

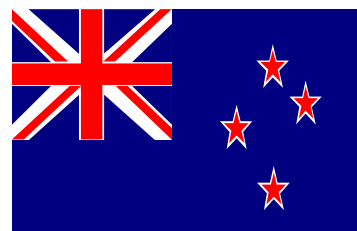
**COUNTRY  
CHAPTER**

**NZL**

# **NEW ZEALAND**

**BY THE GOVERNMENT OF NEW ZEALAND**

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## 1. Resettlement Policy

New Zealand has been accepting refugees for resettlement since the end of the Second World War. In 1987, the Government established a formal annual quota for the resettlement of refugees. Over time, New Zealand's refugee policy has evolved in response to changing global circumstances and needs. In recent years, a focus on refugees in need of protection - identified by the UNHCR - has resulted in the resettlement of a diverse range of nationalities, for example, from East Africa, the Middle East and Southeast Asia.

New Zealand's refugee policy reflects the Government's commitment to fulfilling its international humanitarian obligations and responsibilities. Through refugee policy, New Zealand contributes to the global community's efforts to assist refugees in need of resettlement. The size and composition of the refugee resettlement quota is set annually by the Minister of Immigration and the Minister of Foreign Affairs and Trade, after consultation with the UNHCR, relevant Government departments, nongovernmental organisations, existing refugee communities and other stakeholders. In recent years, New Zealand's annual resettlement quota has been maintained at 750 places with a focus on the needs and priorities identified by the UNHCR. The Government aims to ensure that the quota remains targeted to refugees in greatest need of resettlement, while also balancing this with New Zealand's capacity to provide good settlement outcomes to those accepted under the programme.

## 2. Criteria for Refugee Status Eligibility and Asylum

New Zealand is a party to both the 1951 Convention Relating to the Status of Refugees and its 1967 Protocol. Persons in New Zealand who seek asylum as refugees are, therefore, assessed in accordance with the criteria for refugee status set out in article 1A (2) of the 1951 Convention. Applicants who are declined have the right of appeal to the independent Refugee Status Appeals Authority. These asylum-seekers are considered quite separately from, and in addition to, the UNHCR mandated refugees accepted for resettlement to New Zealand.

## 3. Criteria for Resettlement

All refugees considered for resettlement under New Zealand's annual Refugee Quota Programme (except certain applicants who are nuclear or dependent family members of the principal applicant) must be recognised as a refugee under the UNHCR's mandate and referred by the UNHCR according to prescribed resettlement guidelines. All submissions for resettlement to New Zealand are referred by the UNHCR to the Refugee Quota Branch (RQB) of the Department of Labour for consideration.

In brief, individual refugees submitted by the UNHCR for resettlement to New Zealand must:

- be recognised by the UNHCR as a refugee according to the 1951 Convention Relating to the Status of Refugees, and its 1967 Protocol;
- be submitted for resettlement by the UNHCR in accordance with the UNHCR resettlement guidelines and priorities;
- fall within the regional and global priorities of the Government of New Zealand (exceptions for emergency and family reunification cases) as set out in the Quota Composition Plan established each year;

- be assessed as admissible under the RQB policy and procedures; and,
- be otherwise admissible under New Zealand law.

## 4. Resettlement Allocations / Processing Priorities

Each year, the Government of New Zealand, in consultation with relevant stakeholders, sets regional and global priorities for the allocation of places under the Refugee Quota Programme. The quota programme year runs from 1 July to 30 June, concurrent with the fiscal year. In exceptional cases, individuals who do not come within the global or regional allocations may be considered for resettlement under the quota. For instance, emergency resettlement cases are drawn from countries worldwide and not limited to areas where global or regional allocations have been made. Where possible, the Government sets aside a number of unallocated places as “contingency reserve” to ensure sufficient flexibility to respond to changes in global resettlement needs and priorities.

### 4.1 Composition of the Refugee Resettlement Quota

The Refugee Quota of 750 places is comprised of the following subcategories:

- Women-at-Risk up to 75
- Medical/Disabled up to 75 (including up to 20 places for refugees with HIV/AIDS)
- UNHCR Priority Protection 600 (including up to 300 places for family reunification and 35 places for emergency cases)

All subcategories within the refugee quota generally include the nuclear and dependent family members (i.e. spouse and dependent children) of the principal applicant, except the 20 places available for those with HIV/AIDS – nuclear family members for such refugees would be counted in the general Priority Protection subcategory.

### 4.2 Women-at-Risk Subcategory

The Women-at-Risk subcategory covers refugee women who are without the support of their traditional family protectors or community and are at risk because of their gender in their country of refuge.

These women would usually be outside the normal criteria for acceptance by resettlement countries and are in need of protection from gender-related persecution such as abduction, sexual abuse and exploitation. This subcategory generally includes the nuclear and dependent family members of the principle applicant.

### 4.3 Medical / Disabled Subcategory

The Medical / Disabled subcategory provides for the resettlement of refugees with medical, physical or social disabilities which place them outside the normal criteria for acceptance by resettlement countries. Generally, applicants under this category must have a medical condition that cannot be treated in their country of refuge, and resettlement to New Zealand would be life-saving or significantly enhance their medical condition and well-being.

In all cases where there is an apparent physical or psychological condition, full medical reports must be provided by the UNHCR for assessment by the relevant health authorities in New Zealand. The full disclosure of the condition and its effects are essential for planning purposes. This subcategory generally includes the nuclear and dependent family members of the principle applicant.

On 4 April 2005 a new health screening policy came into force within Immigration New Zealand.<sup>1</sup> Under this policy, refugees provisionally accepted into the refugee resettlement programme would now be required to complete health screening offshore for TB and HIV/AIDS. Those found to be TB positive would not be declined for resettlement, but their travel would be temporarily delayed while they received treatment to ensure they were fit to travel.<sup>2</sup>

The policy also established that up to 20 places<sup>3</sup> within the Medical/Disabled subcategory of the refugee resettlement programme would be available for any individuals found to have HIV/AIDS. This policy was not developed with the aim of keeping refugees with HIV/AIDS out of the New Zealand, as New Zealand's programme has always aimed to focus on providing protection to those most in need. However, what the policy does do is provide an effective early warning process for health authorities in New Zealand to ensure they have time to plan appropriate and necessary treatment and support for those refugees arriving in New Zealand with HIV/AIDS.

#### **4.4 UNHCR Priority Protection Subcategory**

The UNHCR Priority Protection subcategory applies to refugees requiring urgent legal or physical protection (i.e. refugees who face an immediate life-threatening situation, imminent refoulement, deportation or local security threat including arbitrary arrest, detention or imprisonment, which may result in a violation of their human rights).

It may also include refugees for whom the international community has identified a need for resettlement as part of a comprehensive strategy to address a refugee problem. This subcategory, as with all other subcategories within the Refugee Quota, generally includes the nuclear and dependent family members of the principle applicant.

##### **4.4.1 Emergency Resettlement**

Emergency resettlement submissions from the UNHCR are considered under the Priority Protection subcategory (see Sections 4.1 and 4.4 above). Emergency resettlement cases are given priority over all other refugee resettlement cases. The degree of urgency must be assessed to determine the response time required. In general, the degree of urgency in such cases can range from a matter of hours to several days. Where possible, the NZIS would aim to issue its decision and undertake resettlement within five days of receiving all the necessary documentation from the UNHCR.

The Government of New Zealand offers a limited number of places for emergency resettlement each year. A notional figure of around 50 places is used (including the immediate family of the principal applicant). Emergency resettlement cases are drawn from countries worldwide and not limited to areas where global or regional priorities have been allocated. In general, only emergency submissions from the UNHCR may be considered by the NZIS on a dossier basis. That is, the decision could be made on the documentation alone.

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<sup>1</sup> Due to the processing time between offshore screening and arrival in New Zealand, the first refugees who arrived in New Zealand who were screened for TB and HIV/AIDS under this policy arrived in November 2005.

<sup>2</sup> Usually approximately eight weeks.

<sup>3</sup> Unlike with the other subcategories, immediate family members (i.e. spouse and dependant children, or parents and their dependant children if the refugee with HIV/AIDS is a child) are accepted in addition to the 20 places.

All other cases submitted by the UNHCR are scheduled for interview by the NZIS during selection missions, which are periodically undertaken - in consultation with the UNHCR – to countries where priorities have been identified. Emergency resettlement cases should be submitted to the NZIS via the UNHCR Regional Office in Canberra (copied to the Resettlement and Special Cases Section at the UNHCR Headquarters in Geneva).

## **5. Admissibility for Resettlement**

The principal consideration in determining admissibility for resettlement relates to meeting the criteria set out in Section 3. The reasons an individual may be inadmissible for resettlement to New Zealand include past criminal activity (i.e. individuals who have committed crimes of moral turpitude, drug trafficking or acts involving persecution or torture) or on security grounds (i.e. individuals who have been involved in terrorist activity, crimes against humanity or who would present a serious security threat). Although individual refugees are not declined on medical grounds alone, if appropriate medical treatment or services are not readily available in New Zealand this is taken into account in the decision-making process. Waivers of certain grounds of inadmissibility may be available in some cases for humanitarian purposes; for instance, to uphold the principle of unity of the family or when it is otherwise in the public interest.

## **6. Submissions and Processing via Dossier Selection**

The UNHCR is the sole referral source of applications for resettlement to New Zealand under the Refugee Quota Programme. Documentation requirements are, therefore, standard regardless of the place of origin of the resettlement submission. The UNHCR Resettlement Registration Form (RRF) is the standard form that initiates consideration by the RQB.

### **6.1 Case Documentation**

The RQB requires the following documentation in order to consider a resettlement submission:

- an RRF that has been fully and accurately completed by the UNHCR;
- completed and signed Application for Consideration Under the Refugee Quota Programme form;
- completed RQB interview questions;
- signed declaration by the applicants to undergo the on-arrival orientation programme;
- two passport-size photographs of each applicant;
- where appropriate, medical reports, Best Interest Determinations and a special needs assessment by the UNHCR.

### **6.2 Routing of Submissions**

All submissions for resettlement to New Zealand must be referred by the UNHCR in accordance with the UNHCR resettlement guidelines and priorities. The RQB can consider submissions on a dossier basis, but only where a selection mission is not possible or practicable. All other cases are generally scheduled for interview during an RQB selection mission. Submissions are usually forwarded by the UNHCR to the RQB for consideration in the lead-up to a selection mission.

The RQB consults with the UNHCR on the timing of its selection missions to assist with the preparation of case dossiers and submissions. With regard to emergency cases and eligible refugees who have family members in New Zealand, the UNHCR may forward case dossiers to the RQB via the UNHCR Regional Office in Canberra; irrespective of selection mission schedules (see also Section 4.4.1).

### **6.3 Decision-Making Process**

All refugee resettlement applications are considered by the NZIS in accordance with established policy and operational guidelines. In certain cases, the NZIS seeks advice from other Government departments. For example, medical cases are referred to the Ministry of Health for advice concerning the availability of suitable treatment in New Zealand. Feedback from these sources is taken into consideration in the decision-making process. Processes are also in place to determine whether or not an individual is inadmissible for resettlement to New Zealand on character or security grounds.

Prior to issuing its final decision in each case, two immigration officers must concur as to whether or not eligibility criteria have been satisfied. In some cases, managers may be directly involved in the decision process.

### **6.4 Recourse Processing**

There is no review or appeal process for individuals whose submissions have been declined by the RQB. However, the RQB would be prepared to reconsider a case submission from the UNHCR provided additional information was forthcoming in support of the case and reason given for requesting reconsideration.

### **6.5 Processing Times**

The length of time in processing applications varies according to the category of referral, numbers involved and factors relating to the country of origin. Providing the submission is complete and the documentation is in order, processing time ought to be approximately six to eight weeks after the applicant's interview by the RQB. Actual resettlement to New Zealand may occur sometime thereafter, depending on the urgency of the case, intake schedules and other operational factors. Resettlement normally occurs within six months of the applicant's interview by the RQB.

Emergency resettlement cases are given priority over all other refugee resettlement cases. The degree of urgency usually determines the response time required.

## **7. Emergency Cases**

Refugees facing an immediate risk to their security may be referred by the UNHCR for emergency resettlement to New Zealand. Emergency resettlement cases must be submitted by the UNHCR in accordance with the UNHCR resettlement guidelines. The UNHCR submissions may be forwarded electronically provided the original and signed documentation follows by courier.

Emergency resettlement dossiers should be sent to the RQB via the UNHCR Regional Office in Canberra.

## 8. Family Reunification of Refugees

Family reunification is recognised as an important part of New Zealand's refugee resettlement activities. However, it is acknowledged that there is a consistently high level of demand for family reunification from resettled refugees that cannot be met through the Refugee Quota programme alone.

In cases where the family members of refugees resettled in New Zealand are themselves recognised as refugees by the UNHCR and they are considered in need of resettlement in accordance with the UNHCR resettlement guidelines they are usually referred by the UNHCR to New Zealand. In the case of separated members of the immediate family, the RQB may waive the requirement of a formal UNHCR submission, provided the relationship was originally declared to the RQB. Such cases may include nuclear family members in their country of origin. Generally, refugees who have relatives in New Zealand and who do not qualify for resettlement in accordance with the UNHCR resettlement criteria must apply for residence under standard immigration categories. These standard categories include those designed for family members of New Zealand residents. More information on family reunification policies available to refugees can be obtained from the Refugee Quota Branch of Immigration New Zealand.

In recognition of the fact that it is often difficult for family members of refugees to meet the eligibility requirements of normal immigration policy, Immigration New Zealand also has a special policy that allows extended family members of refugees in New Zealand to apply for Permanent Residence. This immigration category is currently limited to 300 places per year.

## 9. Medical Requirements

Refugees provisionally accepted under the refugee resettlement programme are required to complete health screening offshore for TB and HIV/AIDS. Those found to be TB positive would not be declined for resettlement, but their travel would be temporarily delayed while they received treatment to ensure they were fit to travel.<sup>4</sup>

There are 20 places available under the Medical/Disabled subcategory for those found to have HIV/AIDS. Also, in all cases where there is an apparent physical or mental health condition the RQB would require that medical reports be provided. The disclosure of the condition and its effects are essential for planning purposes (see Section 4.3).

## 10. Travel

The Government of New Zealand pays for the travel of refugees accepted under the Refugee Quota Programme. This includes travel from the country of refuge to New Zealand and to centres within New Zealand where the refugees will settle following their initial on-arrival orientation in Auckland (see also Section 14.1).

### 10.1 Arrangements for Travel

On acceptance of a case for resettlement the RQB notifies the relevant UNHCR field office (copied to UNHCR Canberra) and Government departments and nongovernmental agencies in New Zealand.

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<sup>4</sup> Usually approximately eight weeks.

The RQB arranges for the travel of the refugees to New Zealand and liaises with the UNHCR (or other agency if UNHCR is unable to assist) to ensure departure can be made at a given time. In certain cases, the RQB may request the UNHCR to assist with exit formalities. Where possible and necessary, the RQB sends an escort officer to accompany the refugees on their journey to New Zealand. This is normally only possible when sizeable numbers of refugees are travelling from the same country of refuge, or when an escort is required for medical reasons.

## **10.2 Travel Documentation**

The RQB issues travel documents (New Zealand Certificates of Identity) and permanent residence visas, and liaises with the UNHCR (or other agency if UNHCR is unable to assist) to ensure that they are received by the individual refugees.

## **11. Status on Arrival**

Persons accepted for resettlement to New Zealand under the Refugee Quota Programme are granted a permanent residence permit on arrival. As New Zealand permanent residents, they are entitled to live in New Zealand permanently and enjoy similar rights to New Zealand citizens in terms of access to education, health care, employment and social welfare.

After a qualifying period of five years residence, resettled refugees are eligible to apply for New Zealand citizenship.

## **12. Reception of Resettled Refugees**

The reception and integration of resettled refugees is effected through partnerships between government and non-governmental organisations (NGOs), whereby government funding purchases settlement outcomes from community-based organisations. The Government and NGO sectors work in close partnership with the voluntary sector to provide support and settlement assistance to refugees.

### **12.1 Reception and Orientation**

Refugees who arrive in New Zealand under the Refugee Quota Programme spend their first six weeks at the Mangere Refugee Resettlement Centre, based in Auckland.

The Centre can accommodate approximately 145 quota programme refugees at any time. The facilities at the Centre include accommodation blocks, an early childhood learning centre, classrooms, medical and dental clinics, a mental health clinic and general living and recreation areas. Here the RQB works in partnership with both government and non-governmental agencies to implement a variety of programmes to assist the refugees during their initial phase of settlement.

Newly arrived refugees undergo a six-week orientation programme at the Mangere Refugee Resettlement Centre. The orientation programme is conducted in the refugee's own language and provides general information about life in New Zealand, including the relevant institutions and services integral to their successful settlement into New Zealand society. It also aims to build basic social and coping skills required for their new life in New Zealand. The Auckland University of Technology coordinates the English language and socio-cultural components of the orientation programme.



It provides adult education, early childhood learning and care, special education support and primary and secondary classes, which prepare students for the New Zealand education system.

Health and social services are important components of the orientation programme. The Auckland Regional Public Health Service of the Ministry of Health provides comprehensive medical and dental check-ups. The Refugees as Survivors Centre has a multidisciplinary team that provides a trauma counselling service as well as therapeutic activities for adults and children. RMS – Refugee Resettlement (RMS), a non-government organisation primarily funded by the Department of Labour, provides social services (including bilingual / cross-cultural workers) and co-ordinates the training of volunteer support workers to assist resettled refugees with on-going settlement needs and accessing mainstream services to achieve good settlement outcomes.

An early intervention protocol has been developed at the Centre to assist with the identification of refugees who are in special need of assistance upon arrival in New Zealand. This programme links together key agencies to identify and assist “at-risk” individuals (e.g. severely traumatised refugees). This programme aims to address the particular post-arrival settlement needs of individual refugees. These are brought to the attention of relevant government and non-government agencies to ensure informed decisions are made with regard to appropriate service delivery.

## **12.2 Physical and Mental Health**

The Ministry of Health operates a medical clinic (including dentistry) at the Refugee Reception Centre, which medically assess all refugees during their stay and treats or refers to health specialists, as appropriate. Access to specialised medical services outside the clinic is also facilitated. In addition, resettled refugees, like other New Zealanders on low incomes, are eligible for a Community Services Card, which entitles them to free outpatient treatment at hospitals and maximum subsidy for General Practitioner visits and prescriptions.

Health funding authorities also support refugee-specific mental health counselling services, for survivors of torture and trauma, through non-government agencies in Auckland, Wellington and Christchurch.

In addition, some refugee specific community education and health programmes are funded by the Government, as well as community liaison and co-ordinator positions that assist refugees with gaining access to health services in the community.

## **12.3 Education and English Language**

The Ministry of Education - through the Auckland University of Technology - funds and delivers the language and cultural orientation programme for refugees at the Mangere Refugee Resettlement Centre. It also funds a community liaison and co-ordinator service to assist refugees with gaining access to ongoing education opportunities in the community and to support the studies of refugee students in secondary schools. Refugees aged 13-17 years attend secondary classes where goals and skills are assessed by bilingual tutors for placement in the education system. All adults attend classes and refugees aged 18 years and older who have had an interrupted education may also attend secondary classes. Refugee children are also prepared for their introduction into the New Zealand classroom. The primary classes they attend at the Centre aim to prepare them for the national curriculum and to learn and understand basic English in a variety of contexts.

Preschool children may also attend the Early Childhood Learning Centre. In addition, Refugee Education Coordinators are employed by the Ministry of Education to work with refugee families, agencies and schools throughout the country.

The Government provides supplementary funding to enable schools to develop programmes that best meet the identified needs of students from non-English speaking backgrounds. Funding for “English for Speakers of Other Languages” (ESOL) is provided to schools, upon application, for each identified student of non-English speaking background, which is distributed on a pro-rata basis. Additional funding is allocated for ESOL support for all school-aged refugees for the four years following their enrolment. The National Association of ESOL Home Tutor Schemes (an NGO), whose English language and support services are prioritised for adult refugees, also receive Government funding for its services.

#### **12.4 Employment, Housing and Social Welfare**

For the duration of their six-week stay at the Mangere Refugee Resettlement Centre, resettled refugees receive a weekly allowance provided by the Ministry of Social Development. On leaving the Centre, they are eligible to receive an Emergency Benefit at the same rate as benefits provided to unemployed New Zealanders. In addition, resettled refugees may be eligible for additional assistance such as a Disability Allowance or accommodation supplements. A special settlement grant for re-establishment costs is also provided to assist with acquiring household items such as furniture and whiteware.

RMS - Refugee Resettlement also assists in providing furniture and practical assistance and advice to refugees to find accommodation. RMS - Refugee Resettlement liaises with the Housing New Zealand Corporation to ensure that resettled refugees have access to government subsidised accommodation, where required and available, on leaving the Centre.

As with other persons requiring employment and social welfare in New Zealand, refugees may be entitled to additional allowances and recoverable grants to assist with finding employment.

Resettled refugees are recognised as having special needs and are given priority consideration for government-funded work placement and training programmes. For example, Skill New Zealand purchases training opportunities for those disadvantaged in the labour market, including refugees. Such training opportunities can include English language courses as well as vocational and life skills training. Similar vocational training and income generating initiatives that focus on the refugees’ traditional skills and occupations are funded by some city councils.

The government agency, Child, Youth and Family, purchases services specifically in support of refugees. It funds community based organisations working with resettled refugees to provide family and social support, counselling and interpreting services and activity programmes for refugee children and young persons with special needs. A national contract with RMS - Refugee Resettlement supports the employment of cross-cultural workers to assist with the settlement and integration of resettled refugees.

## **13. Reception of Resettled Refugees**

### **13.1 The New Zealand Settlement Strategy**

The New Zealand Settlement Strategy for migrants, refugees and their families was launched in 2004 with a range of initiatives including funding for resettlement of refugees, assessment of refugee qualifications, English for school children and adults, careers advice and support for unemployed, and the development of a network of resource services. Further work has been undertaken to develop a longer term 'whole of government' action plan to achieve good settlement outcomes.

### **13.2 Coordination of Settlement Support and Consultation**

Government agencies whose areas of responsibility are associated with refugee resettlement meet regularly to ensure information-sharing and coordination, and responsiveness of policies and service delivery.

The National Refugee Resettlement Forum (NRRF), formerly known as the Tripartite Consultations on Refugee Resettlement, is held twice yearly in key refugee resettlement areas.

The NRRF enables international agencies including UNHCR, central government agencies, non-government organisations and refugee community representatives to discuss aspects of refugee resettlement in New Zealand, and plan for future refugee resettlement.

The new Strengthening Refugee Voices initiative has been developed in response to the need for more sustainable engagement with settled refugees. This community-led process will help refugee communities in the main refugee resettlement areas provide cohesive input into government consultations and contribute to the development of improved policy and services across government that support refugee resettlement.

### **13.3 The Role of Volunteers**

Government agencies and NGOs work in partnership with the voluntary sector to provide support and settlement assistance to refugees in New Zealand. RMS - Refugee Resettlement (RMS) is the lead non-government organisation that supports refugee resettlement. RMS participates in decisions about where refugees are resettled throughout New Zealand, and provides local volunteer support workers who are trained to support new refugees, both individuals and families, for their first year in the community. The role of volunteers is to provide practical advice, support and assistance to refugees. Volunteers introduce the refugee, or refugee family, to local services such as public transport, the shopping centre, doctor, dentist and schools. It is also expected that volunteers will recognise when a refugee family may need more support than they are able to provide and will refer the issue to RMS social workers for intervention and case management.

The National Association of ESOL Home Tutor Schemes also delivers its services through trained volunteers. These home tutors invariably provide more than just English language support to refugees in their homes. The medium for language development is often around the practical challenges faced by refugees in their everyday lives. The Association draws its tutors from a wide section of the community, many of whom are in full-time employment.

### **13.4 Settlement Support Services**

As part of the Settlement Strategy, the Settlement Support New Zealand initiative has been rolled out in 19 areas around the country in collaboration with local city councils and settlement support agencies. The initiative focuses on better co-ordinated delivery of settlement advice and information at a local level. After the support from RMS volunteers has ceased, refugees and their families can access the Settlement Support New Zealand local point of contact that refers them on to the relevant settlement support services. This initiative uses a community development approach which will make a significant difference to local collaboration and cross agency planning for effective settlement support. It will also strengthen local input into central policy and service delivery planning for settlement.

### **13.5 Building New Communities**

The Office of Ethnic Affairs supports refugee resettlement by providing a referral and information service for ethnic communities, and policy advice to government. The Office also operates Language Line, a telephone interpreting service with 37 languages that is available for key government departments to use when communicating with speakers of other languages. Similarly, government and non-government agencies support multicultural festivals and promote community awareness as part of their on-going programmes.

The Ministry of Social Development's 'Settling In' programme works directly with refugee communities to develop and deliver social services identified by the communities themselves. 'Settling In' assists refugee communities to build their knowledge and capacity.




### **13.6 Cultural Diversity**

The constitutional framework of New Zealand places great importance on respect for peoples' cultural, ethnic, and religious differences and their right to participate equally in society. The rights of resettled refugees are protected by New Zealand law, which covers all forms of discrimination and racism and upholds peoples' rights and freedoms of speech, religious belief and political opinion. Specific bodies such as the Human Rights Commission, Office of the Race Relations Conciliator, refugee councils and incorporated associations also support the rights and interests of resettled refugees. Increasingly, local councils are appointing ethnic community co-ordinators to facilitate understanding of ethnic and racial diversity and to provide assistance and support to ethnic communities on a range of matters.

New Zealand is experiencing significant demographic change, with increasing ethnic, cultural and religious diversity over the last fifteen years. At around 20%, New Zealand has one of the highest rates in the OECD of people born overseas. A long-term work programme to strengthen relations between the different ethnic, cultural and religious communities that are part of New Zealand is being developed.

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## 14. Reference Materials

-  *The Refugee Resettlement Pathway in New Zealand* published in June 2006 by the Petone Settlers Museum
  
-  *Refugee Voices: A Journey Towards Resettlement* published in June 2004 by the Department of Labour
  
-  A substantial bibliography is contained in the publication *Refugee Women - the New Zealand Refugee Quota Programme* published in 1994 by the Department of Labour.