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### Foreword

IN NEW ZEALAND TODAY, women's participation in the paid workforce is increasing, and when they participate in unpaid work, and more women are working part-time, Government-established paid parental leave is available to all mothers. In the past, women's economic and family lives have been seen as separate from each other. Women's health and women's and girls' training, especially in education, have been addressed by other agencies or government research projects, despite parallel inequalities.

To expand on previous made, and to continue work towards improving the circumstances of women, the government established the Ministry of Women's Affairs to develop the Action Plan for New Zealand Women (the Plan). The first section of the government's commitment to improving things for women is the action plan for women and government organisations between now and March 2004.

The French word for Plan is programme, which reflects the intention of the government to make New Zealand a better place for women. This is the first time that the government has developed a programme for women. It has been developed to increase opportunities for Māori women to participate in many areas of the economy, social and cultural sectors of society, and to progress the aspirations of their children, both and girls. Other areas include, for example, to increase opportunities for disabled women, older women, and women from ethnic minorities, rural women, women with children, other women and older women.

Implementation of the Plan will be overseen by a steering group of chief executives from selected government agencies. The Minister of Women's Affairs will drive the process and ministerial agencies will provide the achievement of objectives.

Many women across New Zealand have provided valuable input to the development of the Plan. I would like to acknowledge the contributions of women from all walks of life, and our thanks go to the National Council of Women of New Zealand and the Māori Women's Welfare League and ACTFCA.

The government will continue to strive to achieve further improvements in the circumstances of women, and all women, in New Zealand. We will continue to benefit from a well educated, skilled and enterprising female population. We will also continue to benefit from a diverse and vibrant society. To fulfil this aim, women must be able to participate fully, freely and safely in social, political, economic and cultural life. All actions must be undertaken with a focus on the needs of women and girls.

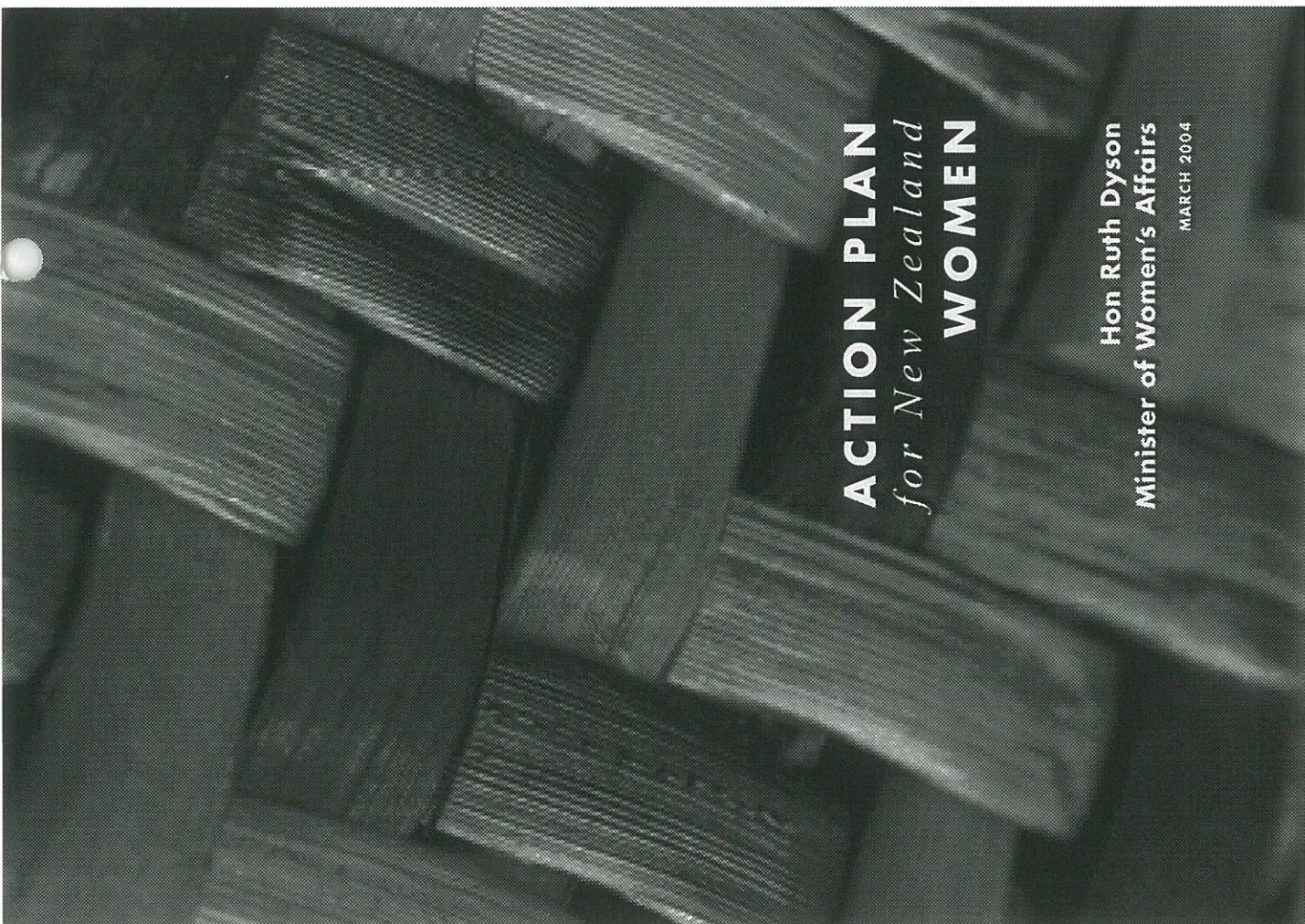
Ruth Dyson

MINISTER OF WOMEN'S AFFAIRS

Ministry of Women's Affairs  
Hon Ruth Dyson  
Minister of Women's Affairs  
MARCH 2004



# ACTION PLAN for New Zealand WOMEN





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*The Action Plan for New Zealand Women is an  
agreement of New Zealand women. Against  
feminism which is the monopoly of some, there*



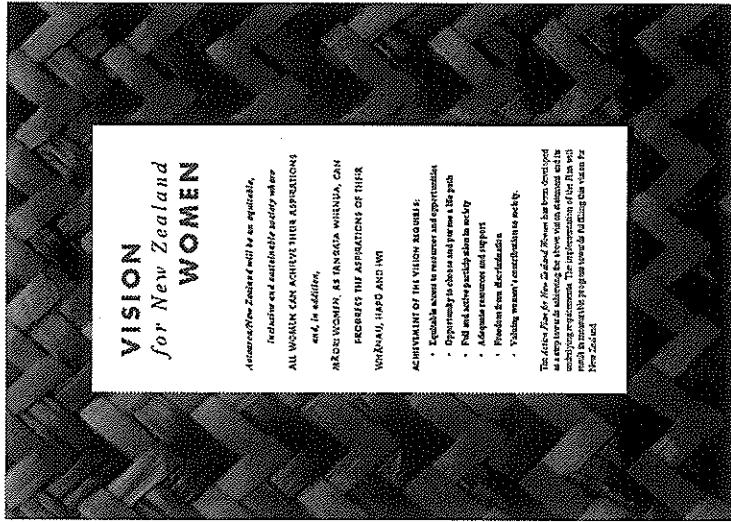
- TO ADDRESS COUPLED WORKERS AND FOR FAMILIES THAT PREFER TO WORK  
A Mixed Income wage is recommended.  
Mixed income wage is recommended  
because it permits full work and life  
balance between paid work and the  
rest.

Communication is the responsibility of  
all household members.

husbands and wives should do their best to  
work together as a team. They must also  
be willing to take responsibility for their  
decisions and actions.

Fathers and mothers can parent by  
providing guidance, setting examples,  
and giving love and support.

The final stage improvement for women is identified privately area. There are neither industry's view nor that is accepted, while it is on the documents and social aspects, where industry document document as better results for women, and other government to achieve improvements. Characteristics of success, influences and dynamics within the firm advances the achievement of desired outcomes for women. Implementation of the HRM towards the production of a future role for women, and on development to ensure a successful project.



"O N E H L S

ମହାକାଶ ପରିଦିର୍ଘ ଯୁଦ୍ଧରେ ଏହା କିମ୍ବା  
ମହାକାଶ ପରିଦିର୍ଘ ଯୁଦ୍ଧରେ ଏହା କିମ୍ବା



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Government Actions

- To Improve the Economic Environment of Women in New Zealand.**

**This Statement Will:**

  1. Improve women's participation in employment, earnings, and quality of employment.
  2. Improve women's economic security.
  3. Improve the success of women, particularly Māori women, in enterprise.
  4. Increase women's participation in leadership and decision making in the economic sector.

WORKERS' LIFE BALANCE

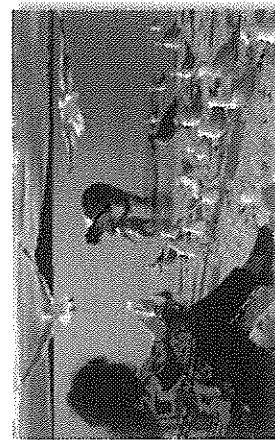
*Improvement in workers' health and economic and social benefits for men, women, families and communities, which improves New Zealand's economic performance and social environment.*



ESTIMATES FOR  $\psi_{\text{WZ}}$

To prevent further socialisation in families, Committee on the Reinterpretation of Aids Studies

Dominican Republic Women (CDRDW) (pp. 22-23). Women have been instrumental in the struggle for democracy and gender equality in the Dominican Republic. Women have organized their needs. As a result, they have been able to gain political representation in the Dominican Republic. Women have also been instrumental in working to end the violence against women. The movement has been instrumental in working to end the violence against women. The movement has been instrumental in working to end the violence against women. The movement has been instrumental in working to end the violence against women.



ESTIMATES FOR  $\psi_{\text{WZ}}$

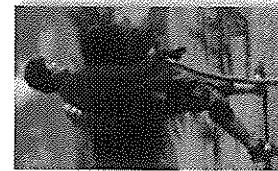




## APPENDIX 1: Background

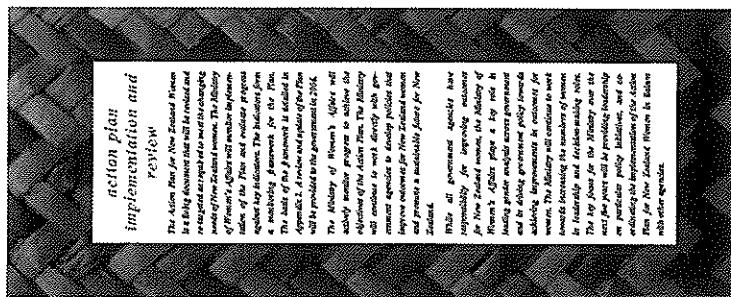
The following background information provides an overview of the commitments and obligations addressed in the Action Plan for New Zealand Women as well as key areas of statistical information and focus that informed the development of the Plan.

DEVELOPMENT OF THE ACTION PLAN



**WILSONS BUSINESS**  
The Active News for New Zealand's  
Businessmen

and a number of countries have adopted similar legislation. In 1990, the European Parliament and Council of Ministers adopted Directive 91/408/EEC on the Protection of Workers from the Risks Related to Chemical Agents at Work. The Directive applies to all sectors of industry and to agriculture, forestry and fisheries. It requires employers to take measures to reduce exposure to chemical agents and to provide information, training and medical surveillance. It also requires workers to co-operate with their employers to achieve these aims.



PAPERS OF THE  
EDUCATIONAL SOCIETY

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social and improved participation of urban Indians seems to benefit and improves by rural women in addition to a greater availability of resources for their participation in the economy than in the urban areas. A very small number of rural women was the participation group by rural women was the lowest in the study.

In the early 1930s, the National Recovery Administration (NRA) was established to implement the New Deal's National Industrial Recovery Act. The NRA's goal was to end the Great Depression by creating jobs and stabilizing prices. To achieve these goals, the NRA developed codes of fair competition for various industries. These codes, known as "codes of fair practice," were designed to encourage cooperation among businesses and to prevent cutthroat competition. The codes also established minimum wages and maximum hours for workers. The problem with these codes was that they often required businesses to pay higher prices to consumers. This led to accusations of price-fixing and monopoly practices. In response, the Supreme Court struck down the NRA's codes of fair practice as unconstitutional. The decision, known as the *Machinery of Warley v. Western Motor Freight Lines* case, held that the National Recovery Commission had exceeded its authority by enacting codes that affected interstate commerce.

**MIGRANT AND REFUGEE WOMEN**  
The first two issues receive responses to our previous Call for Papers. One Out of Sixteen Women is a group of women who have been involved in our work over the last year.  
The Government's long awaited Schengen Study volume can be found at the end of this issue. It contains a wealth of information about the new arrangements and it is a must for anyone involved in the field of migration. The study also includes a section on women, an area which has received little attention in the past. The report also highlights the need for more research in this area.  
The Department of Labour will be holding further developments of the study on 18th April. If you would like to attend, please contact us or send an e-mail to [info@womref.org](mailto:info@womref.org).

One of the most symbolic letters outlining the participation of new migrants in New Zealand's economy and society is *Wage Week*. In 2004 the Refugee Board, which ultimately sought refugee status for the participants in the programme, published the letter. The Secretary of State and the Foreign Secretary Committee had implemented the *Refugee Resettlement Scheme* (RRS) in 2002. This was a programme designed to resettle refugees from countries such as Iraq, Afghanistan and elsewhere. The letter was addressed to the Secretary of State for the Home Department, and it was written by a refugee named Suleiman. It was a powerful letter, and it highlighted the challenges faced by refugees seeking to integrate into New Zealand society. The Secretary of State responded to the letter, and it was published in the *New Zealand Herald*. The *Secretary of State's Response to the Refugee Letter* is available online at [www.migration.govt.nz/documents/letters/secretary-of-state-response-refugee-letter](http://www.migration.govt.nz/documents/letters/secretary-of-state-response-refugee-letter).

**CHILO WOMEN**  
Women of colour are women too.  
Women of colour are women too.

**Joint U.S.-New Zealand Forum Arrives**  
In Seattle to Study Global Business Changes  
Background: We're in the process of the first  
of Goal 1, 2 and 1/2 of Goal 2. These  
initially focus on laboring improvements  
in priority risk industries. This, however,  
turns to health services, then moves  
to services in fast services.

**The Discrepancy of Labor Needs Are**  
governed by Employment Needs While  
producing a number of times as much  
output as we did 10 years ago, U.S. labor  
is being programmed by the Ministry of Social Develop-  
ment to produce for fast services for fastest  
GDP growth. And, simultaneously, we've had  
a decline in demand for jobs in mining. Other programs  
are aimed at helping those who have lost

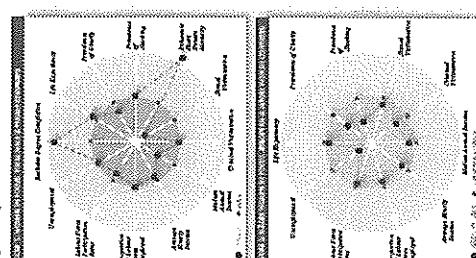
the same time, the Government has decided to make available to the people of New Zealand a sum of £1,000,000 for the purpose of providing loans to assist in the development of primary agriculture.

Astron Rev  
Satellite  
which prove  
what about  
Davy's theory  
and the quan-

volume 15  
of *Archaeological  
and Ethnological  
Review*, published  
at the head of

FACTS AND STATISTICS

of gendered logics that still reign between men and women. As a wide range of scholars have noted in Figure 1 below, the circumstances for women are worse than for men, the most basic levels of status in the centre of the world. Women are better for women employed in these fields since



gentleman, however, there are also differences between Asian women and those from Western countries. In contrast to Asian women, who seem to care more about their appearance than European women, the Chinese tend to place less emphasis on looks and more on the quality of life.

CONCLUDING STATEMENT

any studies undertaken by the formation of economic social entities addressed include the following:



**WORK-LIFE BALANCE**  
Any discussion on ergonomics must include a discussion of work-life balance objectives and the challenges associated with this objective.

of activity object was  
of which have been  
now returned, there  
are no members of  
the members of  
the families which  
higher numbers of  
the last 10 years the  
women who can

**WORK-LIFE**  
BY JEFFREY GOLDBERG  
With a high rate of  
voluntary quits, it's  
time for companies to  
rethink how they're  
managing work/life issues.

Sister Societies of Germany

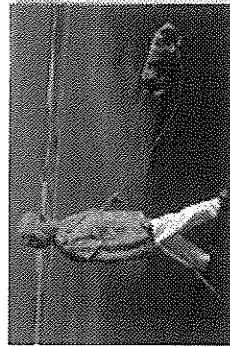
the child's first year. The child's first year is a period of rapid growth and development. It is also a period of rapid change. The child's first year is a period of rapid growth and development. It is also a period of rapid change.

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Health services have longer life expectancy than men and have better outcomes in terms such as heart disease mortality rate. Health expenditures for women include the largest percentage of obesity prevention and control, particularly for black women. Women are more likely to be obese than men.

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Adam often solves the business end of being a manager or director of a company, while I deal with the technical problems.



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principles in the development of social issues, cultural resources - income, education, health, etc., are primary areas of health involvement. Differential services to health are given to individuals according to their needs. There have been a considerable emphasis on health as a medium of social integration.

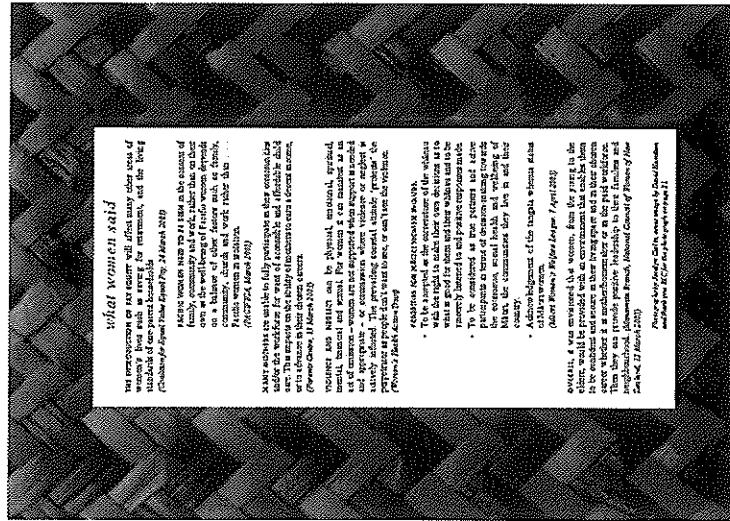
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Adair's review has the laudable goal of being aware of what is available. However, it fails to do so in a meaningful way. Many of the citations are either incomplete or inaccurate. For example, the first reference cited is from 1977, while the second is from 1979. The third reference is from 1978, while the fourth is from 1979. The fifth reference is from 1978, while the sixth is from 1979. The seventh reference is from 1978, while the eighth is from 1979. The ninth reference is from 1978, while the tenth is from 1979. The eleventh reference is from 1978, while the twelfth is from 1979. The thirteenth reference is from 1978, while the fourteenth is from 1979. The fifteenth reference is from 1978, while the sixteenth is from 1979. The seventeenth reference is from 1978, while the eighteenth is from 1979. The nineteenth reference is from 1978, while the twentieth is from 1979. The twenty-first reference is from 1978, while the twenty-second is from 1979. The twenty-third reference is from 1978, while the twenty-fourth is from 1979. The twenty-fifth reference is from 1978, while the twenty-sixth is from 1979. The twenty-seventh reference is from 1978, while the twenty-eighth is from 1979. The twenty-ninth reference is from 1978, while the thirty-first is from 1979. The thirty-second reference is from 1978, while the thirty-third is from 1979. The thirty-fourth reference is from 1978, while the thirty-fifth is from 1979. The thirty-sixth reference is from 1978, while the thirty-seventh is from 1979. The thirty-eighth reference is from 1978, while the thirty-ninth is from 1979. The forty-first reference is from 1978, while the forty-second is from 1979. The forty-third reference is from 1978, while the forty-fourth is from 1979. The forty-fifth reference is from 1978, while the forty-sixth is from 1979. The forty-seventh reference is from 1978, while the forty-eighth is from 1979. The forty-ninth reference is from 1978, while the fifty-first is from 1979. The fifty-second reference is from 1978, while the fifty-third is from 1979. The fifty-fourth reference is from 1978, while the fifty-fifth is from 1979. The fifty-sixth reference is from 1978, while the fifty-seventh is from 1979. The fifty-eighth reference is from 1978, while the fifty-ninth is from 1979. The sixty-first reference is from 1978, while the sixty-second is from 1979. The sixty-third reference is from 1978, while the sixty-fourth is from 1979. The sixty-fifth reference is from 1978, while the sixty-sixth is from 1979. The sixty-seventh reference is from 1978, while the sixty-eighth is from 1979. The sixty-ninth reference is from 1978, while the seventy-first is from 1979. The seventy-second reference is from 1978, while the seventy-third is from 1979. The seventy-fourth reference is from 1978, while the seventy-fifth is from 1979. The seventy-sixth reference is from 1978, while the seventy-seventh is from 1979. The seventy-eighth reference is from 1978, while the seventy-ninth is from 1979. The eighty-first reference is from 1978, while the eighty-second is from 1979. The eighty-third reference is from 1978, while the eighty-fourth is from 1979. The eighty-fifth reference is from 1978, while the eighty-sixth is from 1979. The eighty-seventh reference is from 1978, while the eighty-eighth is from 1979. The eighty-ninth reference is from 1978, while the ninety-first is from 1979. The ninety-second reference is from 1978, while the ninety-third is from 1979. The ninety-fourth reference is from 1978, while the ninety-fifth is from 1979. The ninety-sixth reference is from 1978, while the ninety-seventh is from 1979. The ninety-eighth reference is from 1978, while the ninety-ninth is from 1979. The ninety-ninth reference is from 1978, while the one-hundredth is from 1979.



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APPENDICES

APPENDIX 3: Monitoring framework

These initiatives and their partners put at the forefront the objectives of the *African Peer Review Mechanism* (APRM) to review progress towards the implementation of the *African Charter on Democracy, Elections and Governance*. The APRM will work to develop and refine national institutions which will be selected to undergo peer reviews to examine the democratic processes.

**THE MARCH 2010 ELECTIONS IN MADAGASCAR** is the first step in the process to MAPRA Progress in the **INTERVIEW WITH AFRICA**:

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