

## Terms of Reference

### Consultant

#### Design and develop an Infographic based on the Findings of the Online Rapid Poll

##### 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 women can 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, government officers and strengthens grassroots-level women's capacities to claim their rights.

##### 2. Project Background

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 revealed 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

As part of this project, CEJ is seeking the service of a consultant to design and develop an infographic based on the findings of an online rapid poll targeting youth in Sri Lanka. The Consultant will work closely with the CEJ project team and report directly to the CEJ Executive Director. The primary role of the Consultant will be to design and develop an infographic in English, Tamil and Sinhala languages.

To this end, the Consultant shall;

- Attend virtual meetings with the CEJ project team as and when required.
- Review summarized findings provided by CEJ and convert them into visually accessible infographic content.
- Develop the content of the infographic in English and translate it into Tamil and Sinhala.
- Design a multi-colour, A4-sized two-page infographic agreed upon by the Consultant and CEJ, in all three languages.
- Ensure the infographic is accessible and visually clear, including the use of readable fonts, colour contrast, and simple visual language in all three languages.
- Develop visual representations such as charts, icons or graphs to effectively communicate key poll findings.
- Incorporate feedback from CEJ before finalization.
- Ensure the timely submission of the stipulated deliverables.

### 4. Expected Deliverables & Timeline

<b>Deliverable</b>	<b>Tentative dates</b>
1. Meet with CEJ for a virtual briefing.	20th March 2026
2. Submit the content for the infographic	31st March 2026
3. Submit sample designs, colour preferences for approvals	3rd April 2026
4. Develop the infographic in English for review and approval	6th April 2026
5. Submit Tamil and Sinhala translations for review and approval	20th April 2026

6. Submit versions optimized for social media dissemination and print in Tamil, Sinhala and English languages	24th April 2026
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## 5. Duration

The proposed time period for the work will be between **20th March and 30th April 2026**. Any changes made due to reasons beyond the control of CEJ will be finalized in discussion with the Consultant on mutual agreement with CEJ.

## 6 Consultancy Fee

CEJ will pay an all inclusive consultancy fee in installments upon completion of deliverables. As per the financial guidelines of CEJ, the contract will be between CEJ and the Consultant.

## 7 Qualifications

- Proficiency in graphic design software such as Adobe Illustrator, InDesign, Canva or similar tools.
- Sound knowledge of Sexual and Gender-Based Violence, Technology-facilitated sexual and gender based violence
- Demonstrated experience in data visualization and translating research findings into accessible visual formats.
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- Excellent research, analytical and report writing skills.
- Excellent English language skills and Sinhala/or Tamil language skills.
- Excellent presentation skills.

## 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. All deliverables under this project are the property of CEJ. The data gathered from this research cannot be shared with any third party unless express permission has been obtained from CEJ.

## 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 **detailed CV, portfolio, and quotation** to [kamali@cejsl.org](mailto:kamali@cejsl.org) with names and contact details of two referees with the email subject line **UF1.A.5.3 - Consultant- Developing Infographic** by 18th March 2026.