

Terms of Reference

Consultant to conduct Awareness Programs for family members of affected youth to strengthen their knowledge on TFSGBV

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 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 the services of a consultant to conduct awareness raising sessions for family members of affected youth to strengthen their understanding on Technology Facilitated 'Gender-based Violence. The expert will work closely with the "CEJ" project team, and report to the CEJ Executive Director.

To this end, the Consultant shall;

- Attend meetings with the CEJ project team and other relevant stakeholders as and when required.
- Formulating the content and agenda for the workshops, and finalising the same in accordance with feedback provided by CEJ.
- Preparing all necessary workshop materials, including presentations, and reference guides in the English language, and ensuring the accurate translation thereof into Sinhala and/or Tamil language(s)
- Designing creative and engaging pre - and post - workshop evaluation instruments, in consultation with CEJ's designated MEL consultant for the project.
- Conducting a full-day awarenessraising workshop for family members of affected youth in the designated target districts.
- Facilitating discussions in a manner that is culturally sensitive, age- appropriate, and accessible to participants with varying levels of digital literacy.
- Ensuring that all sessions are conducted in accordance with survivor-centered, gender sensitive, and ethical engagement principles.
- Attending debriefing sessions with CEJ subsequent to the conclusion of each workshop.
- Providing input toward the preparation of the rapporteur's report.

4. Expected Deliverables

Deliverables	Timeline
1. Inception meeting with CEJ project team.	By 2nd October 2026
2. Submission of a brief plan and methodology for the awareness sessions.	By 7th October 2026

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3. Draft content and agenda for the awareness workshop (in English), shared with CEJ for review.	By 15th October 2026
4. Finalized workshop content and agenda, incorporating CEJ feedback.	By 17th October 2026
5. Workshop materials translated into Sinhala and/or Tamil, finalised.	By 20th October 2026
6. Conduct 5 full-day awareness-raising sessions for family members of affected youth in the target districts in Tamil and/or Sinhala	By 31st January 2027
7. Providing input toward the preparation of the rapporteur's report.	Between 15th November & 31st January 2027

5. Duration

The time period of the consultancy will be **between 2nd October and 31st 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 submitted and approved by CEJ.
- As per the financial guidelines of CEJ, the contract will be between CEJ and the Consultant.
- The payment will be made to the respective bank account indicated by the Consultant.

7. Qualifications and Experience

- A Bachelor's degree in Gender Studies, Sociology, Development Studies, Media Studies, Law or another relevant field. A postgraduate qualification in a related discipline will be an added advantage.
- A minimum of five (05) years of professional experience in gender-based violence (GBV), technology-facilitated gender-based violence (TFSGBV), gender and technology, online harm monitoring, social research, or related fields.
- Demonstrated experience working with marginalized and vulnerable groups, applying gender-sensitive, survivor-centred, participatory, and ethical research and engagement methodologies.

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- Experience facilitating consultations, focus group discussions, workshops, or stakeholder engagement processes with civil society organizations, community groups, government institutions, or development partners.
- Excellent analytical, report writing, facilitation, and communication skills, with the ability to synthesize complex information into clear and actionable recommendations.
- Fluency in written and spoken English and Sinhala and/or 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 resume/CV with the email subject **UF1-A.4.4 - Consultant to facilitate District level workshops for Family Members** and a detailed quotation to ashmidha@cejsl.org by **2nd October 2026**.