

Terms of Reference

Monitoring, Evaluation & Learning Consultancy

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 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 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 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.

3. Scope of Work

CEJ seeks the services of a Consultant to carry out Monitoring, Evaluation and Learning (MEL) of a project titled *Digital Dystopia: A Holistic Approach to Addressing Technology-Facilitated Sexual and Gender Based Violence (TFSGBV)*. The Consultant will work in close coordination with CEJ staff and the MEL focal point of the donor organization, and will report to the CEJ Executive Director to carry out monitoring and evaluation-related tasks during the course of the consultancy period. The Consultant will assess the design of the activities, their scope and measure them against the intended project objectives, outcomes, outputs and indicators. Further, the Consultant will be responsible for addressing all MEL requirements of the project by developing MEL data collection tools for each indicator and conducting monitoring visits to collect data for Quarterly and Annual reports. To this end, the Consultant will:

- Attend meetings with the CEJ team and donor focal point as required.
- Liaise with CEJ staff and District partners to gather necessary information regarding the project.
- Revise the MEL framework for the project.
 - Revise MEL tools based on the activities, logical framework and learnings from year 1 of the project
 - Conduct Quarterly reviews of the project
 - Conduct 5 case studies with project stakeholders and beneficiaries
 - Travel with CEJ staff to the target districts to monitor activities as and when necessary.
 - Support CEJ in collecting beneficiaries' information as per donor guidelines
 - Train CEJ staff and Partner organizations on data collection against indicators
- Update the database for the project to track any data collected for MEL purposes.

4. Expected Deliverables

Deliverables	Deadline
1. Attend initial meeting with CEJ team	3rd August 2026
2. Revise the comprehensive MEL framework/plan	10th August 2026
3. Revise/develop Data Collection Tools	30th August 2026
4. Revise Database for Project Monitoring	5th September 2026
5. Attend 3 monthly meetings	31st October 2026

6. Attend the quarterly meeting to update the progress against the indicators	31st October 2026
7. Go on monitoring visits to the target districts with the CEJ team (up to 8-10 visits)	5th August - 30th April 2027
8. Attend the second Quarterly meeting to update the progress against the indicators	15th February 2027
9. Submit 5 case studies	31st March 2027
10. Attend three monthly meetings	31st March 2027
11. Submit disaggregated beneficiaries information for the Bi-Annual Report	30th November 2026
12. Submit disaggregated beneficiaries' information for the Second Annual Report	30th May 2027

5. Duration

- The initial time period of the consultancy will be for 10 months, between **1st August 2026 and 31st May 2027**. The contract is subject to renewal upon satisfactory completion of deliverables.

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 & Experience

- A University Degree, preferably in Social Sciences.
- At least 5 years of experience in MEL, working on development projects implemented by national or international NGOs/UN bodies/Government and professional experience in developing M&E frameworks.
- Experience in liaising with relevant stakeholders at a professional level.
- Fluency in written and spoken English and Sinhala/ Tamil.

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 shani@cejsl.org with names and contact details of two referees with the email subject line **UF1-Y2- MEL Consultancy by 20th July 2026**