



## Terms of Reference

### Consultant

#### Facilitating a two-day residential peacebuilding workshop in Colombo with local women peace builders

##### 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

Peacebuilding was first placed on the global agenda by United Nations Secretary-General Boutros Boutros-Ghali (1992) in *An Agenda for Peace*. He provided a broader understanding of peace as "action to identify and support structures which will tend to strengthen and solidify peace in order to avoid relapse" (section 21). The United Nations Security Council reaffirmed women's efforts at peacebuilding by adopting a landmark resolution on women, peace and security in 2000. The resolution 1325 stressed the importance of equal participation of women and full involvement in all efforts for peace which includes involvement in all levels of decision making and incorporating gender perspectives in peace and security efforts. It also calls on all parties to conflict to take special measures to protect women and girls from gender-based violence.

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, 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 start 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 the CEJ in 2020 by interviewing 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. Further most peacebuilders expressed concerns over continuing peace work in the current political context which even 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 peacebuilders, the CEJ research 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 the overall workshop**

The CEJ seeks the support of the Consultant to facilitate a two day residential peace building workshop in Colombo with local peacebuilders from six districts.

The objective of the workshops is to,

- Visibilize the work of women peacebuilders
- Capacitate women peacebuilders on peacebuilding and networking
- Encourage young women peacebuilders to be involved in peacebuilding initiatives.
- Train young women peacebuilders to address and deal with challenges they face.

The workshop is structured for two days. At the end of the workshop, the women peacebuilders should have an understanding of the importance of the role played by them as women peacebuilders and how to further engage in peacebuilding initiatives. Further they should also have an understanding of the value of networking.

To this end, CEJ seeks the services of a consultant to:

1. Attend meetings with CEJ as required prior to the workshop.
2. Prepare an agenda and the methodology for the workshop
3. Facilitate up to a four hour session on capacitating women peacebuilders on peacebuilding and networking, how peacebuilders can further engage in peacebuilding initiatives and on the crucial role played by them as women peacebuilders.
4. Prepare and share the PowerPoint presentation and other workshop materials with the CEJ lead consultant ahead of the workshop.
5. Prepare pre and post evaluation and the other relevant MEL tools for the workshop
6. Provide feedback of the workshop

## Deliverables

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

No.	Deliverable	Due Date
1	Agenda and the methodology	10th February 2023
2	MEL tools	13th February 2023
3	Powerpoint presentation	20th February 2023
4	Facilitate one session of the two day workshop	Late February 20223
5	Attend a debriefing meeting to provide feedback	1st week of March 2023

## Duration

The proposed time period of the consultancy will be between 10th February to 28th February 2023

## Payment

The consultant is required to send a quotation to the CEJ 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 completion/ approval of the deliverable.

Only short-listed candidates will be notified. Interested candidates may send a CV and cover letter to [kamali@cejsl.org](mailto:kamali@cejsl.org) with the email subject line ST5: Workshop facilitator by 5th February 2023.