

Terms of Reference

Legal Expert

1. Profile of CEJ

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 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 organization 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 Background/Context

Sexual violence remains a significant human rights concern, and survivors often face substantial barriers when seeking justice. Within legal processes, harmful gender stereotypes, stigma, and limited understanding of the psychological impacts of trauma can result in insensitive practices that may retraumatize survivors and undermine fair outcomes. Legal professionals play a critical role in shaping how sexual violence cases are handled, yet traditional legal training often provides limited engagement with gender-sensitive and trauma-informed approaches. Strengthening the capacity of lawyers to address sexual violence cases in a survivor-centred and gender-responsive manner is therefore essential to improving access to justice.

In response, the Centre for Equality and Justice (CEJ), with support from Equality Now, is implementing the project titled "*Justice Reframed: Safeguarding the Rights of Sexual Violence Survivors through Gender-Sensitive Legal Training.*" The project aims to strengthen the capacity of lawyers and relevant justice sector actors to engage with sexual violence cases using gender-sensitive and trauma-informed approaches. As part of this initiative, CEJ will conduct three interactive training workshops for lawyers in Colombo, Galle, and Puttalam. The workshops will focus on addressing gender bias and harmful stereotypes in legal practice, while promoting survivor-centred and trauma-informed approaches to handling sexual violence cases within the justice system.

3. Scope of Work

The Legal expert will be responsible for providing substantive expertise on gender-sensitive legal practice in relation to sexual violence cases. The expert will support the design and delivery of training content that strengthens lawyers' understanding of gender bias, harmful stereotypes and survivor-centered approaches within the legal processes. The expert will work closely with the project team and report to the CEJ Executive Director.

To this end, the expert shall fulfill the following responsibilities;

- Participate in an initial planning meeting with CEJ to agree on objectives, methodology, and expectations for developing the agenda, training materials, and workshop content.
- Review and contribute to the development of training materials related to gender-sensitive legal frameworks, relevant national laws, and international human rights standards applicable to sexual violence cases.
- Design and deliver technical training sessions focusing on gender-responsive legal practice, the role of lawyers in safeguarding survivor rights, and strategies to address gender bias and stereotypes in legal proceedings relating to sexual violence.
- Provide practical guidance to participants on applying gender-sensitive approaches in legal practice, including case analysis, courtroom conduct, and ethical considerations when representing survivors of sexual violence.
- Facilitate interactive learning components, such as case studies, scenario-based discussions, role-plays or group exercises, to support participants in critically reflecting on existing legal practices and identifying pathways for improvement.
- Collaborate with the psychosocial expert and the CEJ project team to ensure coherence between legal and trauma-informed perspectives within the training programme.
- Contribute to the refinement of training materials based on CEJ feedback.

4. Expected Deliverables

Deliverables	Timeline (Tentative)
1. Initial planning meeting with CEJ staff to agree on scope, methodology, and timelines.	1st April 2026
2. Take the lead on drafting and submitting training materials on gender-sensitive legal approaches to sexual violence cases.	6th April 2026
3. A workshop plan- with objectives, session flow, and facilitation techniques.	8th April 2026
4. Submit pre and post-evaluation forms in English for review	10th April 2026
5. Conduct a half-day session targeting Lawyers.	30th April 2026
6. Submit a brief post-workshop report	10th May 2026

5. Duration

The consultancy period will be **between April 1, 2026, and May 31, 2026.**

6. Consultancy Payment

- The payment will be based on a quotation submitted by the Consultant and mutually agreed upon by both parties.
- The payment will be processed upon the delivery of the submitted and approved deliverables by CEJ.
- As per the financial guidelines of CEJ, the contract will be between CEJ and the Consultant.
- The payment will be made to the respective bank account indicated by the Consultant.

7. Qualification and Experience

- A degree in Law, with specialization in Gender/ Criminal Law and/or Human Rights Law, and qualified as an Attorney-at-Law in Sri Lanka.
- At least eight (8) years of proven professional experience in criminal justice, human rights or related legal practice or policy work.
- Demonstrated knowledge of legal frameworks relating to sexual violence, including relevant national laws and international human rights standards.
- Demonstrated experience in the development of legal tools, templates, guidelines, or practice notes relevant to the justice sector.
- Prior experience in designing and conducting training and capacity-building programs, particularly for justice sector actors such as judges, prosecutors, lawyers, or related institutions.
- Strong understanding of victim-centered and trauma-informed approaches, including experience working with survivors of crime and vulnerable or marginalized groups.
- Ability to interpret international comparative jurisprudence regarding Victim Impact Statements and adapt best practices to the Sri Lankan legal context.
- Proven experience working with Civil Society Organizations, community-based organizations, or non-governmental organizations.
- Excellent written and verbal communication skills in English; proficiency in Sinhala and/or Tamil will be considered a strong asset.
- Ability to work independently, meet deadlines, and collaborate effectively with others.

8. Confidentiality

Both during and after the end of the contract, the Consultant must not disclose any matters that have come to their knowledge during the course of their duties. This shall not apply to communications made in the normal discharge of duties or to facts that are manifest to the public or which by their nature or importance do not require to be treated as confidential.

9. Copyright

Any material produced will be the sole property of CEJ. It may not be reproduced in whole or in part in any other production without the written approval of CEJ. Data collected under this consultancy must be treated as confidential and may not be shared with any person outside of CEJ.

Only short-listed candidates will be notified. Interested candidates may send a **detailed CV and quotation** to yumna.cej@gmail.com with names and contact details of two referees with the email subject line EN.2026 - Legal Expert by **27th March 2026**.