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## Briefing to the Incoming Minister for Disability Issues

### Contents

Introduction .....	2
Principles and context of this briefing .....	2
Executive Summary .....	3
Summary of Key Issues and Recommendations .....	3
Economic Independence.....	4
Education .....	5
Health.....	7
Mental Health .....	8
Access and inclusion .....	8
Data and analysis .....	9
Appendix A: NCWNZ Submissions .....	11

## Introduction

1. The National Council of Women of New Zealand, Te Kaunihera Wāhine o Aotearoa (NCWNZ) is an umbrella group representing around 60 affiliated organisations and 200 individual members. Collectively our reach is over 200,000 with many of our membership organisations representing all genders. NCWNZ has 13 branches across the country.
2. NCWNZ's vision is a gender equal New Zealand and research shows we will be better off socially and economically if we are gender equal. Through research, discussion and action, NCWNZ in partnership with others, seeks to realise its vision of gender equality because it is a basic human right.
3. NCWNZ warmly welcomes you as Minister for Disability Issues. We recognise and support progress made under your Government's terms of office and look forward to further progress over the current term. In particular, we welcome the establishment of Whaikaha Ministry of Disabled People and your recognition that more rapid and transformational change is required to make Aotearoa New Zealand inclusive and accessible for all. We are keen to actively work with you and your Ministry to continue and accelerate that progress.
4. This briefing identifies key areas in that regard, and we would appreciate an opportunity to discuss these more comprehensively with you.

## Principles and context of this briefing

5. This briefing is set within the framework of Aotearoa New Zealand's international obligations, specifically the UN Convention on the Rights of Persons with Disabilities (CRPD)<sup>1</sup>, UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)<sup>2</sup>, and the UN Sustainable Development Goals<sup>3</sup>.
6. NCWNZ has long advocated for full implementation of the Convention on the Rights of Persons with Disabilities in Aotearoa New Zealand, and recently adopted the policy<sup>4</sup>

*That the National Council of Women NZ include the United Nations Convention on the Rights of Persons with Disabilities within the framework for developing all NCW strategy, policy, submissions and campaigns; and take action at national and branch level to ensure NCWNZ is welcoming and inclusive of women who are disabled.*

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<sup>1</sup> United Nations. 2006. Convention on the Rights of Persons with Disabilities (CRPD). <https://www.un.org/development/desa/disabilities/convention-on-the-rights-of-persons-with-disabilities.html>

<sup>2</sup> United Nations. 1979. Convention on the Elimination of All Forms of Discrimination against Women New York, 18 December 1979. <https://www.ohchr.org/en/instruments-mechanisms/instruments/convention-elimination-all-forms-discrimination-against-women>

<sup>3</sup> United Nations. Department of Economic and Social Affairs. Sustainable Development. 2015. The 17 Goals. <https://sdgs.un.org/goals>

<sup>4</sup> NCWNZ. 2021. Appendix "D": Resolutions of National Meetings 2011-2020. 18.3.3.3 2020. [https://d3n8a8pro7vhmx.cloudfront.net/ncwnz/pages/1025/attachments/original/1622428501/Appendix\\_D\\_Resolutions\\_2011-2020.pdf?1622428501](https://d3n8a8pro7vhmx.cloudfront.net/ncwnz/pages/1025/attachments/original/1622428501/Appendix_D_Resolutions_2011-2020.pdf?1622428501)

7. This policy directly reflects Article 6 of the Convention on the Rights of Persons with Disabilities and Optional Protocol:

*Article 6.1 States Parties recognize that women and girls with disabilities are subject to multiple discrimination, and in this regard shall take measures to ensure the full and equal enjoyment by them of all human rights and fundamental freedoms.*

8. NCWNZ also constantly raises awareness of intersectionality – the differing impact of discrimination on specific groups of women, especially Māori, Pacific and migrant women, women with disabilities, older women and LGBTQI people.

## Executive Summary

9. This briefing draws on NCWNZ policy and recent submissions that refer to women and disability, as well as other reports. While the focus is on issues raised in relation to economic independence, education and health, the overarching issue is the need to fully implement obligations under the CRPD within the framework of Te Tiriti / Treaty obligations.
10. NCWNZ acknowledges the foundational work that has been done by the Office for Disability. As the New Zealand Disability Strategy 2016–2026<sup>5</sup> points out “*disabled women and girls face different barriers to disabled men and boys*”. These briefing highlights some of these barriers.
11. One major barrier across all areas is the lack of provision of disaggregated data and other data relating to people with disabilities. The lack of robust data continues to impact on decision making and is reflected in advice provided to Government.

## Summary of Key Issues and Recommendations

12. **Economic Independence:** there are still significant differences in employment rates for disabled women, and lack of transparency in relation to pay.

### Recommendation

Employment rates and opportunities, including rates of pay, for disabled women need to be closely monitored, with actions and support provided.

13. **Education:** there continues to be issues with the educational experience and status of students with disabilities, including limited support for teachers of students with learning difficulties, as well as insufficient support provided for students transitioning from education to employment.

### Recommendation

More support needs to be provided to improve the educational experience and outcome for students with disabilities, including as they transition from education to employment, for example funding a range of IT training opportunities for disabled women.

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<sup>5</sup> Office for Disability Issues. 2016. New Zealand Disability Strategy 2016–2026.

<https://www.odi.govt.nz/assets/New-Zealand-Disability-Strategy-files/pdf-nz-disability-strategy-2016.pdf>

14. **Health:** Women with disabilities are more at risk of physical and sexual violence, experience issues with sexual and reproductive rights, as well as injustices arising from the level of financial and other supports.

**Recommendations**

Research should be funded into sexual health services for women with disabilities and violence against women with disabilities, as well as funding provided for appropriate services and support.

The forthcoming Women's Health Strategy and Disabled Persons Health Strategy must identify and address the wide range of issues disabled women face in accessing appropriate health services at all stages of their lives.

Government and Local Government should mandate that social goals, including increasing social connections, be incorporated into the design of infrastructure, town centres, neighbourhoods and housing developments.

15. **Data and analysis:** There are significant gaps in the data available to fully understand the issues relating to women with disabilities, which limits the ability to develop policy and provide targeted services.

**Recommendation**

Better data systems need to be developed to gather, disaggregate, and analyse data in relation to women with disabilities.

## Economic Independence

16. NCWNZ has a long history of demanding equal rights for women, including legal equality in employment and welcomed the passing of the Equal Pay Amendment Act in 2020.<sup>6</sup> However, we are still concerned about groups, such as women with disabilities, as well as health professionals, such as nurses and caregivers, who are predominantly women and support people with disabilities. The Government needs to ensure that pay and employment equity is a reality for these women<sup>7</sup>.
17. The unemployment rate for disabled women continues to decrease, from 13.1% in 2017 to 6.0% in 2022, while the unemployment rate for men has gone from 10% in 2017 to 7.5% in 2022. Although this is a positive trend for women, it needs to be compared to the unemployment rates of non-disabled women, which have also improved, going from 4.6% in 2017 to 3.4% in 2022.
18. Employment rates and opportunities for disabled women needed to be closely monitored, with actions and support provided as needed, such as education and

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<sup>6</sup> Equal Pay Amendment Act 2020.

[https://www.legislation.govt.nz/all/results.aspx?search=ta\\_act%40act\\_E\\_ac%40ainf%40anif%40aaif\\_ac%40bn%40rn\\_25\\_a&p=5](https://www.legislation.govt.nz/all/results.aspx?search=ta_act%40act_E_ac%40ainf%40anif%40aaif_ac%40bn%40rn_25_a&p=5)

<sup>7</sup> NCWNZ. 2018. Submission to the Education and Workforce Committee on the Employment Relations Amendment Bill S18.11

[https://drive.google.com/file/d/1QdBOPvIoB5vfh2Qemzrq9v7fTmhKJ\\_lo/view?usp=share\\_link](https://drive.google.com/file/d/1QdBOPvIoB5vfh2Qemzrq9v7fTmhKJ_lo/view?usp=share_link)

training, transportation, and accessibility<sup>8</sup>. Although women are not identified in the Action Plan – Working Matters<sup>9</sup>, specific actions will need to be taken to address the needs of women, including as they transition from education and training to employment, to ensure true equality in employment for disabled women.

19. In addition, NCWNZ actively supports the United Nations' Sustainable Development Goals (SDGs)<sup>10</sup>, with particular goals and targets being relevant to economic independence<sup>11</sup>, and encourages actions be taken by the Government to ensure the goals and targets are met.

**Goal SDG8** (Sustained, Inclusive and Sustainable Growth, and Decent Work): Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all.

### Targets

**8.2:** Achieve higher levels of economic productivity through diversification, technological upgrading and innovation, including through a focus on high-value added and labour-intensive sectors

**8.3:** Promote development-oriented policies that support productive activities, decent job creation, entrepreneurship, creativity and innovation, and encourage the formalization and growth of micro-, small-and medium-sized enterprises, including through access to financial service

**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

## Education

20. The educational experience and status of students with disabilities continues to be of concern to NCWNZ. Our past activities in this area include advocacy and support of Salisbury Residential School. The experience of disabled students also impacts on families, with women often being the main caregiver on a day-to-day basis, as well as teachers and teacher aides, who are predominately women. NCWNZ has recommended that the Government ensures the provision of equal opportunities in education,

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<sup>8</sup> NCWNZ. 2021. Submission to the Transport and Infrastructure Committee on the Inquiry into congestion pricing in Auckland. S21.10.

[https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1621418596/S21.10\\_Inquiry\\_congestion\\_pricing\\_in\\_Auckland\\_.pdf?1621418596](https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1621418596/S21.10_Inquiry_congestion_pricing_in_Auckland_.pdf?1621418596)

<sup>9</sup> Ministry of Social Development. 2020. Working Matters: An Action Plan to ensure disabled people and people with health conditions have an equal opportunity to access employment.

<https://www.msd.govt.nz/documents/what-we-can-do/disability-services/disability-employment-action-plan/working-matters-2020-spreads.pdf>

<sup>10</sup> United Nations. nd. Take Action for the Sustainable Development Goals.

<https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

<sup>11</sup> NCWNZ. 2020. Submission to the Education and Workforce Select Committee on the Education and Training Bill 193-1. S20.03.

[https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1585623964/S20.03\\_Education\\_and\\_Training\\_Bill.pdf?1585623964](https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1585623964/S20.03_Education_and_Training_Bill.pdf?1585623964)

including more support for teachers to help with mainstreamed students with learning difficulties<sup>12</sup>.

21. Comparing the qualification levels of disabled people with non-disabled people provides a disturbing picture, with little improvement in the trends since 2017, for example in 2017 41.6% of disabled people had no qualification with only a slight drop to 40.1% in 2021, compared to non-disabled people in 2017 – 18% and 17.3% in 2021. In addition, young disabled people continue to feature prominently in the NEET category. At the end of June 2022, 32.4% of disabled youth aged 15-24 were not in education, employment or training, which is more than three times the rate of non-disabled youth<sup>13</sup>.
22. These statistics suggest there needs to be more focus on learning environments and support for disabled students, as well as additional focus on the transition from education to employment. Current education, Government policy and funding should be improved, with schemes such as Project SEARCH<sup>14</sup> illustrating what can be achieved for disabled students.
23. As mentioned, NCWNZ actively supports the United Nations Sustainable Development Goals (SDGs)<sup>15</sup>, with particular goals and targets being relevant to education in New Zealand for disabled children and youth.

**Goal SDG4 (Education):** Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all.

#### **Targets**

**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

**4.6:** By 2030, ensure that all youth and a substantial proportion of adults, both men and women, achieve literacy and numeracy

**4.7:** By 2030, ensure that all learners acquire the knowledge and skills needed to promote sustainable development, including, among others, through education for sustainable development and sustainable lifestyles, human rights, gender equality, promotion of a culture of peace and non-violence, global citizenship, and appreciation of cultural diversity and of culture's contribution to sustainable development

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<sup>12</sup> NCWNZ. 2021. Submission to the Ministry of Social Development on Social Cohesion for Everyone in New Zealand. S21.25.

[https://d3n8a8pro7vhmx.cloudfront.net/ncwnz/pages/1026/attachments/original/1637540799/S21.25\\_Social\\_cohesion.pdf?1637540799](https://d3n8a8pro7vhmx.cloudfront.net/ncwnz/pages/1026/attachments/original/1637540799/S21.25_Social_cohesion.pdf?1637540799)

<sup>13</sup> StatsNZ. 2022. Labour market statistics (disability).

<https://www.stats.govt.nz/publications?filters=Labour%20market%20statistics%20%28disability%29%2CInformation%20releases>

<sup>14</sup> Project SEARCH. <https://www.projectsearch.nz/home>

<sup>15</sup> Op cit.

**4.A:** Build and upgrade education facilities that are child, disability and gender sensitive and provide safe, non-violent, inclusive and effective learning environments for all

## Health

24. Women with disabilities are more vulnerable, particularly in relation to physical and sexual violence. There is also, in general, a lack of understanding and negative attitudes toward the sexual and reproductive health needs of people with disabilities. This is reflected in policy and legislation that fails to uphold the human rights of women with disabilities.
25. The limited research on young women with disabilities finds they are least likely to enjoy their sexual and reproductive rights because of stigma and misconceptions about disability. This includes a lack of accessible health services, limited personal autonomy, and limited sex education because they are not seen as needing it or as being capable of making their own decisions. Disabled women, especially young women, report they are frequently regarded as asexual and needing to be shielded from relationships. These types of views lead to a lack of education about relationships, consent, and sex, which potentially places some disabled women at greater risk of exploitation and abuse<sup>16</sup>.
26. Available research from overseas and anecdotal evidence indicates that women with disabilities are particularly the targets of family and sexual violence, not only because of their disability but because they are often not believed by the people they trust and tell, or they are unable to speak out because they depend on the offender for day-to-day support, often in the most intimate ways<sup>17</sup>. Regrettably, the new Joint Venture on Family and Sexual Violence does not focus on, or adequately resource, research and action to prevent violence against women with disabilities. It is very difficult for refuges and others to provide overnight care for women with disabilities because of a lack of trained carers and facilities, and this should also be addressed as Women's Refuge have requested, prior to COVID.
27. Funding research into sexual health services for women with disabilities and violence against women with disabilities, as well as funding for appropriate services and support, would contribute to meeting the Government's obligations under Article 16 of the CRPD:  
*States Parties shall take all appropriate legislative, administrative, social, educational and other measures to protect persons with disabilities, both within and outside the home, from all forms of exploitation, violence and abuse, including their gender-based aspects.*  
and Article 23

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<sup>16</sup> NCWNZ. 2021. Submission to the Health Committee on the Pae Ora (Healthy Futures) Bill. S21.28. [https://d3n8a8pro7vhmx.cloudfront.net/ncwnz/pages/1026/attachments/original/1639953666/S21.28\\_Pae\\_Ora\\_Healthy\\_Futures\\_Bill\\_.pdf?1639953666](https://d3n8a8pro7vhmx.cloudfront.net/ncwnz/pages/1026/attachments/original/1639953666/S21.28_Pae_Ora_Healthy_Futures_Bill_.pdf?1639953666)

<sup>17</sup> Beard A. 2019. Young Women & Disability in Aotearoa NZ. <https://www.ywca.org.nz/media/1686/young-women-disability-front-cover-merged.pdf>

*States Parties shall take effective and appropriate measures to eliminate discrimination against persons with disabilities in all matters relating to marriage, family, parenthood and relationships, on an equal basis with others, so as to ensure that:....*

*(b) the rights of persons with disabilities to decide freely and responsibly on the number and spacing of their children and to have access to age-appropriate information, reproductive and family planning education are recognized, and the means necessary to enable them to exercise these rights are provided.*

28. This research would respond to Para 36 in Concluding observations on the initial report of New Zealand 2014<sup>18</sup>:

*The Committee recommends that the State party strengthen these programmes and initiatives to protect persons with disabilities, especially those living in institutions, from violence and harm, and that it ensure that a system is put in place to detect and respond effectively to cases of abuse. It also recommends that the State Party ensure that legislation, policy and practice relating to domestic violence covers persons with disabilities in the domestic situations that they encounter.*

### **Mental Health**

29. NCWNZ is working with a number of other organisations to raise awareness and find solutions to identifying and providing support for women experiencing maternal and perinatal depression. These must include services specifically for disabled mothers.
30. The COVID lockdowns highlighted the physiological and emotional impacts on individuals of long-term loneliness is an important public policy issue. Disabled people are particularly at risk, especially if they live in poorly designed neighbourhoods with inaccessible public transport.
31. There is also the wider issue of the continuing systemic and major injustice of the level of financial and other support for disability based on cause of disability instead of the level of need. This remains a glaring discrepancy in our health and social support system<sup>19</sup>. In our submission on the Accident Compensation (Maternal Birth Injury and Other Matters) Amendment Bill we recommended that “*Government give priority to addressing the continuing systemic and major injustice of the level of financial and other support for disability based on cause of disability instead of level of need*”.

### **Access and inclusion**

32. Any progress on the specific issues discussed above depend on disabled women being able to fully participate in their communities and society as a whole. As well as removing physical barriers and designing buildings, neighbourhoods, and transport so that disabled people can literally get out of their homes, move around and travel, this means

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<sup>18</sup> UN. Committee on the Rights of Persons with Disabilities. 2014. Concluding observations on the initial report of New Zealand. <https://digitallibrary.un.org/record/791464?ln=en>

<sup>19</sup> NCWNZ. 2022. Submission to the Education and Workforce Committee on the Accident Compensation (Maternal Birth Injury and Other Matters) Amendment Bill 103—1. S22.03. [https://d3n8a8pro7vhmx.cloudfront.net/ncwnz/pages/1026/attachments/original/1644974109/S22.03\\_A\\_CC\\_Maternal\\_birth\\_injury .pdf?1644974109](https://d3n8a8pro7vhmx.cloudfront.net/ncwnz/pages/1026/attachments/original/1644974109/S22.03_A_CC_Maternal_birth_injury.pdf?1644974109)

access to information, participation in research, engagement and consultations, and removal of discrimination and social barriers.

33. The obligation on states to proactively address this is stated in Article 19 of CRPD:

*States Parties to the present Convention recognize the equal right of all persons with disabilities to live in the community, with choices equal to others, and shall take effective and appropriate measures to facilitate full enjoyment by persons with disabilities of this right and their full inclusion and participation in the community.*

34. The *Accessibility for New Zealanders Bill*<sup>20</sup>, currently before Parliament, provides the opportunity for transformational change in this area. In our submission to the Select Committee, NCWNZ will be recommending significant changes to the Bill to make it more effective, including minimum standards and independent monitoring and regulation.

## Data and analysis

35. The Disability Survey: 2013<sup>21</sup> provided some data about girls and women with disabilities, as do other regular data releases such as the annual Labour Markets Disability Statistics report<sup>22</sup>. There are known data gaps, however, for example in health and violence related statistics.

36. New Zealand needs better data and analysis for women with disabilities, as well as a better data and gender analysis framework in general. This has been commented on in NGO reports to the Committee on the Elimination of Discrimination against Women (CEDAW). In the Concluding Observations<sup>23</sup>, the CEDAW Committee expressed concern “*about the deficiencies in compiling, analysing and processing reliable statistical data on the situation of women in all areas covered by the Convention, including intersections between women belonging to more than one group*”. CEDAW recommended that the Government address the collection, analysis and dissemination of comprehensive data, disaggregated by sex, age, disability, ethnicity, location, gender identity and sexual orientation and socioeconomic status”.

37. NCWNZ have also drawn attention to the Government’s on-going challenge to provide data disaggregated for disability, noting that of several government COVID-19 surveys only one asked about disability. With the establishment of the new Ministry for Disabled People and its role in stewardship of the cross-government disability system and

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<sup>20</sup> Accessibility for New Zealanders Bill.

<https://www.legislation.govt.nz/bill/government/2022/0153/latest/LMS727091.html?src=qs>

<sup>21</sup> StatsNZ. 2013. Disability Survey. <https://www.stats.govt.nz/information-releases/disability-survey-2013>

<sup>22</sup> StatsNZ. 2022. Labour market statistics (disability).

<https://www.stats.govt.nz/publications?filters=Labour%20market%20statistics%20%28disability%29%2CInformation%20releases>

<sup>23</sup> Committee on the Elimination of Discrimination against Women. 2018. Concluding observations on the eighth periodic report of New Zealand. CEDAW/C/NZL/CO/8.

[https://tbinternet.ohchr.org/\\_layouts/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fNZL%2fCO%2f8&Lang=en](https://tbinternet.ohchr.org/_layouts/treatybodyexternal/Download.aspx?symbolno=CEDAW%2fC%2fNZL%2fCO%2f8&Lang=en)

provision of advice and support to Ministers<sup>24</sup>, the expectation is that this gap in data in relation to disabled people will be treated as a priority and addressed soon.



Suzanne Manning  
NCWNZ Board

Economic Independence Action Hub  
Education Action Hub  
Safety, Health and Wellbeing Action Hub

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<sup>24</sup> Treasury. 2022. Vote Social Development – Social Services and Community Sector – Estimates of Appropriations 2022/23. <https://www.treasury.govt.nz/publications/estimates/vote-social-development-social-services-and-community-sector-estimates-appropriations-2022-23>

## Appendix A: NCWNZ Submissions

Submissions made by NCWNZ including disability related issues since October 2017 include:

S18.11 Submission to the Education and Workforce Committee on the Employment Relations Amendment Bill.

[https://drive.google.com/file/d/1QdB0pvloB5vfh2Qemzrq9v7fTmhKJ\\_lo/view?usp=share\\_link](https://drive.google.com/file/d/1QdB0pvloB5vfh2Qemzrq9v7fTmhKJ_lo/view?usp=share_link)

S19.10 Health and Disability System Review Phase 1. [https://docs.google.com/document/d/1yO-BliHj3i580uhhCzkA8wF5CwtAKB0k/edit?usp=share\\_link&oid=115769219280732431483&rtpof=true&sd=true](https://docs.google.com/document/d/1yO-BliHj3i580uhhCzkA8wF5CwtAKB0k/edit?usp=share_link&oid=115769219280732431483&rtpof=true&sd=true)

S20.03 Submission to the Education and Workforce Select Committee on the Education and Training Bill 193-1.

[https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1585623964/S20.03\\_Education\\_and\\_Training\\_Bill.pdf?1585623964](https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1585623964/S20.03_Education_and_Training_Bill.pdf?1585623964)

S20.13 Submission to Health Select Committee on the New Zealand Public Health and Disability Amendment Bill No.214-1.

[https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1617614509/S20.13\\_NZ\\_Public\\_Health\\_Disability\\_Amdt\\_Bill\\_214-1.pdf?1617614509](https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1617614509/S20.13_NZ_Public_Health_Disability_Amdt_Bill_214-1.pdf?1617614509)

S21.10 Submission to the Transport and Infrastructure Committee on the Inquiry into congestion pricing in Auckland.

[https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1621418596/S21.10\\_Inquiry\\_congestion\\_pricing\\_in\\_Auckland\\_.pdf?1621418596](https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1621418596/S21.10_Inquiry_congestion_pricing_in_Auckland_.pdf?1621418596)

S21.13 Contribution to Gender Justice Collective submission to the Health Select Committee in support of the request for a National Women's Health and Wellbeing Strategy.

[https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1627255452/S21.13\\_National\\_Women's\\_Health\\_and\\_Wellbeing\\_Strategy.pdf?1627255452](https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1627255452/S21.13_National_Women's_Health_and_Wellbeing_Strategy.pdf?1627255452)

S21.25 Submission to the Ministry of Social Development on Social Cohesion for Everyone in New Zealand.

[https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1637540799/S21.25\\_Social\\_cohesion\\_.pdf?1637540799](https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1637540799/S21.25_Social_cohesion_.pdf?1637540799)

S21.26 Submission to Statistics NZ on content for the 2023 New Zealand Disability Survey.

[https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1637540801/S21.26\\_Disability\\_Survey\\_.pdf?1637540801](https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1637540801/S21.26_Disability_Survey_.pdf?1637540801)

S21.28 Submission to the Health Committee on the Pae Ora (Healthy Futures) Bill.

[https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1639953666/S21.28\\_Pae\\_Ora\\_Healthy\\_Futures\\_Bill\\_.pdf?1639953666](https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1639953666/S21.28_Pae_Ora_Healthy_Futures_Bill_.pdf?1639953666)

S22.03 Submission to the Education and Workforce Committee on the Accident Compensation (Maternal Birth Injury and Other Matters) Amendment Bill 103—1.

[https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1644974109/S22.03\\_ACC\\_Maternal\\_birth\\_injury\\_.pdf?1644974109](https://d3n8a8pro7vhm.cloudfront.net/ncwnz/pages/1026/attachments/original/1644974109/S22.03_ACC_Maternal_birth_injury_.pdf?1644974109)