

KO NGĀ TIKA Ō TE WAHINE, E WHĀNGAI Ū ANA

He mahi takahi i te ture te whakahāwea ki te wahine e whāngai ū ana.

Ki te whakahāweatia koe, nā tō whāngai ū, tō kūtētē miraka ū ki te whāngai i tō pēpi, he mahi hē tenei kia koe, i raro i ngā wahanga o te whakahāwea ki te wahine, i roto i te Ture Tika Tangata, *Human Rights Act 1993*.

E whakahē ana te Ture Tika Tangata i ngā mahi whakahāwea ki te wahine, ā, te kore tuku i te wahine ki te whāngai ū i ngā wāhi mahi, ki ngā wāhi akoranga, i runga i ngā waka tūmatanui, ki roto i ngā tari Kāwana, ngā wāhi tūmatanui, ngā whare kai, me ngā toa hokohoko hoki.

Kei raro i te Ture Tika Tangata, te rārangi o ngā [wāhi tūmatanui](#) katoa e whakamaru ana i a koe mo te kūtētē miraka ki te whāngai i tō pēpi, me te whāngai ū hoki.

He tauira tenei o te mahi whakahāwea i roto te wāhi tūmatanui:

“I haere mātou me etahi ō ā mātou hoa ki tetahi whare kai, ā i reira kā tangi taku pēpi nā tona hiakai. I taku timatatanga ki te whāngai ū ki taku pēpi, kā haere mai te kaiwhakahaere o te whare kai, kā kī mai ki ahau kia haere ahau ki te whare paku o ngā wāhine, ki reira whāngai ū ai ki taku pēpi. Tino whakamā ahau, me taku rikarika hoki....”

He mea takahi i te ture te kore whakae ki te tuku i te wahine ki te whāngai ū i te mahi.

Kei ā koe tonu te tika me te mana ki te whāngai ū ki te kūtētē miraka ū ki te whāngai i tō pēpi i te mahi. Me mahi tahi tō Kaitukumahi me koe, ki te whai i tetahi tikanga e āhei ai koe ki te mahi me te okioki ia wā, ki te whāngai ū ki te kūtētē miraka ū rānei hei whāngai i tō pēpi. Kahore hoki he ture i Aotearoa nei e mea ana me utu tonu ngā Kaitukumahi i ngā wā okioki mo te whāngai ū, engari ko ngā ritenga mai ano, o te hunga mahi o te ao, e tohu ana, me utua ngā wā okioki mo te whāngai ū i nga mahi.

He tauira tenei o te mahi whakahāwea i roto te wāhi mahi:

“I muri i te whakatā ara te whakatā mo nga mātua tiaki tamariki, i hoki atu ahau ki te mahi i te toa hokohoko kai. Toru marama noa iho ngā tau ō taku pēpi, ā ē kai tonu ana i taku ū. Kā inoi atu ahau ki taku rangatira o taku mahi, mehemea e pai ana kia tukua ahau, mo te rima tekau miniti noa te roa, ia wā, ki te kūtētē i taku miraka ū ki te whāngai i taku pēpi. Ko tāna whakautu mai ki a au, e kore ia e whakae, me te mea ano, me pehea rawa tona whakahaere i te toa hoko kai, menā kā haere ngā kaimahi ki te whakatā pēnei, i ngā wā katoa.”

Ngā tohu hei āwhina ia koe mehemea kei te whakahāweatia koe.

- Tuhia, te wā, te rā, me te ingoa o te tangata, e whakahāwea ana ki a koe mō tō whāngai ū.
- Korero atu ki tetahi tangata, e whakapono nei koe ki āia, kia āwhinatia koe, mō tō kawē i tenei take.
- Whakamāramatia atu, kei a koe te tika me te mana, ki te whāngai ū, ki te kūtētē miraka ū hoki ki te whāngai i tō pēpi
- Mena i mahia tenei mahi whakahāwea ki tō mahi, me korero atu koe ki tō kaiwhakahaere, te kaiwhakahaere rānei mo ngā ritenga o ngā kaimahi, ki te kaikorero o tō uniana, ki tetahi atu tangata rānei e mohio ana ki te whakatau i ngā take pēnei. Korero atu ki tō kaitukumahi etahi whakāro e tautoko ai ratou ia koe i tō mahi i te wā e whāngai ū ana koe.
- Tirohia te aratohu o te Tari Mahi mo ngā kaitukumahi. Ka taea e koe te tiki te titiro rānei, i runga i te rorohiko www.ers.dol.govt.nz te waea rānei 0800 800 863.
- Ki te hiahia whakamārama ano mo ou tika, me te huarahi tuku amuamu mai mo nga mahi whakahāwea waea mai, whakapa mai ki:

Te Puna Korero,
o Te Kāhui Tika Tangata
0800 4 YOUR RIGHTS
(0800 496 877)

infoline@hrc.co.nz

TTY (waea patopato) 0800 150 111
whakapā atu rānei ki te rorohiko
www.hrc.co.nz.

Te Kāhui Tika Tangata

Ki te hiahia koe ki te tuku tono amuamu ki te Kāhui Tika Tangata, mo nga mahi whakahāwea kia koe, ka āwhinatia koe i te tuatahi, kahore hoki he utu, pēnei me te:

- Tohutohu me pēhea tenei take e tau ai i a koe ano.
- Pānui kōrero mō o tika
- Te whakahaere noa i etahi ritenga
- Te hohourongo – mai i ngā mahi tuhi reta ngā tuku waea, ngā hui rānei.

Mā ēnei āwhina e tau pai ai pea ngā take nei. *Hei tauira:* mena kā whakae te tangata e whakahāwea nei koe ki:

- Te mihi kia koe mo tana mahi hē, me tana tūkinō ia koe.
- Kia kua ano ia e whakahāwea i etahi atu tangata/wahine e whāngai ū ana
- Kia uru kia tutuki etahi mahi mātauranga, akoranga.
- Me utu kia koe etahi moni, taonga rānei mo ngā mamae i ūhia nei e ia ki runga ki a koe
- Te tuhi reta tautoko
- Te whakatū tikanga, te titiro ano ki ngā kaupapa whakahaere o ngā wāhi mahi kia uru atu me te tautoko hoki i ngā tikanga whāngai ū ki ngā pēpi i te wā e mahi ana ngā whaea.

Mo etahi atu whakamārama, tirohia ngā pānui pukapuka o te Kāhui Tika Tangata: [‘The Right to Breastfeed’](#), [‘Your Rights as a Pregnant Worker’](#) me te Puka Pānui 2 [‘What is the Process for Dealing with Disputes?’](#)

He whakawāteatanga: Ahakoa i kaha mātou ki te whakamārama i enei korero kia tutuki rawa, kia tika rawa ki te ture, kua e pohēhē ko enei ngā tohutohutanga o te ture. Me whakapā atu koe ki tetahi roia mo ngā mahi tino whakamārama i te ture.