

Terms of Reference

Consultancy to facilitate a workshop to capacitate male and female youth on gender, Cyber Sexual and Gender-based Violence (CSGBV) and gendered online hate speech (GOHS)

1. Background

The 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 and women 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 Gender-based Violence (CSGBV) in Sri Lanka. This project runs 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 has been noted particularly after a series of riots against the Muslim community in March 2018 and has 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 facilitate a half-day sensitisation workshop in one of the selected districts (Kilinochchi, Batticaloa, Puttalam, Anuradhapura) aimed at building the capacity of representatives of youth groups on gender, cyber security, Cyber Sexual and Gender-based Violence (CSGBV) and gendered online hate speech (GOHS).

The consultants will need to:

- Attend an online meeting conducted by CEJ to discuss the session plan
- Review materials relevant to the project provided by CEJ
- Provide a comprehensive session plan listing the tools and methodology to be used at the workshop
- Facilitate an in-person session in Sinhala/Tamil for representatives of youth groups in one of the four districts (Kilinochchi, Batticaloa, Puttalam and Anuradhapura). The duration of this session will be four hours.
- Incorporate the use of case studies, videos and other audiovisual materials into the session plan to engage the participants actively in discussions
- Provide input into the rapporteur reports of each session by reviewing and filling in missing information if required.

The sessions will focus on providing participants with an in-depth understanding of the following topics:

1. Cyber Sexual Gender-based Violence (CSGBV)
2. Gendered online hate speech (GOHS)

This includes definitions, forms of CSGBV and GOHS, the importance of a gender-sensitive approach when dealing with such cases and other support available to victims such as psychosocial support.

The content for the session will be finalised after discussions with CEJ.

CEJ will handle the logistics of the workshop and will provide a rapporteur for each session to record the session proceedings.

5. Expected Deliverables

Deliverables	Deadline
1. Join online meeting with CEJ to plan session	
2. Provide workshop session plan	

3. Provide a list of tools to be used in the session for CEJ's review	
4. Facilitate in-person session at workshop in the selected district	
5. Attend a debriefing meeting and provide input for the rapporteur report	

6. Duration

The above consultancy runs from **18 August 2022 to 31 August 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 social sciences, human rights, gender/women's studies, international development, 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.
- Oral and written fluency in Sinhala/Tamil and English.
- Able to work independently and produce high-quality outputs under tight time constraints
- Five or more years of experience working in a similar field
- Previous proven work in a similar capacity with NGOs
- Strong ability to lead and facilitate complex discussions in Sinhala/Tamil.
- Experience in facilitating conversation with staff of public sector on Gender and SGBV
- Experience engaging in results-oriented in-country capacity development

*Only short-listed candidates will be notified. Interested candidates may send a CV and quotation to srilanka.cej@gmail.com with names and contact details of two referees **by 18th August 2022.***