

## Consultant - Research Analyst

### Terms of Reference

CEJ is hiring a Research Analyst 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](mailto:srilanka.cej@gmail.com). Only short-listed applicants will be notified.

**Applications close on the 12th of August 2022.**

#### 1. Background

Centre for Equality and Justice (CEJ) was established as a company limited by guarantee 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 primarily a women's organisation working on the rights of women in the private and public spheres. CEJ engages with policymakers and government officers and strengthens grassroots-level women's capacities to claim their rights.

#### 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 work in close consultation with the Project Officers and report to the Executive Director. The primary function of the Consultant will be to analyse the district data collection from the inception phase and compile a report with the reflection of data in a coherent manner to achieve the expected outcomes of the activity. This consultancy requires the existing data and reports to be compiled into an analytical report that is reflective of: a) the existing perceptions and the knowledge of Cyber Sexual Gender-based Violence (CSGBV) and gendered online hate speech (GOHS) among the public and b) the existing response mechanism to CSGBV and GOHS in the country. To this end, the Consultant shall;

- Analyse the existing qualitative report and the data collected from the 8 creative sessions conducted in four districts (Anuradhapura, Puttalam, Batticaloa and Kilinochchi), 3 analyses of the stakeholder interviews and the report from the public webinar that was held in the inception phase of the project.
- Write a report based on the same, such that it reflects the understanding and perceptions of Cyber Sexual and Gender-based Violence (CSGBV) of women and girls in the relevant districts, draw connections among districts and relevant conclusions from the data.
- Proofread and finalise the report incorporating feedback from CEJ.

The report must be no more than 20 pages (Times New Roman, font size 12, single line spacing and justified alignment) and will include sections such as background, methodology, analysis of data by each district and a conclusion.

## 5. Expected Deliverables

Deliverables	Deadline
1. Submit a detailed outline of the proposed report	25 August 2022
2. Incorporate the feedback from CEJ and finalise outline	31 August 2022
3. Submission of the report - First Draft	15 September 2022
4. Submission of the report - Finalised version	28 September 2022

## 6. Duration

The proposed time period of the consultancy will be from 22 August 2022 to 30 September 2022. Any changes made due to reasons beyond the control of CEJ (e.g. Possible delays due to lockdown of the country) will be finalised in consultation with the Consultant.

## 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 made for the delivery of the above ToR. Please provide a quotation for the delivery of the aforementioned deliverables with your CV.

## 8. Experience and Qualification

- Bachelor's degree in Social Sciences or Humanities.
- Oral and written fluency in English, sound knowledge in Sinhala and/or Tamil will be an added advantage
- Excellent report writing in English
- Experience in working with MS Office and smartphone applications.
- Ability to work independently, take the initiative, manage multiple and competing priorities, and handle detail.
- Able to work independently and produce high-quality outputs under tight time constraints