

# WRAW

WOMEN'S RIGHTS AT WORK

# CHAT

**Take time to add your voice  
to a conversation about  
your rights at work.**

A WRAW chat is a step by  
step series of fun, simple  
activities designed to  
identify and solve  
challenges that  
we face as  
women at  
work.

## HAERE MAI JOIN US

TIME:

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PLACE:

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Organiser's Name & Contact

For more info, visit [www.ppta.org.nz/WRAWchat](http://www.ppta.org.nz/WRAWchat)



# Haere mai! Welcome!

Congratulations for taking the time to add your voices to the conversation about gender equality and women's rights at work.

**By getting together with your colleagues you are building a growing movement of women who want to make work safer and better for women.**

The purpose of a WRAW chat is to:

- Help you develop an agenda for change at work
- inform campaigns and policy for our movement, so we're taking action on the issues that matter.

**A WRAW chat is a step by step series of activities designed to identify the challenges that we face as women at work.**

## NOTES FOR THE ORGANISER

### You will need:

#### A group of women

- Get together with your colleagues, friends, or local community group and share your experiences.
- Your WRAW chat can be as large or small as you like.

#### A time to chat

- Lunch time your regular book club meeting, or a union training day are all perfect times to run a WRAW chat.

#### A space to hold your WRAW chat

- This could be at work in the lunch room; at a coffee shop; at your local library; or around your kitchen table.
- it's designed to take around 45 minutes, so ensure that your space will allow you to take the time you need.

### Resources:

#### Pens or markers

#### Someone responsible for taking the group's notes

#### This WRAW chat kit

- Each kit contains materials for 10 women.
- If your group has more than 10 participants, remember to print multiple copies of worksheets.

# He Tirohanga Whānui Organiser's Overview

*Four simple steps.*

## Welcome

Brief introduction (e.g. share the Haere Mai introduction overleaf).  
Remind participants to stick to the time allotted for each activity.

## Step 1: Individual experiences

**Worksheet A** - Give each member of your group a worksheet and ask them to take a few minutes to fill it in.

*Tip: Don't spend too long on this sheet.*

## Step 2: Collective Experiences

**Worksheets B and C** - As a group, write down your experiences as women at work. This should be very high level and the first things that come to mind.

**Vote** - Each participant has three votes (ticks) to distribute on the 'some bad things' worksheet. People can use their votes however they like.

**Circle** - Mark the three top issues (those with the most votes).

*Tip: If you have a large group, split into smaller groups and come back together to share so you don't go over time.*

## Step 3: Identify Opportunities for change

**Worksheet D** - Copy the three top issues from the 'some bad things' worksheet.

**Discuss and List** - Why do you think that these issues exist for women in your workplace or group? Is it simply a coincidence? Identify what are the causes behind the three top issues and write them down.

**Agenda for Change poster** - Now we turn our minds to action. What will we do to address the underlying causes of our issues? Write down the action your group will take, and the desired result on the poster.

## Step 4: Make change happen!

**Sign up** - the next step is to commit to joining with the women in your group to change workplaces to make them better and safer for women. Get everyone to sign up on the 'Women's Agenda' poster. Display the poster proudly and revisit.

## In closing

Thanks - we hope your chat was a great experience, and that you now have an agenda to be proud of! Share a photo of your group & agenda on socials using #wrawchat and tag @nzppta

# Ōku Wheako Whaiaro

## My experiences



### About me

|  |         |
|--|---------|
| Workplace, organisation, or group hosting WRAW Chat:           |         |
| Name*:   | Age:    |
| Email*:  | Region: |
| Do you speak a language other than English at home?            |         |
| What ethnic group do you belong to?                            |         |
| Do you identify as LGBTQI+?                                    |         |
| Do you live with a disability?                                 |         |
| What is the highest education qualification you have attained? |         |

### My work

|   |
|---|
| Are you currently in paid work?                   |
| What industry/occupation do you work in?          |
| How are you employed?                             |
|   |
| How many hours do you usually work per week?      |
| Do you have caring responsibilities outside work? |

### My experiences

Have you ever experienced any of these at work? (Please circle all that apply)

|                    |                            |   |
|--------------------|----------------------------|---|
| felt unsafe        | barriers to promotion      | work interfering with a fulfilling personal life        |
| felt uncomfortable | acts of violence           | difficulty returning to work after pregnancy/child care |
| sexual harassment  | bullying                   | job insecurity/concerns about ongoing work              |
| abusive language   | sexist comments            |   |
| racism             | lack of access to training |   |

### My network

Are you a member of your union?

☐ Yes - if so, which union:

☐ No - Please tick you main reason for not being a member:

☐ never been approached  
 ☐ don't see the value in joining a union  
 ☐ not sure what unions do  
☐ don't think the union is relevant to me  
 ☐ want to join but don't know how  
☐ don't know which union to join  
 ☐ not currently working  
 ☐ other (please describe below)

**\*Where will my details go?** This information (which is kept strictly private) will be aggregated for research at the Working Women's Resource Centre. It will provide a true picture of the issues women face at work. If you'd like to know the research findings, or about the PPTA - please complete these fields.

# Ngā Painga

## Some good things...



**Think about and write down some positive experiences you have had at work.**

Write down as many things as you can think of, even if not everyone has experienced them.

# Ngā Taumahatanga

## Some bad things...



This activity is designed to get you thinking about your rights and safety at work and the way that gender affects your experience of work.

### Think about some bad things about being a woman in your workplace.

Write down as many things as you can think of, even if not everyone has experienced them.

**Note:** vote on the issues you think are most important. You have three votes and you can distribute them however you like.

ISSUE:

VOTES (tick):

ISSUE:

VOTES (tick):

ISSUE:

VOTES (tick):

ISSUE:

VOTES (tick):

ISSUE:

VOTES (tick):

ISSUE:

VOTES (tick):

ISSUE:

VOTES (tick):

ISSUE:

VOTES (tick):

# Kei mua i te aroaro Our biggest shared issues

**Now that we know what the issues are – the question is why they exist for women in your workplace/group?** As a group, identify the causes behind the top three issues you face as women at work. Write the issues and their causes in the spaces below.

**ISSUE:**

**CAUSES:**

**ISSUE:**

**CAUSES:**

**ISSUE:**

**CAUSES:**

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**What's next?** Now we know the reasons behind the issues, we can take action! On the 'Women's Agenda' poster, record the actions your group will take to change your workplace to make it safe and fair for women.





# Hei Panoni Agenda for Change

**WE,** \_\_\_\_\_ **WILL:**

**ACTION:**

**RESULT:**

**ACTION:**

**RESULT:**

**ACTION:**

**RESULT:**

**ACTION:**

**RESULT:**

**SIGNED:**