



Young Women &  
Disability  
in Aotearoa NZ

## OVERVIEW

Women with disabilities are not a homogenous group. They experience a range and variety of impairments, including physical, psychosocial, intellectual and sensory conditions that may or may not come with functional limitations.

Gender norming plays out in the disability community, just as it does in society more generally. Women and girls with disabilities face different barriers to disabled men and boys, they face barriers to full equality and advancement because of such intersecting factors as age, language, ethnicity, sexuality, religion or type of disability.

Now add to this the discrimination that young people often face. Young people are too often denied agency by stigma and prejudice that assumes they are less capable than they are. When this happens to young women with disabilities, they are less able to access public spaces and services they need, such as health care (including sexual and reproductive health services), education, information technologies, and employment, which has important consequences for development.

Persistence of certain cultural, legal and institutional barriers makes young women with disabilities the victims of three-fold discrimination: as women, as persons with disabilities and as young people.

## FRAMING THE ISSUE

There are various definitions of disability. The New Zealand Disability Strategy describes disability as:

"Disability is something that happens when people with impairments face barriers in society; it is society that disables us, not our impairments, this is the thing all disabled people have in common. It is something that happens when the world we live in has been designed by people who assume that everyone is the same."<sup>1</sup>

---

*The United Nations Convention on the Rights of Persons with Disabilities says that disabled people include: "...those who have long-term physical, mental, intellectual or sensory impairments which in interaction with various barriers may hinder their full and effective participation in society on an equal basis with others..." (Article 1).*

---

Disability data disaggregated by gender will be available from the 2018 Census. Currently, the most comprehensive source of information on disabled women in New Zealand is the 2013 Disability Survey conducted by Stats New Zealand. It is estimated that a total of 1.1 million (24%) New Zealanders experience some form of disability<sup>2</sup>. The average prevalence rate in the female population is 24 per cent, representing about 1 in 4 women. The data available does give us the exact numbers for young women aged 18 to 25 but does tell us that there are 145,000 (16%) women aged 15 to 44 in New Zealand.

---

<sup>1</sup> <https://www.odi.govt.nz/nz-disability-strategy/about-the-strategy/new-zealand-disability-strategy-2016-2026/read-the-new-disability-strategy/new-zealand-disability-strategy-read-online/who-we-are-our-community/>

<sup>2</sup> [http://archive.stats.govt.nz/browse\\_for\\_stats/health/disabilities/DisabilitySurvey\\_HOTP2013/Commentary.aspx](http://archive.stats.govt.nz/browse_for_stats/health/disabilities/DisabilitySurvey_HOTP2013/Commentary.aspx)

The data shows that disabled women (aged 15+) (when compared with disabled men and non-disabled women), generally, have poorer outcomes in terms of material well-being and quality of life.

### Key Facts<sup>3</sup>:

- 1 in 4 New Zealanders are limited by a physical, sensory, learning, mental health or other impairment
- Physical impairment is the most common limitation for adults aged 15 years and over, affecting 18% of all adults in New Zealand and 64% of disabled adults.
- Women are more likely than men to experience physical disability (20% compared with 15%).
- Disabled people and disabled women, in particular, are more likely to be victims of violence than non-disabled people.
- 34% of disabled women have no educational qualification, compared with 15% of non-disabled women
- The Auckland regional disability rate, at 19%, was lower than the national average. Bay of Plenty and Manawatu-Wanganui (both 27%), Northland (29%), and Taranaki (30%) experienced above-average disability rates.
- 26% of the Māori population were identified as disabled, compared to 24% of the total New Zealand population
- 48% of women with disabilities earn less than \$30,000 per year, compared with 28% of male workers with disabilities.

### When we talk about disability

The New Zealand government administered (Ministry of Social Development) Office for Disability Issues advises on [Disability Etiquette on their website](#). They say:

*“There are many words and terms that are used to identify disability. The way these are understood differs. For some of us, the term, “disabled people”, is a source of pride, identity and recognition that disabling barriers exist within society and not with us as individuals. For others, the term, “people with disability”, has the same meaning and is important to those who want to be recognised as a person before their disability.”*

For the purposes of this report, we use the people-centred “young women with disabilities” unless quoting directly from reference material.

### How We Conduct Our Insights:

Along with desk research, community consultation was undertaken with both young women with lived experience of disability and representatives from the disability sector.

---

<sup>3</sup> <https://www.stats.govt.nz/news/one-in-four-new-zealanders-identified-as-disabled>

## TOP ISSUES

### Accessibility

For every issue that young women with disability face, accessibility will be a factor. Accessibility is not just confined to how to get into a building, accessibility is “all about our ability to engage with, use, participate in, and belong to, the world around us.”<sup>4</sup>

Barriers to accessibility for young women with disabilities include<sup>5</sup>:

- Obstacles when getting around (e.g. inaccessible public buildings, spaces and transport);
- Inaccessible products and services (e.g. lack of access to health services or to technology);
- Information and communication barriers (e.g. inaccessible websites and apps, lack of access to printed materials, lack of closed captioning); and
- A lack of understanding of why access matters (e.g. underestimating the potential of disabled people as students, employees, volunteers, etc.)



For young women with disabilities, barriers to access have a massive impact on self-esteem at a time in life when, like all young women, their self-confidence is already taking a hit from negative body image, social media use, cultural expectations, peer pressure and, in some cases, emotional and physical abuse. Young women with disabilities crave independence and it is vitally important that they are able to participate fully in all areas of life with dignity.

### Recommended Solutions and/or Interventions:

1. Endorse the [Access Alliance](https://www.beaccessible.org.nz/the-movement/what-is-accessibility) campaign urging the New Zealand Government to introduce legislation ([The Accessibility for New Zealanders Act](https://www.beaccessible.org.nz/the-movement/what-is-accessibility)), to ensure people with disabilities can fully participate in their communities and ensure the New Zealand economy and society can benefit from disabled people’s contributions.
2. Intersectionality needs to be taught in New Zealand schools – from primary through to high school. Young people need to embrace each other’s distinct identities and be encouraged to strive to be better allies. Intersectionality is an important framework to understand, enabling young people to better empathize with the experiences of others. If we want a world in which everyone can fully participate, we need future citizens who can identify interconnected, complex forms of discrimination and who will develop meaningful, systemic solutions that

---

<sup>4</sup> <https://www.beaccessible.org.nz/the-movement/what-is-accessibility>

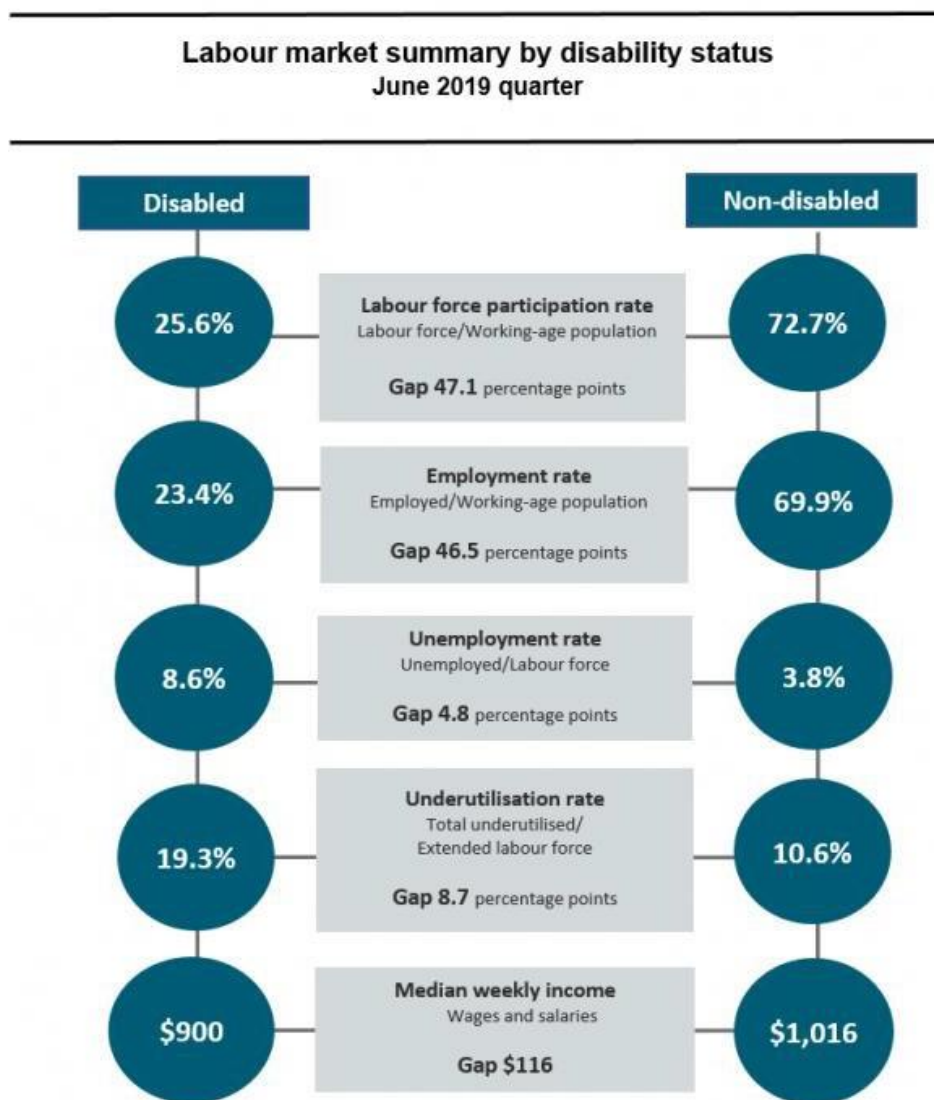
<sup>5</sup> <https://www.accessalliance.org.nz/about>

address the needs and interests of all.

## Employment

Through our insights process, YWCA Auckland believes the transition between education and work is a critical period in the lives of young people. For marginalised and disadvantaged groups, there is an increased risk of exclusion and discrimination.

Disabled people and particularly disabled women are the most marginalised in New Zealand's labour market. This finding is backed up by data from the [June 2019 quarter of the Household Labour Force Survey \(HLFS: Stats NZ\)](#), which paints a bleak picture of disabled people's participation in work.



Source: Stats NZ

Looking specifically at young people:

- Only 25.9 percent of disabled young people (aged 15–24 years) were employed compared with 57.4 percent of non-disabled people of the same age. Disabled young people were also just under half as likely as non-disabled young people to participate in the labour force.



- The NEET (Not in Employment, Education or Training) rate for disabled young people was 34.9 percent. This was more than four times the NEET rate for non-disabled young people (9 percent).
- There is a downward trend for minimum wage exemptions being granted to employers of disabled people, however, there are still over 500 employers paying disabled people \$5.00 per hour or less than other New Zealanders.<sup>6</sup>

Unlocking the employment potential of young women with disabilities is critical both for their independence and for self-worth.

## Recommended Solutions and/or Interventions:

The 2018 Human Rights Commission Report *Tracking Equality at Work*<sup>7</sup> makes a number of recommendations to address this issue and YWCA Auckland endorses these specific recommendations:

1. The government should provide specific education and employment programmes for the 40% of young disabled people who are NEET.
2. Government funded provision of training, support and incentives for employers to hire disabled workers.
3. The Government resource a nationwide anti-discrimination campaign to change attitudes regarding the recruitment and retention of disabled workers.

## Health and Wellbeing

Through YWCA Auckland's work, we know that girls and young women between the ages of 14 to 25 are, for the most part, social creatures who prioritise spending time with friends and exploring their increasing independence. A sense of belonging is a human need and contributes to overall health and happiness. Young women with disabilities disproportionately suffer from social exclusion leading to negative impacts.

Plan International's 2017 report on global discrimination and exclusion of girls and young women with disabilities, *Let Me*



*Decide and Thrive*<sup>8</sup> says, "girls and young women with disabilities are still widely perceived as merely recipients of care, and are consistently undervalued. Discrimination is often so widespread that stigma may be deeply internalised by girls and young women themselves. This can lead them to feel ashamed of their own bodies and to accept ill treatment from others."

In 2014, the Ministry of Social Development commissioned a report on understanding the factors that

<sup>6</sup> [https://www.hrc.co.nz/files/2115/3013/8951/Tracking\\_Equality\\_Report\\_FINAL.pdf](https://www.hrc.co.nz/files/2115/3013/8951/Tracking_Equality_Report_FINAL.pdf)

<sup>7</sup> [https://www.hrc.co.nz/files/2115/3013/8951/Tracking\\_Equality\\_Report\\_FINAL.pdf](https://www.hrc.co.nz/files/2115/3013/8951/Tracking_Equality_Report_FINAL.pdf)

<sup>8</sup> <https://plan-uk.org/file/let-me-decide-and-thrive-global-discrimination-and-exclusion-of-girls-and-young-women-with/download?token=GxJo5nuB>

contribute to social exclusion of disabled people<sup>9</sup> that found that “many young women with disabilities rely on their family and close friends to access the wider community. Family and close friends can be over-protective and fear for the safety of young women with disabilities, and not without reason. The extent to which these networks enable participation, choice and responsibility are an important driver of inclusion or exclusion in the community.”

In a 2018 global study on ending gender-based violence and realising sexual and reproductive health and rights for young people with disabilities, the UN Population Fund found<sup>10</sup>:

Young women with disabilities are the least likely to enjoy their sexual and reproductive health and rights. They have the same sexual and reproductive health needs and rights as their peers without disabilities.

Stigma and misconceptions about disability – along with a lack of accessible health services, limited personal autonomy, and little to no sexuality education – prevent young women with disabilities from leading healthy sexual lives.

These young women are not seen as needing information about their sexual and reproductive health and rights – or as being capable of making their own decisions. As a result, girls with disabilities have even less knowledge about sexual and reproductive rights than their male peers.

Low levels of sexual education, including education about Sexually Transmitted Infection transmission and prevention, often translate to risky sexual behaviours.

---

*Empowering young people with disabilities with sexual and reproductive health and rights knowledge and information is one of the keys to change.*  
*- Aniyamuzaala James Rwampigi, former president of the African Youth with Disabilities Network*

---

### **Recommended Solutions and/or Interventions:**

1. The NZ government should prioritise the funding of services that specifically target girls and young women with disabilities and that can offer essential resources where they are most needed.
2. In both formal and non-formal educational settings, comprehensive sexuality education for all girls and young women with disabilities should be available and accessible and which is gender responsive, rights based, and adolescent and youth friendly.
3. Parents and educators should be trained to support girls and young women with disabilities to learn about their bodies, relationships, and sexuality from early childhood through to adulthood.
4. Girls and young women with disabilities are given the opportunity to learn about their rights, particularly their Sexual Reproductive and Health Rights (SRHR) as a means to increase their agency and to make decisions for themselves and thrive in all stages of life.
5. Support the empowerment of girls and young women with disabilities to become advocates and agents of change in their communities and at national and global

---

<sup>9</sup> <https://www.odi.govt.nz/assets/Guidance-and-Resources-files/Understanding-the-factors-that-contribute-to-the-exclusion-of-disabled-people-November-2014.pdf>

<sup>10</sup> [https://www.unfpa.org/sites/default/files/pub-pdf/Final\\_Global\\_Study\\_English\\_3\\_Oct.pdf](https://www.unfpa.org/sites/default/files/pub-pdf/Final_Global_Study_English_3_Oct.pdf)

- levels.
6. Partnerships need to be made between Disabled Persons Organisations and girls and women's rights organisations, so that together they can raise awareness and advocate for the SRHR of girls and young women with disabilities.

## Leadership

People with disabilities have almost no presence in politics, in high levels of business or government, or as members of boards or advisory groups. Often it is assumed that there are simply no people with disabilities qualified to operate at these levels, or that people with disabilities can only be experts in disability-related areas. Leaders with disabilities are rarely in the room and remain invisible. Few disability leaders are known; even fewer are appointed or recognised.

Strong female role models are vital for young women with disabilities. Research conducted by the University of Auckland for YWCA Auckland<sup>11</sup> in 2015 found that when young women get exposure to positive female role models - particularly those defying gender norms and societal norms - it expands what they see as possible for themselves, encourages their ambitions, and sets them on a course to becoming role models themselves. Girls cannot be what they cannot see.



*Dr. Robbie Francis*

---

*Not all of us want to or can be a Paralympian - Dr. Robbie Francis*

---

### Recommended Solutions and/or Interventions:

1. Profile disabled women leaders and their experiences so that these can be used to motivate and inspire others, but also to broaden people's understanding of leadership and where disabled women can and are leading.

---

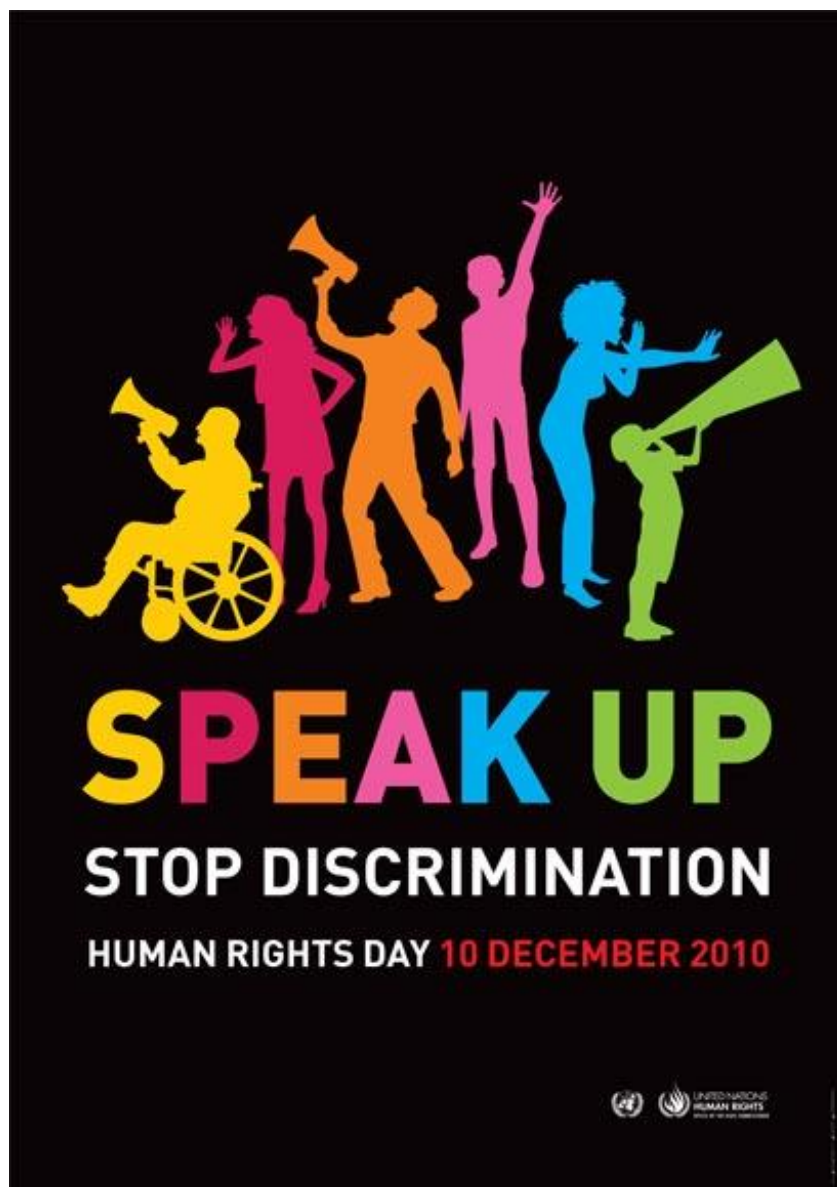
<sup>11</sup> <http://www.communityresearch.org.nz/research/ywca-auckland-future-leaders-programme-redevelopment-project-report/>



## RECOMMENDATIONS FOR YWCA AUCKLAND ACTION

Among all the recommendations of addressing the issues facing young women with disabilities in New Zealand, YWCA Auckland can make the most impact by:

1. Amplifying the voices of young women with disabilities.
2. Support the set-up of an official disabled women's organisation. Aotearoa New Zealand is the only signatory country of the Convention on the Rights of Persons with Disabilities coalition without one.
3. Call for more data and research into the young women with disabilities. When the 2018 Census results from Statistics New Zealand come out later this year, we should expect and demand that all reports include gender analysis. We have to demand the same from everyone who collects any disability data - from MSD, the Ministry of Health, service providers and anyone else who collects and analyses population and other related information.



# RIGHTS OF DISABLED PEOPLE

## NZ Legislation

### Building Act 2004

The Building Act 2004 is the legislation that governs the building industry in New Zealand. Under the Act, access to facilities must be provided without exception in all new public buildings and, where reasonably practical, in any alterations to existing public buildings. Its specifications include width of doorways, height and shape of handrails, space to manoeuvre in bathrooms, gradient of ramps and provision of accessible car parking.

[Read more or download a copy of the Building Act 2004](#)

### The Health and Disability Commission Act 1994

The Health and Disability Commissioner Act was enacted in October 1994. The Act established the Health and Disability Commissioner, with the role of promoting and protecting the rights of health and disability services consumers, and facilitating the fair, simple, speedy, and efficient resolution of complaints. The Act also established a national network of independent advocates, under the Director of Advocacy, and an independent prosecutor, the Director of Proceedings. The Act also allows for the creation of Deputy Commissioners and a Mental Health Commissioner.

[Read the Health and Disability Commissioner Act 1994](#)

### Human Rights Act 1993

This document details New Zealand's Human Rights Act 1993 and its provisions. The Act is administered by the Ministry of Justice and protects disabled people from discrimination, including equitable access to public spaces, goods and services, and other areas.

[Read the Human Rights Act 1993](#)

## UN Conventions (signed onto by the NZ Government)

### CEDAW

Women with disabilities are specifically mentioned several times in the concluding observations on the eighth periodic report of New Zealand<sup>12</sup> (20 July 2018). The committee remains concerned about

---

<sup>12</sup> [https://women.govt.nz/sites/public\\_files/CEDAW\\_C\\_NZL\\_CO\\_8\\_31061\\_E%20%283%29.pdf](https://women.govt.nz/sites/public_files/CEDAW_C_NZL_CO_8_31061_E%20%283%29.pdf)

women with disabilities in specific regards to:

1. The persistence of multiple barriers impeding women and girls from obtaining access to justice and effective remedies to claim violations of their rights (CEDAW/C/NZL/8, s D(13)).
2. The alarmingly high level of gender-based violence against women which disproportionately affects Māori and ethnic minority women, as well as transgender women and women with disabilities, who are more likely to be re-traumatised by New Zealand's current system (CEDAW/C/NZL/8, s D(25)(a))
3. The heightened vulnerability of women with disabilities to care-giver violence (CEDAW/C/NZL/8, s D(25)(j))
4. The persistent discrimination against Māori, Pasifika and women with disabilities in the labour market (CEDAW/C/NZL/8, s D(33)(a))
5. Inadequate services of mental health for women, including addiction treatments, targeting primarily Māori women and women with disabilities (CEDAW/C/NZL/8, s D(39)(d))

In regards to above the Committee recommended that the NZ government:

1. Increase availability of legal aid for women, disseminate information about the legal remedies available to women regarding violations of their rights, and to strengthen gender responsiveness and gender sensitivity within the judiciary, including by increasing the number of women judges and strengthening systematic capacity-building for judges, prosecutors, lawyers, police officers and other law enforcement officials. (CEDAW/C/NZL/8, s D(14)(a)(b)(c)).
2. Adopt a comprehensive and cross-party strategy on combatting gender based violence against women and ensure its consistent implementation, including by strictly applying the Family and Whānau Violence Legislation Bill and by, inter alia, including measures that specifically protect women with disabilities that are confronting abusive care-givers. (CEDAW/C/NZL/8, s D(26)(a)).
3. Ensure that the Family and Whānau Violence Legislation Bill protects women with disabilities from care-giver violence. (CEDAW/C/NZL/8, s D(25)(j)).
4. Urgently addresses the working conditions of women with disabilities and young women in all areas of employment including through data collection and analysis (CEDAW/C/NZL/8, s D(34)(a)).
5. Take the necessary steps to improve the availability and quality of accessible mental health care services, including addiction treatments, targeting primarily Māori women and women with disabilities (CEDAW/C/NZL/8, s D(40)(d)).

### **Convention on the Rights of Persons with Disabilities**

The Government signed the [UN Convention on the Rights of Persons with Disabilities](#) at the United Nations on 30 March 2007, and ratified it on 26 September 2008.

The UN Committee on the Rights of Persons with Disabilities released the [List of Issues](#) for New Zealand on 12 March 2018. This started New Zealand's second review against the Convention.

Article 6 is specific to women with disabilities. [The NZ's government's response](#) to each point is listed underneath in italics.

### **Women with disabilities (art. 6)**

## **6. Please provide information about:**

### **a) Measures taken to mainstream a gender perspective in its disability legislation and policy and to mainstream a disability rights perspective into gender legislation and policy;**

*Since 2002, all Cabinet papers for the Cabinet Social Wellbeing Committee must include:*

- *a Gender Impact Statement – this notes whether a gender analysis was undertaken, and whether, and to what extent, the policy proposal is expected to affect men and women differently*
- *a Disability Perspective Statement – this considers the impact of policies and proposals on disabled people.*

### **b) Intersectional and multiple forms of discrimination against women with disabilities in all areas of life;**

*187 of the 370 complaints (50.5%) alleging disability discrimination were received from women in the year ending 15 June 2018. There were four main themes – women’s health, mothers and children, actions of the court and matters relating to employment. Specific to women were complaints about:*

- *In Vitro Fertilisation (IVF) treatment*
- *post-natal depression*
- *the effect of mental health on perceptions of ability to care for children*
- *work-related problems because of women’s health issues including endometriosis.*

*The Disability Survey: 2013 showed that on average disabled women experience poorer economic and social outcomes than non-disabled women. The next Disability Survey is scheduled for 2023.*

*Disability data disaggregated by gender will be available from the 2018 Census.*

### **c) Measures taken to prevent, recognize and address all forms of gender-based violence against women with disabilities, including in institutions and in-home situations, and with respect to the exercise of their sexual and reproductive health rights. Please indicate the resources allocated and any further steps taken to support women with disabilities who experience or are at risk of violence, including sexual abuse;**

*Since 2014, the Government has had a cross-agency Family and Sexual Violence work programme.*

*The Sexual Violence Prevention Advisory Board has endorsed research to understand what sexual violence prevention programmes are available for disabled people, the effectiveness of those programmes, and how they perform against best practice. The research findings will inform and strengthen future design and development of programmes and initiatives.*

*Government-funded programmes and services for victims and perpetrators of family violence are provided to anyone who needs this support. Support specific to disabled women includes:*

- *the ‘Domestic Violence and Disabled People’ booklet*
- *accessible options for deaf, hearing impaired, deafblind and speech impaired phone users contacting national family violence help/crisis lines.*

*There are no specific health initiatives to address gender-based violence against disabled women, including in institutions. The ‘Joint Venture for Family Violence and Sexual Violence’ will soon develop a national strategy that will consider the situation of disabled people, including in home-care.*

*All New Zealanders have access to universal sexual and reproductive health services. Specialist services are available for disabled people who require additional support because of their disability. The Government is developing a Sexual and Reproductive Health Action Plan 2018–2027. Disabled*

people, including disabled women, are recognised, as a vulnerable population under the plan and specific actions to increase the prevalence of sexuality education to this population has been included. This will be done through providers and disabled people.

**d) Strategies to ensure that women with disabilities participate in decision-making bodies and have access to education, health, employment and social protection measures. Indicate how many representative organizations of women and girls with disabilities, including Māori and Pacific women with disabilities, are involved in these programmes.**

*The Disability Strategy states that disabled people should be involved in decision-making that impacts them.*

*In 2018, the Government committed to all state sector boards being evenly represented by men and women by 2021. There is no specific policy for disabled women to be represented on these boards.*

*There are no specific representative organisations of disabled women and girls in NZ.*

*Disabled women have been involved in decision-making on disability issues. Examples include:*

- *two disabled women (17%) appointed to the NZ Disability Strategy Revision Reference Group*
- *two Deaf women (20%) on the NZSL Board*
- *half of the Ministry of Health's Whāia Te Ao Mārama : The Māori Disability Advisory Group are Māori women*
- *disabled women, including those who identify as Māori and Pacific Peoples, have been involved in designing, leading, governing and decision-making groups during the co-design of the disability support system transformation prototype. 10% of this Governance Group are disabled women (33% of this group have a disability)*
- *the chair of the Faiva Ora Leadership Group, who advises on Pacific disability issues, is a woman*
- *one Māori disabled woman sits on the Welfare Expert Advisory Group and also on the Housing NZ Corporation Board.*

*The Government has no strategies specific to employment assistance for disabled women. Disabled women have access to a range of employment services and services specifically for disabled people to assist them to get, and stay in, employment. Care is taken to ensure that disabled women are consulted on changes to disability-specific services.*

## **Advancing the rights of young women with disabilities is linked to the achievement of several Sustainable Development Goals and targets, including:**

### **SDG 4: Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all**

4.4 By 2030, substantially increase the number of youth and adults who have relevant skills, including technical and vocational skills, for employment, decent jobs and entrepreneurship

4.5 By 2030, eliminate gender disparities in education and ensure equal access to all levels of education and vocational training for the vulnerable, including persons with disabilities, indigenous peoples and children in vulnerable situations

## **SDG 5: Achieve gender equality and empower all women and girls**

- 5.1 End all forms of discrimination against all women and girls everywhere
- 5.2 Eliminate all forms of violence against all women and girls in the public and private spheres, including trafficking, sexual, and other types of exploitation
- 5.3 Eliminate all harmful practices, such as child, early and forced marriage and female genital mutilation
- 5.6 Ensure universal access to sexual and reproductive health and reproductive rights as agreed in accordance with the Programme of Action of the International Conference on Population and Development and the Beijing Platform for Action and the outcome documents of their review conferences

## **SDG 8: Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all**

- 8.5 By 2030, achieve full and productive employment and decent work for all women and men, including for young people and persons with disabilities, and equal pay for work of equal value
- 8.7 Take immediate and effective measures to eradicate forced labour, end modern slavery and human trafficking and secure the prohibition and elimination of the worst forms of child labour, including recruitment and use of child soldiers, and by 2025 end child labour in all its forms
- 8.8 Protect labour rights and promote safe and secure working environments for all workers, including migrant workers, in particular women migrants, and those in precarious employment
- 8.12 By 2020, develop and operationalize a global strategy for youth employment and implement the Global Jobs Pact of the International Labour Organization

## **SDG 9: Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation**

- 9.1 Develop quality, reliable, sustainable and resilient infrastructure, including regional and trans border infrastructure, to support economic development and human well-being, with a focus on affordable and equitable access for all

## **SDG 10: Reduce inequality within and among countries**

- 10.2 By 2030, empower and promote the social, economic and political inclusion of all, irrespective of age, sex, disability, race, ethnicity, origin, religion or economic or other status
- 10.3 Ensure equal opportunity and reduce inequalities of outcome, including by eliminating discriminatory laws, policies and practices and promoting appropriate legislation, policies and action in this regard

## **SDG 11: Make cities and human settlements inclusive, safe, resilient and sustainable**

- 11.2 By 2030, provide access to safe, affordable, accessible and sustainable transport systems for all, improving road safety, notably by expanding public transport, with special attention to the needs of those in vulnerable situations, women, children, persons with disabilities and older



persons.

11.7 By 2030, provide universal access to safe, inclusive and accessible, green and public spaces, in particular for women and children, older persons and persons with disabilities

### **SDG 17: Strengthen the means of implementation and revitalize the global partnership for sustainable development**

SYSTEMIC ISSUES - Data, monitoring and accountability

17.18 By 2020, enhance capacity-building support to developing countries, including for least developed countries and small island developing States, to increase significantly the availability of high-quality, timely and reliable data disaggregated by income, gender, age, race, ethnicity, migratory status, disability, geographic location and other characteristics relevant in national contexts

### **Other references to persons with disabilities**

The 2030 Agenda references a number of UN documents that include references to persons with disabilities:

- Beijing Platform for Action has 24 references to persons with disabilities
- Sendai Framework for Disaster Risk Reduction 2015- 2030 has 5 references to persons with disabilities and an additional two references on universal design
- SIDS Accelerated Modalities of Action (SAMOA) Pathway has 10 references to persons with disabilities
- Addis Ababa Action Agenda, the outcome document of the Third international Conference on Financing for Development, contains 6 references to persons with disabilities and disability, 1 to inclusive education, 1 to inclusive learning environment and 2 to accessible technologies and infrastructures
- Report of the Open Working Group of the General Assembly on Sustainable Development Goals has 2 references to persons with disabilities
- Resolution 67/290 the modalities resolution on High Level Political Forum working methods: has 1 reference to persons with disabilities

## RESOURCES

### Community Members

We undertook community consultation with both young women with lived experience of disability and representatives from the disability sector. We acknowledge their generosity and knowledge:

**Dr Carol Hamilton**, Senior Lecturer, Human Development & Counselling, University of Waikato

**Kerry Barnett**, GM of [PHAB](#)

**Latifa Daud**, [blogger](#) and [Be. Leadership Alumni](#)

**Kylie Elsbury-Dawson**, Resource and Support Coordinator, [CCS Disability Action, Northern Region](#)

**Robbie Francis**, Co-founder and Director, [The Lucy Foundation](#). Senior Researcher at the [Donald Beasley Institute](#)

**Rachel Stevenson**, Community Relationship Manager, [YES Disability](#)

**Grace Stratton**, founder [All is for All](#)

### References:

Access Alliance. *Working together to put accessibility at the heart of a more inclusive Aotearoa New Zealand*. [online] Available at: <https://www.accessalliance.org.nz/about> [Accessed June 4, 2019].

Appleton-Dyer, S., & Field, A. (2014). *Understanding the factors that contribute to social exclusion of disabled people: Rapid review for Think Differently*. Auckland, New Zealand: Synergia. [online] [odi.govt.nz](https://www.odi.govt.nz). Available at: <https://www.odi.govt.nz/assets/Guidance-and-Resources-files/Understanding-the-factors-that-contribute-to-the-exclusion-of-disabled-people-November-2014.pdf> [Accessed 22 Jul 2019].

Attitude. *How to: Access & Inclusion*. Auckland. [online] <https://attitudelive.com/how-to/access-inclusion/>. Beaccessible.org.nz. (n.d.). *Be Accessible - What is Accessibility?*. [online] Available at: <https://www.beaccessible.org.nz/the-movement/what-is-accessibility> [Accessed 4 July 2019]

Briggs, F. and Hawkins, R. (2006). *Personal safety issues in the lives of children with learning disabilities*. Social Policy Journal of New Zealand Te Puna Whakaaro, [online] (29). Available at: <https://www.msd.govt.nz/about-msd-and-our-work/publications-resources/journals-and-magazines/social-policy-journal/spj29/safety-issues-in-the-lives-of-children-with-learning-disabilities-29-pages43-59.html> [Accessed 23 Jul. 2019].

Disability Horizons. (2015). *Social Model of Leadership: why disabled people are the leaders of tomorrow*. [online]. London, England. Available at: <http://disabilityhorizons.com/2015/11/social-model-of-leadership-why-disabled-people-are-the-leaders-of-tomorrow/>. [Accessed 23 July 2019]

Ford, C. (2018). *Realising disability rights 101*. [online] Newsroom.co.nz Available at:

- <https://www.newsroom.co.nz/2018/12/03/347446/realising-disability-rights-101> [Accessed 7 Jun. 2019].
- Gibson, H. (2018). *Why the inclusion of disabled people still has a long way to go*. [online] The Spinoff. Available at: <https://thespinoff.co.nz/society/21-09-2018/why-the-inclusion-of-disabled-people-still-has-a-long-way-to-go/> [Accessed 4 Jun. 2019].
- Gordon, S., Davey, S., Waa, A., Tiatia, R., & Waaka, T. (2017). *Social Inclusion and Exclusion, Stigma And Discrimination, And The Experience Of Mental Distress*. [online] Available at: <https://www.mentalhealth.org.nz/assets/Our-Work/Social-Inclusion-and-Exclusion.pdf> [Accessed 22 Jul 2019].
- Hickey, H. and Wilson, D. (2017). Whānau hauā: Reframing disability from an Indigenous perspective. *MAI Journal: A New Zealand Journal of Indigenous Scholarship*, 6(1). Available at: [http://www.journal.mai.ac.nz/sites/default/files/MAIJrnl\\_6\\_1\\_Hickey\\_02a.pdf](http://www.journal.mai.ac.nz/sites/default/files/MAIJrnl_6_1_Hickey_02a.pdf) [Accessed 15 Jul. 2019]
- Human Rights Commission (2018). *Tracking Equality at Work 2018 Summary and Recommendations*. [online] Auckland: Human Rights Commission. Available at: [https://www.hrc.co.nz/files/2115/3013/8951/Tracking\\_Equality\\_Report\\_FINAL.pdf](https://www.hrc.co.nz/files/2115/3013/8951/Tracking_Equality_Report_FINAL.pdf) [Accessed 4 Jun. 2019].
- Human Rights Commission. *Disability Rights*. Auckland. [online] <https://www.hrc.co.nz/your-rights/your-rights/#disabled-people-have-the-right-to> [Accessed 4 Jun 2019]
- Human Rights Measurement Initiative (2019). *HRMI Data Portal v2*. [online] Available at: <https://data.humanrightsmmeasurement.org/en/country/NZL?as=hi> [Accessed 7 Jun. 2019].
- Hunt, R. (2014). *Levelling the playing field for disabled women* | Low Visionary. [online] Available at: <http://www.lowvisionary.com/?p=645>. [Accessed 15 Jun 2019].
- International Disability Alliance. (2016). *The 2030 Agenda The Inclusion Of Persons With Disabilities*. Geneva and New York. [online]. Available at: [http://www.internationaldisabilityalliance.org/sites/default/files/documents/2030\\_agenda\\_introduutory\\_toolkit\\_for\\_persons\\_with\\_disabilities.pdf](http://www.internationaldisabilityalliance.org/sites/default/files/documents/2030_agenda_introduutory_toolkit_for_persons_with_disabilities.pdf). [Accessed 23 Jul 2019]
- Leanage, A., Burgess, R., Ogradnik, M. and Malik, P. (2018). *Sexual Health and Sexual Education for Women with Disabilities: Challenges & Opportunities*. [online] Hamilton, ON: McMaster University. Available at: [https://docs.wixstatic.com/ugd/b2d084\\_4b5e683f5921486f9a76a7a5bc4dad8b.pdf](https://docs.wixstatic.com/ugd/b2d084_4b5e683f5921486f9a76a7a5bc4dad8b.pdf) [Accessed 6 Jul. 2019].
- National Library. *Understanding the context – the gender pay gap*. [online] Available at: <https://natlib.govt.nz/he-tohu/learning/social-inquiry-resources/gender-equality/understanding-the-context-the-gender-pay-gap> [Accessed 17 Jun. 2019].
- Nikora, L., Karapu, R., Hickey, H. and Te Awekotuku, N. (2004). *Disabled Maori and Disability Support Options*. A report prepared for the Ministry of Health Hamilton Office [online] Moh.govt.nz. Available at: [http://www.moh.govt.nz/NoteBook/nbbooks.nsf/0/E47418EA66705C62CC2572640002A83A/\\$file/disabled-Maori-disability-support-options.pdf](http://www.moh.govt.nz/NoteBook/nbbooks.nsf/0/E47418EA66705C62CC2572640002A83A/$file/disabled-Maori-disability-support-options.pdf) [Accessed 15 Jul. 2019].
- Office for Disability Issues. (2019). *New Zealand Disability Strategy - read online*. [online] Available at: <https://www.odi.govt.nz/nz-disability-strategy/about-the-strategy/new-zealand-disability-strategy-2016-2026/read-the-new-disability-strategy/new-zealand-disability-strategy-read-online/> [Accessed 4 Jun. 2019].

- Office for Disability Issues. (2018). *New Zealand's second review against the UN Convention on the Rights of Persons with Disabilities*. [online] Available at: <https://www.odi.govt.nz/united-nations-convention-on-the-rights-of-persons-with-disabilities/second-periodic-review/> [Accessed 5 Jun. 2019].
- Ratima, K., & Ratima M. (2007). *Maori experience of disability and disability support services*. In B. Robson, & R. Harris (Eds), *Hauora: Maori standards of health IV. A study of the years 2000–2005* (pp. 189–194). Wellington, New Zealand: Te Ropu Rangahau Hauora a Eru Pomare.
- Roguski, M. (2013). *The hidden abuse of disabled people residing in the community: An exploratory study*, Gisborne/Tairāwhiti: Kaitaki Research and Evaluation.
- Stats.govt.nz (2014). *Disability survey. Table 1.02 Number of disabled people, by year, age group, and sex.* | Stats NZ. Wellington. [online] Retrieved from [http://www.stats.govt.nz/browse\\_for\\_stats/health/disabilities/DisabilitySurvey\\_HOTP2013/Tables.aspx](http://www.stats.govt.nz/browse_for_stats/health/disabilities/DisabilitySurvey_HOTP2013/Tables.aspx) [Accessed 23 Jul. 2019].
- Stats.govt.nz. (2019). *Employment gap for disabled people remains high*|Stats NZ. [online] Available at: <https://www.stats.govt.nz/news/employment-gap-for-disabled-people-remains-high> [Accessed 2 Sept. 2019].
- Stats.govt.nz. (2015). *Good information key to measuring well-being of disabled Māori.* | Stats NZ. Wellington. [online] Available at: [http://archive.stats.govt.nz/tools\\_and\\_services/media-centre/media-releases-2015/good-information-wellbeing-disabled-maori-23-june-15.aspx](http://archive.stats.govt.nz/tools_and_services/media-centre/media-releases-2015/good-information-wellbeing-disabled-maori-23-june-15.aspx) [Accessed 3 Jun. 2019].
- Stats.govt.nz. (2014). *Disability Survey: 2013.* | Stats NZ. Wellington. [online] Available at: [http://archive.stats.govt.nz/browse\\_for\\_stats/health/disabilities/DisabilitySurvey\\_HOTP2013/Commentary.aspx](http://archive.stats.govt.nz/browse_for_stats/health/disabilities/DisabilitySurvey_HOTP2013/Commentary.aspx) [Accessed 3 Jun. 2019].
- State Services Commission. (2017), *Toolkit for employing disabled people in the State Sector*. [online] [ssc.govt.nz](http://ssc.govt.nz). Available at [https://www.ssc.govt.nz/sites/all/files/ToolkitEmploying%20Disabled%20PeopleSection\\_employing%20disabled%20people-v2.pdf](https://www.ssc.govt.nz/sites/all/files/ToolkitEmploying%20Disabled%20PeopleSection_employing%20disabled%20people-v2.pdf) [Accessed Jul. 2019]
- Teara.govt.nz. (n.d.). *Story: Disability and disability organisations*. [online] Available at: <https://teara.govt.nz/en/disability-and-disability-organisations> [Accessed 3 Jun. 2019].
- Thompson, A. (2019). *It's time to abolish our last bastion of pay discrimination*. [online] The Spinoff. Available at: <https://thespinoff.co.nz/society/30-05-2019/its-time-to-abolish-our-last-bastion-of-pay-discrimination/> [Accessed 4 Jun. 2019].
- Todd, Z. (2018). *Developing Inclusive Leadership in the Disability Movement: Lessons and Learning from Australia and New Zealand*. [online] Wcmt.org.uk. Available at: [https://www.wcmt.org.uk/sites/default/files/report\\_documents/ToddReport2016Final\\_0.pdf](https://www.wcmt.org.uk/sites/default/files/report_documents/ToddReport2016Final_0.pdf) [Accessed 6 Jul. 2019].
- UN Committee on the Elimination of Discrimination against Women (2018). *Concluding observations on the eighth periodic report of New Zealand*. [online] Women.govt.nz. Available at: [https://women.govt.nz/sites/public\\_files/CEDAW\\_C\\_NZL\\_CO\\_8\\_31061\\_E%20%283%29.pdf](https://women.govt.nz/sites/public_files/CEDAW_C_NZL_CO_8_31061_E%20%283%29.pdf) [Accessed 4 Jun. 2019].
- Unfpa.org.nz. (2018) *Five Things You Didn't Know About Disability And Sexual Violence*. [www.unfpa.org/news/five-things-you-didnt-know-about-disability-and-sexual-violence](http://www.unfpa.org/news/five-things-you-didnt-know-about-disability-and-sexual-violence). [Accessed 5 Jul 2019]
- UNFPA (2018). *Young Persons With Disabilities: Global Study On Ending Gender-Based Violence*,

- And Realising Sexual And Reproductive Health And Rights*. [online] New York: UNFPA. Available at: [https://www.unfpa.org/sites/default/files/pub-pdf/Final\\_Global\\_Study\\_English\\_3\\_Oct.pdf](https://www.unfpa.org/sites/default/files/pub-pdf/Final_Global_Study_English_3_Oct.pdf) [Accessed 11 Jun. 2019].
- UNFPA (2018). *WOMEN AND YOUNG PERSONS WITH DISABILITIES Guidelines for Providing Rights-Based and Gender-Responsive Services to Address Gender-Based Violence and Sexual and Reproductive Health and Rights*. [online] New York. Available at: [https://www.unfpa.org/sites/default/files/pub-pdf/UNFPA-WEI\\_Guidelines\\_Disability\\_GBV\\_SRHR\\_FINAL\\_19-11-18\\_0.pdf](https://www.unfpa.org/sites/default/files/pub-pdf/UNFPA-WEI_Guidelines_Disability_GBV_SRHR_FINAL_19-11-18_0.pdf) [Accessed 16 Jun. 2019].
- UN Special Rapporteur on the rights of persons with disabilities. [2016]. *Report of the Special Rapporteur on the rights of persons with disabilities (theme: sexual and reproductive health and rights of girls and young women with disabilities)* [online] embracingdiversity.net. Available at: [http://www.embracingdiversity.net/report/sexual-and-reproductive-health-and-rights-of-girls-and-young-women-with-disabilities\\_1026](http://www.embracingdiversity.net/report/sexual-and-reproductive-health-and-rights-of-girls-and-young-women-with-disabilities_1026). [Accessed 6 Jul 2019].
- UN Women (2018). *THE EMPOWERMENT OF WOMEN AND GIRLS WITH DISABILITIES Towards Full and Effective Participation and Gender Equality*. [online] New York, USA: UN Women. Available at: <http://www.unwomen.org//media/headquarters/attachments/sections/library/publications/2018/empowerment-of-women-and-girls-with-disabilities- en.pdf?la=en&vs=3504> [Accessed 14 Jun. 2019].
- UN WomenWatch (2019). *WomenWatch: Feature on Women with Disabilities*. [online] Un.org. Available at: <https://www.un.org/womenwatch/enable/> [Accessed 16 Jun. 2019].
- Women With Disabilities Australia. (2016). *Human Rights Toolkit: WWDA Position Statements - Women With Disabilities Australia*. [online] Available at: <http://wwda.org.au/papers/toolkit/position-statements/> [Accessed 4 Jun. 2019].
- Women with Disabilities Victoria. [2016]. *Fact Sheet 4 – Health*. [online] wdv.org.au. Available at: [https://www.wdv.org.au/documents/Fact%20Sheet%204%20%20Health\\_final%20\(May%202016\).pdf](https://www.wdv.org.au/documents/Fact%20Sheet%204%20%20Health_final%20(May%202016).pdf) [Accessed 2 July 2019].
- World Health Organisation. (2011). *World report on disability*. Geneva, Switzerland. [online] Available at: [https://www.who.int/disabilities/world\\_report/2011/report.pdf](https://www.who.int/disabilities/world_report/2011/report.pdf) [Accessed 23 Jul 2019]