

# **Terms of Reference**

## **Consultant to Develop a Creative Artwork**

### **1. Profile of CEJ**

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 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 Background**

CEJ is engaging in a collaborative artwork dedicated to survivors of sexual violence, titled 'Petrified Survivors: Memorial for all survivors of sexual violence'. The initiative involves compiling the views of women victim-survivors of sexual violence (SV) from selected districts, comprising multi-ethnic communities affected by war and political violence. CEJ aims to develop a collective mural based on the responses. It will serve as both a memorial and a tool for raising awareness about the impacts of sexual violence

### **3. Scope of work**

The primary objective of the consultation is to develop a collective mural.

To this end, the Consultant shall:

- Virtually meet with the CEJ Project team as and when required.
- Develop a thorough understanding of the initiative, objectives, and the expectations.
- Draft design concepts that creatively express the experiences of the survivors and the long-lasting impact of sexual violence on their lives and families.
- Incorporate CEJ's feedback and instructions as needed to the concept.
- Export the final output/artwork in the agreed-upon format and deliver it to CEJ.

#### 4. Expected Deliverables & Timeline

Activity	Deadline
1. Attend a briefing by CEJ	25th June 2025
2. Draft design concepts and submit them to CEJ for feedback.	1st July 2025
3. Finalise the design by incorporating CEJ's feedback	20th July 2025
4. Submit the final artwork/version to CEJ.	15th August 2025

#### 5. Duration

The proposed time period of the work will be between 20th June and 30th August 2025

#### 7. Consultancy fee

CEJ will pay an all-inclusive consultancy fee based on the experience upon completion of deliverables. As per the financial guidelines of CEJ, the contract will be between CEJ and the Consultant.

#### 6. Experience

- Proven experience as a creative consultant, with expertise in designing public art, murals, and installations, preferably in contexts related to gender and social justice, trauma, or human rights.
- Understanding of the social, cultural, and political context in Sri Lanka.
- Previous experience working on similar projects.
- Excellent communication skills and ability to engage with diverse stakeholders without compromising ethical standards.

#### 8. Ethical Considerations

- Finalise a design that is respectful, culturally sensitive, and appropriate for a public display.
- Ensure that the design and creation process adheres to the *Do No Harm* principle.

#### 9. Confidentiality

Both during and after the end of the contract, the Consultant must not disclose any matters that have come to his/her knowledge during the course of his/her 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 being treated as confidential. All deliverables under this project are the property of CEJ. The data gathered from this task cannot be shared with any third party unless express permission has been obtained from CEJ.

## **10. 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.

Only short-listed candidates will be notified. Interested candidates may send a detailed CV to [kamali@cejsl.org](mailto:kamali@cejsl.org) with the email subject line **Consultant to Develop Creative Artwork** on or before 20th June 2025