



Monitoring and Evaluation Consultant

Terms of Reference

Profile of CEJ

Centre for Equality and Justice (CEJ) is a women's organization 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

Sexual Bribery (SB) or 'sextortion' is underreported globally due to a lack of understanding and lack of research on the issue. The International Association of Women Judges (IAWJ) and Transparency International (TI) have researched on SB or sextortion only in the past few years. The TI Secretariat study highlights the widespread nature of this gendered form of corruption.¹

The research on SB carried out by the Centre for Equality and Justice (CEJ) in war-affected districts in Sri Lanka since 2015, has unearthed that female heads of households (FHH) face SB when they access public services due to many factors that include their increased vulnerability, poverty and lack of support systems in a post-war context. Lack of or denial of such services to women is a violation of their socio-economic, civil and political rights.

At the national level, CEJ has used this research to advocate and lobby for legal and policy reforms. A key challenge around the issue is that SB is not expressly covered in the Bribery Act. Although the term 'gratification' is currently included in the Act, the definition of 'gratification' in the Act does not include sexual forms of gratification. As a result of consistent lobbying and follow up, CEJ along with other like-minded organizations, has been able to influence the incorporation of a working definition in the National Action Plan on Bribery and Corruption, which was launched in March 2019. Further lobbying with Sri Lanka Institute of Development Administration (SLIDA) provided CEJ with the opportunity to introduce a module on SB into SLIDA's curriculum on anti-corruption. CEJ has also influenced Transparency International Sri Lanka (TISL) to take up the issue of SB as a form of bribery. This is the first time that TISL has taken up this issue and decided to work on it in the long term.

CEJ's advocacy concerning SB at the international level includes developments such as the inclusion of the term SB for the first time in the CEDAW Concluding Observations to Sri Lanka. A shadow report on FHH was submitted (by FOKUS WOMEN) to the CEDAW session in 2017, directly engaging with UN

representatives such as Ms. Ismat Jahan- CEDAW Committee member and Ms Pramila Patten- the UN Secretary General's Special Representative on Sexual Violence in Conflict, presenting the issue of SB at the Wilton Park dialogues on Conflict-Related Sexual Violence (CRSV). This issue has not been dealt with prior to this at this level.

Project Description

CEJ has undertaken a project titled 'The Open Secret: A Multi-Pronged Approach to Combat Sexual Bribery in Sri Lanka'. This project is implemented with the aim of 1) Addressing the knowledge gaps on sexual bribery in Sri Lanka. 2) To advocate for law and policy reforms related to sexual bribery. 3) To capacitate relevant stakeholders on the issue of sexual bribery. And 4) To create a public discourse on sexual bribery via social and mainstream media.

Purpose of the Evaluation

The project has been implemented for a period of 18 months (January 2022 - November 2022). This end-of-project evaluation focuses on the entire implementation period.

This evaluation will focus on the learnings of the project, as well as the impact and sustainability of the project. It will also assess the design of the project, and its scope and measure them against the intended project and donor objectives. The evaluation will also note the practical and contextual challenges faced during implementation and their impact on the overall project activities.

Duties and Responsibilities

- Review project-related documents.
- Attend meetings with CEJ and the donor as required.
- Develop an overall end-of-project evaluation plan for the CEJ project.
- Conduct discussions with relevant stakeholders involved in the project, and evaluate the effectiveness of the project in accordance with the guidelines put forward by CEJ/donor.
- Monitor and evaluate the implemented activities in terms of their sustainability, expenditure and overall progress.
- Develop a comprehensive and informed report of the project based on the requirements of CEJ and the donor.

Qualifications and Experience

- Education:
 - University Degree preferably in Social Sciences.
- Experience:
 - At least 5 years of experience in the M&E task in development projects implemented by national/international NGOs/UN bodies/ Government.
 - Experience in liaising with relevant stakeholders at a professional level.
- Language Requirements:
 - Fluency in written and spoken English and Sinhala/ Tamil.

Consultancy fee

Negotiable

Timeline/Duration

The proposed time period of the consultancy will be between 1st October 2022- 9th December 2022. The consultant is to hand over the completed report by the 5th of December 2022.

How to Apply

*Only short-listed candidates will be called for an interview. Interested candidates may send a CV and two non-related referees to srilanka.cej@gmail.com indicating the position in the subject line of the email by **3rd October 2022**.*