

TERMS OF REFERENCE (TORs) FOR CONSULTANCY ON GENDER-SENSITIVE LEGAL AND IMPLEMENTATION ANALYSIS OF DISABILITY EMPOWERMENT ACTS IN SINDH AND KHYBER PAKHTUNKHWA

1. Introduction/Background

Bedari, in partnership with CBM, is implementing a project focused on the inclusive empowerment of women and girls with disabilities. The initiative aims to dismantle systemic barriers that impede the rights and inclusion of women with disabilities across multiple sectors. A core strategy to achieve this objective involves reviewing and strengthening the legal and policy frameworks underpinning disability rights in Pakistan, with particular attention to gender-specific vulnerabilities.

The Sindh Persons with Disability Empowerment Act 2018 and the Khyber Pakhtunkhwa Empowerment of Persons with Disabilities Act, 2021, represent significant milestones in advancing the rights of persons with disabilities in Pakistan. However, both Acts currently adopt a gender-neutral framework and lack specific provisions that recognize the compounded marginalization experienced by women and girls with disabilities in areas such as healthcare, education, employment, protection from violence, and political participation.

This consultancy aims to review both Acts and their implementation using a gender-responsive and disability-inclusive lens, ensuring they align with the UN Convention on the Rights of Persons with Disabilities (UNCRPD) and CEDAW, and are capable of addressing intersectional discrimination.

2. Objectives of the Consultancy

The primary objective is to conduct a gender-sensitive and disability-inclusive review of the Sindh and Khyber Pakhtunkhwa Disability Empowerment Acts, focusing on how effectively these laws protect and promote the rights of women and girls with disabilities.

For each Act:

- *Identify gaps, inconsistencies, or limitations in language, scope, and application that neglect the specific needs of women with disabilities.*

- *Analyze implementation barriers, particularly those affecting women and girls with disabilities across sectors such as justice, healthcare, education, social protection, and violence prevention.*
- *Benchmark provisions against the UNCRPD, CEDAW, and international gender-equity standards to highlight best practices and areas for improvement.*
- *Provide concrete recommendations for legal amendments and practical implementation strategies with a strong focus on promoting gender equality and disability inclusion.*
- *Produce evidence to support gender-responsive advocacy by Bedari and its partners.*

3. Scope of Work

The consultant will:

Desk Review and Legal Analysis:

- *Critically examine the text of both Acts and related rules/regulations to assess whether and how they reflect the rights, needs, and realities of women with disabilities.*
- *Highlight omissions in legal protections related to gender-based violence, reproductive rights, access to services, economic inclusion, and political participation for women with disabilities.*
- *Compare the Acts with the gender provisions of international instruments (e.g., UNCRPD General Comment No. 3 on Women and Girls with Disabilities, CEDAW, SDG 5).*

Stakeholder Consultations:

- ***Conduct in-depth online consultations with:***
 - *Government departments (especially Women Development Departments).*
 - *Organizations of Women with Disabilities (OWWDs).*
 - *Civil society and women's rights organizations.*
 - *Legal professionals with gender and disability expertise.*
 - *Survivors of violence and grassroots women with disabilities.*
 - *Representatives from service providers (healthcare, legal aid, shelter services).*

Identification of Implementation Issues:

- *Examine barriers that disproportionately affect women with disabilities, such as:*
 - *Inaccessibility of GBV services and justice mechanisms.*

- *Lack of gender-disaggregated data on disability.*
- *Institutional gender biases and harmful social norms.*
- *Inadequate training of duty-bearers on gender and disability intersectionality.*

Formulation of Recommendations:

- *Develop specific legislative amendments that ensure the recognition of women with disabilities as rights holders, not just recipients of welfare.*
- *Recommend implementation mechanisms such as:*
 - *Gender-responsive budgeting.*
 - *Capacity building of frontline implementers on intersectionality.*
 - *Inclusive service delivery models.*
 - *Coordination with women's protection services.*

4. Deliverables

- *Inception Report: Detailing a gender-inclusive analytical framework and plan for reviewing both Acts.*
- *Draft Analytical Report (two sections):*
 - *Analysis of Sindh and KP laws using gender and disability lens.*
 - *Documentation of gendered implementation challenges.*
 - *Preliminary gender-sensitive recommendations.*
- *Consultation Workshop: Presentation of gender-focused findings to stakeholders.*
- *Final Report:*
 - *Section A: Sindh Act review with emphasis on women's rights.*
 - *Section B: KP Act review, similarly focused.*
 - *Gender-responsive legislative and implementation roadmaps.*
 - *A synthesis of gender-specific themes and cross-provincial lessons.*

5. Consultant Qualifications and Experience

- *Master's degree in Law, Gender Studies, Human Rights, or related field.*
- *Minimum 5 years of experience in:*
 - *Legal reform and policy analysis.*
 - *Gender equality and/or disability rights advocacy.*
 - *Conducting gender audits of laws or programs.*

- *Proven track record in applying intersectional analysis frameworks.*
- *Fluency in English; working knowledge of Urdu and regional languages preferred.*
- *Familiarity with gender-related provisions of UNCRPD, CEDAW, SDGs.*

6. Reporting Lines

The consultant will report to the Project Manager at Bedari, with regular updates and review meetings. Gender expertise within Bedari's team will provide technical support as required.

7. Duration of Consultancy

The consultancy will span approximately 10 working days spread over 1 month, beginning from July 2025, as per the work plan finalized in the inception phase.

8. Location of Assignment

The assignment is mostly a desk review with a potential of virtual consultations with relevant stakeholders if needed.

9. Payment Schedule and Terms

Payments will be based on approved deliverables and the schedule will be agreed with the selected consultant.

10. Bedari's Responsibilities/Support

Bedari will:

- *Provide relevant laws, policies, and previous research.*
- *Facilitate consultations with women's groups and OPDs.*
- *Offer logistical and coordination support in each province.*

11. Confidentiality and Intellectual Property

All findings, especially testimonies of women with disabilities, will be treated with utmost confidentiality and dignity. Final outputs will be the intellectual property of Bedari/CBM.

12. Application Process

Interested consultants should submit:

- *Technical proposal with a clear gender lens.*
- *Financial proposal.*
- *CVs with specific gender and disability experience.*
- *Two references from past gender-disability focused projects.*

*Proposals must be sent to **Bedari National Office, Basement, 2-A Plaza, Bazar no 6, Pakeezah Market, I8/4, Islamabad** or submit online at hr@bedari.org.pk by Thursday 12th June 2025 before c.o.b*

Bedari is an equal opportunity employer. Women, persons with disabilities, minorities and transgender persons with competitive qualifications are encouraged to apply.

Only shortlisted candidates will be contacted for further process.

Bedari reserves the right to select or reject any candidate according to its own hiring procedures without giving any justification to the applicants.