

Terms of Reference

Facilitator to Conduct Workshops for Youth on TFSGBV Using Creative Means

1. Profile of CEJ

The Centre for Equality and Justice (CEJ) is a feminist, rights-based organisation committed to advancing gender justice across Sri Lanka. Established in 2017, CEJ has built a strong national presence through survivor-centred and intersectional work that addresses violence against women, strengthens access to justice, promotes inclusive governance, and empowers women from Sinhalese, Tamil, and Muslim communities. CEJ's approach is grounded in grassroots realities and informed by research, advocacy, and policy engagement, with a particular focus on women affected by conflict, economic insecurity, social exclusion, and structural discrimination.

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 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 of these 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.

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.

One such activity is to bring together youth, with particular emphasis on young women, in interactive, creative sessions on TFSGBV. Using participatory methods like storytelling, role-play, and visual exercises, the sessions build participants' understanding of TFSGBV in ways that are accessible and relatable to their online experiences. Building on this, the workshops will guide participants to translate their learning into original social media content for upcoming awareness campaigns.

3. Scope of Work

CEJ seeks the services of a Consultant to conduct **full two-day** creative workshops for youth in the selected five districts. The Consultant will work closely with the project team and report to the CEJ Executive Director. The Consultant is expected to adapt content and exercises to the age and comfort levels of different groups, maintaining a trauma-informed, gender-sensitive approach throughout.

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

- 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 based on CEJ's input.
- Prepare relevant workshop materials in English and translate the material into Sinhala and Tamil languages.
- Design pre- and post-evaluation tools in consultation with CEJ's MEL Consultant.
- Conduct full two-day workshops with youth in five (5) selected districts in Sinhala (Puttalam, Galle and Anuradhapura) and/or in Tamil (Kilinochchi and Batticaloa).
- Participate in debriefing sessions with CEJ after the completion of workshops.
- Prepare and submit five workshop reports outlining observations and outcomes. (minimum of two pages per workshop)
- 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.

4. Expected Deliverables

Deliverable	Timeline
1. Attend an initial virtual meeting with the CEJ project team	By the 2nd week of August 2026
2. Develop the content and agenda for the workshops and finalize it based on CEJ's input.	By the 3rd week of August 2026
3. Prepare relevant workshop materials such as pre and post-evaluation tools in English and translate the material into Sinhala and Tamil languages.	By the 4th week of August 2026
4. Conduct full two-day workshops in 2 selected districts.	Between September and October 2026
5. Conduct full two-day workshops in 3 selected districts.	Between November 2026 and January 2027
6. Delivery of a minimum of 10 pieces of social media content per workshop	Between September 2026 and January 2027

7. Participate in debriefing sessions with CEJ after the completion of workshops. Prepare and submit five workshop reports outlining observations and outcomes.	By the 3rd week of January 2027
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5. Duration

The initial time period of the consultancy will be **between 10th August 2026 and 25th January 2027.**

6. Consultancy Payment

The payment will be based on a quotation submitted by the Consultant and mutually agreed upon by both parties. The payment will be processed upon the deliverables being submitted and approved by CEJ. As per the financial guidelines of CEJ, the contract will be between CEJ and the Consultant.

7. Qualification & Experience

- Degree in Gender Studies, Law, Social Sciences, Communications, Media, or a related field
- Demonstrated knowledge of TFSGBV, online safety, and gender-based violence frameworks
- Proven experience designing and delivering interactive, participatory workshops with youth, particularly young women
- Experience using creative/arts-based methodologies (storytelling, role-play, visual arts, digital media) as tools for awareness-raising
- Familiarity with trauma-informed and survivor-centred facilitation approaches,
- Experience guiding youth in producing digital content (short videos, graphics, captions) is an asset
- Experience working with civil society organisations, women's rights, or child/youth protection programmes
- Oral and written fluency in Sinhala/Tamil and English.
- Sensitivity to and prior experience navigating cultural, age-related, and gender dynamics in youth spaces

8. Confidentiality

Both during and after the end of the contract, the Consultant must not disclose any matters that have come to its knowledge during the course of its 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 **UF1- Creative Workshops Facilitator by 20th July 2026**