

**WOMEN'S  
HANDBOOK**

# Women's Wellbeing Framework

For women of all cultures to fully realise  
their potential in New Zealand



Tips



Resources



Activity



## What women and facilitators say about the Framework...

*‘Thank you for creating the opportunity for us ladies to share our thoughts and stories.’*

*‘Everyone desperately needs to find people who know what it feels like to live a migrant life.’*

*‘We all want to know about local life, make new friends and find someone to share our migrant experience with.’*

*‘Some of us were new to the city ... we were isolated ... we didn’t know about the opportunities available to us, or how people live here.’*

*‘The Framework has informed us and given us a chance to talk about our needs.’*

*‘Week after week we became good friends, sharing new ideas and helping each other. In the final session half the girls were sharing very personal and intimate things. They were open enough to cry and share the negative sides of the migration process.’*

*‘It’s about starting a group for women to make friends, talk about their problems, get close to New Zealanders, share their problems and have support.’*

*‘Our group met once a week in different places around town. We went to the Library/children’s hub, the Citizen Advice Bureau, the Police Station, the Hospital, the local Marae, English Language Partners and the local Council – we even met the Mayor! Outside the Framework meetings we went for walks, visited Night Markets and had BBQs.’*

*‘Learning, respecting and understanding other cultures; the value of volunteering; getting ready for employment; seeing opportunities to get involved in community activities; improving confidence in speaking social English and overcoming loneliness are all things we learnt along the way.’*

## Tau Hau Māori – Happy exploring

## Acknowledgements

The Ministry for Women has funded the development of this Wellbeing Framework as part of the Suffrage 125 celebrations, 2018.

Funding received from the the JR McKenzie Trust has enabled us to pilot and polish the handbooks for publication.

Joy Bullen has assisted as Māori Advisor drawing on her lived experience and knowledge of Māori Tikanga, and impact of the Treaty of Waitangi.

We appreciate the additional advice received from the Ministry for Women, the Ministry for Culture & Heritage, Immigration New Zealand, the Ministry for Social Development (E Tū Whānau) and the Office of Ethnic Communities.

# Welcome from the Prime Minister of New Zealand

## Prime Minister

**MP for Mt Albert**

Minister for Arts, Culture & Heritage

Minister for National Security & Intelligence

Minister for Child Poverty Reduction



29 May 2019

### **Prime Minister's foreword for the Women's Wellbeing Framework Navigator's handbook**

Kia ora and welcome to Aotearoa New Zealand!

In my role as Prime Minister, I get to meet new New Zealanders settling into communities right around the country. I am constantly inspired by the stories they share with me, and the contributions they're making to their new home.

But I know settling into a new community in a new country can sometimes be difficult. The Women's Wellbeing Framework has been designed to make this easier, drawing on the experiences of other women who have settled in New Zealand to help you on your own journey.

I hope this resource inspires you to make your own voice heard, and helps you to feel more connected in your community.

I wish you and your family all the very best as you make New Zealand home!

A stylized, handwritten signature in black ink, representing Jacinda Ardern.

**Rt Hon Jacinda Ardern**  
Prime Minister

# Welcome from the National President MNZ

## Tena Koutou

Congratulations to all who have made the Women's Wellbeing Framework a reality.

It is heartening to see what organisations such as ours can achieve with a little support. At MNZ we believe that when community, Government and funders align, our communities can and will innovate, design and deliver valuable resources. This work is evidence of that synergy and partnership. These easy-to-use handbooks are now available to everyone in the wider community to use as a guide in their own journeys towards settlement in New Zealand.

Thank you to the Ministry for Women and the JR McKenzie Trust for your financial support to develop and pilot the Framework. Thank you to the very able women from our member councils for their selfless volunteer contributions to this work. Special acknowledgement is made of Sue Hanrahan's work in the design and delivery of this initiative.

Successfully settling refugee-background and new migrant women into Aotearoa New Zealand is very important for the wellbeing and harmony of our country. I wish the project every success.

Iraiva Nandri

Thank you New Zealand and God Bless

Nga Mihi

Pancha Narayanan

National President

Multicultural New Zealand

August 2020



# Welcome from the President of the Women's Council

## Tena Koutou

As President of Multicultural NZ's Women's Council, I am proud to introduce this Wellbeing Framework to you. It has been developed by women who have personal experience of migration, for women who arrive in New Zealand and into a culture that is vastly different from their own.

Our thanks are due to the Ministry for Women and the JR McKenzie Trust for their confidence and support in funding this project, and to the Women's Council and the project team that guided its development.

This project is the inspiration of the women who attended our Women's Hui in 2018. It is centred on their belief that refugee background and migrant women should understand and enjoy the rights, freedom and opportunities available to them in New Zealand.

Our goal is that as each woman moves through the Framework she will be able to say:

- I feel I belong
- My family's needs are met
- I am part of the community
- I lead a balanced life

Kia kaha (good luck) on your journey.

Archana Tandon  
President, Women's Council  
Multicultural NZ  
August 2020



# Welcome

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# About the Framework

The Women's Wellbeing Framework is designed to help women of all cultures make the most of their new life in New Zealand. Your facilitator will guide you through four 90-minute sessions and there's a follow-up session to celebrate and present certificates! This handbook also provides information, activities and links to key community agencies that can help you through this settlement process. We have left space in the handbook for you to make personal notes and continue your learning at home.

We recognise that all learners are not the same. As a group, you will have different needs and interests. You may not complete all parts of the framework now but the opportunity remains for to do so when the timing is right.

*Kia Kaha (good luck!) Enjoy your journey through the Framework.*



## Here's your first exercise

**What do I like about New Zealand so far?**

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**What are my hopes and dreams for a life in New Zealand?**

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# Module plan

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## I feel I belong

- About us
- Everyone has a role to play
- Celebrating cultural diversity
- I feel strong in my culture
- Aotearoa/New Zealand
- Becoming proficient in English
- My evaluation

2

## My family's needs are met

- About us
- Everyone has a role to play
- Celebrating cultural diversity
- I feel strong in my culture
- Aotearoa/New Zealand
- Becoming proficient in English
- My evaluation

3

## I am part of the community

- I am part of a community network
- I care for my environment
- My voice is heard
- My evaluation

4

## I lead a balanced life

- Personal wellbeing
- I have work that matches my skills
- Employment law
- I have a New Zealand Drivers Licence
- My evaluation



# Module one: I feel I belong

The journey towards settlement starts here. New Zealand is home to more than 200 ethnic groups. That's a lot of cultures living side by side! In order for this 'living arrangement' to be successful, cultures must find a way to adapt, at the same time accepting the right of all groups to live as culturally different peoples.

This process of adapting is called 'cultural integration.' Cultural integration does not mean that people abandon the practices and attributes that make their culture unique; instead, cultural integration blends cultures together adding new layers to existing cultures.

## About us

- New Zealand's population is now 5 million (March 2020).
- Most of us are of European descent (70%). Māori are the largest minority (17%), followed by Asians (15%), and non-Māori Pacific Islanders (9.0%).
- 27% of New Zealand's population was born overseas.
- The Auckland region is home to one third (33.4%) of the total New Zealand population and just over half (50.7%) of New Zealander's who were born overseas.



### Resources

<https://www.stats.govt.nz/news/new-zealands-population-reflects-growing-diversity>



## I feel strong in my culture

Opening a new chapter in life is never easy. In times of change its important to keep close to people and things that are familiar to you so you can feel strong and supported in your culture.



### Activity

**What cultural customs do you regard as central to your culture?**

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## Activity

**What can you do to continue to practise or celebrate these customs?**

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## Blending cultures

Imagine that you have moved to Antarctica. What do you notice that is different from home? Snow (obviously!), penguins? How will you survive in this new environment?

You might change to warm clothing and learn how to build a snow cave!

Moving to New Zealand may not be as extreme as Antarctica but adapting to the environment is a key part of the process if you want to survive. Things such as driving on the left, wearing warmer clothes and speaking English are obvious things. However, there many less obvious, more subtle behaviours that represent a shared understanding of 'the ways things are done around here'. These behaviours relate to culture and are often more complicated.



## Activity tip

**What Kiwi behaviours do you notice that are different from your own? Write them on post-it notes and add to the wall poster.**



## Activity

**Compare the values associated with these behaviours in NZ and in your culture.**

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Understanding local customs can be one of the hardest parts of settling into any new country. Watch what people do here and don't be afraid to ask someone to explain anything you find different or confusing. It is the quickest way to learn. Ask Kiwis to repeat what they have said if you do not understand them. Ask them to let you know if you are doing something that is not appropriate. In general, Kiwis are quite approachable and willing to help. Be patient and remember it's always OK to make mistakes while you learn new things.



### Resources

The Government website **New Zealand Now** has some good tips for settling in:  
<https://www.newzealandnow.govt.nz/living-in-nz/tips-for-settling-in/meeting-people>



## Aotearoa/New Zealand

Aotearoa/New Zealand is a Treaty based multicultural nation. Māori have special status as tangata whenua (people of the land) and special rights under the Treaty of Waitangi. Waitangi Day (Te Rā o Waitangi), the national day of New Zealand, marks the anniversary of the initial signing of the Treaty of Waitangi on February 6, 1840. The Treaty is regarded as the founding document of the nation.

In its constitution, Multicultural New Zealand has made a commitment to raise the consciousness of our communities to the needs, aspirations and status of Māori.



## Aotearoa/New Zealand

### Our story of cultural integration

Māori began settling in New Zealand around 1100 AD. They arrived from the Pacific in seven waka (canoe). Many Māori today can whakapapa (trace their ancestry) back to these waka. To whakapapa means to describe in proper order the names of your ancestors including the many spiritual, mythological and human stories that are part of each person's past.

From 1700, European explorers began to arrive in New Zealand and Māori became strong trading partners with settlers in New Zealand and Australia.

In 1840, the Treaty of Waitangi/Te Tiriti o Waitangi was signed by representatives of the Māori and the British Monarchy. Not all iwi (Māori tribes) signed the Treaty nor did the Treaty document accurately translate the English version into Māori. Māori leaders did not understand that as they signed the Treaty they were losing sovereignty over their lands.

As more settlers arrived, Māori began to lose their land through war, land confiscation and legislation. They lost their economic base, that is, their ability to generate their own income and became second class citizens in their own land.

In 1975, the New Zealand Government formally recognised the impact of British Settlement on Māori and the Waitangi Tribunal was established to compensate Māori for the hardship they have suffered.

Settlements now include a range of redress, which may include: a formal apology by the Crown; financial redress, cultural redress, the transfer of (or potential to buy) significant properties and changes to geographical names.

The settlement process does not fully compensate for the loss but moves our relationship forward in a positive way. Māori call this 'push me' 'pull me' process 'taukumekume'. It recognises that for every negative action, a positive action will give us the impetus to keep us moving forward.

Another term Māori use to express this relationship is whakakoha – the gift of giving to each other – when I react to someone I give them respect and they give me respect.

The importance of Māori in our history is recognised in the way their tikanga (customs, values) and language have blended with the Pākehā culture.

The terms '**Pākehā**' or '**Tiriti**' meaning 'people of the Treaty' have come to represent New Zealander's of non-Māori origin but now includes peoples of other ethnicities who live in New Zealand.  
[https://en.wiktionary.org/wiki/tangata\\_tirit](https://en.wiktionary.org/wiki/tangata_tirit)



### Activity tip

Read about the Treaty of Waitangi in your own language: [www.treatytimes30.org](http://www.treatytimes30.org)

Create your own '*pepeha*'. A pepeha is a way of introducing yourself in Māori. It tells people who you are by sharing your connections with the people and places that are important to you:  
<https://pepeha.nz/>

## Becoming proficient in English

New Zealand has three official languages – English, Māori and New Zealand Sign Language. About 20% of Kiwis speak more than one language but the majority speak English.

Speaking English will help you communicate with your children as they learn to use the language, and with others who play an important part in your wellbeing such as doctors, teachers and other social services. Good language skills will help you get involved in your community and increase your chances of finding paid work.



### Activity tip

Have your English ability assessed and enrol in English classes. Check with your facilitator to see if these classes are FREE. Also check to see what other options there are in your town.

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- Listen to the radio, watch TV, practise, practise, practise!



### Resources

Find an English language class near you:

<https://www.englishlanguage.org.nz/>

<https://www.englishnewzealand.co.nz/>

## My evaluation of this module

1. What did I learn from this session?

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2. What more would I like to learn?

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3. What do I plan to do following this session?

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## Module two: My family's needs are met

*In Māori Tikanga the word Āhurutanga means warmth, comfort, a safe place – not limited to a physical place but referring to all the ways that we can feel safe or free of fear.*

The policy of the current government is to see that everyone has “a standard of living that enables them to live in dignity and participate in the community.” (2019)

The needs of your family will differ according to your circumstances.



### Activity

**What does the word Āhurutanga mean for you and your family?**

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**What is your role in ensuring that your family's needs are met?**

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**What support do you need to ensure that your family's needs are met?**

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## **I can access social services for myself and my family**

Social welfare (the provision of state benefits and services) has been an important part of New Zealand society for a long time. The government services you are entitled to will depend on the type of visa you used to enter New Zealand. Helpful information on government agencies and other organisations is available at the end of this handbook.



**Ask your facilitator for a contact list of social services in your area.**

## **Helpful information on government agencies and other organisations**

The Ministry of Social Development (MSD) is the largest public service in New Zealand with offices in 200 different locations. It also works closely with other public service departments and agencies, non-government organisations, advisory and industry groups, and communities and iwi to deliver programmes and services across the Country.

To see the range of benefits available to you, read the information in this link:

<https://www.msd.govt.nz/about-msd-and-our-work/contact-us/index.html>

### **New Zealand Now**

Developed by the Department of Immigration, this link has great information about working, living, studying, innovating and investing in New Zealand. It also has a very useful section on settling in.

<https://www.newzealandnow.govt.nz/>

### **The Citizens Advice Bureau**

The Citizens Advice Bureau (CAB) has 33 branches around the country and offers free advice to everyone in New Zealand. It's a great 'one stop shop' to get questions answered on-line, on 'live chat' or Freephone.

Visit: <http://www.cab.org.nz/Pages/home.aspx> to ask questions on everything from employment to family and personal matters, health & wellbeing, money and transport.

Free call: 0800 367 222

### **Age Concern**

This is your 'first port of call' for help and support for older members in your family. Age Concern has a nationwide network of 35 branches. It is a charity dedicated to helping people over 65. Local branches can give advice on available services and social activities for older people.

Visit: <https://www.ageconcern.org.nz/>



## Parents Centre NZ

Parents Centre NZ has a network of 46 centres. It is the largest provider of childbirth and parent education in New Zealand. It's also a good place to make new friends with other parents with new babies and toddlers.

<https://www.parentscentre.org.nz/>

## Plunket

Plunket is New Zealand's largest support service for tamariki (children) under 5 years and their whānau (families).

It supports over 85% of new-born babies in New Zealand and provides eight free visits with a registered Plunket nurse. These can be at your home, in a Plunket building mobile clinic or a community location. You can also book virtual visits: <https://www.plunket.org.nz/>

Free call: Plunket Line 24/7 on 0800 933 922

## Budgeting Services

The New Zealand Federation of Family Budgeting Services is an umbrella group for 148 organisations providing free budgeting advice to family/whānau and individuals.

It receives over 280,000 enquiries every year and helps over 28,000 people see a budget advisor: <http://www.familybudgeting.org.nz>

## Community Law Centres

Legal matters can be scary. If you have a problem that's worrying you, this is the place to find free legal help. There are 24 Community Law Centres in New Zealand. They also send lawyers to over 120 outreach locations – in big cities and tiny towns.

<https://communitylaw.org.nz/>



**The Census** – The provision of social welfare depends heavily on information gained from the Census. Every five years, Statistics New Zealand conducts an official count of how many people and dwellings there are in New Zealand on a certain night – usually a Tuesday. The Census provides Government with information to ensure that good decisions are made for New Zealand's future. It is compulsory to complete the Census survey.



### Activity tip

Participate in the next Census survey. This way you can influence how the Government spends its money on social services.



### Resources

<https://www.stuff.co.nz/national/101077821/what-is-the-census-and-why-should-we-care>

## Keeping safe

### The Good News

There's a lot of good news about being a woman in New Zealand.

- We have full and equal rights.
- Our safety is protected in law.
- We have the right to vote.
- 64% or about two-thirds of university graduates are women.
- 35% or, more than a third of women, work part-time.

### We still have a way to go...

Despite what our law intends to achieve, New Zealand has problems with violence against women, particularly domestic violence, and discrimination on the basis of race and gender. ***Violence or abuse of any kind (against men, women or children) is against the Law in New Zealand.***

## The New Zealand Police

The goal of the New Zealand Police to 'make New Zealand the safest country in the world'. They have developed a booklet **Be Safe Feel Safe** that offers advice on how to keep you and your family safe. There's a lot that you can do to keep yourselves and your families safe:

- Look after yourself and your loved ones. You can ask for help for both victims and offenders of family violence.
- Get to know your neighbours.
- Plan and prepare for disasters and emergencies.
- Look after your property and belongings.
- Pay attention to your on-line safety and identity and more importantly the on-life safety of your children.



## Activity

How is the law enforced in your country of origin?

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Would you feel confident about asking the New Zealand Police for help or taking a complaint to them?

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## Self-defence for women

Self-defence courses are great for building confidence in women of all ages – particularly young women. The Women's Self Defence Network – Wāhine Toa – has been operating in New Zealand since the 1980's. They have a contract with the Ministry of Social Development and offer free courses for Year 3–4, 7–8 and 10–11–12 girls through the Girls' Self Defence Project. <https://wsdn.org.nz/about-us/>



## Activity tip

Talk to your facilitator about attending a self-defence course in your area.

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If you have daughters enrol them in a free course



## Organisations that support the safety of women and children

The **It's Not OK** Campaign website (below) paints a good picture of how family violence is not OK in New Zealand. Remember – it is always OK to ask for help, for victims and perpetrators.

<http://www.areyouok.org.nz/>

### The Women's Refuge

The Women's Refuge is the largest organisation in New Zealand supporting and helping women and children experiencing family violence.

Free call: 0800 800 843

<https://womensrefuge.org.nz/>

### Shine

Shine is a national domestic abuse charity and runs a helpline to help keep people safe from domestic abuse and family violence.

Free call: 00508 744 633

<https://www.2shine.org.nz/get-help/helpline>

### Shakti International

Shakti focuses on providing culturally-sensitive services, by ethnic people for ethnic people of Asian, African and Middle Eastern origins. The organisation has eight centres and five refuges. It provides a

24-hour domestic violence intervention service for women and a range of other social services for immigrant families.

Free call: 0800 0742 584

<https://shakti-international.org/shakati-new-zealand/>

**Calls to all these agencies are free and confidential.**

**If your life is in immediate danger call 111**

## My evaluation of this module

1. What did I learn from this session?

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2. What more would I like to learn?

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3. What do I plan to do following this session?

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# Module three: I am part of the community

*Māori Tikanga – Manaakitanga – meaning the way we live together and care for each other.*

New Zealand has a population of about 5 million people. In some countries that's about the size of a large city. A small population brings us together as a community. We know someone who knows someone. We know what's going on in our community and when people need support.

## I am part of the community network

Getting involved in the community, whether they're as close as your neighbours or as far away as the town centre, is a good way to get connected. Depending on your work, your interests and your age and stage in life, New Zealand is a country of clubs, groups and community organisations so tapping into these local networks is a great way to get started.

The Multicultural NZ website shows an inspiring range of activities for newcomers on its website. These activities include:

- Conversation groups.
- Jewellery making.
- Exercise classes.
- Cooking classes.
- Shared lunches.

Is there a **NZ Newcomers Network** in your area? Joining a Newcomers group is a great way to meet people and make friends – and it's FREE!

The NZ Newcomers Network is affiliated to Multicultural NZ: <https://www.newcomers.co.nz/>  
Check the locations of these groups on the back cover of this booklet.

## I contribute to my community

1.2 million Kiwis volunteer in our communities every year: A volunteer is a person who gives their skills or time for free. Volunteering is a way we can give back to our community, meet people and learn new skills. It's also a good way to practise your English and make connections that could lead to a job.



### Activity

Did you volunteer in your home country?

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**What do you enjoy doing that you have time to give to others?**

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**Which individuals or organisations would value your voluntary contributions?**

**Check out the links below.**

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### Resources

<https://nationalvolunteerweek.nz/>

<https://www.volunteeringnz.org.nz/finding-volunteer-roles/>

<https://dogoodjobs.co.nz/>

<https://seekvolunteer.co.nz/>

## I care for my environment

*Māori Tikanga – Kaitiakitanga – reflecting our responsibility to care and protect our environment (mauri – our life force).*

The New Zealand landscape is known all over the world for its beauty. It is also a significant contributor to our economy. Agriculture, horticulture, fishing and forestry are our biggest revenue earners so we can't take our environment for granted. We need to look after it, live sustainably with it and clean up the damage we've done to it over the years.

It's worth thinking about what we can do to protect and preserve our environment for future generations. Choose green options whenever possible.

The Sustainability Trust is a social enterprise that encourages sustainable and healthy living. They advertise volunteering opportunities here: <https://sustaintrust.org.nz>



### Activity

**Think about the rubbish that we throw away such as food waste, plastic etc. How could we reduce our rubbish or recycle it?**

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Think about the rubbish that we throw away such as food waste, plastic etc. How could we reduce our rubbish or recycle it?



### Activity tip

- Get into nature and try something new.
- Care for parks, beaches and walking and bike tracks.
- Take your family on adventures together.
- Connect with people you might not normally meet.
- Use your skills to look after our whenua (land).
- Get valuable work experience.
- Focus on the amazing world we live in.

The environment will love you for it!



## My voice is heard

*Māori Tikanga – Rangatiratanga – refers to the attributes of a chief. “With ‘ranga’ coming from the word ‘raranga’ which means ‘to weave’ and ‘tira’ referring to a group, it is apparent that the task of the rangatira is literally to weave the people together.” (Ani Mikaere, 2010)*

New Zealand is a representative democracy meaning we have ultimate power over the way we are governed. Our democracy gives us many opportunities to participate in decision making and helps us to have:

- Checks and balances so people in power cannot abuse it.
- Respect for the voices of minorities, as well as those of the majority.
- Independent and impartial judges who treat people equally.
- A free press /freedom of speech meaning that you are as entitled to your opinion just as someone else has theirs.
- Access to official information.
- Protection for individual rights.
- Freedom from corruption.



New Zealand encourages people to speak up about the things they believe in. In addition to voting for central and local government representatives, there are many other opportunities to have a say in the way our communities are run for example, in schools, churches, sports clubs etc.

If you're interested in putting yourself forward for a governance role we suggest you start small and build your confidence and experience along the way. For women who are interested, there are great opportunities to start building your experience by volunteering for a school or pre-school committee.

**Play Centres** (indigenous to New Zealand) are great places to learn along-side your children. They offer workshops, first aid training and an accredited NZQA education programme that leads to the NZ Certificate in Early Childhood Education and Care. They also offer an NZQA programme for adults that supports the informal learning taking place in a centre.

<https://www.newzealandnow.govt.nz/living-in-nz/education/role-of-parent>

The Ministry for Women's Nominations Service nominates women for appointment to State Sector Boards. This service is largely focused on women with qualifications and experience. However, there are some good tips on how to start building a pathway to future governance positions.

To register: <https://women.govt.nz/leadership/nominations-service>

## Voting for Government

On September 1893, women won the right to vote. Through voting we can have a say in how the country is run. We show our respect to these women by taking up this opportunity.

<https://nzhistory.govt.nz/culture/suffrage125>



### Activity tip

When is the next general election? You are qualified to enrol and vote if:

- You are 18 years or older AND
- You are a New Zealand citizen or permanent resident AND
- You have lived in New Zealand for one year or more continuously at some point.

**You need to enrol to vote**

Go to The Electoral Commission to find out how to enrol to vote.

<https://www.elections.org.nz/voters/enrol-check-or-update-now/who-can-and-cant-enrol> or

Enrol on line: <https://www.elections.org.nz/voters/enrol-check-or-update-now/how-enrol>



### Activity

**I am qualified to enrol: Yes No**

**I plan to enrol for the next election by: Date** \_\_\_\_\_

**I am enrolled to vote: Date** \_\_\_\_\_

## My evaluation of this module

1. What did I learn from this session?

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2. What more would I like to learn?

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3. What do I plan to do following this session?

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# Module four: I lead a balanced life

*Māori Tikanga – the term ‘Mauri Ora’ captures the special nature or life force of an individual; the essential quality and vitality of a person.*

Being in balance may mean something different to each individual. When you are living with balance in your life, you are living with peace and harmony every day. Balance comes in physical forms, emotional forms, and a spiritual form.

## Personal wellbeing

Having a balanced life means creating time for the things we **have** to do, as well as the things we **like** to do.

We must all eat and sleep each day. Many of us must also work or we may hold a central role in supporting the wellbeing of our family. It is up to each of us to create harmony between our life responsibilities while finding time daily, or weekly, to participate in activities that bring us pleasure, personal fulfilment, and rejuvenation.

**Physical balance** – Healthy eating and finding time to do some form of physical exercise on a routine basis creates physical balance in our bodies. Adequate rest and sleep are also necessary for our bodies to rejuvenate and feel refreshed so we are able to take on other activities in our lives.

**Emotional balance** – Balance also means making time for friends and family. This is part of our emotional balance. Having a support system is important and makes us feel cared for and loved, knowing there is someone else that cares about our wellbeing. It is also a good feeling to be supportive of another person that you love and care for. It becomes an equal relationship of giving and receiving, offering equal emotional balance. When a relationship is in balance, the circle of giving and receiving is complete.

**Spiritual balance** – It is also important to find quiet and down time as well as fun and playful time. Quiet or down time allows us to rejuvenate and refocus. This becomes our spiritual balance.





## Activity

**What does a balanced life mean for you?**

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**What can you do to create personal wellbeing and maintain balance in your life?**

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## I have work that matches my skills

In 2017, New Zealand statistics show that:

- 36% of working aged women and
- 352,700 working mothers were employed (representing around 28.5% of all working women).

<https://www.stats.govt.nz/tereo/infographics/women-in-the-workforce-2017>

**If you are looking for work, here are some tips for finding a job in New Zealand**

New Zealand Employers value spoken English and local work experience. They like their employees to understand the way we work in New Zealand and to fit into their work culture. Whether or not you find work will depend on what you can offer the employer and the job market at the time.



### Activity tip

How many of the following attributes can you tick?

- ☐ I can speak English well enough to understand instructions and ask questions
- ☐ I can communicate well in business English
- ☐ I have qualifications from New Zealand that match the job
- ☐ I have work experience from New Zealand
- ☐ I have a referee from New Zealand

If you are at the beginning of your work career, we suggest you:

- Improve your level of English
- Volunteer
- Build your confidence by networking with friends and neighbours

Your first job may not be your ideal job but should help you learn how a New Zealand workplace works. The experience will give you a referee who can tell your future employer how well you work.

The **Careers NZ** website has a **step-by-step guide** to finding a job in New Zealand.

<https://www.careers.govt.nz/job-hunting/new-to-new-zealand/a-step-by-step-guide-to-finding-a-job-in-new-zealand/>

**Step 1:** Find out about jobs in New Zealand

**Step 2:** Write or update your CV

**Step 3:** Search and apply for suitable jobs

**Step 4:** Prepare and practise for job interviews

**Step 5:** Attend job interviews

**Step 6:** Get a job offer

**Step 7:** Begin working

Other tips for finding work are available on the New Zealand Now website:

<https://www.newzealandnow.govt.nz/resources/finding-work>

<https://www.newzealandnow.govt.nz/work-in-nz/nz-way-of-working>

<https://www.newzealandnow.govt.nz/resources/guide-to-kiwi-workplaces>

## Employment law

Once you get a job be aware that there are rules that govern the way employers and employees should behave on the job. Under New Zealand employment law, employees and employers both have certain rights and obligations. For example, an employer is obliged to pay their employee at least the minimum wage, and to provide a safe workplace.

The employees' side of the bargain requires them to perform their job with care and competence, among other things.

**Employee rights are available here in 14 different languages.**

<https://www.newzealandnow.govt.nz/work-in-nz/employment-rights>

If an employee has a disagreement with their employer and doesn't think they have been treated fairly, they can find help here:

- <https://www.newzealandnow.govt.nz/work-in-nz/support-in-the-workplace>  
or
- Contact the Union Network of Migrants (UNEMIG) <https://www.firstunion.org.nz/our-union/union-networks/unemig>

The Union Network of Migrants is a network of migrant workers within FIRST Union. UNEMIG provides employment relations advice through the union's Member Support Centre or migrant advocates. They represent members who are disadvantaged in their work such as receiving below legal minimum labour standards, workplace bullying, discrimination.

## I have my New Zealand drivers licence

Information on how to get a drivers licence is available here:

<https://www.nzta.govt.nz/driver-licences/getting-a-licence>



### Activity tip

Ask your Facilitator if there is a service in your area that helps newcomers pass their drivers licence. Good luck at the wheel!

**You have now completed the four modules of the Women's Wellbeing Framework.**

***Well done – now for the celebrations!!***

## My evaluation of this module

1. What did I learn from this session?

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2. What more would I like to learn?

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3. What do I plan to do following this session?

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## Your feedback

We're interested in getting feedback from you on your experience of the framework. Your responses will help us to improve the modules and keep us on the right track. This will be joint session with your other group members. Feel free to choose how you want to participate in this group session. If you want to keep your responses private to you then do so or you may wish to share them with the facilitator in private.

### Here are some questions to think about?

1. What did you expect when you arrived for session 1?

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2. Did the sessions deliver on your expectations?

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3. What were the highlights? – Why?

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4. Which sessions were less useful? Why?

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5. What do you plan to do as a result of your experience of the Framework?

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Thank you for participating in this exercise.



## Celebrating your success

Talk to your facilitator about the plans she has made to celebrate your success.

Enjoy! And best wishes for the future.



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# RMC & NZNN Locations

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