

Stakeholder Engagement Meeting Notes

Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW



Date & location:	Wednesday, 21 March 2018 HRC Office, Auckland
International convention engagement relates to:	Convention on the Elimination of All Forms of Discrimination Against Women
Documents referenced:	<ul style="list-style-type: none">• CEDAW Concluding Observations from 7th periodic review of NZ (2012)• CEDAW List of issues for 8th periodic report of NZ• NZ Government 8th periodic report (June 2016)• HRC's upcoming CEDAW consultations• Submission template

A. Background to meeting:

1. In July 2018, New Zealand will undergo its periodic review by the CEDAW Committee.
2. On 21 March 2018, the HRC held a consultation meeting with women with disabilities to inform its report to the Committee.
3. Approximately 20 people attended the consultation, including representatives from a range of organisations.
4. A list of issues discussed and minutes from the meeting are provided below.

B. Main issues raised by population group:

1. Six key issues were identified by the HRC:
 - a. Violence and abuse
 - b. Data collection
 - c. Employment
 - d. Human trafficking
 - e. Access to healthcare
 - f. Poverty
2. Further issues raised by the group were:
 - a. Access to services
 - b. Accessibility (transport)
 - c. Education
3. Participants were asked to indicate which issue was the most pressing for them. It was agreed that poverty underpinned all of the issues above. The top three issues for the group were:
 - a. Violence and abuse
 - b. Employment
 - c. Data Collection

4. It was noted by one participant that the Disabled Women's Forum undertook a survey of disabled women, and violence and abuse was the issue most important to them.

C. Notes from break out groups

1. Data

Issues

- Census
 - Did not adequately capture data that will reflect women with disabilities
 - Issue with electronic forms and family members filling them in for them
- Government uses different language when collecting data e.g. police talk about family harm and no agreed definition of domestic violence in legislation
- HRC could focus on gathering disaggregated data on most important issues such as violence and abuse, access to health care

Recommendations

- Collect disaggregated data on women with disabilities, including
 - Children born to women with disabilities
 - Children removed because mother has a disability
 - Violence and abuse against women
 - Needs in relation to transport and pedestrians
- Ensure future census adequately capture data on women with disabilities
- Use consistent language when talking about violence and abuse faced by women with disabilities

2. Employment

Issues

- Lack of progress under NZ Disability Action Plan in terms of employment
- Government should lead by example by employing disabled people – perhaps legislate for this
- Government should provide employment targets and dates to ensure accountability
- Buildings should be required to have flashing lights when fire alarms go off and evacuation chairs
- Support services need to be provided for people to get into jobs - MSD only allows disabled people to register with one group to get access to job help whereas used to be able to sign up with multiple groups

- Access to transport needed for disabled women to get to work
- Government departments policies working against each other
- If people disabilities make more money by working full time they lose funding for care

Recommendations

- Provide education and training to private sector employers about employing disabled people. This could be led by the government or other group and disabled people should be included in the process
- Put financial incentives in place for companies or organisations who employ disabled people or for making work place accessible for them
- Provide individualised funding according to disabled women's needs, instead of employer having financial incentive
- Abolish minimum wage exemption under the Minimum Wages Act
- Follow recommendations in the draft cabinet paper on the NZ Disability Action Plan
- Ensure sensitivity around the specific needs of disabled employees, such as the need for specific equipment
- Consider running a Government campaign for people with disabilities that would include people talking about how they contribute
- View education about using health and safety not as barrier but as supporting disabled people
- Put in place human rights education for everyone in community so people understand others needs so carries on into work place
- Ensure buildings are equipped for disabled people, including flashing lights linked to alarm system and capel phones
- Provide vocational rehabilitation after an accident

3. Violence and Abuse

Issues

- Lack of sensitivity towards women who are abused especially when it comes to sharing information between agencies
- Lack of data on rates of violence and abuse against women with disabilities
- Lack of accessible housing for disabled women who experience abuse – majority of women's refuge housing is not accessible and Housing NZ is no longer prioritizing disabled women who have experienced abuse
- Disabled women are facing abuse from care givers

- Problematic assumptions are made in custody and care decisions regarding disabled women's ability to care for children and disabled women being credible witnesses
- NZ Disability Strategy does not adequately focus on violence and abuse
- Discrimination relating to enforced and coerced sterilization and contraception, IVF, surrogacy, fostering
- Barriers in access to sexual health services, including family planning
- Barriers for whistle blowers on experiences of abuse
- Lack of inclusion of disabled women in domestic violence legislation
- Focus narrowed to abuse of families so excludes abuse disabled women abuse

Recommendations

- Train public sector employees on issues around violence and abuse of disabled women. Funding should be dedicated to this and the training could be online and/or in person.
- Provide funding to ensure physical access
- Provide information to disabled women on funding available for services such as interpreters, and make sure those with learning disabilities receive such information
- Ensure that domestic violence legislation is inclusive of disabled
- Provide accessible housing for disabled women who face violence or abuse or find a way to ensure these women are kept safe in their own home.
- Ensure that the Family Violence and Death Review Committee reviews the deaths of disabled people when it is related to domestic violence - need to look at official reports and talk to family members for insight into what happens
- Criminalise forced sterilisation and contraception in line with UN recommendations
- Train medical professionals so that they understand disability from a human rights, rather than medical perspective
- Train judges on how violence and abuse affects disabled women
- Provide accessible sex education for women with disabilities, particularly to those with learning disabilities

4. Housing

- Every woman with a disability has a right to reasonable housing, including accommodation for carers; quality repairs and maintenance; access to car parking; heating (solar is cheaper)
- Lack of reasonable housing for disabled students

5. Access to health

- Doctors don't know what benefits people with disabilities are eligible for - things like lawn mowing and gardening added to disability allowance; better education WINZ of doctors; doctors need education around needs of disabled people
- Dealing with WINZ nightmare for disabled people
- Limited access to mental health services

Signers with a disability

- Lack of recognition of signers with a disability – these women have different needs to mainstream deaf people and have different signing styles; less facial expressions part of language and there is a need for understanding of that
- Lack of vocabulary for violence for signers

6. Education

- Lack of support in university for those with vision impairments
- Ensure that education system is more accessible and inclusive for disabled women

7. Other

- Lack of recognition of signers with a disability – these women have different needs to mainstream deaf people and have different signing styles; less facial expressions part of language and there is a need for understanding of that
- Lack of vocabulary for violence for signers
- Needs of those with high and complex needs, particularly those who speak up for themselves need to be met
- Inability to live on disability living allowance of \$265/week
- Cut off community services card too low - \$24k
- Societal attitudes need to change – this involved educating people
- Access issues in terms of transport and pedestrians