

## **Terms of Reference**

### **Consultancy to Conduct Capacity-Building Workshops on TFSGBV for Women's Organizations,**

#### **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**

Between January and August 2022, in Sri Lanka, 60.25% of cyber violence was directed towards women. In a rapid assessment by CEJ, participants in stakeholder interviews from Anuradhapura, Batticaloa and Kilinochchi ranked 'young girls' as the target group associated with the highest prevalence of TFSGBV. The findings indicated that women human rights defenders, women undergraduates, and persons of diverse SOGIESC were particularly at risk. Moreover, another study reported instances of TFSGBV, rising to 16,376 incidents in 2020, which marked a staggering 460% increase compared to 2019. This trend underscores the urgent need for targeted interventions and support to address the specific vulnerabilities affected by these specific groups. In the context of COVID-19, Data Reportal shows social media users increased by 1.5 million (23%) in Sri Lanka between 2020 and 2021. This increase in usage correlates with increased incidents of TFSGBV, as low rates of digital literacy mean youth are more susceptible to incidents of violence.

A study published in 2017 on young, educated Sri Lankan men's perceptions of violence against women indicated that the gendered nature of TFSGBV in Sri Lanka reflects the deeply entrenched patriarchal norms and misogynistic ideology that result in structural inequalities and violence against women and girls. A noticeable gap is the lack of research on the intersection of disability, gender and TFSGBV. There is no streamlined or standardised response mechanism to TFSGBV in Sri Lanka. Though a complaint can be placed with the Sri Lanka Police, and support services such as legal aid and psychosocial support can be obtained, these services are inadequate to provide survivor-centric and gender-sensitive support. Additionally, there are no legal provisions in the Sri Lankan law that expressly cover TFSGBV as an offence, though laws such as S.345 of the Penal Code may be interpreted to include TFSGBV, and the 2023 Anti-Corruption Act includes TFSGBV as a form of sexual bribery.

In this context, the project, *Digital Dystopia: A Holistic Approach to Addressing Technology Facilitated Sexual and Gender Based Violence (TFSGBV)* aims to make services and response mechanisms to cases of TFSGBV accessible and effective for all women, including women from marginalized communities such as women from ethnic and language minorities and women with disabilities, and persons of diverse SOGIESC in target districts of Kilinochchi, Batticaloa, Anuradhapura, Puttalam and Galle, and ensure service providers are equipped with the necessary knowledge, sensitivities and skills to provide support to victim-survivors of TFSGBV.

## 1. Scope of Work

CEJ seeks a consultant to conduct five full-day capacity-building workshops for women's organizations, that provide counseling and shelter services for victim-survivors of SGBV/TFSGBV in Anuradhapura, Kilinochchi, Puttalam, Batticaloa, and Galle districts. The Consultant will report to the Executive Director, and the tasks will be undertaken in consultation with the CEJ Executive Director and with the support of CEJ staff.

To this end, the Consultant shall;

- Attend meetings with the CEJ project team and other relevant stakeholders as and when required.
- Develop the content and agenda for the workshops and finalize it with CEJ's feedback.
- Prepare PPTs and develop other relevant and necessary workshop materials in English and ensure their accurate translation into Sinhala and Tamil.
- Prepare creative pre- and post-evaluations in consultation with CEJ's MEL Consultant for the project.
- Conduct full-day workshops in five (5) selected districts in Sinhala (Puttalam, Galle and Anuradhapura) and in Tamil (Kilinochchi and Batticaloa).
- Attend de-briefings with CEJ.
- Provide input for the rapporteur's report.
- Deliver work in a timely manner on deadlines agreed upon by CEJ.
- The consultant is expected to work with their own software and equipment as necessary.

## 2. Expected Deliverables

Deliverable	Timeline
1. Attend an initial virtual meeting with the CEJ project team.	1st September 2025
2. Develop the content and agenda for the workshop and finalize it with CEJ's input	10th September 2025
3. Prepare PPT and other relevant materials in English and ensure their accurate translation into Sinhala and Tamil	25th September 2025
4. Prepare creative and engaging pre- and post-evaluations.	28th September 2025
5. Conduct 5 one-day workshops in five districts on TFSGBV	1st October - 15th November 2025

6. Attend de-briefings with CEJ and provide input for the rapporteur report.	1st October - 15th November 2025
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## 5. Duration

The above consultancy runs from **1st September to 30th November 2025**.

## 6. Consultancy fee

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.

Please provide an all-inclusive quotation for the completion of the aforementioned deliverables, with your CV.

## 7. Experience and Qualification

- A Master's degree in social sciences, law, human rights, gender/women's studies, 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 Sinhala/Tamil and English.
- Able to work independently and produce high-quality outputs under tight time constraints.
- Demonstrated proficiency in developing and implementing creative and innovative workshop methodologies is desirable.
- Demonstrated experience and a strong understanding of SGBV/TFSGBV and the ability to raise awareness through capacity-building workshops.
- Previous proven work in a similar capacity with NGOs. Proven experience working with Civil Society Organizations in the specific districts of Anuradhapura, Kilinochchi, Puttalam, Batticaloa, and Galle is desirable.
- Strong ability to lead and facilitate complex discussions in Sinhala/Tamil.
- Experience in facilitating conversations with the public sector on Gender and TFSGBV.
- Experience engaging in results-oriented in-country capacity development.
- Willingness and ability to travel to the five selected districts as required by the project schedule.

## 8. Confidentiality

Both during and after the end of the contract, the Consultant must not disclose any matters that have come to his/her knowledge during the course of his/her 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.

Only short-listed candidates will be notified. Interested candidates may send a resume/CV with the email subject **UF1-A.2.2 - Consultant to facilitate District level workshops** and a detailed quotation to [kamali@cejsl.org](mailto:kamali@cejsl.org) by **23rd August 2025**.