



Terms of Reference

Consultant

Facilitating a two-day workshop in selected districts with female youth activists to spur them on in their work on peacebuilding using creative arts

Profile of CEJ

Centre for Equality and Justice ([CEJ](#)) is a women's organisation based in Colombo, working primarily with war-affected Sinhala, Tamil and Muslim women. CEJ's mission is the achievement of gender justice so that men, women and gender minorities live in a society that is free, just and equal. Its objectives are the promotion of 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.

Background

An overview of women's peace activism in Sri Lanka is reflective of the global recognition of women peacebuilders. The role played by women peacebuilders is poorly recognised. During the height of a nearly thirty-year war, Sri Lanka was considered one of the most dangerous places for activists, and in that context women peacebuilders have been frequently overlooked, minimised or concealed. The transitional justice process that began in 2015 with the government that came into power on a good governance platform acted as a beacon of hope for peacebuilding in Sri Lanka. However it was only transitory. From the beginning of 2020, amidst the Covid-19 pandemic and the deteriorating political context that followed, women peace builders were further excluded from the formal discourses due to security and other concerns.

These findings were unearthed in a research conducted by CEJ in 2020. CEJ interviewed 25 women peacebuilders from diverse backgrounds from the Sinhalese, Tamil and Muslim communities living and working in the North, East, North-Central, North-Western, Southern, Western, Central and Uva provinces. Women peacebuilders had encountered several challenges due to the negative perceptions that underpin public mistrust towards them. These negative perceptions were related to their occupation, ethnicity, and gender. Frequent fluctuations in the political landscape and the lack of political resolve were also identified as challenges, as they threaten to restrict the space for peacebuilding activities or undo important gains of women. Further, most peacebuilders expressed concerns over continuing peace work in the current political context, which even have posed risks to their personal safety. Irrespective of these challenges women have contributed to rebuild the fractured societies in Sri Lanka.

Taking into account the context of Sri Lankan women peacebuilders, the research conducted by CEJ recommended improving women's access to leadership positions, and bringing about a paradigm shift in the peacebuilding framework. Further it recognised that structures, partnerships and networks that boost women's leadership are essential to increase the impact of women's inclusion in peacebuilding at national and international levels.

This specific project titled 'Peace in Motion: visibilizing women peacebuilders work in Sri Lanka' aims to further visibilize the work of women peacebuilders working on diverse platforms such as digital, national and at community level.

Scope of Work

The Consultant will be required to facilitate a two-day workshop in selected districts with female youth activists.

The objective of the workshops are to,

- Visibilize the work of women peacebuilders.
- Capacitate young women peacebuilders on peacebuilding and networking.
- Encourage young women peacebuilders to work with women's rights activists and women peacebuilders in the respective districts.
- Train young women peacebuilders to address and deal with challenges women face in their districts.

The workshop is structured for two days. At the end of the workshop, the women peacebuilders will have developed their peacebuilding skills, be encouraged to further engage in peacebuilding initiatives. Further, networking among peacebuilders will have increased. A minimum of 3 creative artworks will be produced by the participants by the end of the workshop.

Deliverables

All deliverables under this project are property of CEJ. Deliverables include the following:

No.	Deliverable	Due by
1	Attend meetings with CEJ as required, to plan the session, prior to the workshop.	20th March 2023
2	Submit an agenda and methodology for the workshop for approval and feedback from CEJ. Incorporate feedback (if any) and finalise the same.	24th March 2023
4	Submit pre and post evaluation forms and the other relevant M&E tools for the workshop for approval and feedback from CEJ. Incorporate feedback (if any) and finalise the same.	24th March 2023
3	Submit workshop material (including presentations) for approval and feedback from CEJ. Incorporate feedback (if any) and finalise material.	27th March 2023

5	Facilitate an in-person workshop to capacitate female youth activists to spur them on in their work on peacebuilding using creative arts. Develop a minimum of 3 creative artworks with the participants in the workshop.	1st week of April 2023
6	Attend a debriefing meeting with CEJ and provide feedback on the workshop.	2nd week of April 2023

Duration

The proposed time period of the consultancy will be between 24th March to 7th April 2023.

Payment

The consultant is required to provide CEJ with a quotation and it will be agreed mutually by both parties.

The Consultant will be paid an all-inclusive fee for the work undertaken. The full payment will be paid on completion of the workshop and within ten working days on the approval of the final deliverable.

Only short-listed candidates will be notified. Interested candidates may send a CV and cover letter to kamali@cejsl.org with the email subject line ST5: Workshop facilitator by 20th March 2023.