

Terms for Reference Interviewers

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 Background/Context

Image-based sexual abuse (IBSA) is an umbrella term for technologically facilitated sexual violence involving the non-consensual creation and/or dissemination of sexual imagery. IBSA related crimes include the creation and dissemination of child sexual abuse imagery, and the non-consensual dissemination of self-generated explicit content, such as nude pictures, by malicious ex-partners for revenge (aka revenge porn), sextortion (dissemination or threats to disseminate explicit content of victims for extortion purposes such as money), and deepfakes (digital manipulation of victims' images usually into pornographic content). With the advancement of technology and the increase of online sexual interactions (e.g., sexting), post-COVID IBSA has increased rapidly in recent years.

Although IBSA is now attracting research attention in many countries, Sri Lankan studies have so far failed to examine the nature, prevalence, or impacts of IBSA. The few existing studies instead focus on the wider category of 'online harassment', which includes non-sexual or non-gender-based harassment, such as trolling of political views or cyberbullying. However, evidence from other countries suggests that IBSA is a particularly harmful type of cybervictimisation and that it is predominantly women and girls who experience it. Violence against women and girls has increased alarmingly since the end of the Sri Lankan Civil War in 2009 and again post-COVID. Over a third (40%) of Sri Lankan women have experienced physical, sexual or emotional intimate partner violence. Although clear policies, interventions and guidance exist for non-cyber-based sexual violence in Sri Lanka, for victims and survivors of IBSA this is either non-existent or at best inconsistent. This lack of policy awareness hinders the provision of effective remedies and support. This lack of awareness is exacerbated by a lack of terminology in the local languages - there are no words in Sinhala or Tamil to describe these forms of abuse. Furthermore, and in our view crucially, the shame attached to having shared sexual content of oneself in the first place, prevents many victims from seeking support from their family, social network or from reporting it to the authorities. While shame is felt by many IBSA victims across the world, shame and embarrassment might be particularly severely felt by Sri Lankan victims, as shame is a culturally embedded concept that denotes the purity of women. Perceived sexual indecency could not only harm the reputation of a woman and her family, but also jeopardise her ability to get married or

employment. The accusation of sexual impropriety alone has led Sri Lankan girls to commit or attempt to commit suicide. Alarming, self-harm and suicide rates in Sri Lanka are consistently higher than the global average, especially among young people. It is known that most Sri Lankan girls who have self-harmed and/or attempted suicide have done so because of the shame and acute distress caused by parental accusations and disputes regarding their sexual conduct and relationships. If accusations of being in an intimate relationship can lead to suicidal ideation, the stigmatisation and shame involved in intimate images of girls' and women's bodies being shared online may be even more profound. Severe mental distress is not the only negative consequence that women and girls victimised by IBSA can experience. When their victimisation becomes known, their social connections and intimate partner relationships, and sometimes even their lives, can be at risk.

Our mixed-methods research with women and girls victimised by IBSA will seek to understand their experiences and views on how we can develop trauma-informed responses. We will include all victims who identify as women, including persons of diverse Sexual Orientation, Gender Identity and Expression and Sex Characteristics (SOGIESC), as transwomen are particularly vulnerable to technology-related abuse in Sri Lanka due to the public oppression towards the LGBTQ community. In particular, we aim to gain a detailed understanding of contexts of vulnerability to victimisation, its impact on everyday life and mental wellbeing, barriers to seeking support and accessing justice and victims' views of their support needs within the Sri Lankan context.

3. Scope of Work

CEJ seeks the services of an Interviewer to conduct interviews with a selected target group of IBSA victim-survivors. The interviewer will work closely with the research team and the project team. The interviewer will report to the CEJ Executive Director.

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

Pre-Data Collection Responsibilities:

- Attend training sessions organized by CEJ to understand the study's objectives, ethical considerations, and data collection tools.
- Familiarize oneself with the data collection tools and relevant reading material for the project.
- Ensure all necessary materials, such as the KII guiding document and consent forms, are prepared and in order.
- The interviews will be conducted in a language preferred by the participant (English, Tamil and/or Sinhala).
- Liaise with CEJ to develop a workplan/ schedule to conduct the interviews.

Data Collection Responsibilities:

- Strictly adhere to the instructions given to the interviewers during the training and the instructions provided in the interview guide.
- Before conducting the interview, ensure the interviewee has fully understood the contents of the information note and the consent form.
- Before conducting the interview, let the interviewee know the questionnaire may contain triggering information relating to sexual violence and that it may be upsetting to some people, given the nature of the questionnaire, as it is about image based sexual abuse.

- Inform the interviewee that the interview will be recorded with their full consent.
- Inform the interviewees about the allowance provided for their participation, ensuring transparency and facilitating accurate verification of payments.
- Conduct key-informant interviews with IBSA victim-survivors, ensuring accurate and unbiased data collection.
- Record responses as instructed.
- Maintain ethical standards and 'Do No Harm' principles in all interactions with the interviewees.
- In the event the interviewee needs psycho-social support, direct them to the referral system, and make a note/ record of this incident in the interviewer's notes.
- Adhere to all necessary requirements for successful data collection, including obtaining signed consent forms from participants and completing responses for all questions in the KII guiding document.
- Provide updates every 2 interviews to the research team on the progress of data collection activities.
- Ensure all collected data, including recordings and completed interview notes and transcripts, are organized and labelled accordingly for ease of reference.
- The interviewer will be required to travel to the districts for data collection on a needs basis.

Post-Data Collection Responsibilities:

- Ensure that all documents are in order and that all completed interview notes and transcripts are accounted for.
- Hand over all completed interview notes, transcripts and recordings of the interviews to the CEJ team.
- Submit all collected data, including any required documentation (details of participants, consent forms, and interview notes and transcripts), to the research team in an organized and timely manner.
- If necessary go back to interviewee to obtain clarifications or get missing information.
- If necessary, participate in debriefing sessions with CEJ and the research team to discuss any challenges faced during data collection and suggest improvements for future studies.

4. Expected Deliverables

Deliverables	Timeline
1. Attend the virtual training.	Between 12th - 15th August 2025
2. Liaise with CEJ to develop an interview schedule/itinerary.	Between 18th - 31st August 2025
3. Conduct Key Informant Interviews.	Between 1st September - 15th December 2025
4. Submit the completed interview notes, transcripts, consent forms and recordings to CEJ.	Between 15th September - 31st December 2025

5. Wrap-up all interviewer responsibilities listed in the scope of work above.	By 31st January 2026
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5. Duration

The initial time period of the consultancy will be **between 12th August 2025 and 31st January 2026**. The contract is subject to renewal upon satisfactory completion of deliverables.

6. Consultancy Payment

- The payment will be based on deliverables submitted and approved
- 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. The final agreed upon payment will be made in installments based on the completion of deliverables within ten working days from the date of approval.

7. Qualification and Experience

- Must have a minimum qualification of an undergraduate degree and must be at least 23 years old.
- Previous survey/interviewing experience is a requirement.
- Ability to speak, read and write English and Tamil/Sinhala.
- Familiar with the area or the locality they are working in.
- Clear handwriting.
- Working with a women's organization at ground level will be an added advantage.
- Should have good written and verbal communication skills and should speak politely to people.
- Computer literacy is a requirement.
- Ability to respond to questions and clarify what is required from the interviewees.

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 **SV1 - Interviewer by 29th July 2025.**