



CCS
disability action
Including all people

TE HUNGA HAUĀ MAURI MŌ NGĀ TĀNGATA KATOĀ

Briefing to
Hon Carmel Sepuloni
Minister for Disability Issues

7 November 2017

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Executive summary

- Disabled children and disabled adults are more likely to live in lower-income households.
- Disabled women have lower income than either disabled men or non-disabled women.
- Disabled Māori have lower personal income than both non-disabled Māori and disabled people as a whole.
- Lower incomes and higher costs result in a significant number of disabled people not having enough income for everyday needs.
- The previous Government was reluctant to refer to poverty amongst disabled people and their whānau directly or set clear targets for it to be reduced.
- Across age and gender, disabled people have a significantly higher unemployment rate.
- 42% of disabled youth aged 15 to 24 are not in employment, training or education. This is over 4 times the rate for non-disabled youth.
- An estimated 17% of primary carers of disabled children are unemployed
- 41% of disabled youth have no qualifications.
- Disabled people aged 15 to 44 were 4.2 times more likely to have been a victim of violent crime in the last 12 months than non-disabled people.
- In many accessibility areas, New Zealand lags behind countries such as Canada, Australia and the United States. In particular, we are weak on mandatory standards and enforcement.
- With an ageing population, the number of people who need accessible private homes and social housing is rapidly growing.
- There is currently a lack of quality data about disabled people and how they access the transport system.

Recommendations:

That as Minister for Disability Issues you:

- Work together with relevant Ministers to make reducing poverty amongst disabled adults and their whānau a priority for the Government, including setting targets.
- Work together with relevant Ministers to make reducing the rate of child poverty amongst disabled children and their whānau a priority in the Government's overall strategy of reducing child poverty.
- Work together with relevant Ministers to develop a coherent set of policies aggressively tackling the high unemployment rate amongst disabled people and their whānau.
- Work together with the Minister of Education to invest more in learning support.
- Work together with the Minister of Education to hold the Ministry of Education and schools accountable for the low rate of disabled students achieving qualifications.
- Work together with the Minister of Education to ensure the right of all disabled students to attend their local school.
- Work together with the Ministers of Justice, Courts and Police to reduce the high rate of violence and abuse disabled people face.
- Work together with the Minister of Justice and Courts to ensure disabled people, especially people with learning disabilities, can access adequate legal counsel and restorative justice processes.
- Work together with the Access Alliance, the disability community, relevant businesses and government departments to develop a new Access Law.
- Work together with the Minister for Building and Construction to re-energise the building access review and set it the task of developing one standard for building access rules.
- Together with the Minister of Housing, meet with Lifemark[®] to discuss how universal design can be used in the Kiwibuild programme.
- Work together with the Minister of Housing to actively promote Lifemark[®] 3 star rating as a minimum requirement for all housing.
- Work together with the Minister of Housing to require all social and affordable housing to achieve Lifemark[®] 4 & 5-star ratings. This should eventually be enshrined in the new Access Law.

- Work together with the Minister of Housing to ensure the new Housing Commission has the availability of affordable accessible housing as a key area of focus.
- Work together with the Minister of Transport to encourage The Ministry of Transport, the New Zealand Transport Agency, and local government to collect adequate data on how disabled people use transport systems, including pedestrians.

Introduction

We need a change. Disabled people are still not getting a fair go in New Zealand. We have a range of promising initiatives as well as good strategic principles and documents. This includes the Systems Transformation project, the recently revised New Zealand Disability Strategy, the Convention on the Rights of Persons with Disabilities and the Enabling Good Lives Principles.

Yet the available evidence points to major persistent inequalities. 42% of disabled youth aged 15 to 24 are not in employment, training or education. This is over 4 times the rate for non-disabled youth. Disabled children are more likely to live in poverty. The unemployment rate for disabled people is consistently higher than for non-disabled people. We see consistent problems caused by a lack of accessible transport, buildings, communities and housing.

The result is not only unfair but also socially and economically damaging. If people cannot fully participate in their communities and the labour market, we all lose. Recent research by the New Zealand Institute for Economic Research calculates that GDP could rise by \$1.45 billion if the unemployment rate for disabled people was equalised with non-disabled people.

About us

CCS Disability Action is a community organisation that has been advocating for disabled people to be included in the community since 1935. As of May 31 2017, we were providing support to around 4,000 children, young people and adults through our 17 branches, which operate from Northland to Invercargill. Our support focuses on breaking down barriers to participation. We receive a mixture of government and private funding.

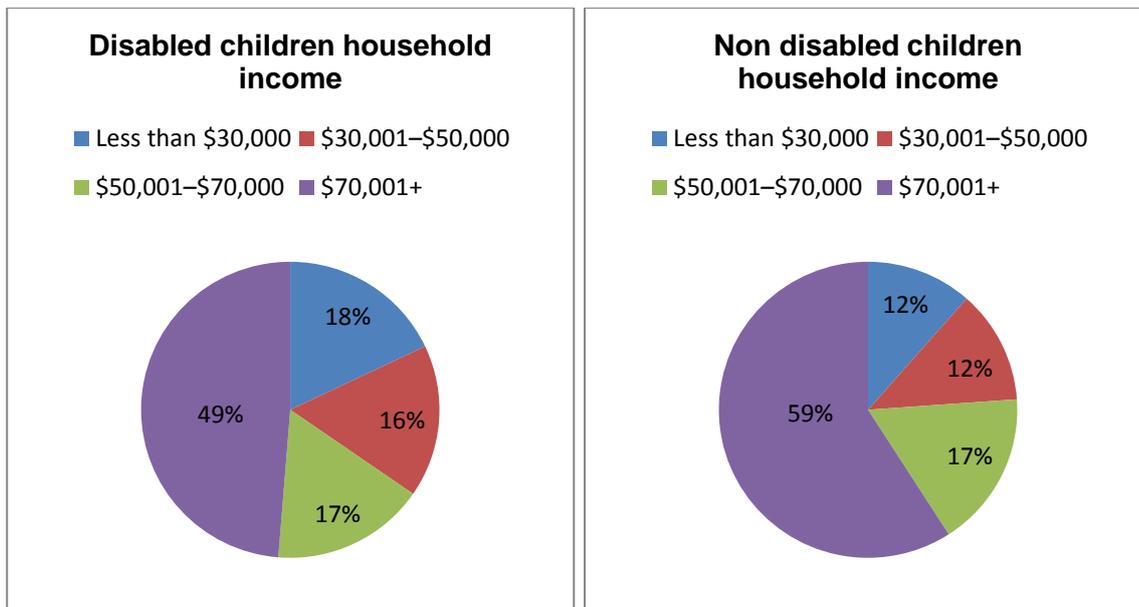
Income and poverty

Article 28 of the Convention on the Rights of Persons with Disabilities requires the Government to ensure disabled people and their families have an adequate standard of living.

Both disabled children and disabled adults are more likely to live in lower-income households.

The 2013 Disability Survey found that

- 34% of disabled children live in whānau that earn under \$50,000 a year, compared to only 24% of non-disabled children.
- 17.7% of disabled children live in households that earn under \$30,000 a year, compared to 11.5% of non-disabled children (Statistics New Zealand, 2014).



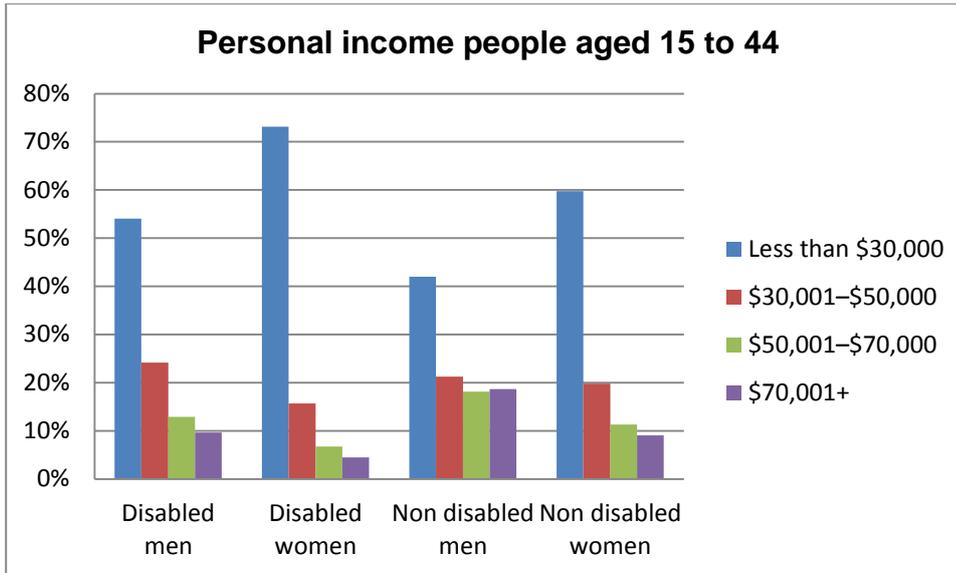
Disabled people are more likely to live in low-income households and have lower personal incomes. The 2013 Disability Survey found that

- 33% of working age disabled people live in households that earn under \$50,000 a year, compared to 21% of working age non-disabled people.
- 17% of working age disabled people live in households that earn under \$30,000 a year, compared to 10% of working age non-disabled people.
- Almost 77% of working age disabled people earn under \$50,000 a year, compared to 65% of working age non-disabled people.
- Almost 57% of working age disabled people earn under \$30,000 a year, compared to 43% of working age non-disabled people.

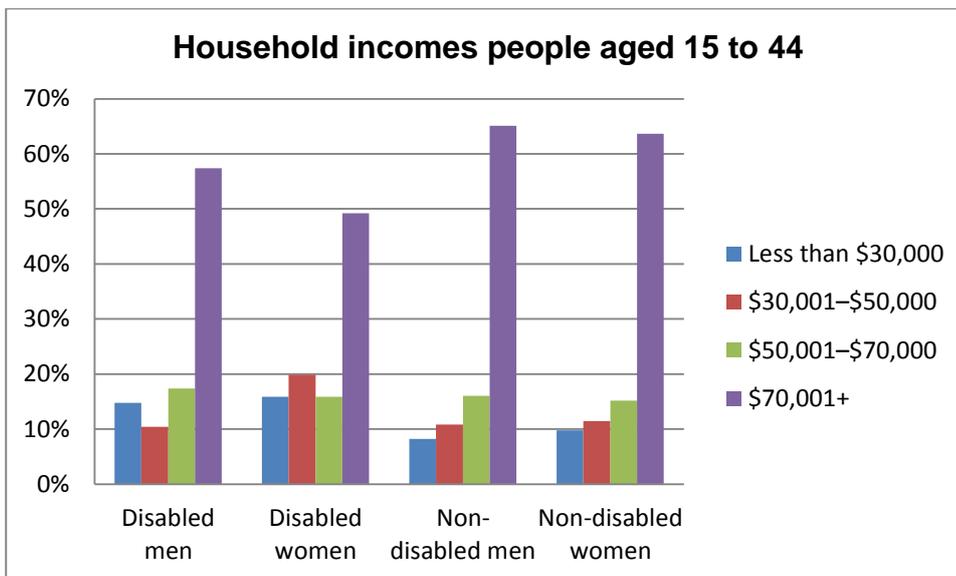


Gender and income

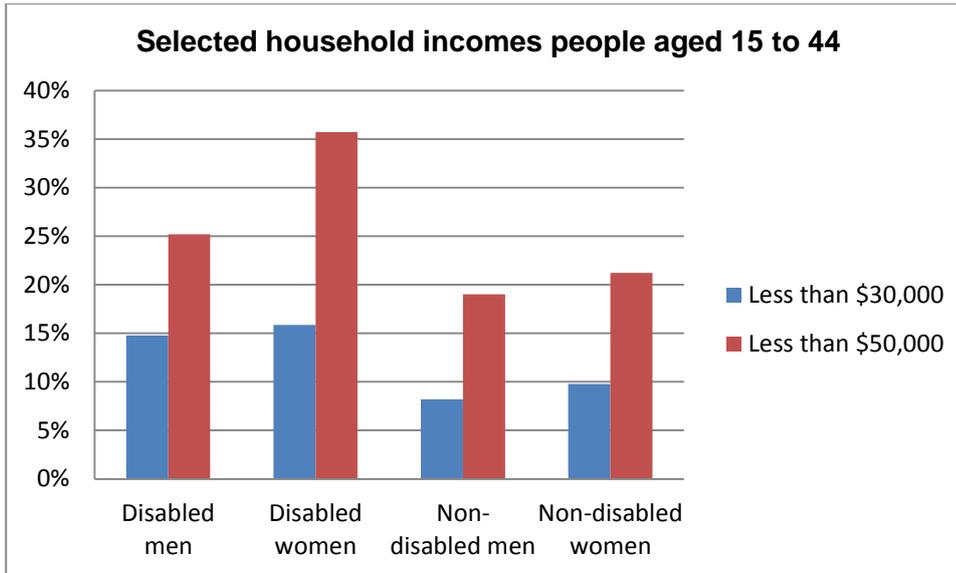
There are also significant income gaps between disabled women and both disabled men and non-disabled women. The data below, from the 2013 Disability Survey, focuses on younger people, where the gaps between disabled women and disabled men are larger. 73% of disabled women aged 15 to 44 earn under \$30,000 a year, compared to 54% of disabled men aged 15 to 44 and 60% of non-disabled women aged 15 to 44.



Although once household incomes are taken into account the gap is less stark, disabled women are more likely to live in lower-income households than either disabled men or non-disabled women.

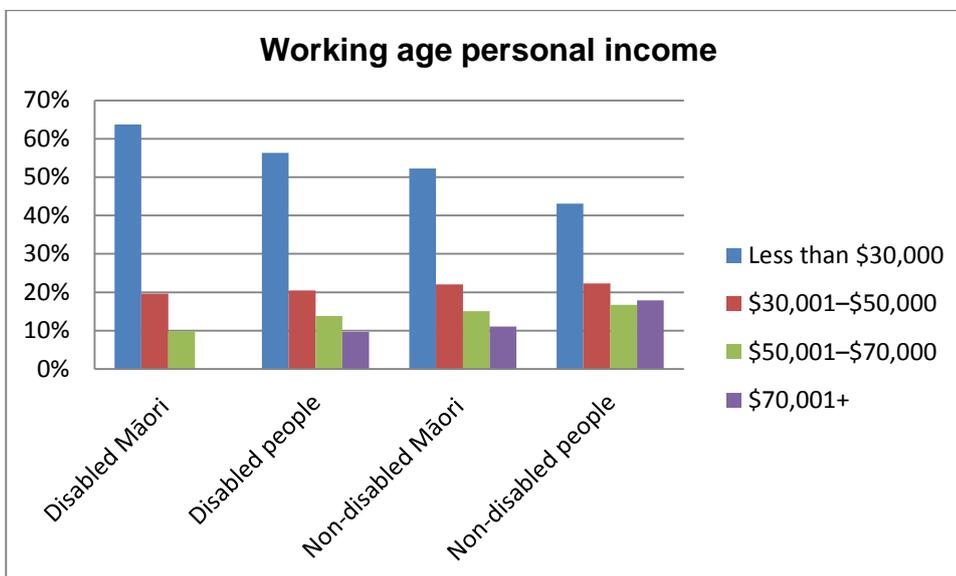


In particular, disabled women are significantly more likely to be in a household earning under \$50,000 a year. Almost 36% of disabled women aged 15 to 44 live in a household earning under \$50,000 a year, compared to 25% of disabled men aged 15 to 44 and 21% of non-disabled women aged 15 to 44.



Ethnicity and income

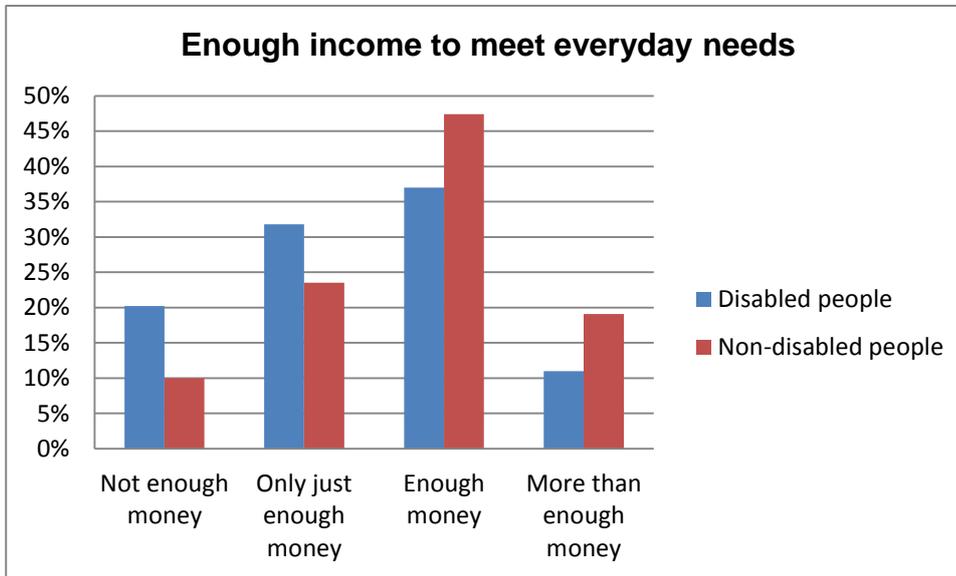
While we lack detailed data on ethnicity, the 2013 Disability Survey found that disabled Māori have lower personal income than both non-disabled Māori and disabled people as a whole. 64% of working age disabled Māori earn less than \$30,000 a year, compared to 56% of working age disabled people and 52% of working age non-disabled Māori.



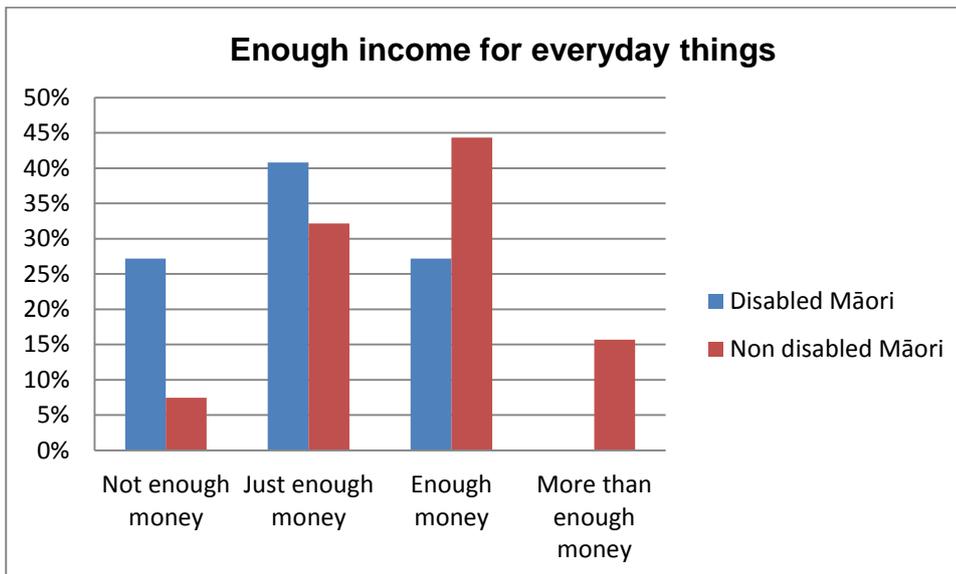
Higher costs and income adequacy

Disabled people often face higher costs than non-disabled people. These costs can be due to people needing specific equipment or support workers. The costs can also be due to environmental barriers, such as physically inaccessible buildings and transport that make everyday tasks more costly in time and money.

As a result of lower incomes and higher costs, a significant number of disabled people report that they do not have enough income for everyday needs. The 2016 General Social Survey found that 20% of disabled people reported not having enough income to meet every day needs, compared to 10% of non-disabled people. 52% of disabled people either had not enough or only just enough money, compared to 34% of non-disabled people.



The 2013 Disability Survey using a similar question, found that 27% disabled Māori reported not having enough income to buy everyday things, compared to just 7% of non-disabled Māori.



Reducing poverty

A complex range of factors increase the risk of poverty for disabled people and their whānau. A comprehensive set of solutions is needed. Many of the solutions are closely related. For example, increasing employment and education opportunities will depend on

tackling access and attitude barriers in society. We need to focus on raising incomes; both household and personal, as well as lowering the extra costs disabled people and their whānau face.

The previous Government was reluctant to refer to poverty amongst disabled people and their whānau directly or set clear targets for it to be reduced. The revised New Zealand Disability Strategy talks about an adequate standard of living but does not mention poverty. The 2014 to 2018 Disability Action Plan does not mention poverty either. We are hoping you and your Government will be more willing to confront the increased risk of poverty directly and set clear targets for it to be reduced. We need a society that works for everyone.

Recommendations

- That you work together with relevant Ministers to make reducing poverty amongst disabled people and their whānau a priority for the Government, including setting targets.
- That you work together with relevant Ministers to make reducing the rate of child poverty amongst disabled children and their whānau a priority in the Government's overall strategy of reducing child poverty.

Employment

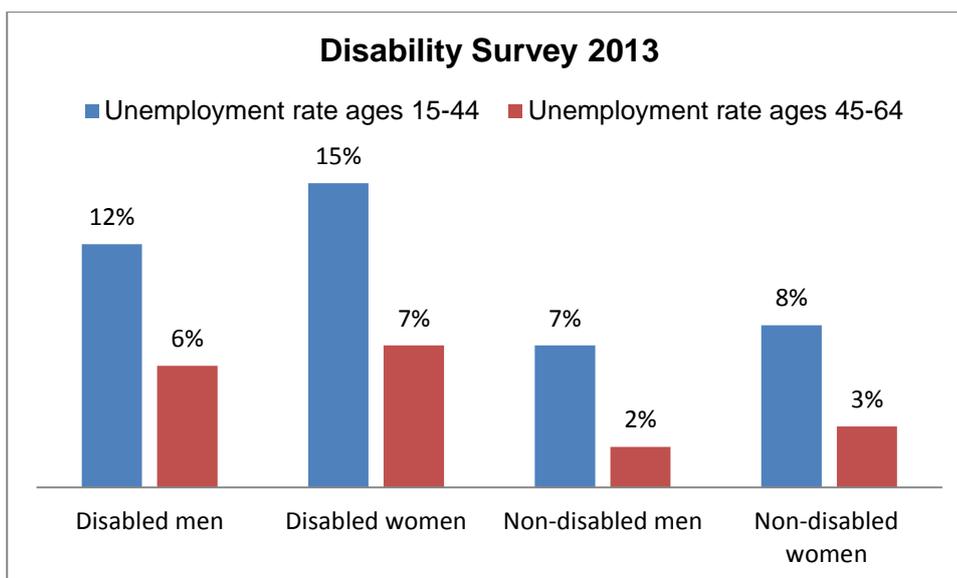
Article 27 of the Convention on the Rights of Persons with Disabilities requires the Government to ensure disabled people have the right to work, on equal basis with others.

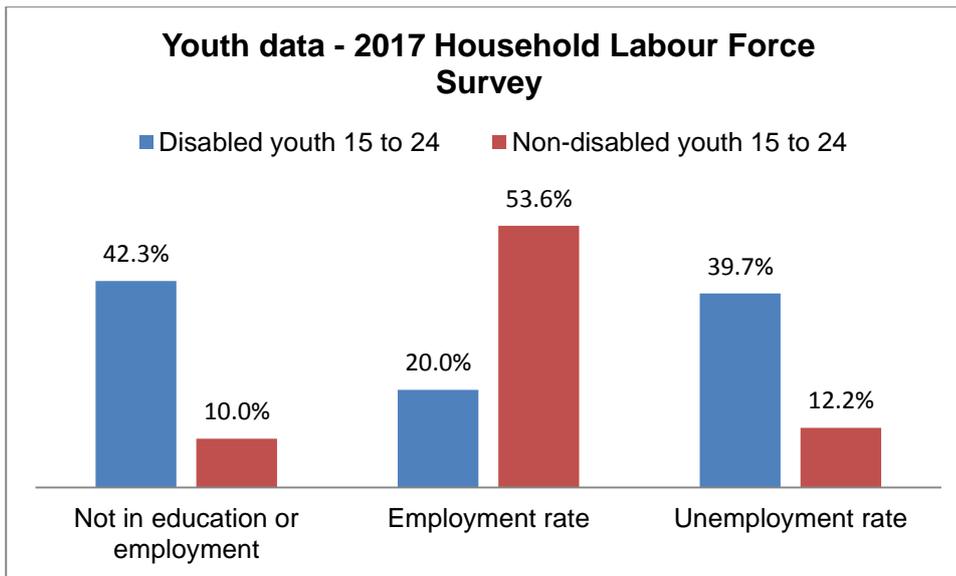
Across age and gender, disabled people have a significantly higher unemployment rate. Disabled women aged 15 to 44 have the highest unemployment rate at 15%. To count as unemployed in the 2013 Disability Survey, a person had to not have a paid job, be available for work, and had actively sought work in the past four weeks. These are people actively looking for work, but not being hired. As of June 2017, 42% of disabled youth aged 15 to 24 are not in employment, training or education. This is over 4 times the rate for non-disabled youth (Statistics New Zealand, 2017a).

In the 2013 Disability Survey, 81% of disabled people aged 15 to 44 who were not employed, would like to work if a job was available. Research we commissioned from the Donald Beasley Institute this year confirmed this depressing situation. It showed that 72% of the disabled people surveyed were not working, but 80% of disabled people wanted to work (Milner, Mirfn-Veitch, Brown, & Schmidt, 2017, p. 12). It also showed that most of the disabled people who were in work wanted to work more hours than they currently work.

Unfortunately, disabled people often face attitude and access barriers to employment. In a 2012 survey of employers, 78% said they believed disabled people were discriminated against in employment. 59% felt there were barriers that might stop disabled people from being employed in their own workplace. Only 21% felt there were none. Most employers believed these barriers were either difficult to address or insurmountable (Woodley, Metzger, & Dylan, 2012).

Nearly all the employers in the research showed, at least outwardly, positive attitudes to disabled people. Nearly all employers believed that disabled people deserved a fair go and that their low rate of employment was an issue. These positive attitudes, however, seemed to have no effect on their willingness to hire disabled employees. Neither did knowing disabled people or having positive past experiences employing disabled people (Woodley, Metzger, & Dylan, 2012).

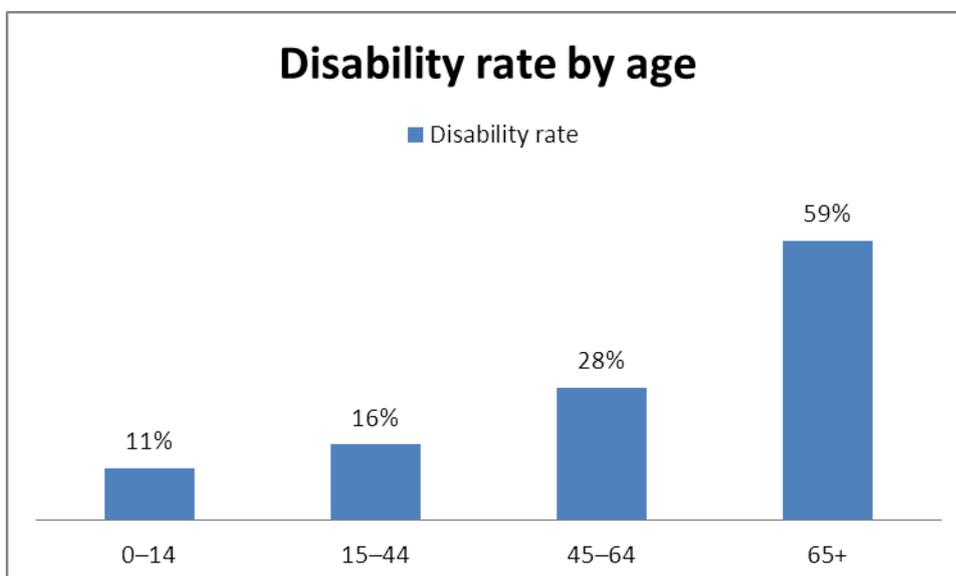


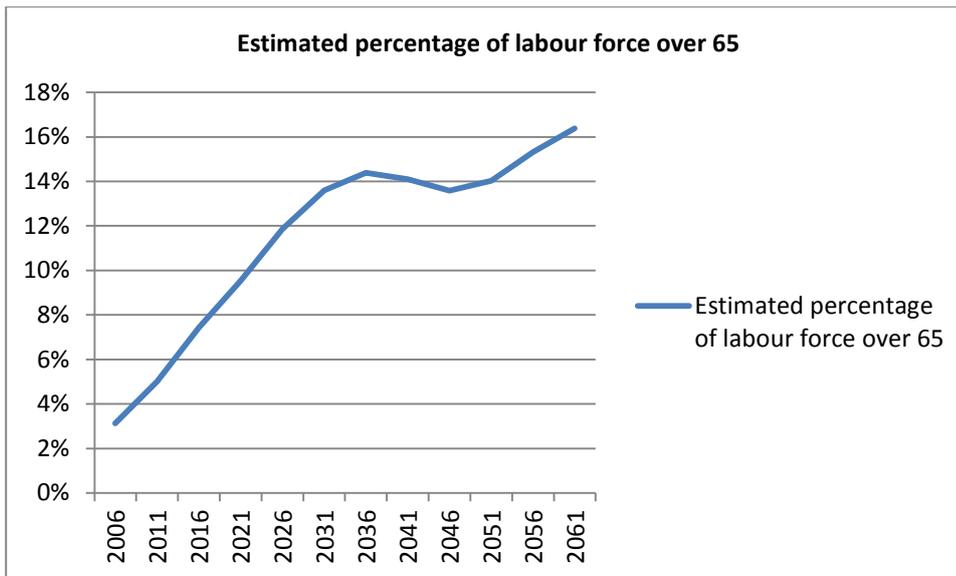


The cost of the increased unemployment rate for disabled people is high for individuals and for society. A recent report by the New Zealand Institute for Economic Research estimated that reducing the unemployment rate amongst disabled people would save the government \$270 million a year and increase New Zealand's GDP by \$1.4 billion (New Zealand Institute of Economic Research, 2017).

Ageing population and our changing labour market

With an ageing population, the proportion of people in the labour force who have disabilities will increase. Exclusion costs us all. Statistics New Zealand's median labour force projections have people over 65 making up 14% of the labour force by 2036. In the 2013 Disability Survey people over 65 had a disability rate of 59%, compared to 21% of people aged 15 to 64. The future prosperity of New Zealand depends on our ability to include disabled people in education, employment and the community.





Carers of disabled children

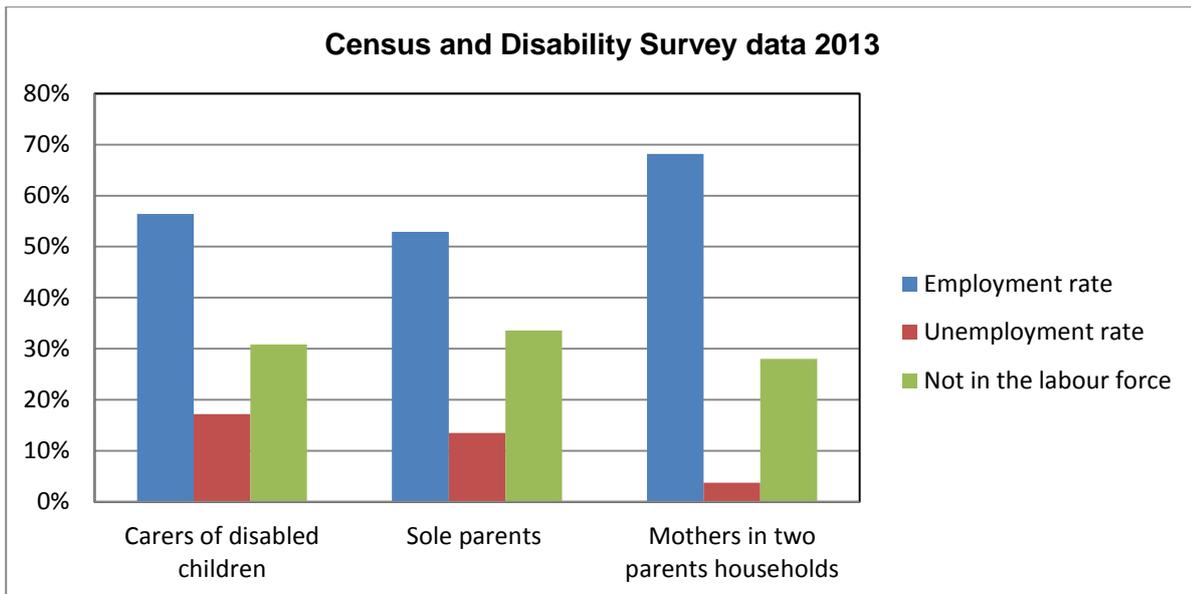
As of June 2015, 50.9% of caregivers receiving the Child Disability Allowance (which is not means tested) are on a main benefit or superannuation¹. This indicates that a large number of whānau with disabled children are not working. Often one or both parents have to give up their jobs because of their child's support requirements.

Further working may be more difficult because often the parent is a sole parent. In the 2013 Disability Survey, 30% of disabled children lived in one parent households. 23% in just one parent households and 7% in one parent with other people (but not a couple) households. By comparison, 17% of non-disabled children lived in one parent households. 14% in just one parent households and 3% in one parent with other people (but not a couple) households (Statistics New Zealand, 2016, p. 4). This matches previous research that found almost 26% of people on the Domestic Purpose Benefits had children with disabilities (O'Donovan, McMillan, & Worth, 2004).

In the 2013 Disability Survey, an estimated 17% of primary carers of disabled children were unemployed². This is higher than for sole parents in general or mothers in two-parent households.

¹ Data sourced through Official Information Act request

² Unpublished data from the 2013 Disability Survey, available on request.



We need stronger action from the Government to reduce the unemployment rate amongst disabled people.

Recommendation

- That you work together with relevant Ministers to develop a coherent set of policies aggressively tackling the high unemployment rate amongst disabled people and their whānau.

Education

Article 24 of the Convention on the Rights of Persons with Disabilities requires the Government to ensure disabled students can access inclusive, quality and free primary and secondary education, on an equal basis with others, in the communities in which they live. This means attend their local school.

The self-managing nature of our schools and society's attitudes toward disability continues to mean that discrimination is a reality for some disabled students and their families. Disabled students are still not welcome at some schools, especially if they do not come with extra resources (Wills & Rosenbaum, 2013, p. 35). There have been ongoing concerns from students with disabilities and their families about enrolment, discrimination and unequal treatment in schools (Radio New Zealand, 2015).

Without good access to quality education, students with disabilities are at high risk of poor outcomes, including unemployment, which ultimately disadvantages them, their families and wider society. The Treasury predicts the following for teenagers on a Supported Living Payment, attending a special school or receiving special education services:

1. 75% will achieve below NCEA 2;
2. 35% will use mental health services; and
3. 62% will receive a long-term benefit for five plus years (McLeod, Templeton, Ball, Tumen, Crichton, & Dixon, 2015).

In 2017, 41% of disabled youth (aged 15 to 24) had no qualifications (Statistics New Zealand, 2017b). This is around 6,400 young disabled people. This matches the rate for adults with disabilities as a whole. 40% of working age disabled people have no qualifications (Statistics New Zealand, 2017a). We are not making any serious progress in increasing the rate of qualifications amongst disabled people.

It is vital that the Government makes reducing the number of disabled people with no qualifications a priority, especially young disabled people.

Recommendations

- That you work together with the Minister of Education to invest more in learning support.
- That you work together with the Minister of Education to hold the Ministry of Education and schools accountable for the low rate of disabled students achieving qualifications.
- That you work together with the Minister of Education to ensure the right of all disabled students to attend their local school.

Safety and justice

Article 13 of the Convention on the Rights of Persons with Disabilities requires the Government to ensure effective access to justice for disabled people, on an equal basis with others. Article 16 Disabilities requires the Government to protect disabled people from exploitation, abuse and violence.

In the 2013 Disability Survey, disabled people were more likely to experience violent crime, compared to non-disabled people:

- Disabled people aged 15 plus were 2.3 times more likely to have been a victim of violent crime in the last 12 months.
- Disabled people aged 15 to 44 were 4.2 times more likely to have been a victim of violent crime in the last 12 months than non-disabled people.

In the 2013 Disability Survey, disabled people were also less likely to feel safe at home or in their neighbourhood. Disabled people are over represented in areas that can increase the risk of abuse and violence, such as poverty and social isolation (Pestkaa & Wendta, 2014). Disabled people aged 15 to 44 were 5 times more likely to have felt lonely often in the last four weeks (Statistics New Zealand, 2014).

An overseas systematic review carried out by the World Health Organisation and Centre for Public Health in 2012 found that disabled adults were 1.5 times more likely to experience violence than non-disabled people (at 95% confidence). The review also noted the need for more robust studies (Hughes, et al., 2012).

Evidence from overseas shows disabled children to be at very high risk of child maltreatment. One of the most comprehensive study to date, which took place in America, found children with disabilities to be 3.8 times more likely to be neglected, 3.8 times more likely to be physically abused, and 3.1 times more likely to be sexually abused when compared with children without disabilities. Children with communication difficulties and behavioural disorders had a much higher rate of maltreatment (Committee on Child Abuse and Neglect, Council on Children With Disabilities, Desch, & Hibbard, 2007, p. 1019).

In addition to being at greater risk of violence, some disabled people, particularly those with challenging behaviour, are a risk of harming others, including family members. Restorative justice processes as well as behaviour and early intervention support can be key to preventing violence and helping people with challenging behaviour and/or learning disabilities understand the consequences of their behaviour (Mirfin-Veitch, Gates, Diesfeld, & Henaghan, 2014, pp. 44-456).

It is essential that restorative justice processes are accessible to all the participants. This means everyone involved needs to understand what is going on and have the processes explained to them in a way they understand.

Judges and lawyers have noted that the restrictions on legal aid and counsel of choice have deeply affected disabled people, especially people with learning disabilities. For people with learning disabilities being able to request a lawyer they knew was of enormous benefit. For some disabled people lawyers were the only uncompromised advocates in their life, especially if family members were not acting in their best interests (Mirfin-Veitch, Gates, Diesfeld, & Henaghan, 2014, pp. 14, 58-59).

The Government needs to make reducing the high rate of violence and abuse disabled people face a priority. The Government also needs to ensure that disabled people are treated fairly by the justice system.

Recommendations

- That you work together with the Ministers of Justice, Courts and Police to reduce the high rate of violence and abuse disabled people face.
- That you work together with the Minister of Justice and Courts to ensure disabled people, especially people with learning disabilities, can access adequate legal counsel and restorative justice processes.

Access

Article 9 of the Convention on the Rights of Persons with Disabilities requires the Government to ensure disabled people access, on an equal basis with others, to the physical environment. This includes transportation, information and communications as well as facilities and services open or provided to the public. This article also requires the Government to ensure disabled people access, on an equal basis with others, to housing.

Inaccessible transport, buildings, infrastructure and housing play a major role in preventing disabled people from participating in society. In many access areas, New Zealand lags behind countries such as Canada, Australia and the United States. In particular, we are weak on mandatory standards and enforcement. This not only disadvantages disabled people, it also harms the economy. With the ageing population, there will be growing

diversity in access needs. Developing accessible infrastructure and transport will ensure that everyone can continue to live, work and fully participate in their chosen community.

Accessibility is a major focus for our organisation. CCS Disability Action runs the Mobility Parking Scheme. We have a nationwide network of access coordinators who work with local government as well as the building and transport industries. We are rolling out a new accessibility app called Access Aware. We are a member of the Access Alliance, which is pushing for a new Access Law. We founded Lifemark, which is helping to increase the number of accessible houses. The government initially provided some support for this, but in recent times we have had to fund this work ourselves. We need the new Government to provide us with more direct support to continue this important initiative. We have developed ways to collect data on accessibility, including the Measuring Accessible Journeys project and the Street Accessibility Audits.

We need stronger action from the Government to ensure disabled people can participate in society. We need urgent action in four areas:

1. A new Access Law;
2. Modernising our building standards;
3. Accessible affordable housing; and
4. Better data collection.

New Access Law

The Labour Party, the New Zealand First Party and the Green Party have all committed to a new Access Law with enforceable mandatory standards. This Coalition Government now has the mandate, but what is needed is action. This new Law and supporting regulations will set New Zealand on the path to becoming fully accessible and become a world leader in access for all.

In addition to allowing over a million citizens to participate more fully in society, this new Access Law will provide increased benefits for the economy and government finances. The New Zealand Institute of Economic Research has estimated that if we can improve access and lower the unemployment rate for disabled people we can expect to see:

1. A \$300 million a year reduction in Jobseeker Health Condition or Disability benefit costs.

2. Increased tax revenues of \$387 million.
3. An extra \$1.45 Billion increase in GDP (New Zealand Institute of Economic Research, 2017).

We look forward to working with you on the new Access Law.

Recommendation

- That you work together with the Access Alliance, the disability community, relevant businesses and government departments to develop a new Access Law.

Modernising our building standards

When meeting access requirements, building owners can choose either the Building Code or the New Zealand Standard 4121. This can result in inconsistencies and confusion, particularly as Standard 4121 has not been updated for sixteen years. We need to develop a single approach for building accessibility, one that is kept up-to-date. Technology is constantly changing as are the diversity of needs in the community, especially with an ageing population.

The previous Government commissioned a review of building access rules. This resulted in a report in 2014, but little action since (Ministry of Business, Innovation and Employment, 2017). There seemed to be a lack of will from the Government and officials to make the changes needed.

Recommendation

- That you work together with the Minister for Building and Construction to re-energise the building access review and set it the task of developing one standard for building access rules.

We need more accessible social and affordable housing

With an ageing population, the number of people who need accessible private homes and social housing is rapidly growing. Previous research has already found strong evidence of a significant undersupply of accessible private homes and social housing (Saville-Smith, James, Fraser, Ryan, & Travaglia, 2007, pp. 50-53)

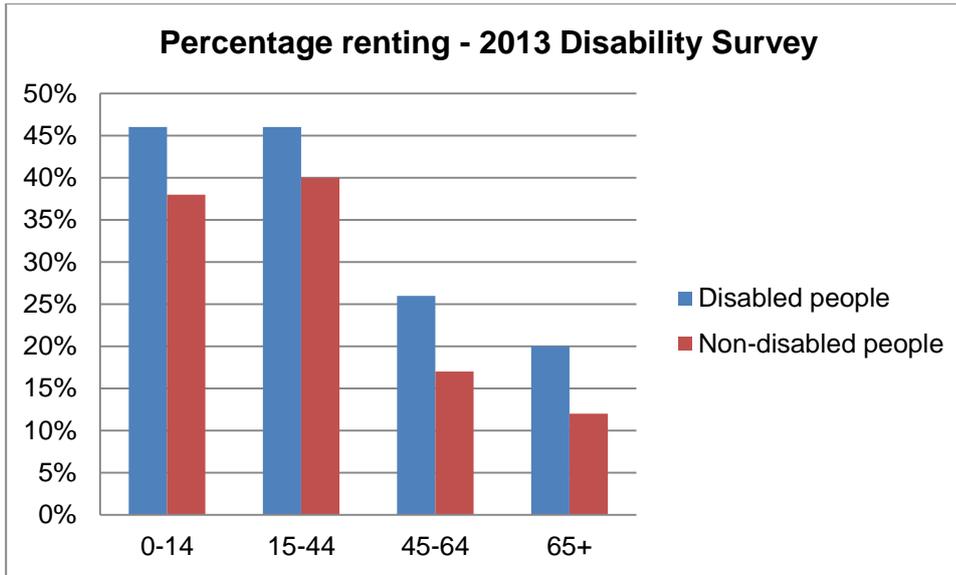
A lack of accessible housing limits the choices available to disabled people. This, in turn, can limit their involvement with the community, their ability to find employment and is likely to increase their dependence on government-funded support services (Saville-Smith & Saville, 2012, p. 14).

Disabled people are also not a static group. The line between being 'able-bodied' and having an impairment is thin. All people can gain impairments that in turn give them access needs. Access needs are no problem if the built environment is accessible. If not, people can be force out of the workforce or even their home. Unfortunately, it is often difficult to make homes accessible once built. Retrofitting homes is expensive, time-consuming and sometimes impractical (BRANZ).

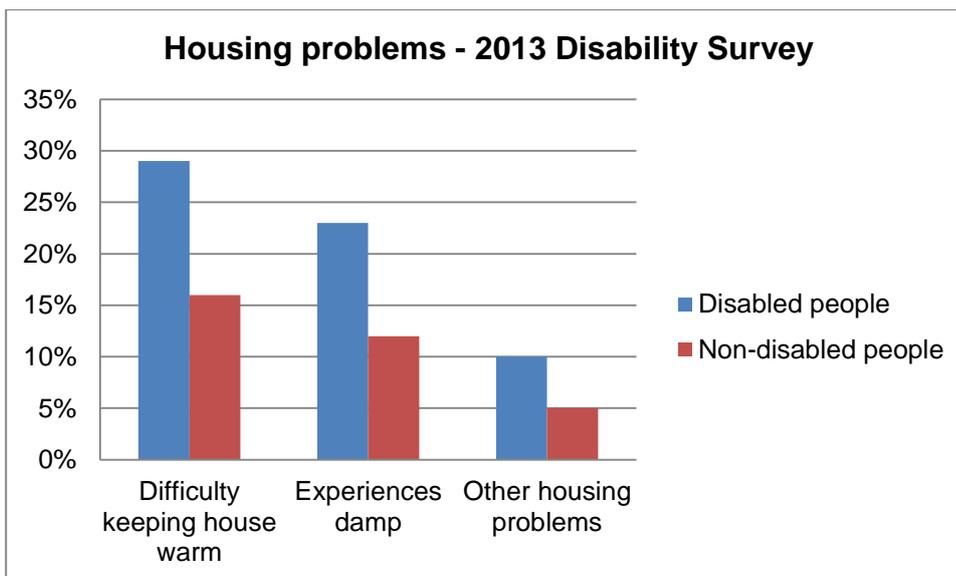


Even parliamentarians can gain access needs

Disabled people are more vulnerable to housing issues. Disabled people have lower incomes, are more likely to rent and are more likely to have problems with their housing. Across every age-range, disabled people are more likely to be renting a house, rather than owning it.



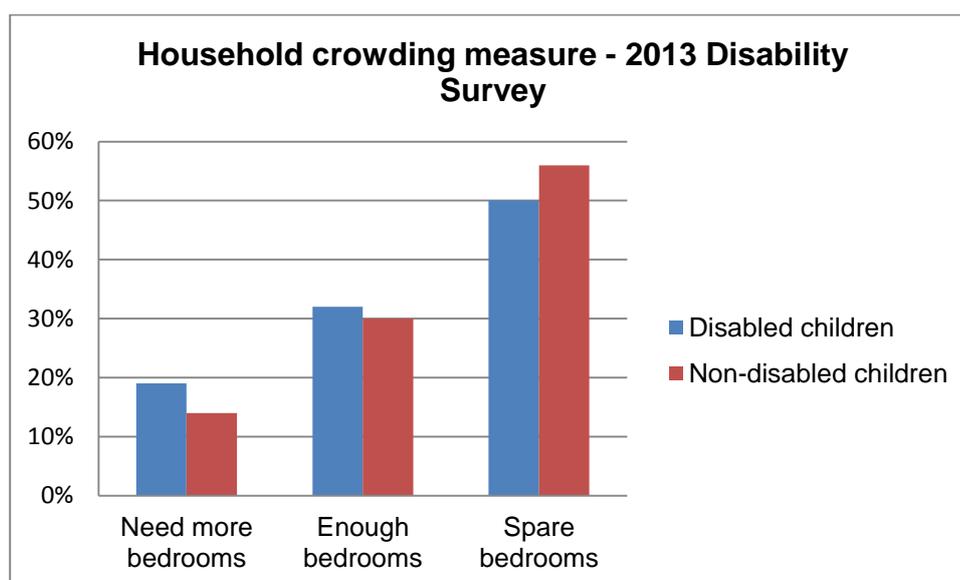
Disabled people are more likely to have difficulty keeping their house warm and are more likely to experience dampness. Disabled people are also twice as likely, compared to non-disabled people, to report other housing problems (such as weather tightness issues).



In the 2013 Disability Survey, 17% of people with physical impairments, or 107,440 people, and 16% of people with vision impairments, or 26,880 people, had an unmet need for housing modifications. Our ageing population means the number of disabled people is likely to increase. Disability rates increase with age. In the 2013 Disability Survey people over 65 had a disability rate of 59%, compared to 28% of people aged 45 to 64 and 16% of people aged 15 to 44.

When people make do with an inaccessible home they often face an increased risk of injury. It can also prevent them from being as productive and as engaged with their local community as they could be. A lack of accessible and affordable housing, including social housing, is one of the factors holding back disabled people from being involved in and contributing to society.

Disabled children are more likely to live in an overcrowded house.



The government urgently needs to take a leadership role in ensuring a good supply of accessible social and affordable housing. With an ageing population, it makes social and economic sense to promote and invest in accessible housing. We recommend that all new housing meets universal design standards. In particular, we recommend that new housing is required to achieve a minimum Lifemark® 3-star rating, where possible.

The Lifemark® rating system has 80 standards for home design. Many of these standards are considered global best practice for accessibility. Global best practice at a bare minimum would require that three simple criteria are met.

These are:

- 1) A step-free pathway and entrance;
- 2) A bathroom on the same floor as the entry level that can be used by most people;
- 3) Doorways and circulation space that allows for easy movement around the house.

A review of most social and private sector housing developments indicates that these three features are only present in about 5% of all new homes built and that only 2% of new dwellings would meet the higher standards of a Lifemark® 3-star rating.

The exclusion of these features in social housing developments is of grave concern considering our ageing population and the current needs of disabled people.

Recommendations:

- That you, together with the Minister of Housing, meet with Lifemark® to discuss how universal design can be used in the Kiwibuild programme.
- That you work together with the Minister of Housing to actively promote Lifemark® 3 star rating as a minimum requirement for all housing.
- That you work together with the Minister of Housing to require all social and affordable housing to achieve Lifemark® 4 & 5-star ratings. This should eventually be enshrined in the new Access Law.
- That you work together with the Minister of Housing to ensure the new Housing Commission has the availability of affordable accessible housing as a key area of focus.

Collecting quality data on disabled people and transport

There is currently a lack of quality data about disabled people and how they access the transport system. Yet disabled people typically have less access to private vehicles than non-disabled people. This is mainly because of affordability issues (Office of Disability Issues and Statistics New Zealand, 2009, p. 11). Disabled people typically have lower incomes and some require expensive modifications to vehicles. A significant number of disabled people rely on public transport to access the services and facilities they require to live and work in their communities.

We have been working with traffic researchers to develop a tool that counts the number of people using visible mobility aids in public places (Traffic Design Group, 2013). We have also been working on developing economic models to show the costs and benefits of access upgrades (Burdett, Locke, & Scrimgeour, 2016). The Ministry of Transport and the

New Zealand Transport Agency, alongside local government, should be more proactive in gathering data on disabled people.

The government need to anticipate and respond now to future demand for accessible transport. In some provincial and rural areas, the available rates-base is likely to decline as the proportion of people over 65 increases. This will leave local government having to meet increasing demand for access improvements from declining funding. The solution is to invest now, while funding is higher.

Recommendation:

- That you work together with the Minister of Transport to encourage The Ministry of Transport, the New Zealand Transport Agency, and local government to collect adequate data on how disabled people use transport systems, including pedestrians.

Conclusion

Thank you for reading this briefing. We look forward to working with you. Disability issues are a demanding portfolio. What we need is strong and accountable leadership. We encourage you to hold officials to account for measurably reducing inequalities. In return, you should allow your official broad scope to work with the disability community to aggressively tackle issues. This may require investment or significant changes in policy. We encourage you to be the champion for these changes and of a more inclusive society with your Cabinet colleagues.

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