

Terms of Reference Consultant - Artist

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

Female Genital Mutilation/ Cutting (FGM/C), specifically Type I or *khatna*, persists in Sri Lanka's conservative Muslim communities, representing a significant violation of girls' rights, a serious threat to women's health and bodily autonomy, and an urgent public health concern that demands targeted intervention. The absence of comprehensive national data underscores the urgent need for research, documentation, and culturally sensitive awareness programs that can bring this hidden practice into the light while respecting community sensibilities. FGM/C carries serious and often irreversible health consequences, including acute infections, severe pain and trauma, psychological distress, and long -term reproductive complications that can affect women throughout their lives. Despite growing recognition of the harmful impacts of FGM/C, Sri Lanka continues to face significant legal and institutional gaps that enable the practice to continue with impunity. The country currently lacks specific legislation criminalizing FGM/C, creating a legal vacuum that leave girls and women without adequate protection or resources.

In this context, CEJ seeks to address these multifaceted challenges through a comprehensive, rights-based approach that combines evidence generation, stakeholder engagement, and creative advocacy. By documenting the lived experiences of women affected by FGM/C through trauma-informed, consent -based interviews, CEJ will develop powerful case studies that humanize the issue and provide compelling evidence for policy advocacy. These case studies will be translated into an advocacy brief that consolidates key findings, stakeholder perspectives, and practical recommendations for policymakers, including the ministry of Health, Ministry of Justice and Ministry of Women and Child Affairs. Through art-based advocacy, policy engagement, and multi-stakeholder consultations, this project aims to break the silence surrounding FGM/C in Sri Lanka, advance the rights of women and girls to bodily autonomy and dignity, and contribute to the eventual elimination of this harmful practice.

3. Scope of Work

CEJ seeks the service of an Artist to design and create a physical artwork based on the case studies of women who have experienced FGM/C. The primary objective is to produce an evocative and respectful visual narrative that centres the experiences, voices and agency of the women involved, highlighting the broader human rights implications of FGM/C, including the right to bodily autonomy, health, dignity, and freedom from harmful practices.

To this end, the Artist shall fulfill the following responsibilities and report to the Project Officer/ Executive Director:

- Review the anonymised case studies developed by CEJ from interviews with women from the Dawoodi Bohra community.
- Understand the key themes, emotional impact, and human rights violations detailed in these narratives to inform the artistic direction.
- Propose a creative concept and visual approach for the artwork that translates the lived experiences into a sensitive, impactful, and anonymised visual narrative. The concept must ensure the dignity, privacy, agency, and informed consent of the women involved are protected.
- Produce a physical piece of artwork (medium to be agreed upon with CEJ, ex: painting, mixed media, illustrations) that serves as a compelling tool for advocacy and awareness-raising.
- Work closely with the CEJ team, participating in regular check-in meetings to present progress, discuss concepts, and incorporate feedback.
- Provide high-quality digital photographs and /or scans of the completed artwork suitable for sharing on CEJ's social media platforms and for use in future reports and publications.
- Deliver the final, completed physical artwork to CEJ in Colombo, along with all digital documentation and any other related materials.

4. Expected Deliverables

Deliverables	Timeline (Tentative)
Initial Meeting with CEJ Team to discuss the case studies, project objectives, and artistic approach	25th September 2026
Presentation of initial creative concept and sketches for review and feedback	6th October 2026

Finalisation and approval of the artistic concept/ design	15th October 2026
Completion of the final physical artwork	9th November 2026
Delivery of the final artwork (physical and digital documentation) to CEJ	10th of November 2026

5. Duration

The initial time period of the consultancy will be between **25th September 2026 and 15th November 2026**.

6. Payment

- The payment will be based on a quotation and breakdown provided by the Artist.
- As per the financial guidelines of CEJ, the contract will be between CEJ and the Artist.
- A quote in Sri Lankan Rupees (LKR) for the work must be provided by the artist. A budget breakdown is compulsory.
- The final agreed-upon payment will be made in instalments based on the completion of deliverables within ten working days from the date of approval.

7. Qualifications and Experience

- Bachelor's degree or equivalent professional experience in Fine Arts, Visual Arts, Graphic Design, or a related creative field.
- Prior experience (3-5 years) in developing visual art for social impact, advocacy, or within the not-for-profit, human rights or community development sectors.
- Demonstrated ability to translate sensitive or complex personal narratives into powerful, respectful, evocative art.
- A strong portfolio demonstrating artistic, skill, creativity, and a capacity for visual storytelling that engages diverse audiences.
- Understanding of human rights principles and trauma-informed approaches to working with sensitive subject matter is highly desirable.
- Ability to work under tight deadlines, with strong coordination and communication skills.
- Fluency in English and at least one local language (Sinhala or Tamil) is an advantage.

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 and Ownership

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.

<u>Only short-listed candidates will be notified. Interested candidates may send a resume/CV, portfolio and a detailed quotation, with the email subject EN2 (FGM) - Consultant - Artist, to yumna.cej@gmail.com by 21st September 2026</u>
