

Terms of Reference

Consultant to finalise a module on cyber SGBV and digital literacy

CEJ is hiring a Consultant to develop a module with immediate effect for a short-term assignment. Interested candidates may send a resume with a covering letter explaining why they are suited for this position to srilanka.cej@gmail.com. Only short-listed applicants will be notified.

Applications close on the 26th of August 2022

1. Background

The Centre for Equality and Justice (CEJ) was established in late 2017. CEJ's mission is the achievement of gender justice so that men, women and gender minorities 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. CEJ is a women's organization based in Colombo working primarily on the rights of war-affected women from the Sinhala, Tamil and Muslim communities and the rights of those affected by political violence and other forms of civil unrest. CEJ also works on issues of democracy, the rule of law and social inclusion and brings a gender perspective into all its work. CEJ engages with policymakers and government officers and strengthens grassroots-level women's capacities to claim their rights. CEJ also works closely with youth across Sri Lanka on key areas such as preventing violent extremism and reconciliation.

2. Project goal

CEJ has undertaken a project with the goal of advancing effective responses to gendered online hate speech (GOHS) and Cyber Sexual and Gender-based Violence (CSGBV) in Sri Lanka. This project will run for a period of 22 months.

3. Project context

Over the past decade, Sri Lanka has experienced varying levels of violence and hate speech resulting from the deep ethnic and religious divisions that remain after the civil war. A rise in online hate speech was noted particularly after a series of riots against the Muslim community in March 2018 and intensified in the aftermath of the Easter bombings in 2019, exacerbating Muslim-Buddhist tensions

and leading communities to turn further inward due to perceived outside threats. Social media groups and pages that appear dedicated to ‘protecting’ one community are often spreading hate about others. In this context, gendered online hate speech is used as a strategy to ‘other’ communities in order to mobilise and incite violence. Gender dynamics shape the rhetoric and messaging adopted by ethnic and religious-based groups, as demonstrated by calls for bans on headscarves and allegations about Muslim businesses planting fertility hampering drugs in women’s undergarments and in food products. These contexts have been noted to be remarkably hostile towards women and sexual and gender minorities (SGM), as the social media space is dominated by men, particularly in minority communities. Members of the LGBTQI community are especially vulnerable to technology-related violence—including surveillance, threats, and extortion from family and community—because of the criminalisation of homosexuality in Sri Lanka. Furthermore, specific groups of women and representatives of SGM enjoying public visibility, such as politicians, journalists, activists, and human rights defenders (HRD), have been found to be more aggressively targeted by slander and hate speech, which has led many to abandon their jobs or even the country.

4. Scope of work

The consultant will be required to finalize a module in English on Cyber Sexual and Gender-based Violence (CSGBV). The target group for this module will be officials of state institutions who respond to cases of CSGBV and gendered online hate speech (GOHS). Data collected by CEJ and other information including an existing draft module will be provided for reference. The module will need to be developed in close consultation with CEJ. To this end, the Consultant will,

- Attend online meetings conducted by CEJ to brainstorm the requirements of the ToR.
- Review materials provided by CEJ.
- Provide an outline for the module based on an existing draft that was created in the project's inception phase.
- Incorporate feedback from CEJ
- Incorporate feedback gathered from state institutions upon presenting the draft module to them at an in person event
- Finalise the module inclusive of all feedback.

The module will include the following key areas:

Gender-based Violence

- Understanding core concepts of SGBV (What is SGBV, Types of SGBV, impacts of SGBV and cyber-SGBV), including an understanding of conflict-related sexual violence
- Analyse the gendered approach to cyber-SGBV in public institution settings.

Digital Literacy

- Emphasise the tools that can be used to increase access to technology in order to make digital space safer thereby raising awareness of the current trends in Social Media Platforms
- Assess existing reporting mechanisms implemented by platforms and suggest improvements based on ground realities
- Include privacy and protection resources available in the region that can be adapted to the Sri Lankan context
- Analysis of the technical loopholes in the existing monitoring systems in place
- Analyse the possible knowledge gap that could exist in the current response mechanism regarding community guidelines and what constitutes cyber-SGBV

The module will also include references to other related reading materials.

5. Expected Deliverables

Deliverables	Deadline
Attend online meeting with CEJ	TBD
Provide an outline for the module for CEJ's feedback	TBD
Incorporate the comments and finalise the outline	TBD
Submit the completed draft module to CEJ for review/feedback	TBD
Incorporate feedback from CEJ and resubmit draft module	TBD
Incorporate feedback from representatives of state organisations and resubmit for final round of feedback	TBD
Submit the final version of the module to CEJ	TBD

6. Duration

The above consultancy runs from 1 September 2022 - 30 September 2022

7. Consultancy fee

As per the financial guidelines of CEJ, the contract will be between CEJ and the Consultant. An all-inclusive payment will be paid for the delivery of the above ToR. Please provide an all-inclusive quotation for the completion of the aforementioned deliverables with your CV.

8. Experience and Qualification

- Master's degree in information and technology, law, human rights, gender/women's studies, or a related field is required.
- A first-level university degree in combination with five additional years of relevant experience may be accepted in lieu of the advanced university degree.
- Able to work independently and produce high-quality outputs under tight time constraints
- Oral and written fluency in English
- Experience in developing manuals/guidelines/training materials relating to cyber-SGBV and technological literacy
- Previous proven work in a similar capacity with NGOs
- Experience providing high-level policy advice on SGBV and Technological literacy programmes, particularly in a post-conflict context