

People with disabilities

Statistics on employment¹³

The only reliable national survey of outcomes for disabled people is the New Zealand Household Disability Survey conducted every five years. Although the New Zealand General Social Survey is described as a biennial survey of social and economic outcomes for all New Zealanders aged 15 and over, it does not provide disaggregated data for disabled people. Other more regular surveys, such as the Household Labour Force Survey, do not provide data on disabled people.

Table 31 / Unemployment rate 2006, Disability Survey

| | DISABLED | NON-DISABLED |
|--------|----------|--------------|
| Male | 5% | 3% |
| Female | 9% | 5% |

As with the total population there is a positive association with educational attainment and labour force participation. At every level of qualification, however, disabled people are less likely than non-disabled people to be in the workforce. The participation rate of disabled people with post school qualifications (76%) is about the same as that of non-disabled people with no qualifications.

The likelihood of being in the labour force is greater for some types of disability than others. People with a vision or hearing impairment are most likely to be in the labour force, while people with an intellectual impairment or experience of mental illness are the least likely.

Disability discrimination complaints

Complaints recorded under the ground of disability include permanent disabilities as well as temporary injuries or illnesses. The most commonly received type of complaint relates to the termination of employment (including the threat or perceived threat of termination) which the complainant believes is related to disability/injury/illness. Complaints relating to being declined roles were also high for people citing disability as a ground of complaint. Numbers of complaints relating to termination of employment have been steady over the last three years, while numbers of complaints relating to problems obtaining employment have dropped slightly in the last two years.

Table 32 / Disability and employment complaints

| | DISABILITY COMPLAINTS | PROPORTION OF DISABILITY COMPLAINTS |
|---------------------------|-----------------------|-------------------------------------|
| Termination of employment | 166 | 26% |
| Declined role | 149 | 23% |
| Discrimination at work | 92 | 14% |
| Accommodation at work | 69 | 11% |
| Sick leave | 30 | 5% |

¹³ http://www.hrc.co.nz/hrc_new/hrc/cms/files/documents/02-Dec-2010_15-51-46_HRNZ_10_DisabilityCh5.html