

Terms of Reference (ToR)

Consultant to facilitate capacity building workshops in Tamil on the nexus between SGBV, Fundamental Rights and Media Literacy

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 men and 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, and government officers and strengthens grassroots-level women's capacities to claim their rights.

2. Project Context

This project aims to capacitate the general public, Sexual and gender based Violence (SGBV) victim-survivors, and advocates who work with them in their knowledge and understanding of Fundamental Rights.

Through this project we hope to achieve:

- a greater capacity of key justice actors who are advocating for the rights of SGBV victim-survivors, women's rights, LGBTQ+ rights and the rights of minorities.
- a greater understanding among the public, particularly among vulnerable groups, of their fundamental rights, which will empower them;
- an enhanced capacity of grassroots CSOs and NGOs working with SGBV victim-survivors, women's rights and the rights of the LGBTQ+ community, to protect their fundamental rights;
- greater preparedness on the part of lawyers representing victims of SGBV to initiate strategic litigation to protect and uphold their fundamental rights.

3. Scope of work

The Resource person will be required to facilitate full-day capacity-building sessions in Puttalam and/or Kilinochchi districts in Tamil, to mobilize women at a community level. The session will be on the nexus between SGBV and Fundamental Rights, and how it is interconnected to Media Literacy in advocating for these rights and tackling SGBV. This session will take place with SGBV victim-survivors and Women Human Rights Defenders (WHRDs).

To this end, the resource person 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. This should be done in collaboration with the co-facilitator identified by CEJ.
- Incorporate the use of case studies, videos and other audiovisual materials and group works and activities into the session plan to engage the participants actively in discussions. The resource person should also include research findings by CEJ and materials produced by CEJ. A participatory and gender sensitive approach to make SGBV victim-survivors feel safe.
- Design and submit content to be used in the session and finalize with review from CEJ.

Facilitate full-day in-person sessions in Tamil for victim-survivors and WHRDs in Puttalam and/or Kilinochchi districts (2 sessions in Puttalam & 2 sessions in Kilinochchi).

- The content for the session will be finalized after input from CEJ. The sessions should cover how Media Literacy is interconnected to SGBV and FR.
- CEJ will handle the logistics of the workshop and will provide a rapporteur for each session to record the proceedings of the sessions.

4. Expected Deliverables

Deliverable	Due Date/Timeline
1. Join online meetings with CEJ to plan sessions, if necessary.	10 January 2025

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<p>2. Provide session plans for the workshops with the methodology (This deliverable should be completed at least a week prior to the scheduled session and handed over to CEJ for review and approval).</p>	<p>15th January 2025</p>
<p>3. Provide a list of tools and content to be used in the sessions. This includes the pre and post-evaluation questions to be used in the session</p> <p>(This deliverable should be completed at least a week prior to the scheduled session and handed over to CEJ for review and approval).</p>	<p>Between 24th January and 30th March 2025</p> <p>(The dates for the workshop will be agreed in consultation with the consultant, the district organization and CEJ).</p>
<p>4. Facilitate at least 2 full-day in-person sessions in Tamil for selected community women and WHRDs in Puttalam and/or Kilinochchi districts.</p>	<p>Between 24th January and 30th March 2025</p> <p>(The dates for the workshop will be agreed in consultation with the consultant, the district organization and CEJ).</p>

5. Duration

The above consultancy runs from **10th January to 30th March 2025**.

6. Consultancy fee

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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.

All travel and accommodation costs for the workshops will be covered by CEJ.

The payment is as follows based on a quotation and breakdown provided by the consultant.

Preparation for workshop including session plan, material and content - LKR 15,000

Conducting full-day workshops - LKR 25,000/workshop

7. Experience and Qualification

- Master's degree in psychology, gender/women's studies, social sciences, law, human rights, 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 Tamil and English.
- Able to work independently and produce high-quality outputs under tight time constraints.
- Experience in facilitating conversation on Gender and SGBV.
- Demonstrated experience in facilitating training in psychosocial support.
- Strong ability to lead and facilitate complex discussions in Tamil.
- Experience engaging in results-oriented in-country capacity development.

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.

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Only short-listed candidates will be notified. Interested candidates may send a resume/CV with the email subject **LW3A.2.4-Tamil Speaking Facilitator**, and a detailed quotation to ashmidha@cejsl.org by 22nd of December 2024.

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