



2022 ANNUAL REPORT

Accessibility Guidance

Advocacy Strategies

Bridging Communities

Coalition building

Capacity building for disability organizations

- Delivering **keynote speeches** and presentations for conferences
- **Developing curriculum** and **higher education courses** on **inclusive** development
- Disability **inclusion** consulting
- **Inclusive education** and **employment**
- Inclusive **recreation** and **adaptive sports**
- **Leadership training** for men and women with disabilities
- **Publications** and **resource development**
- Training and **technical assistance**

Eliminating GBV against women with disabilities



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Another Year of Consistent Movement

With an aim to promote the effective implementation of the UN Convention on the Rights of Persons with Disabilities (CRPD) in Pakistan, and to ensure that 2030 Agenda and its Sustainable Development Goals are realized in line with the UNCRPD, STEP is working with a diverse group of stakeholders including Government, development organizations, UN Offices, corporate sector and OPDs (Organizations of Persons with Disabilities). In the last more than two decades, STEP has been advancing the rights of persons with disabilities in society through infiltration to achieve equitable opportunities and inclusion which is contributing to changing how people with and without disabilities think about disability in developing countries particularly in Pakistan.

Last year has been successful in way that we have got opportunities to address intersectionality at the national and global decision-making platforms though closely working with diversified marginalized groups from women with disabilities, youth, older people, and indigenous persons with disabilities, persons with psychosocial and intellectual disabilities, as well as persons with deaf-blindness, as they are the most vulnerable to various forms of discrimination. At the same time, it was considerably challenging year due to devastating flood hitting most part of the country while we were just recovering from the post COVID 19 pandemic affects.

We are grateful to our partners for their continuing trust on STEP, particularly UNFPA, UNDP, IFES (International Foundation for Electoral System), MPCL (Mari Petroleum Company Limited), ITU (International Telecom Union) and CBM for partnering with us on setting benchmarks of disability inclusive development. Our dynamic team having personal experiences of disabilities and enriched professional portfolio has been a dedicated resource to make STEP a leading voice of persons with disabilities. This strength enabled STEP to significantly contribute to the strengthening the service mechanism to address GBV against women with disabilities across the country, promoting inclusion of persons with disabilities in the political and electoral processes, ensuring ICT accessibility and provision of inclusive education to the children with disabilities living in marginalized areas of the country along with ongoing advocacy to protect the rights of people with disabilities.

Since STEP is the members of all major technical committees at the governmental bodies, international networks and thematic reference groups on disability in addition to having ECOSOC status since 2017, we are committed to improve the lives of people with disabilities this year too and in the years to come.

Article 6 of UNCRPD

“States Parties recognize that women and girls with disabilities are subject to multiple discrimination, and in this regard shall take measures to ensure the full and equal enjoyment by them of all human rights and fundamental freedoms”.....;”States Parties shall take all appropriate measures to ensure the full development, advancement and empowerment of women, for the purpose of guaranteeing them the exercise and enjoyment of the human rights and fundamental freedoms set out in the present Convention”

Article 15 of UNCRPD

States Parties shall take all effective legislative, administrative, judicial or other measures to prevent persons with disabilities, on an equal basis with others, from being subjected to torture or cruel, inhuman or degrading treatment or punishment.

Article 15 of UNCRPD

States Parties shall put in place effective legislation and policies, including women- and child-focused legislation and policies, to ensure that instances of exploitation, violence and abuse against persons with disabilities are identified, investigated and, where appropriate, prosecuted.

STEP has been working with UNFPA as implementing partner in ICT, KP and Punjab in collaboration with essential public GBV service providers and organizations of persons with disabilities. It is a four years long project in which STEP engaged public and private sector organization to uphold the rights of persons (especially women) with disabilities and mainstream them in legal framework by increasing their access to public GBV services. In this initiative STEP and UNFPA has contributed in areas such as:

- Building and strengthening institutional capacity to coordinate GBV prevention and response;
- Influencing and reviewing policy and legal instruments and supporting implementation;
- Guiding inclusive policy and programs through safe and standardized data collection and knowledge management to
- make “uncounted people visible”;
- Supporting referral and engagement at community levels; and,
- Empowering women.
- Establishing the psychosocial support system by the trained psychosocial support workers,





Article 8 of UNCRPD

States Parties undertake to adopt immediate, effective and appropriate measures: To raise awareness throughout society, including at the family level, regarding persons with disabilities, and to foster respect for the rights and dignity of persons with disabilities;

Measures to this end include: Initiating and maintaining effective public awareness campaigns designed:

1. To nurture receptiveness to the rights of persons with disabilities;
2. To promote positive perceptions and greater social awareness towards persons with disabilities;
3. To promote recognition of the skills, merits and abilities of persons with disabilities, and of their contributions to the workplace and the labour market;





Article 11 of UNCRPD

States Parties undertake to adopt immediate, effective and appropriate measures: To raise awareness throughout society, including at the family level, regarding persons with disabilities, and to foster respect for the rights and dignity of persons with disabilities; Measures to this end include: Initiating and maintaining effective public awareness campaigns designed:

1. To nurture receptiveness to the rights of persons with disabilities;
2. To promote positive perceptions and greater social awareness towards persons with disabilities;
3. To promote recognition of the skills, merits and abilities of persons with disabilities, and of their contributions to the workplace and the labour market;

Since country still do not have any disability inclusion policy for emergency response and for the preparedness to reduce the risk of disasters people with disabilities remained the most marginalized and vulnerable community even in the recent flood in Pakistan. STEP with support of UNHCR has restrengthened the Ageing and Disability Taskforce to address the intersectionality and reformed it as ADDTF (Ageing, Diversity and Disability Taskforce). Through this initiative a few major activities have been carried out with an objective sensitize key stakeholders including persons with disabilities at the grassroots level.





Article 24 of UNCRPD

States Parties recognize the right of persons with disabilities to education. With a view to realizing this right without discrimination and on the basis of equal opportunity, States Parties shall ensure an inclusive education system at all levels and life long learning directed to: Persons with disabilities are not excluded from the general education system on the basis of disability, and that children with disabilities are not excluded from free and compulsory primary education, or from secondary education, on the basis of disability;



Enrolment reached to 198 this year at the education facility established in rural district of Daharki with the support of MPCL. The school has been designed on universal accessibility standards, equipped with contemporary rehabilitation facilities and remarkable ambiance serving children with multiple disabilities from poverty stricken background and a team of 40 specialized teachers, speech therapists, braillists, sign language experts, nutritionists and active staff has been put together to ensure the finest program implementation.



Article 27 of UNCRPD

States Parties recognize the right of persons with disabilities to work, on an equal basis with others; this includes the right to the opportunity to gain a living by work freely chosen or accepted in a labour market and work environment that is open, inclusive and accessible to persons with disabilities. States Parties shall safeguard and promote the realization of the right to work, including for those who acquire a disability during the course of employment, by taking appropriate steps, including through legislation, to, inter alia: Prohibit discrimination on the basis of disability with regard to all matters concerning all forms of employment, including conditions of recruitment, hiring and employment, continuance of employment, career advancement and safe and healthy working conditions;

- Protect the rights of persons with disabilities, on an equal basis with others, to just and favourable conditions of work, including equal opportunities and equal remuneration for work of equal value, safe and healthy working conditions, including protection from harassment, and the redress of grievances;



Article 28 of UNCRPD

States Parties recognize the right of persons with disabilities to an adequate standard of living for themselves and their families, including adequate food, clothing and housing, and to the continuous improvement of living conditions, and shall take appropriate steps to safeguard and promote the realization of this right without discrimination on the basis of disability.

1. States Parties recognize the right of persons with disabilities to social protection and to the enjoyment of that right without discrimination on the basis of disability, and shall take appropriate steps to safeguard and promote the realization of this right, including measures:
2. To ensure equal access by persons with disabilities to clean water services, and to ensure access to appropriate and affordable services, devices and other assistance for disability-related needs;
3. To ensure access by persons with disabilities, in particular women and girls with disabilities and older persons with disabilities, to social protection programmes and poverty reduction programmes;



Article 29 of UNCRPD

States Parties shall guarantee to persons with disabilities political rights and the opportunity to enjoy them on an equal basis with others, and shall undertake to:

- Ensure that persons with disabilities can effectively and fully participate in political and public life on an equal basis with others, directly or through freely chosen representatives, including the right and opportunity for persons with disabilities to vote and be elected, inter alia, by:
- Ensuring that voting procedures, facilities and materials are appropriate, accessible and easy to understand and use;
- Protecting the right of persons with disabilities to vote by secret ballot in elections and public referendums without intimidation, and to stand for elections, to effectively hold office and perform all public functions at all levels of government, facilitating the use of assistive and new technologies where appropriate;
- Guaranteeing the free expression of the will of persons with disabilities as electors and to this end, where necessary, at their request, allowing assistance in voting by a person of their





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