

**COORDINATOR'S
HANDBOOK**

Women's Wellbeing Framework

A wellbeing framework for women
of all cultures to fully realise their
potential in New Zealand



**New Zealand
Newcomers Network**
Connecting People





Acknowledgements

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

The Women’s Council of the New Zealand Federation of Multicultural Councils (NZFMC) has guided the development of the Framework, supported by a focus group of women from NZFMC and the NZ Newcomers Network (NZNN).

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.

NZFMC maintains a national focus on the needs of migrants and former refugees. Our vision is ‘a multicultural New Zealand where people of different cultures and beliefs live safely and in harmony.’

NZNN is a network of groups throughout New Zealand that welcomes newcomers by providing opportunities for social connection.



Minister’s Foreword – Women’s Wellbeing Framework (Multicultural Council)

Warm greetings to you.

It is my privilege as Minister for Women to be introducing the Women’s Wellbeing Framework, produced by the Women’s Council of the New Zealand Federation of Multicultural Councils (NZFMC).

This framework was funded by the Ministry for Women’s Suffrage 125 Community Fund and I’m excited to see it being adopted by women all over the country.

As a recent migrant myself I understand some of the challenges women face when moving to a new country. While I did have to learn new ways of doing things and make adjustments, I felt that I was welcomed in by my community. I am proud to call Aotearoa New Zealand home for my whānau.

Our founding bicultural document, the Treaty of Waitangi signed in 1840, was between Māori and Pākehā peoples. We are a now diverse country with over 200 ethnicities and 160 languages.

We take a lot of pride in this diversity and value the contributions that people of other cultures bring to Aotearoa New Zealand. It is in the interests of all New Zealanders that we have strong and connected ethnic communities.

The wellbeing of migrant women and their families is incredibly important. I believe migrant women should feel they can flourish here while still staying true to their own culture and beliefs.

I hope that as you move through the framework you are able to feel a greater connection to your community and Aotearoa New Zealand.

I wish you all the best as you make New Zealand your new home.

Hon Julie Anne Genter
Minister for Women

June 2019

A message from the Women’s Council, NZFMC

As President of the NZFMC Women’s Council, I am proud to introduce this Wellbeing Framework to you. It has been developed by women who have experience of migration, for women who arrive in New Zealand and into a culture that is vastly different from their own. The Framework introduces women who are new to New Zealand to the opportunities that are available to her in this country.

Our thanks are due to the Ministry for Women for funding this project as part of the Suffrage 125 celebrations, and to the women who guided its development namely the NZFMC’s Women’s Council and the project team of women from NZFMC and the New Zealand Newcomers Network.

The Framework grew out of the priority issues for action that were identified at our women’s hui in June 2018. It is hinged on the rights and freedoms of women 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

As a coordinator, you will play a key role in supporting each woman to direct her own development. Thank you for your contribution to the wellbeing of these women who choose to call New Zealand home.

Archna Tandon
President, Women’s Council
NZ Federation of Multicultural Councils
June 2019

The Women’s Wellbeing Framework

The Women’s Wellbeing Framework is designed to help women of all cultures make the most of life in New Zealand. Although the Framework has been developed for women it does not exclude men. It recognises that the process of settling into a new country can be experienced differently by women. Hopefully this Framework presents an opportunity for women and men to gain an understanding of each other’s settlement experience and support each other through this journey.

The outcome of the Framework is reflected in the following aspirational statements:

I FEEL I BELONG

- I feel strong in my culture
- Blending Cultures
- Aotearoa/New Zealand – our integration story
- I am/becoming proficient in English

MY FAMILY’S NEEDS ARE MET

- I can access social services for myself and my family
- The Census
- The Citizens Advice Bureau
- Keeping safe

I AM PART OF THE COMMUNITY

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

I LEAD A BALANCED LIFE

- Personal wellbeing
- I have work that matches my skills
- I have a New Zealand Drivers Licence



The Navigator

Each woman is in charge of her own development. That is why we call her a ‘navigator’. A navigator is a pilot or explorer. Someone who sets a path to discovery. The Framework has information that is relevant to each topic though much of her learning will emerge from group discussion. She may not complete all sections of the Framework but the opportunity remains for her to do so when the timing is right. The handbook is her own personal document to make notes or record her progress.

The Coordinator

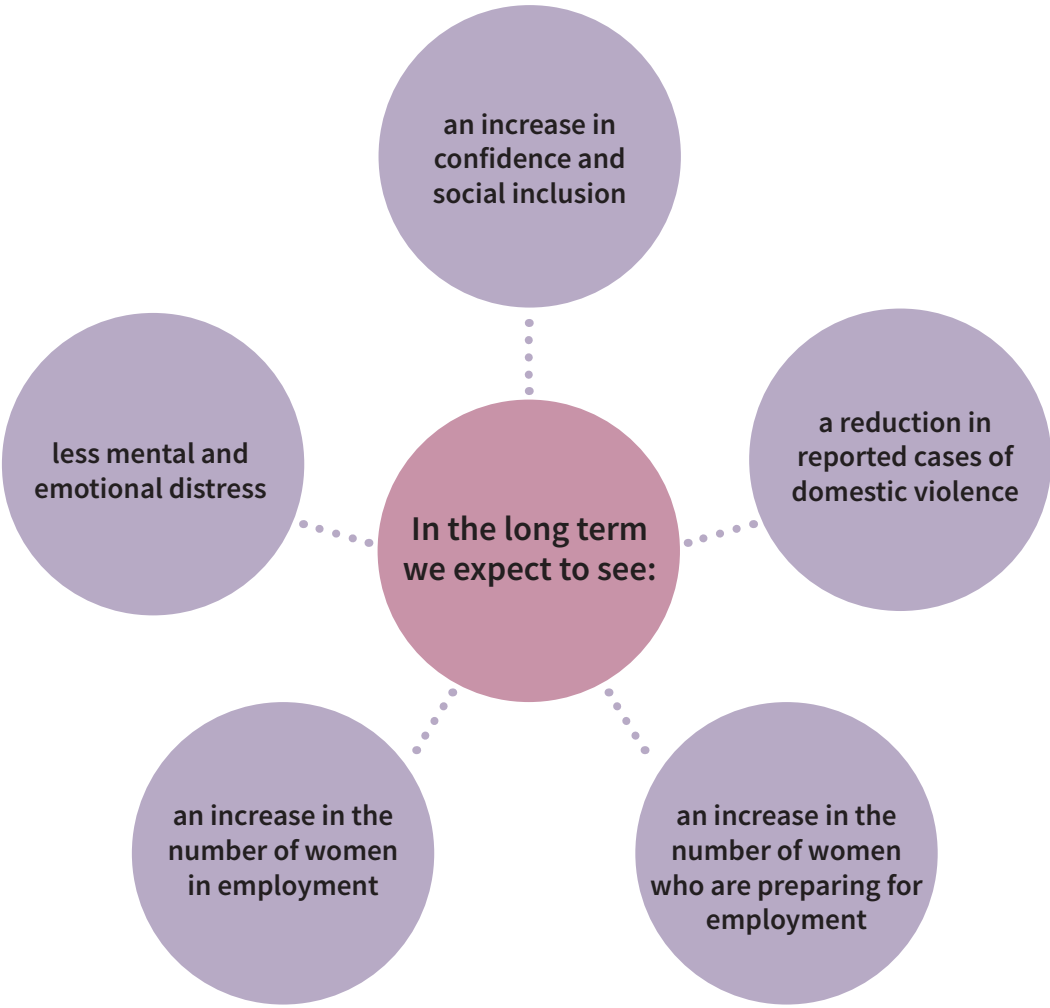
The coordinator supports the navigator by organising meetings and facilitating the group discussions. It can be a huge relief for navigators to talk to someone who understands their settlement process or to share her experience with others. The navigator may also draw on people from her own culture or from others in the community who can provide the specialist help she may need.

Your role as coordinator is to:

- Locate the women in your community (how you do this will depend on the women and their situation).
- Introduce the framework to the women as an opportunity.
- Facilitate group activities where the learning can be improved by working alongside others. We have added some ‘activity tips’ for both the coordinators and navigators throughout the sections.
- Provide information and encouragement throughout the learning.
- Identify potential leaders who can mentor others in the future.
- Keep statistics for reporting purposes.
- Celebrate achievement – make a fuss!

Outcomes

As stated earlier, the Framework is based on issues that were identified as priorities for action.



Activity tips for coordinators

Create opportunities for newcomers to attend a women’s-only get-together. This is a warm-up for the women to:

- Learn about your organisation and what you offer.
- Share their settlement journey with women who may be experiencing similar issues.
- Learn about the Women’s Wellbeing Framework, understanding that they are not in this journey alone.

For these activities each navigator will need:

- 10 post-it notes
- A pen



Hello my name is ... ask each navigator to:

- Write your name on a Post-it note in English or in your own language and script.
- Show your name to the person next to you and say: Hello my name is ...
- They will say to you: Hello (your name), my name is ... and will show you their name written on their post-it note.
- Then move around the room, introducing yourselves to people you haven’t met yet, and finally.
 - Add your post-it notes to the wall poster.

Reflection, questions to ask the navigator:

- How did you feel doing this exercise?
- Discuss why you feel this way. Do your feelings relate to culture (would you do this at in your country of origin) or personality?
- Write your responses on poster paper and display on the wall.



Living in New Zealand?

- What do you like about New Zealand so far?
- What hopes and dreams do you have for life in New Zealand?
 - Record your ideas on your sticky notes, then
 - Post the sticky notes on the poster paper.

Introduce the Wellbeing Framework to the group linking their hopes and dreams to the Framework.



I FEEL I BELONG

The journey towards settlement starts here. New Zealand is a multicultural country, 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 the cultures together adding new layers to existing cultures.

Everyone has a role to play

- The person moving to the new community has to be prepared to adapt.
- Existing community members need to be open to learning about and understanding the culture of the new community members.
- Institutions provide support and educational opportunities to support the blending of cultures, so the existing community members don’t feel threatened by the incoming culture. This also helps ensure the incoming community members don’t experience culture shock during the transition to a new place.
- The host government also plays an important role in ensuring the success of a new community member’s cultural integration.

Celebrating culture

New Zealand is a Treaty based, multicultural community. On 21 March each year we celebrate cultural diversity on Race Relations Day. March 21 marks the International Day for the Elimination of Racial Discrimination which is observed globally to remember 1960 Sharpeville Massacre when 69 black South African citizens – including ten children – were shot to death by their own police for protesting against racial apartheid laws.

I feel strong in my culture

Opening a new chapter in life is never easy. In times of change it's important for people to surround themselves with people and things that are familiar to them so they can face change from a strong position.



For navigators

- What types of cultural activities or support do you need to feel strong in your culture in New Zealand– for example, eating familiar food, speaking my language?
- What can you do to create or contribute to these cultural activities for you or others?

For coordinators

What opportunities could you provide for the women to celebrate their culture? The annual reports provided by MNZ and the Newcomers network have great ideas.

<https://multiculturalnz.org.nz/publications?src=nav>

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



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, such as driving on the left! However, there are less obvious, more subtle behaviours that represent a shared understanding of the ways things are done around here. These behaviours relate to culture.



For navigators

- Which Kiwi behaviours do you notice that are different from your own?
- What values are associated with these behaviours in your culture and in Kiwi culture?

Navigators continue to add their ideas to the wall panel. Over time this activity can create a permanent display for all navigators to contribute to.

For coordinators

Encourage navigators to watch what people do here and not be afraid to ask someone to explain anything they find different or confusing; or ask Kiwis to repeat what they have said if they did not understand. It is the quickest way to learn. Kiwis are quite approachable and willing to help. Navigators can also ask Kiwis to let them know if they are doing something that is not appropriate. Encourage navigators to give it time and be patient. Eventually they will come to understand just how New Zealanders (“Kiwis”) work.

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

Our story of cultural integration

Māori people began settling in New Zealand around the year 1100 AD. They arrived from the Pacific in seven waka (canoe). Today's Māori can whakapapa 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. 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 formally recognised the impact of British Settlement on Māori and the Waitangi Tribunal was established to compensate Maori 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 Pakeha culture. The term Pakeha has come to represent non-Māori in New Zealand.

I am/becoming proficient in English

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

Speaking English enables navigators to understand what is happening around them; to communicate with their children (as they in turn learn English) and with others who play an important part in the wellbeing of their family such as doctors, teachers and other social services. Good language skills will help the navigators get involved in their community and increase their chances of finding paid work.



For navigators

- Have your English ability assessed and enrol in English classes. Check with your coordinator whether these classes are FREE.
- Listen to the radio, watch TV, practise, practise, practise!

For coordinators

- Provide opportunities for women to practise their English.
- Celebrate the women and their achievements.

Find an English language class near you:

<https://www.newzealandnow.govt.nz/live-in-new-zealand/english-language/find-an-english-language-class>

<https://www.immigration.govt.nz/new-zealand-visas/apply-for-a-visa/tools-and-information/english-language/learning-english-in-new-zealand>



For navigators

- Read about our history in your own language: www.treatytimes30.org
- Create your own pepeha. Pepeha is a way of introducing yourself in Maori. It tells people who you are by sharing your connections with the people and places that are important to you: <https://pepeha.nz/>

For coordinators

Plan a visit to your local marae for the navigators and their families.

Guidelines are available on the MNZ website.

MY FAMILY’S NEEDS ARE MET

Māori Tikanga – Ahurutanga – meaning warmth, comfort, a safe place – not limited to a physical place but referring to all the ways that we can feel safe or feel free of fear.

The needs of a family will differ according to their circumstances.



For navigators

- What is your role in ensuring that your family’s needs are met?
- What Government or community support do you need to ensure that your family’s needs are met?

I can access social services for myself and my family

Social welfare has long been an important part of New Zealand society and a significant political issue. It is concerned with the provision by the state of benefits and services. The manifesto of the current government states that “everyone has a standard of living... that enables them to live in dignity and participate in their communities. (2019)”.

Note: Government support may depend on the type of visa that navigators use to enter New Zealand.

The Census

The provision of social welfare depends heavily on the 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 certain decisions are made for New Zealand’s future. It is compulsory to complete the census survey:

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

The Citizens Advice Bureau

The Citizens Advice Bureau offers FREE ADVICE on a range of topics. The Citizens Advice Bureau is for everybody, not just citizens:

<http://www.cab.org.nz/Pages/home.aspx>

- | | |
|---------------------------|-----------------------------------|
| • Complaints and Disputes | • Health & Wellbeing |
| • Consumer | • Housing, Land & Environment |
| • Education & Learning | • Money |
| • Employment & Business | • Recreation, Culture & Community |
| • Family & Personal | • Travel & Transport |
| • Government & Law | |



For navigators

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

Keeping safe

There’s a lot of good news when it comes to 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% – Around two-thirds of university graduates are women.
- 35% – More than one third of women work part-time.

However, the picture isn’t always rosy. Despite what our law intends to achieve, we have problems with violence against women, particularly domestic violence, and discrimination on the basis of race and gender.

New Zealand takes the personal safety of women seriously. Violence or abuse of any kind (against men, women or children) is against the Law.

Types of abuse include: physical, psychological or emotional, sexual, financial or economic, spiritual:

<http://a1test.info/wp-content/uploads/2015/11/TypesOfAbuse.pdf>

Those who experience violence in the home and need help can call these toll-free numbers:

- 0800 800 843 <https://womensrefuge.org.nz/domestic-violence/> or
- 0800 0742 584 <https://shakti-international.org/shakati-new-zealand/>

The calls are free and confidential.

If your life is in immediate danger call 111



For navigators

- Talk to your coordinator about attending a self-defence course in your area.
- How is the law enforced in your country of origin? New Zealand has a police force that is reliable, trustworthy and approachable.

<https://www.newzealandnow.govt.nz/living-in-nz/safety/new-zealand-police-force>

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. That's about the size of a large city in some countries. A small population brings us together as a community – 'we know someone who knows someone.' We call this '2 degrees of separation. 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 is a good way to get connected. There are many community organisations that welcome newcomers whether or not they speak English.

The NZ Federation of Multicultural Councils has produced a publication that shows the types of activities they provide for newcomers:

https://cdn-flightdec.userfirst.co.nz/uploads/sites/multiculturalnz/files/pdfs/2018/MNZ_Impacting_Stories_Report_-_Womens_Leadership_2018.pdf These activities include:

- Conversation group
- Jewellery making
- Celebrating Race Relations Day
- Exercise classes
- Cooking classes
- Shared lunches

The NZ Newcomers Network is a network of groups throughout New Zealand welcoming newcomers. Joining a Newcomers group is a great way to meet people and make and it's FREE: <https://www.newcomers.co.nz/>

Other organisations such as Safari Multicultural Playgroups in Auckland provide fun learning environments where families can play and learn together. These playgroups are FREE: <https://settlement.org.nz/safari-multicultural-playgroups/>



For navigators

- What type of activity would you like to get involved in, in your area?
- How can you contact these groups?

I contribute to my community

1.2 million Kiwis volunteer in our communities every year: <https://nationalvolunteerweek.nz/>

A volunteer is a person who gives their skills or time for free. Volunteering is a way we can give to our community and at the same time meet people and learn new skills. It's also a good way to practise English.



For navigators

- Did you volunteer in your home country?
- What do you enjoy doing that you have time to give to others?
- Which individuals or organisations would value your voluntary contributions?

I care for my environment

Kaitiakitanga – Māori tikanga 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. We rely on our environment for a number of reasons:

- It feeds us.
- Earns export dollars.
- Attracts tourists.
- Provides opportunities for outdoor sport.

While our environment keeps on giving, it's worth thinking about what we can do to protect and preserve it for future generations.

Choose green options whenever possible.



For navigators

There's a saying 'think globally, act locally'. We may not be able to change the world but we can make a difference in our own environment. What can we do to make a difference?

- Think about the rubbish that we throw away such as food waste, plastic etc. How could we reduce our rubbish or recycle it?
- How can we reduce pollution in the sky, on the roads, in the sea, lakes and rivers?

Encourage navigators to Join a nature conservation group and get involved in activities that care for our environment such as:

- <http://www.huttcity.govt.nz/Leisure--Culture/parkgardens/Volunteering-in-our-parksgardens-and-reserves/>

My voice is heard

Rangatiratanga – Māori word that 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 operates as a representative democracy meaning that New Zealanders have ultimate power over the way they are governed. A democracy gives citizens many opportunities to participate in decision making and provides:

- checks and balances so that people with power cannot abuse it
- respect for the voices of minorities, as well as those of the majority
- independent and impartial judges who treat everyone equally
- a free press / freedom of speech meaning that you are as entitled to your opinion as someone else is of theirs
- access to official information
- protection for individual rights
- freedom from corruption.

New Zealand encourages us to speak up about the things we believe in. In addition to voting for central government, we have many opportunities to participate in decision making in the way our communities are run for example, in our hospitals, schools, churches, sports clubs etc. We can also put ourselves forward in local government, in our hospitals so that people can vote for us to represent their community in these organisations.

The **Ministry for Women’s Nominations Service** nominates women for appointment to State Sector Boards. 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>



For navigators

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 have 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>

I LEAD A BALANCED LIFE

Māori tikanga – Mauri Ora meaning achieving good health.

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.



For navigators

- What does a balanced life mean for you?
- What can you do to create personal wellbeing and maintain balance in your life?

For example:

I would like to:	What steps do I need to take:	I will achieve this by:
Learn to swim	Find out about swimming lessons timetable at local pool	September 2019



For coordinators

- Encourage navigators to share their person goals with you.
- How can you or others help them to achieve their goals?

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 percent of all working women).

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

For those who choose to work, here are some tips about 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 navigators find work that uses their skills will depend on what they can offer the employer.



For navigators

How many of the following attributes can they 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, and
- Volunteer

Your first job may not be your ideal job but you will learn how a New Zealand workplace works and you will have 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>



For coordinators

- Offer a training session on preparing for work.
- Invite an employer to speak to a group or jobseekers.

For example:

Migrant Action Trust (MAT) runs **Start Right in NZ Job Search** workshops to support migrants and refugees to obtain meaningful employment and develop life skills: <http://www.migrantactiontrust.org.nz/>

Employment Law

Under New Zealand employment law, employees and employers both have certain rights and obligations. For example, an employer is obliged to pay their employee an agreed 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 give employment relations advice through the union's Member Support Centre or migrant advocates. They represent members who are disadvantaged in their work such as 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:



For coordinators

Ask your coordinator if there is a service in your area that helps newcomers pass their drivers licence. For example:

- The **Upper Hutt Multicultural Council** organises driving training as part of their Pathway Course for Syrian Women.
- The **Migrant Action Trust** in Auckland runs a community driving school to make driver training more affordable for young people, migrants and former refugees. Puketapapa Community Driving School (PCDS) specialises in supporting young people, new migrants, ethnic women, resettled communities (former refugees) and those who find it the hardest to gain their drivers licence.

<https://www.tvnz.co.nz/one-news/new-zealand/1-news-community-auckland-driving-school-helping-migrants-and-former-refugees-gain-independence-road-v1>

I FEEL I BELONG

- I feel strong in my culture
- Blending Cultures
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- I am/becoming proficient in English

Use this space for personal notes and reflections.

MY FAMILY'S NEEDS ARE MET

- I can access social services for myself and my family
- The Census
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- Keeping safe

Use this space for personal notes and reflections.

I AM PART OF THE COMMUNITY

- I am part of a community network
- I contribute to my community
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- My voice is heard

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I LEAD A BALANCED LIFE

- Personal wellbeing
- I have work that matches my skills
- I have a New Zealand Drivers Licence

Use this space for personal notes and reflections.

Notes

References

New Zealand now (Immigration New Zealand) – <https://www.newzealandnow.govt.nz>

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The Women's Wellbeing Handbook is a living document. It will be regularly updated to include contributions from women as they work through their handbooks. For the most up-to-date handbooks go to: <https://multiculturalnz.org.nz/>

Your feedback is welcome

