

Terms of Reference (TOR)

Consultancy to facilitate a Training of Trainers (ToT) Workshop on Cyber Sexual and Gender-based Violence (CSGBV) for state stakeholders in Colombo

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 persons with diverse sexual orientation, gender identity and expression, and sex characteristics (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. CEJ is primarily a women's organization working on the rights of women in the private and public spheres. CEJ engages with policymakers, government officers and strengthens grassroots level women's capacities to claim their rights.

2. Project goal

CEJ has undertaken a project with the goal to advance 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

Cyber Sexual and Gender Based Violence (CSGBV) and Gendered Online Hate Speech (GOHS) may take several forms including, but not limited to, cyberstalking, sextortion, manipulation of images, cyberbullying, hate crimes, the non-consensual sharing of intimate images and videos, defamation, and threats of violence. These acts may be perpetrated through any online platforms ranging from Social Media Networks such as Facebook and Instagram, messaging services such as WhatsApp and Snapchat, dating apps, the comments sections and chatrooms of other online services, and general online content.

In Sri Lanka too, relevant stakeholders struggle to grapple with the prevalence, impact and consequences of CSGBV and GOHS. While women and girls across the island are often at risk of being harmed by such conduct, specific groups of women and people with diverse sexual orientations,

gender identities, gender expressions and sex characteristics (SOGIESC), and individuals enjoying public visibility such as politicians, journalists, activists and human rights defenders have been found to be more aggressively targeted by slander and hate speech, with consequences so grave as to affect livelihood and residence.

The gendered dimensions of CSGBV and GOHS do not, however, always operate in isolation. They may instead intersect with, and thus exacerbate and render more complex, other grounds of discrimination and vulnerabilities endured by the citizens of a nation. An accurate and holistic understanding of the prevalence and impact of CSGBV and GOHS, therefore, may only be gained by situating such harmful conduct in the broader social, legal and political contexts of a country.

Gender dynamics may contribute to shaping the expression of such tensions, whether via hate speech or otherwise. The call for bans on headscarves and allegations about Muslim businesses planting fertility-hampering drugs in women's undergarments and food products were examples where gender played a pivotal role in the manifestation of ethnic and religious hostility. Any examination of CSGBV and GOHS in Sri Lanka, therefore, must first be situated in this distinct and complex context.

4. Scope of work

The consultant will be required to facilitate a Training of Trainers (ToT) workshop in Sinhala, in Colombo aimed at building the capacity of state-sector first responders to cases of Cyber Sexual Gender-based Violence (CSGBV) and gendered online hate speech (GOHS).

To this end, the Consultant shall;

- Attend an online meeting conducted by CEJ to discuss the session plan.
- Provide a comprehensive session plan listing the tools and methodology to be used at the workshop.
- Incorporate the use of case studies, videos and other audiovisual materials into the session plan to engage the participants actively in discussions.
- Include at least two group activities per workshop to engage participants.
- Facilitate an in-person workshop session in Sinhala for state-sector first responders in Colombo.
- Attend a debriefing meeting and provide input into the rapporteur report after the conclusion of the session.

The sessions will adopt a Training of Trainers (ToT) model to focus on providing participants with an in-depth understanding of the content of the module and its usage, so that it can be used for further training and capacity building of state stakeholders. The main objective of this session is to ensure

the implementation of a sustainable training model for CSGBV-related education for state responders. The Consultant may use the module on CSGBV developed by CEJ for this workshop.

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 the session to record the session proceedings.

5. Expected Deliverables

Deliverable	Deadline
1. Join an online meeting with CEJ to plan the TOT workshop.	Second week of February
2. Provide a workshop session plan and a list of tools to be used in the session for CEJ's review and approval.	Second week of February
3. Facilitate an in-person TOT workshop in Sinhala for state-sector first responders in Colombo and attend a debriefing meeting to provide input into the rapporteur report after the conclusion of the session.	Fourth week of February

6. Duration

The above consultancy runs from **10th February 2025 to 28th February 2025**.

7. Consultancy fee

As per the financial guidelines of CEJ, the contract will be between CEJ and the Consultant.

A quote in Sri Lankan Rupees (LKR) for the work must be provided by the consultant. A mutually agreeable rate will be agreed upon.

The final agreed upon payment will be made upon approval of the deliverables as per the stipulated instalments.

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 the 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 an all-inclusive quotation to kamini@cejsl.org with the email subject line 'CF4 - TOT Facilitator' by 10th February 2025.