri Lanka. The main research report, titled “Asking for my soul: A study of sexual bribery in the health and justice sectors in Sri Lanka” includes nineteen in-depth interviews with victim-survivors of sexual bribery, twelve key informant interviews from the health and justice sectors, and five focus group discussions with women, members of the LGBTQIA+ community, and people who engage in sex work across five districts. The findings from the research report reveal that sexual bribery has a severe personal impact on individuals. It violates their bodily integrity and acts as a barrier to the enjoyment of their economic rights. The trauma and stigma experienced by victim-survivors suggest that the psychological impact is grave. These consequences are further compounded when members of the LGBTQIA+ community are subjected to sexual bribery. The report has been published in all three languages ([English](#), [Sinhala](#), [Tamil](#)) and was distributed among academia, relevant stakeholders, and other interested individuals.

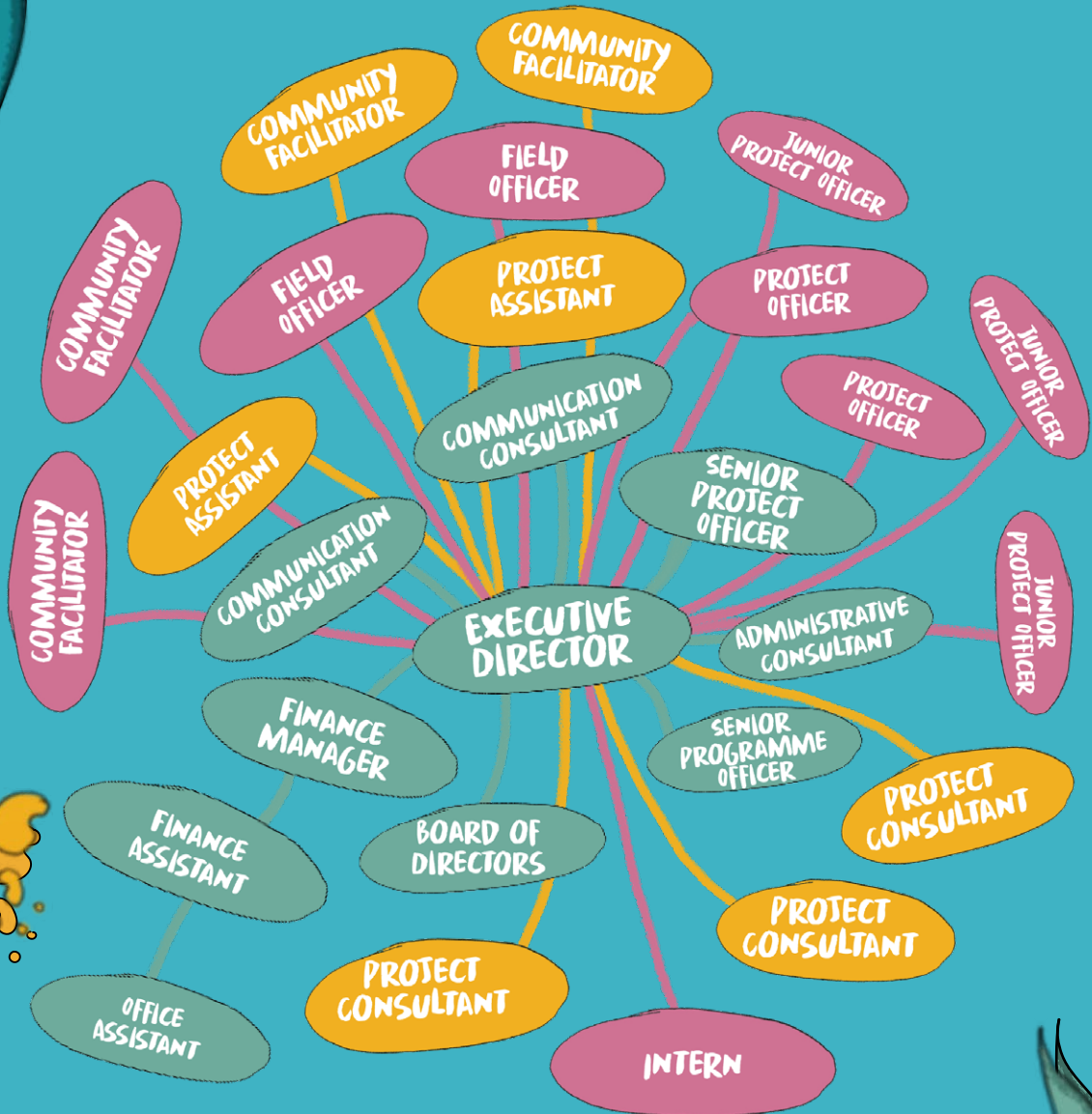


CEJ also prepared a briefing paper titled “Asking for my Soul: A Study of Sexual Bribery in the Health and Justice Sector in Sri Lanka (Briefing Paper)” to highlight significant findings from CEJ’s qualitative study on sexual bribery conducted between 2021 to 2022. This briefing paper is also available in all three languages ([English](#), [Sinhala](#), [Tamil](#)) and was published for wider dissemination.

Finally, CEJ drafted and printed a lobby document on Legal and Procedural Reforms in English, which is available on the CEJ website and printed copies were disseminated among academia, relevant stakeholders, and other interested individuals.

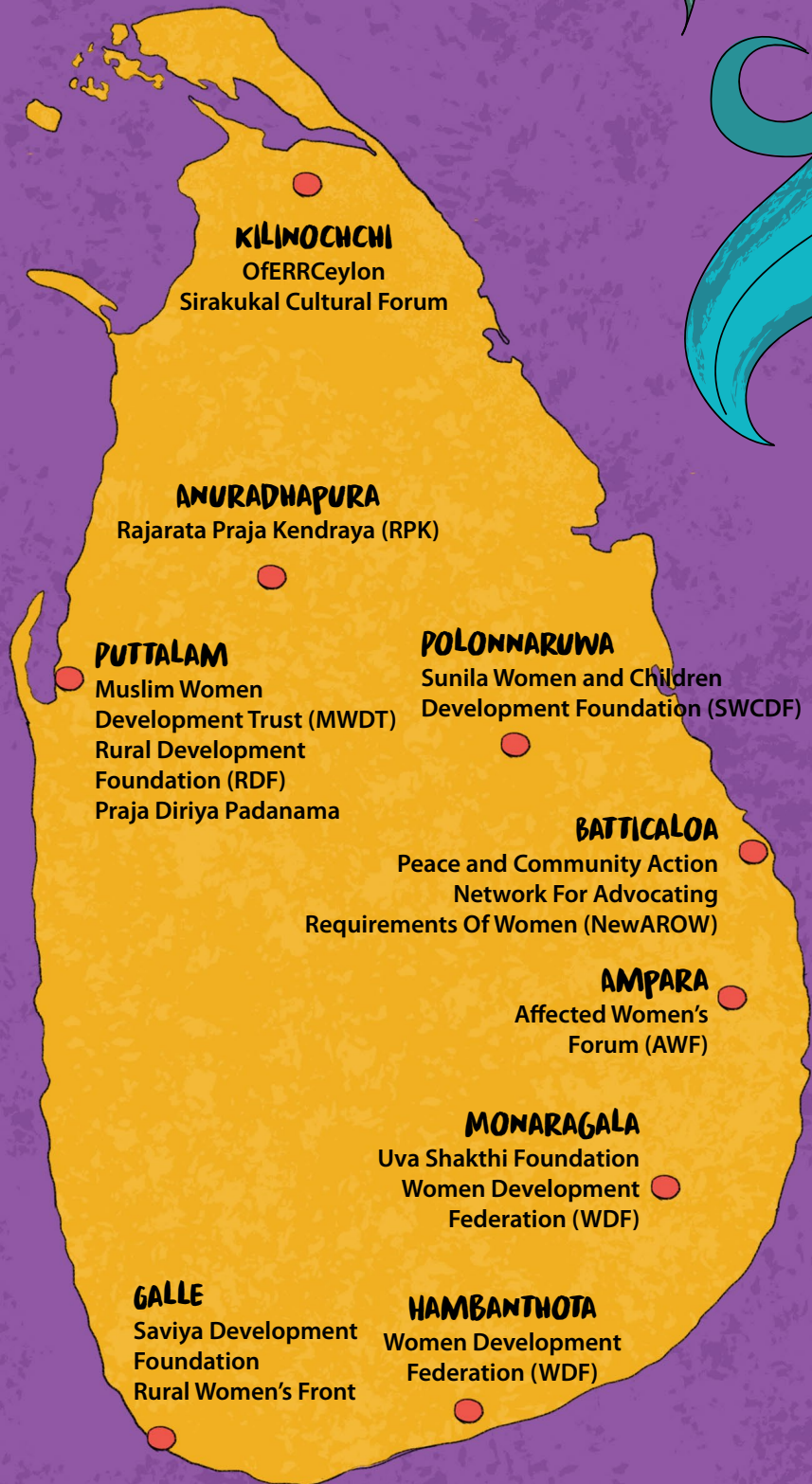


**CEJ TEAM**





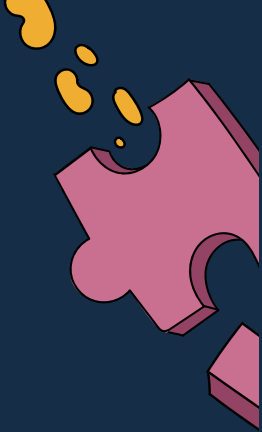
# CEJ'S PARTNERS





# FINANCE SUMMARY

	LKR
Salaries	32,367,719.09
Staff Gratuity	720,000.00
Rent	2,594,666.68
Utilities	470,743.00
Communication Expenses	706,436.42
Meeting Expenses	10,000.00
Staff Welfare	234,961.00
Equipment Maintanance	210,649.00
Office Maintanance	82,410.00
Stationery, Printing and Consumables	1,334,868.00
Postage and Courier	1,725.00
Office Travel	286,822.00
Periodic Expenses	226,763.25
Bank Charges and Other Finance Charges	58,241.22
Audit Expenses	620,000.00
NGO Tax	911,066.40
Legal Fees	126,510.00
Company Secretary	26,718.00
Consultancies	875,112.00
Other General Expenses	1,000,834.00
	42,866,245.06
Total Program Expenses	60,955,246.07



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