

Terms of Reference

Consultant to conduct Capacity Building sessions for Police Officers on TFSGBV

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 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 offense, 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.

3. Scope of Work

CEJ seeks a Consultant to conduct Capacity Building sessions for Police Officers to enhance their knowledge and skills in providing gender-sensitive services as first responders for TFSGBV related matters. 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;

- Conduct 5 in-person, two day capacity building workshops for police officers as first responders to TFSGBV to be gender responsive in their services, across target districts, in local languages (Sinhala/Tamil) (25 participants).
- Participate in a pre-workshop planning meeting with CEJ to finalize the agenda and facilitation strategy.
- Design and prepare all necessary content for the workshops in consultation with CEJ.
- Integrate practical, case-based, and participatory learning approaches tailored to police officers as first responders, following the CEJ Training module on TFSGBV for first responders.
- Ensure the training addresses TFSGBV and its impact, national legal frameworks and procedures, gender-sensitive and survivor-centric response mechanisms and overall referral pathways and coordination with relevant stakeholders.
- Facilitate interactive sessions, including group discussions, case studies, and role-plays.
- Address any challenges or needs related to the workshop that may arise during the workshop in collaboration with the CEJ staff.
- Submit a brief report to CEJ after the workshop summarizing key outcomes, participant feedback, and any recommendations for future activities.
- Deliver work in a timely manner on deadlines agreed upon by CEJ.

4. Expected Deliverables

Deliverable	Timeline
1. Pre-Workshop Planning Meeting with CEJ Staff	6th February 2026
2. A detailed workshop plan- with objectives, session flow, and facilitation techniques. Prepare pre & post evaluation forms in consultation with CEJ's MEL Officer.	13th February 2026
3. Facilitate a two day workshop in a target district (1st- Galle)	19th February 2026

4. Participate in a debriefing meeting.	23rd February 2026
5. Pre-Workshop Planning Meeting with CEJ Staff	27th February 2026
6. Facilitate a two day workshops in a target district (2nd-Puttalam)	05th March 2026
7. Participate in a debriefing meeting.	09th March 2026
8. Pre-Workshop Planning Meeting with CEJ Staff	16th March 2026
9. Facilitate a two, two day workshops in two target districts (3rd & 4th- Anuradhapura and Killinochchi)	23rd-27th March 2026
10. Participate in a debriefing meeting.	30th March 2026
11. Pre-Workshop Planning Meeting with CEJ Staff	3rd April 2026
12. Facilitate a two day workshop in a target district (5th-Batticaloa)	6th April 2026
13. Participate in a debriefing meeting.	26th April 2026

5. Duration

The time period for the consultancy will be between **06th February 2026 and 30th April 2026.**

6. Consultancy Payment

- The payment will be based on a quotation and breakdown provided by the Consultant.
- As per the financial guidelines of CEJ, the contract will be between CEJ and the Consultant.
- A quote in Sri Lankan Rupees (LKR) for the work must be provided by the consultant. A budget breakdown is compulsory.
- 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

- A degree in law, with a specialization in criminal law/human rights law.
- Demonstrated experience (minimum of 5–7 years) in designing and delivering capacity building or training programmes for first responders, particularly on gender-based violence, violence against women and TFSGBV.
- Sound knowledge of national legal frameworks, policies, and standard operating procedures related to TFSGBV.

- Proven expertise in gender-sensitive, victim-centred, and rights-based approaches to responding to TFSGBV, including a strong understanding of survivor protection, confidentiality, and ethical procedures.
- Prior experience in conducting in-person training workshops for justice sector stakeholders across multiple districts and adaptation of content to diverse local contexts.
- Fluency in Sinhala and/or Tamil with the ability to conduct trainings in local languages is required; working knowledge of English for reporting purposes is required.

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 kamali@cejsl.org** with names and contact details of two referees with the email subject line **UF1.A.3.1 - Consultant- Cap. Building workshops by 4th February 2026.**