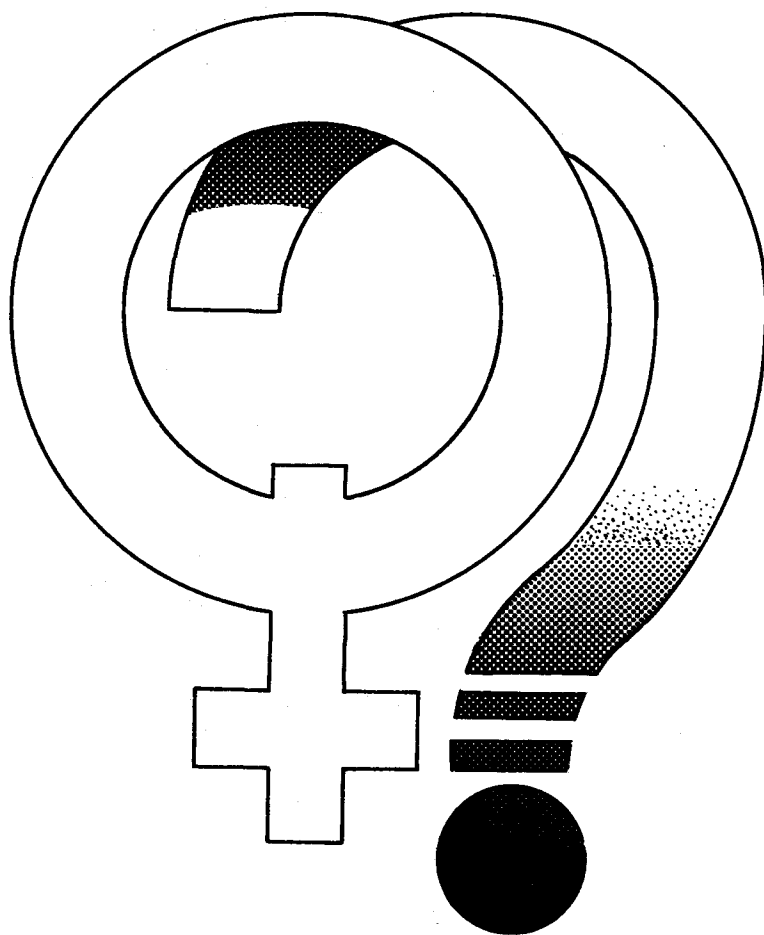


# *Women of Europe*

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Mr Jacques Delors becomes the new President of the Commission on 6 January 1985. The Commissioner for Employment is Mr Alois Pfeiffer. The Commissioner for Social Affairs, Education and Training is Mr Peter Sutherland. The Commissioner for Information is Mr Carlo Ripa di Meana.

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**THE MOST POSITIVE OF POSITIVE ACTION**  
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Statistics sometimes cause a wry smile. According to the figures, out of a population of 100,000,000 women in the right age group not a single one is fit to be a member of the new Commission of the European Communities.

Of course our ten Governments may not have been looking very hard. And it is only fair to point out that other pressure groups, other authorities and other organizations have been far more effective in pressing the merits of their candidates for the posts.

This brings us back to "positive action in favour of women", the subject of a recommendation by the EEC Ministers of Employment and Social Affairs. The most positive of positive action would be to develop a genuine strategy, a plan of campaign for bringing realities closer in line with the law. It is the business of women themselves to tackle this action.

Setting a common goal, sharing out the work entailed in striving for that goal, carrying out research, coming together to place pressure on all decision-making bodies: this is what unions, employers, farmers, consumers, youth groups and political parties do already.

Why aren't women doing it too?

The Decade for Women is about to come to an end. It is up to us to make sure that it marks the start of a new era.

Women of Europe

**WOMEN IN PAID EMPLOYMENT: A EUROPEAN SURVEY**

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Promotion, earnings, additional job training: women in paid employment still feel they are at a disadvantage. This is the main finding to emerge from a recent survey by the European Commission on a representative sample of 5,447 working women.

Discrimination at work. Although most of the women interviewed tended to see no difference in the treatment of men and women at work, a significant number felt themselves at a disadvantage regarding promotion prospects (30%), pay (25%), further training (15%) and bonuses and benefits (14%). They admitted, however, to being better placed than their male colleagues in terms of retirement age (23%) and hours of work (8%). In general, women in factories and workshops felt at a greater disadvantage than other working women.

Despite perceived discriminations, a large majority of working women declared themselves satisfied with their current jobs. Work was seen as entailing a measure of responsibility by 73%, and 78% considered that their abilities were being put to very good - or at least fairly good - use. These two factors revealed a genuine liking of the work they were doing.

Interviewees were also aware that the tax system can be a real obstacle to a woman wanting to work: where both husband and wife work, almost all the wife's earnings are offset by the additional tax paid by the couple. Of the married women questioned, 22% said this was their own experience; it should be borne in mind that the sample covered only women who were in paid employment at the time of the survey.

Negative experiences. Eleven per cent of working women had found, when seeking a job in which they were interested, that it was really a man and not a woman whom the employer wanted to recruit. This proportion rose to 24% among women who had been unemployed for seven or more months.

At the time of recruitment or at other points in their working lives, according to 10% of working women, they had been at the receiving end of suggestions amounting to pure sexual blackmail. This seemed to arise because of their vulnerability, both psychological and to the threat of unemployment. It should be pointed out, however, that only a tiny minority (about 3%) of women complained of both discrimination on recruitment and of sexual blackmail.

The risk of unemployment. The major concern of working women was unemployment: 44% felt that they were at risk of losing their jobs within the next two years. Unemployment was very much feared, especially by women without a partner, i.e. 11½ million out of the total of 32 million women in paid employment in Europe.

On the other hand, women living with a partner had a twofold fear of unemployment, the loss of a job by their husband or companion being seen as even more serious than losing their own. Two reasons for this emerged: usually it is the man who makes the larger contribution to the household's resources; and it is widely held in the Community that men have a prior claim to work in a period of crisis. Half the working women who were married or living with a partner still shared this traditional attitude, although this was less and less true of the younger, more educated women.

Unemployment had been experienced by 29% of the women interviewed. They felt even more vulnerable than the others and expressed a far greater fear of the experience. Here there was a combination of two factors: women who have been unemployed are in fact more vulnerable (they tend to be younger and engaged in manual work) and the experience has been traumatic.

The consequences of technological change. A high level of awareness was apparent: 41% of all working women expected technological change to affect their work, a feeling shared by 55% of women working in large companies. The modernization of machines and the spread of information technology were familiar experiences to them.

The people mainly concerned over the long-term future were women working in offices, workshops, large companies or Government or local authorities, those with a high level of education and women at managerial level. In all these groups, 40% to 60% of women expected their working conditions and careers to be changed by technology.

A variety of feelings was expressed. On the whole the expectation was that new technology would make work more interesting and highly skilled. The true problems were the risk of losing one's job and the need for retraining. The degree to which women worried about any of these factors depended on their age, standard of education and the type of work they did.

Working from home - a subject often aired in discussions on new technology - aroused no great interest. Most working women (78%) felt that such an arrangement would not work in their own jobs and, even if it were possible, a majority (53%) said they would not be interested. Only a small minority of working women (9%) felt that homeworking would be feasible and would suit them.

This is the second survey of its kind, the first having been undertaken in 1980. In the gap between the two, the European Commission has refined and developed its policy on equality, both in legislation and in the promotion of positive action to bring about equal opportunities in everyday life.

In the light of the 1984 survey, it could be said that women in paid employment have very clear-cut ideas about the situation. The attention of the political decision-makers should be drawn to the women who are most vulnerable, the five million who work on the shop floor in the private sector. They are more likely to have experienced unemployment and to feel that their jobs are under threat. They are more likely to be the victims of discrimination and are more concerned with the foreseeable consequences of technological change.

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REQUIRED READING IN THE RUN-UP TO THE NAIROBI MEETING:

"WOMEN AND DEVELOPMENT"

(general editor: Daniela Colombo)

Supplement 17 to "Women of Europe" describes what the United Nations and the European Communities are doing, reviews bilateral aid and the work of non-governmental organizations and gives many other items of information.

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## PROMOTION OF POSITIVE ACTION FOR WOMEN

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On 13 December 1984, the Ministers of Employment and Social Affairs in Community Member States meeting in Council under the chairmanship of Mr R. Quinn, the Irish Minister for Employment, adopted a recommendation on the promotion of positive action for women (84/635/EEC).

Under the Community action programme on the promotion of equal opportunities for women, the recommendation calls on Member States to adopt a positive action policy designed to eliminate the inequalities affecting women in their working lives and to promote a better balance between the sexes in employment. This policy should comprise general and specific measures within the framework of national policies and practices while respecting the spheres of competence of the two sides of industry.

The recommendation states a twofold objective: "to eliminate or counteract the prejudicial effects on women in employment or seeking employment which arise from existing attitudes, behaviour and structures based on the idea of a traditional division of roles in society between men and women; and to encourage the participation of women in various occupations in those sectors of working life where they are at present under-represented, particularly in the sectors of the future, and at higher levels of responsibility in order to achieve better use of all human resources".

The measure lists various fields of application for positive action: informing and increasing the awareness of both the general public and the working world of the need to promote equality of opportunity for working women; respect for the dignity of women in the workplace; qualitative and quantitative studies and analyses of the position of women on the labour market; diversification of vocational choice and more relevant vocational skills, particularly through appropriate vocational training, to include supporting measures and suitable teaching methods; measures to ensure that placement, guidance and counselling services have the skilled personnel to provide a service with expertise in the special problems of unemployed women; encouraging women candidates and the recruitment and promotion of women in sectors and professions where they are under-represented; adapting working conditions and the organization of work and working time; encouraging supporting measures that, for instance, foster wider sharing of occupational and social responsibilities; and the active participation of women on decision-making bodies, including those representing workers, employers and the self-employed.

National equal opportunities committees and organizations have not been overlooked. The recommendation calls for the means of action to be given to such bodies. In the same spirit, there is a demand that both sides of industry promote positive action within their own organizations and in the workplace.

Since Governments are themselves major employers, they are asked to "make efforts in the public sector to promote equal opportunities to serve as an example, particularly in those fields where new information technologies are being used or developed".

The recommendation by the Employment and Social Affairs Ministers requests the Commission to "promote and organize, in liaison with the Member States, the systematic exchange and assessment of information and experience on positive action within the Community" and to "submit a report to the Council, within three years of adopting the recommendation, on progress achieved in its implementation, on the basis of information supplied by Member States".

On their arrival at the meeting place, the Charlemagne building, the ministers were met by a large crowd of women - demonstrators, unionists, farmers, MEPs and representatives of women's organizations - who had gathered to call for an active Community policy in favour of equality for women.

The demonstrators were received by the Italian Labour Minister, Mr de Michelis, whose country is to preside the Council of Ministers until 30 June 1985. He had already promised to devote a Council meeting of EEC Ministers solely to the subject of women's employment on International Women's Day, 8 March, following the example set by Yvette Roudy during the French presidency of the Council in the first half of 1984.

During the Council meeting, the Italian Minister and his Dutch and Irish colleagues tried unsuccessfully to make the positive action measure more binding in format than a simple recommendation.

#### POSITIVE ACTION ON THE ECONOMIC AND SOCIAL COMMITTEE

By 77 votes, with 27 voting against and 6 abstentions, the Economic and Social Committee adopted the opinion drafted by Maria Weber (Germany, a member of the group representing workers). A large fraction of the employers' group voted against the opinion following a discussion of the "quotas" system, which they argued was discriminatory and in conflict with the principle of equality of opportunity.

In adopting Maria Weber's opinion, the Committee declared itself in favour of pursuing, reinforcing and creating positive action in favour of women.

In this it shared the view of the European Commission as to the advisability of proposing a programme of positive action to the Member States. It felt that a directive would be more in line with the Commission's intentions than a recommendation, but in the current situation binding legislation would not be an appropriate instrument.

The Economic and Social Committee is aware that action programmes for positive measures in favour of women increase costs, but it feels that the extra costs should be accepted in the interests of women and will be offset in the long run.

In late October 1984, the Economic and Social Committee elected Mr Gerd Muhr, a German unionist, as its president. Its Bureau has 24 members. All of them men.

#### POSITIVE ACTION IN THE EUROPEAN COMMISSION

In pursuance of the Community action programme on equal opportunities, the Commission has set up a Joint Committee on Equal Opportunities whose task it is to promote positive action within Community institutions, which should set an example of good practice in working toward equal opportunities to the general public and national authorities.

The new committee consists of six members appointed by the administration and six by representatives of union and professional organizations. It is to press on with the work that has been done since 1978 by various think tanks. Its aim is to create a better balance between men and women at every level of the institutional hierarchy.

## **EDUCATION: EQUAL OPPORTUNITIES FOR BOYS AND GIRLS**

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In late November 1984, for the first time senior education policy makers with national responsibilities met at Community level together with representatives of equal opportunities agencies in Member States.

The conference was organized by the Commission in conjunction with Gemma Hussey, Irish President of the Council and the Ministers of Education.

The aim was to stimulate further positive action by Member States to promote equal opportunities for girls in education. This should help the Commission and the Education Committee in preparing guidelines on good practice for teachers and school authorities; it should also generate suggestions as to how policies could be improved, for presentation to the Ministers of Education in the first half of 1985.

The Council of Ministers, the European Commission and European Parliament: three of the Community's major institutions contributed towards the success of the conference, which was opened by Gemma Hussey. It was also addressed by Karen Fogg, representing Commissioner Ivor Richard, and Marlene Lenz, MEP and chairman of the European Parliamentary Committee on Women's Rights.

Evelyne Sullerot described recommendations based on the experience of the European Network on the diversification of vocational choices for young and adult women. She was followed by Professor Damian Hanna of Dublin's Economic and Social Research Institute, who gave a paper on "equal opportunities for girls in education - the need for positive action".

He pointed out that inequalities reflect not just school practices but also parents' differing expectations for their sons and daughters before and during schooling. Existing inequalities will not be eradicated, he observed, simply by changing formal rules to allow equal access to subjects and resources within schools, although such formal changes are prerequisites to more fundamental change.

## **EQUALITY AND TAXATION**

In 1981, European Parliament drew the attention of the European Commission to the question of equal treatment for men and women in tax legislation. This concern was taken up by the Commission, which included tax in the 1982-85 Community action programme for the promotion of equal opportunities (action 6).

Of special interest, then, is the Memorandum on Income Taxation and Equal Treatment for Men and Women presented by the Commission to the Council of Ministers. Describing current income tax systems, it lists the problems of treating men and women equally under present arrangements and suggests target areas for corrective action (reference: COM (84) 695).

Simple examples are cited to demonstrate that tax systems force an absurd choice on women: not to work or not to marry. Several Member States have indicated their concern for this problem, and the time is ripe to introduce equal treatment by separate taxation of men and women.



EUROPEAN PARLIAMENT
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November Session During the November session, Edgard Pisani, the Commissioner responsible for Development, gave Parliament a detailed explanation of emergency food aid to African countries suffering from drought and famine. The public had been moved by pictures of these peoples' distress and criticized the Community for reacting too slowly.

Mr Pisani admitted that the Community had been slow in starting, for purely administrative reasons, but aid was now on its way and in many cases had already been delivered. He raised the question of what could be done to improve the system in the long term and ensure that no such delays would recur. He suggested a "crisis headquarters" which could mobilize aid with a minimum of delay. Mr Pisani argued that the nature of the Common Agricultural Policy should be re-examined and that food aid should be an essential part of that Policy rather than a way of disposing of food surpluses, as had often been the case.

Several MEPS disapproved of aid to a Marxist country such as Ethiopia, but the Commission believed that no distinction of this kind should be made in humanitarian aid. It was important, though, to ensure that aid actually reached the people for whom it was intended, and steps had already been taken in this direction. Mr Pisani and numerous MEPs stressed the crucial and unique role of non-governmental organizations like the Red Cross in the distribution of aid. In conclusion, Mr Pisani said that existing structures needed to be more flexible so that, in modifying administrative routine, "the rhythm and meaning of everything can change for the benefit of mankind".

Parliament was also moved by the murder of Father Popieluszko - pictures of his tortured face had been released on the day of the vote. In a resolution MEPs condemned the Polish Government and called for a renewed dialogue with the banned trade union and for respect for human rights in Poland.

As in almost every other session since its election, Parliament devoted much of its attention to budgetary matters. It began by voting on the first reading of the 1985 draft budget on the basis of a report presented by Danish Socialist Ove Fich. Parliament voted to re-establish the annual validity of the budget and most of the funds requested by the Commission in its first budget estimate. (The Council of Ministers had proposed a budget which would last until the autumn, even though it was well aware that one or more supplementary budgets would then be necessary.)

Belgian Christian Democrat Rika de Backer-van Ocken was rapporteur for the Committee on Women's rights on budgetary matters. In a speech, she stressed the need for information and called for measures to promote equality between men and women. Several amendments adopted during voting on the social chapter mentioned equality, while the need to devote part of the funds allocated to public information and other activities to women featured in another amendment.

Parliament's proposed draft budget increases were mainly in development and research spending, areas in which there had been severe cutbacks.

Parliament spoke out clearly against the stand adopted by the Council of Ministers on budgetary discipline. The need for discipline was not questioned, but the rights of Parliament had to be defended and the Council could not be allowed to present it with a fait accompli unopposed. The budget is one of the few areas in which Parliament had real power. Although sharing some of the Council's concerns, the Commission could not agree to any Council attempt to erode the powers of Parliament.

The Commission itself came in for criticism from Parliament, which refused it discharge in respect of the 1982 budget.

Passions ran high in the debate on lead in petrol. German MEPs were particularly concerned at the damage to forests caused by acid rain, but other nationals were more worried about the extra cost to the car industry of removing lead from petrol. After discussion, it was decided to refer the matter back to committee, particularly in view of the fact that it had been impossible to discuss many amendments in any detail. This move was roundly condemned by German Socialist Beate Weber, chairman of the Environment Committee, and other environmentalists.

December Session      During Parliament's last session in 1984, MEPs heard a report by Garret Fitzgerald, the Irish premier and acting President of Parliament, on the Dublin summit of 3 and 4 December, followed by Peter Barry, Irish Minister for Foreign Affairs, on the six months of Ireland's presidency.

Ireland took over in the aftermath of the Fontainebleau summit which had led to a number of breakthroughs, particularly on the British rebate - a problem that had exercised summits and meetings of finance ministers for several years. The success of Fontainebleau had, however, diverted attention away from other pressing issues, including difficulties over negotiations for the inclusion of Spain and Portugal in the Community. Ireland was left with all these problems on its desk.

All this became apparent during the two debates, one on the Dublin summit and the other on the Irish presidency, in which most MEPs acknowledged the progress made, with some reservations.

One success was the agreement on Community wine production. Complications had been resolved and negotiations with Spain and Portugal could now forge ahead. Greece, however, was dissatisfied with the "integrated programmes for the Mediterranean" (to promote development in these regions) and stated a general reservation on enlargement and, indirectly, the wine agreement.

Later the Greeks made it clear they did not intend to stand in the way of negotiations with Spain and Portugal: they expressed the hope that the next summit meeting in Brussels in March 1985 would bring a Mediterranean programme agreement acceptable to Greece. Progress had been made in Dublin but certain problems remained unsolved, a fact recognized by MEPs and ministers in the debate.

Parliament rejected the 1985 draft budget - which would have covered only ten months of the year - on its second reading by an overwhelming majority of 319 to 5 with 16 abstentions. Both the Council and Parliament were anxious to play down the situation.

During the same session, President of the Commission Gaston Thorn said his farewell to Parliament. Speaking for the last time as head of the Community executive, he did not hide his concern. He observed that community procedures had not always been complied with and called for a return to the spirit of the Treaty: "Respect for the full letter of the Treaty is no longer enough to meet new challenges".

Parliament passed two resolutions on the Bhopal disaster which, in the words of Commissioner Narjes, had left the Commission in a state of "dismay". Undine Bloch von Blottnitz (German Green Party) placed the blame on the uncontrolled exporting of dangerous technologies to developing countries. All MEPs called for rigorous testing of industrial installations handling dangerous products. The Commission was asked to investigate the adoption of a sort of code of conduct in this field, with the support of OECD and UNCTAD, and enforcement of the principle that the polluter should foot the pollution bill.

Parliament went further than the Commission by calling for reductions in the maximum lead content of petrol to take effect from 1 July 1986 rather than 1 July 1989. The resolution was passed by 168 votes to 50 with 29 abstentions. Many British Conservatives abstained, while representatives of the European Democratic Group voted against this "undue technological haste".

Parliament rejected the idea of speed limits of 62 mph on motorways and 50 mph on ordinary roads. The paragraph was deleted from the text following a speech by Italian Liberal Sergio Pininfarina.

TOWARDS EUROPEAN UNION It was with a large majority of 191 to 34 with 4 abstentions that Parliament passed a motion tabled by Altiero Spinelli, chairman of the Committee on Institutional Affairs, and by MEPs from other political groups, including Maria Luisa Cassanmagnago-Cerretti representing the European People's Party, on the results of the Dublin summit meeting, following the interim report of that Committee (known as the "Dooge Committee").

Parliament noted that the ideas contained in the report substantially reflected those in the draft European Union treaty accepted by Parliament. It approved the recommendation that an inter-governmental conference be convened for the purpose of drawing up a European Union treaty. The ad hoc committee proposed that Parliament's draft treaty form the basis for the conference's work.

Parliament called for the conference to be convened at the end of the Rome summit in June 1985, with the Ten Governments attending "if possible". The Committee was asked to develop contacts with national Parliaments and enlist their commitment to European Union.

"Women of the Left" Women MEPs, members of the Socialist, Communist and Rainbow Groups, met as an "intergroup of women of the Left". Their first move was to write to the next Commission President, Jacques Delors, drawing his attention to the measures needed for equal opportunities.

Bettino Craxi, the Premier of Italy, was also sent a letter stressing the contribution that Italy could make under its six-month presidency of the Council of Ministers towards the advancement of equal opportunities for men and women.

**COMMITTEE ON WOMEN'S RIGHTS**

Chaired by Marlene Lenz (Germany, European People's Party), the Parliamentary Committee on Women's Rights has been pressing on with its work. It has paid special attention to preparations for the budget debate, since Community funds allocated towards equality policies must be put to very careful, effective use under the present economic circumstances. Rika de Backer-van Ocken, rapporteur on budgetary affairs, argued that it is in the field of social policy that the Committee has made its presence felt most forcefully.

At its meeting in late November, the Committee learned that the President of European Parliament Pierre Pflimlin had agreed to the Committee's views being taken up as they stood.

There was a long exchange of views with Nuala Fennell, Irish Minister of State for Women's Status, whose country held the presidency of the Council of Ministers. She outlined the decisions the Council would be called on to make in the near future and expressed the hope that specific measures would be adopted in the public sector, in the form of positive discrimination for women. During the meeting, several women MEPs confessed to "frustration" at delays by the Council. Nuala Fennell promised to pass the Committee's comments on to her colleagues. She said she hoped that European Parliament would be represented at the Nairobi Conference.

The Committee on Women's Rights also took a close look at how the European Social Fund was used in 1983 and discussed women's share of the Fund.

**AT THE COURT OF JUSTICE  
OF THE EUROPEAN COMMUNITIES**

Retirement: a right or a duty? An issue referred to the Court of Justice of the European Communities by Holland's "Hoge Raad" (supreme court of appeal) may have far-reaching consequences. The case deferred to the wisdom of the judges sitting in Luxembourg is that of Vera Beets-Proper, a management secretary with F. van Lanschot Bank. Mrs Beets reached the age of 60 in August 1982 and her employer treated their working relationship as ending on 1 September of that year. She, on the other hand, maintains that she has been dismissed and that the termination of her contract of employment is not valid in law.

Neither the ordinary court nor the court of appeal upheld that argument. The supreme court, however, felt that the outcome of the dispute depends on interpretation of Community law and has sought the opinion of the Court of Justice of the Communities.

The issue is not whether it is an infringement of the directive on equal treatment for men and women to set the age of retirement at 60 for women and 65 for men. The Court has already declared that this does not fall within the scope of the directive. The point being contested is whether an employer is entitled to assume that a female employee will retire at 60 because that is the age at which the Government allows her to take her pension, given that she is under no obligation to exercise that right.

It should be noted that the Council of Ministers, Member States and the Commission may lodge a statement or make written observations to the Court.

<b>RENDEZ-VOUS IN NAIROBI</b>
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**Consulting the NGOs** The "Non-governmental organizations' consultation in preparation for the 1985 World Conference of the United Nations Decade for Women" has been held in Vienna. Its aim was to encourage and help NGOs to contribute towards preparing for the "Nairobi Rendezvous", create more effective working relationships among NGOs and define the issues to be considered at Nairobi. The meeting was attended by 261 people from 56 countries, representing 91 international non-governmental organizations with advisory status with the UN Economic and Social Council (also known as ECOSOC).

The topics discussed in workshops were: equality, development, peace, health, employment, education, older women, refugees and migrants, women in emergency situations (natural disasters, wars, etc.) and women in the media.

For your information: there is an NGO Planning Committee in Europe as well as New York.

Useful address:           NGO Planning Committee, c/o UNICEF  
Room 2139, Palais des Nations  
1211 Geneva, Switzerland

**I t a l y**           Tina Anselmi who, in her former capacity as Minister of Labour in the Italian Government, brought in the equality law in application of the EEC directive, has been appointed as head of the official Italian delegation to the Nairobi Conference. She also led her country's delegation to the Mexico City Conference that opened the Decade for Women.

The committee responsible for planning Italy's participation in the Conference has already contacted the agencies responsible for women's affairs within the department of President of the Council and the Ministry of Labour.

**Netherlands-Nairobi Project**   The Dutch Women's Council - Nederlandse Vrouwenraad - is arranging a conference at the Erasmus University in Rotterdam on "Projekt Nederland-Nairobi". A thousand women can be accommodated at this conference, whose aims are to compile the ideas and comments of women, both organized and as individuals, in the run-up to the Nairobi Conference and Forum '85, and to help formulate a policy for constructive steps in the Netherlands in the aftermath of the Decade for Women.

A journalism school has promised its help in producing press releases and in providing a reportage "from life".

**ACP/EEC Consultative Assembly**   Rose Waruhiu, a member of Kenya's Parliament, has been appointed as rapporteur for a working party on "the role of women in the process of development" set up by the Consultative Assembly that serves as a forum for MPs from European Parliament and from Africa, the Caribbean and Pacific countries (ACP for short). The working party has drafted a resolution to be submitted to the Consultative Assembly in Bujumbura in late January 1985. Its text can then be presented to the Nairobi Conference in July 1985.

COUNTRY TO COUNTRY:

FACTS, INSTITUTIONS AND LAWS

AND MILITANT ACTIVITIES

BELGIUM

**Dr Willy Peers: in memoriam** The death of Dr Willy Peers has saddened very many women. In 1973, his arrest triggered off a "battle for the decriminalization of abortion". Charged with carrying out 200 abortions at Namur Provincial Maternity Hospital, Dr. Peers was never sentenced. He was released after two months and there were so much delay in bringing the case that it lapsed. In the meanwhile, 250,000 people had signed a petition of "complicity". Dr. Peers, whose rectitude and dedication was universally acknowledged, has not lived to see the repeal of a law which has been on the statute books since 1867.

**The National Council of Belgian Women** (French-speaking branch) has elected Huberte Hanquet of Liège as its president. In her address of thanks, she praised the effectiveness and energy of Fanny Fuks whose post she was taking over. She also stressed the vital importance of its pluralism to the Council.

Useful address: Commission Nationale des Femmes Belges (branche francophone)  
1a, Place Quételet, 1030 Brussels

**Little bits of happiness** - "Aux petits bonheurs . ." is the charming title of an unusual booklet produced by the Women's Department in the Ministry for the French-speaking Community. According to Ghislaine Liekens, its head, "Life is not just problems and miseries. There are happy events too, our little joys and pleasures. We wanted to write about all these "little bits of happiness" - in so many forms, in every environment. Women want to tell their own stories, to show the sources from which they derive their strength and optimism - how they are sustained by the little joys of everyday life that are so important to them but so seldom discussed.

Helping each other to be more dynamic, giving mutual support when the going gets tough, enjoying the pleasure of a smile, knowing how to say "thanks!" - it's a good programme!

Useful address: Service de la Femme  
Ministère de la Communauté française  
4 Galerie Ravenstein, 1040 Brussels

**The Women's Committee on Employment**, an agency advising the Ministry for Employment, has published its annual report for 1983. Of special interest is action resulting from past opinions formulated by the Commission. For example, the Defence Minister asked for permission to specify the sex of applicants when recruiting civilians to serve with the Military Police. The Committee came out against this request and its opinion was formally transmitted to the Defence Ministry by the Minister for Employment. Two months later, conditions on physical qualities demanded of either sex had been standardized but other requirements - like running and high and long jump performance - were more demanding, and it was even more difficult for women to qualify for jobs.

Useful address: Commission du Travail des Femmes  
51-53, Rue Belliard, 1040 Brussels

**Freelancing** There are risks in it, but more and more women want to work for themselves rather than a boss. Infor-Femmes has brought out a guide entitled "Le Travail de l'Indépendant" describing every facet of self-employment from access to various occupations to benefits for small firms (tax incentives, job creation grants, loans to the unemployed, etc.), and answering questions on family allowances, pensions and sickness/disability insurance.

Useful address: Infor-Femmes  
29, Rue Bréderode, 1000 Brussels

**The Alliance Agricole Féminine** - the women's agricultural Alliance - has greeted with interest the Community directive on equal treatment for the self-employed, especially in agriculture. On the grounds that farmers' wives are workers in their own right, the Alliance is pressing claims for their social security protection, to include compensation for inability to work and pregnancy benefits.

Useful address: Alliance Agricole Féminine  
21, rue de la Science, 1040 Brussels

**The King Baudouin Foundation** has held a "dialogue for the future" contest in which competitors were asked to set out their ideas on "work in the future". One of the winners is Elly Kerkhofs, 24, who is unemployed and has a degree in moral science. Because she did not complete her secondary education (even though she was accepted by her university on the basis of an entrance examination) she is not entitled to unemployment benefits. In her award-winning essay, she writes "the State will not longer intervene and will no longer direct: it will subsidize ventures that have been approved by the local community".

**Bringing women out of the shadows** is the new aim of the group known as "Changeons les Livres" ("let's change books"). Since women are remarkable by their absence in secondary school textbooks, it has gone out to look for them. Specialists in history, literature, science, the history of art and economics have conducted wide-ranging research on women's true role in the history of mankind. This unique and original work will be published in the near future as separate volumes, with the help of the authorities. The impact of textbooks on pupils has been analysed by educational psychologists to provide both an introduction and a framework for this series.

Lectures are being arranged throughout French-speaking Belgium and in Brussels to inform the public of the women who have influenced our civilization.

Useful address: Changeons les Livres  
29, Rue Blanche 1050 Brussels

**A prize for a "non-sexist book for children"** is being awarded by the Ministry for the French Community. It is to go to a book published in 1984, one of the benefits being the publicity it will receive.

Useful address: Ministère de la Communauté française  
4 Galerie Ravenstein, 1040 Brussels

**14,000 prostitutes in Belgium:** "Mouvement du Nid" is directing its efforts to helping them return to society. One of the chief obstacles is that they often owe back-contributions to the national social insurance institute for the self-employed. Francine Meert, the Movement's leader, cites cases of debts of as much as 658,000 Belgian francs. If she owes this money, a prostitute wanting to return to normal life is not entitled to a refund of the cost of medical care and medicines.

Useful address: Mouvement du Nid  
10, Rue des Secours, 1030 Brussels

**46 Boulevard Charlemagne, 1040 Brussels:** this is the address of the first international and coordination Centre for the arts, CIICA, although in fact it came into being in Spain. Now that it has its Brussels base, the Centre hopes to promote contact among professional artists. It will give details of a women's painting exhibition in Barcelona in 1985, organized with the support of the Catalan businesswomen's association.

Useful address: Infor-Femmes  
29, Rue Bréderode, 1000 Brussels

D E N M A R K
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**The addressing of official correspondence** to a woman's husband rather than herself has long been a point at issue between the Ligestillingsrådet and the authorities. Up to the present, the social security boards put married women's files under their husbands' names and any official correspondence concerning them was addressed to their husbands. Mrs Kock-Petersen, the Minister for Social Affairs, has now promised that files will be kept under married women's own names and that they will receive their own correspondence.

Useful address: Ligestillingsrådet  
21 Frederiksgade, 1265 Copenhagen

**A "computer workshop"** for unemployed women has been set up in the city of Aarhus with the financial support of the local authority and the Employment Ministry. The aim is to introduce jobless women over 25 to the applications of information technology, there being no doubt as to the value of skills in this field. The workshop is open a few hours a day. Women can learn about this new technology at their own rate and give each other mutual encouragement.

Useful address: Datastuen, Kongreshuset  
Ameliegade 21-23, 8000 Aarhus C

**Women's unemployment** will be one of the greatest challenges for future policy on education and vocational training. This opinion was expressed by Bertel Haarder, Danish Education Minister, the guest at a conference on "women and technology" held by Danske Kvinders Nationalråd - the Danish National Women's Council.

Representatives of 42 women's organizations attended the conference, whose aim was to launch a debate on new technology, women's attitudes and opportunities. It has become readily apparent that unless women adapt to technological change they will be excluded from the jobs market. The problem, according to the Minister, is the sharp dividing line between men's and women's jobs on the labour market. In many sectors that have formerly been men-dominated, women are now starting to train, for example by taking courses in draughtsmanship, medicine and veterinary medicine. The situation elsewhere, however, is unchanged. For instance, there are virtually no girls on engineering courses or those leading to work in the metallurgical industry, despite the good job prospects there. When computer training started, there was a very uneven balance between the sexes. Young people are reluctant to make an unbiased choice of training; forecasts show that unconventional expedients will be needed to reverse the trend.

One major obstacle is the fact that girls are not prepared to keep up with technological progress. Most still want to train for the social and health fields. Schools offering electronics as an optional subject find that 97% of the youngsters choosing that subject are boys. Computer classes consist of 70% boys. When young people reach the level of education at which they can choose between a variety of subjects, boys take up the technical, job-related options whereas girls choose creative or family-related subjects - or typing.

There is, however, far less likelihood of finding work in those fields. According to a forecast drawn up by economists, by 1999 there will be widespread unemployment in the sectors which typically employ women: 36.8% nursery school teachers will be jobless, as will 21.4% nurses, 29.1% primary school teachers, 42.8% midwives, 19.5% secondary school teachers and 16.3% retail and office workers. If current trends continue, 85% of women will be segregated in the health sector or in education.



According to Minister Haarder, 80% of women today who have been educated beyond secondary school level have a qualification in either teaching or the health field, whereas only 2% have technical qualifications. What is more, no significant change in this situation is expected over the next 20 years, despite the continuing high rates of unemployment in those very sectors - social work and health.

One of the key themes of the conference was the impossibility of overcoming women's reluctance to do purely technical jobs. The best way of breaking down the sexist structure of the jobs market is to create new types of training that combine the technical with the "human". This action might make technical courses more attractive to girls and would also be of benefit to society in general. As someone said at the conference, the purely technical courses of today produce "cold, technical minds".

The Minister of Education said it was not enough to provide more resources for technical training and sectors where the employment prospects are good, since there is no guarantee that a satisfactory number of women will be attracted to them. What is needed is to combine technical skills with other vocational skills. In the same way, technical knowledge should become a more integral part of non-technical studies so that they can reflect the needs on the labour market more closely.

The new type of legal/business studies have proved very popular among women, who have used it to enter a male domain (in the private sector), said the Minister. This is a good example of a combination of training which has been well put over to women. Nevertheless, efforts must also be launched in the schools to ensure that girls do not lose interest in physics, mathematics and chemistry.

Useful address: Danske Kvinders Nationalråd  
8/10 Niels Hemmingsensgade 1153 Copenhagen

**F R A N C E**

**Diversifying the training of girls** to help them gain access to the careers of the future is a concern shared by the French Government. Yvette Roudy, the Minister responsible for Women's Rights, has quoted various recent statistics: among school-leavers from vocational education schools, 24% of the girls are unemployed compared with 12% of the boys. It is an inevitable process when only 7% of the youngsters opting for electronics in such schools are girls, compared with 97% in classes leading to work in garment-making. Similarly, in academic baccalaureate streams 82% of girls take philosophy and arts subjects but only 37% mathematics and physics. This tendency is even more marked in the courses leading to the baccalaureate in technical subjects: only 11% of pupils taking industrial subjects are girls, as opposed to 97% of those learning secretarial skills. At university, girls account for 67% of the student population in arts subjects but only 33% in science faculties. In the prestige colleges for engineers, the maximum proportion of girls is 16%.

The Council of Ministers is taking various courses of action to adapt school and university guidance for girls and diversify their training: (1) girls will be encouraged to train in male-dominated fields, the aim being priority for girls for 30% of places on such courses; (2) other courses will pave the way to employment associated with new technology, converting departments that now cater mainly for girls; (3) "bridging" classes will be provided for girls who have previously been studying more academic subjects or training for work in the service sector, to help them catch up with technical subjects and redirect them to scientific and technical sectors.

The national information bureau on education and careers - Office National d'Information sur les Enseignements et les Professions - and the Centre National de Documentation Pédagogique (national educational documentation centre) will back the information campaign on equal access for men and women to different jobs, to be conducted by the Ministry for Women's Rights.

Useful address: Ministère des Droits de la Femme  
53, Avenue d'Iéna, 75016 Paris

**In the year 2000, 45% of doctors will be women**, according to Agence Femmes-Information (n° 128/84). In 1962, the proportion was only 10%. Twenty years later, it reached 18%. The number of women doctors has been rising twice as fast as the number of men: 114% and 58% respectively between 1968 and 1980.

The two main reasons why so many women doctors have salaried jobs in medicine (29% of such jobs are held by women doctors) are job security and the need to reconcile work with family life.

Of the 34 members of the Medical Council, however, only one is a woman: Professor Liliane Dusserre. She observes that "few women are to be found on faculty councils, hospital advisory boards or union bodies. There is no woman dean of a faculty and only one woman in the Academy of Medicine". Another comment: in the research field, 52.7% of project workers are women but the higher up the ladder the lower the percentage: 5.7% of lecturers and 2% of professors are women, while only 1.9% of chairs of medicine are held by women.

Among specialists (as opposed to generalists), the percentages of women are: 56.8% in anatomy, 53.8% in gynaecology, 46.4% in anaesthetics and resuscitation, 41.4% in child psychiatry and 40.2% in dermatology and venereology, but only 7.1% in electrocardiology, 6.9% in neurosurgery, 6.5% in cardiology, 4.5% in gastro-enterology and 1.3% in surgery.

Useful address: Agence Femmes-Information  
21, Rue des Jeûneurs, 75002 Paris

**Women's rights?** Women's rights cannot be claimed by the exercise of pressure - they are often unusable as such; it is all a question of education and training. This is the view of Marie Thérèse Maczyta, the leader of the "Women's Clubs" of the Fédération Nationale des Associations Familiales Rurales (FNAFR - national federation of rural family associations). "Our way of tackling women's rights is to work resolutely at family level," she explains. This is why the Association's information file on women's rights entitled "La Femme et le Travail" (women and work) is written in clear and simple language that can be understood even by husbands.

The file contains sections on: women and their working lives; women working with their husbands; women in the home; and returning to work. In addition, it has an educational chapter for use by women (and men) leaders of the Federation's 3,200 odd member associations. It suggests a comprehensive strategy for "lifting all the barriers of incredulity and irony and securing the overall success of efforts".

Useful address: FNAFR, 81, Avenue Raymond Poincaré 75016 Paris

**Sexual mutilation** is not practised just in Africa. In France too, certain immigrant groups submit their little girls to circumcision or infibulation following their traditions or religion. At a colloquium on the subject organized by the Socialist Party, Yvette Roudy, Minister for Women's Rights, declared "In France we have a special responsibility for what happens on our own soil. Our law is clear-cut. Article 312.3 of the Criminal Code makes mutilation unlawful. Circumcision is mutilation. It is, therefore, forbidden in France. Nevertheless, we should arrange for vital information to be imparted to our African guests and to our medical professions."

**The Ministry for Women's Rights 1985 budget** amounts to Fr.109 million, 0.1% of total Government spending. Even so, this is a cutback compared to 1984: by 3% gross, by 7% compared with the budget structure.

**The Civil Service** employs one French woman worker out of three. Half of France's civil servants are women. From 1975 to 1981, the number of women employed by Government Departments and local authorities rose twice as fast as the number of men. Legal guarantees of equal treatment in the staff regulations for civil servants have not prevented perceptible inequalities: in the grades of job offered to women, in the specialization of tasks and in promotion prospects. Men in public sector employment earn an average of 19% more than women. These facts and figures were produced by Yvette Roudy, Minister for Women's Rights, at a New York conference on women in the public sector.

**"The interests of children** should be the focus of our concern. All too often we have tended to overlook those interests in seeking emancipation for parents." This remark is the nub of a report by sociologist Evelyne Sullerot to the Conseil Economique et Social (economic and social council) investigating the status of marriage and its legal, tax and social consequences.

She pointed out that the State recognizes three "basic units", the definitions of which are increasingly blurred: couples, households and families. Many more inconsistencies are emerging between the legal system, the tax system and the social system, to a point at which new forms of injustice are being created.

For example, practical training courses are offered to unmarried or divorced women, even if they are cohabiting, but not to wives, even if they have been abandoned by their husbands. To take an example from the tax field, there is a limit on the amount that craftsmen and traders may pay their wives but they may pay inflated wages to their mistresses and deduct them from their trading profits. While cohabitation is not recognized under tax law, under social law it is treated on a par with marriage.

Evelyne Sullerot calls for thought as to the responsibilities of society, although she believes that individuals should not be released from their responsibilities, which are "the other side of the coin of freedom". The full text of the report appears in the Journal Officiel n° 4021.

Useful address: Direction des Journaux Officiels  
26, Rue Desaix 75727 Paris - Cedex 15

**In the women's press** world, two new publications came out in the autumn: Femme, a monthly magazine with a print run of 120,000, is for "working women of 30 to 40"; the weekly Femme Actuelle aims at a market of 500,000 women readers "who read no more than 15 minutes at a time". In the spring of 1984, Femmes d'Aujourd'hui merged with Modes de Paris, and 7 Jours-Madame was launched (its current circulation is 600,000); finally the newspaper Figaro has produced a weekly women's supplement, Madame Figaro.

G E R M A N Y
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**Statistics:** According to the Federal Bureau of Statistics, women make up 52.2% of the population of the Federal Republic of Germany, numbering just over 32 million. One quarter of the female population is aged under 18 and one quarter is over 60; 61% of adult women are married, 24% are divorced or widowed and 15% are unmarried. In the adult population, 68% of women have completed their primary education, 4% have their "Abitur" (roughly equivalent to the first year of university) and 4% have a university degree.

In the group of women aged over 18, 34% are in paid employment, 41% are in the home, 20% have a pension or unearned income and 5% are in training; 34% - 8.24 million - have no income of their own. A net sum of DM.1,000 or less is earned monthly by 27% of women and only 1.5% earn DM.3,000 or more. Women's average monthly pay amounts to DM.1,249, whereas the average for men is DM.2,064. The rate of unemployment among men (registered unemployed as a percentage of the population of working age) is 8%, 10.2% among women.

In political and social life, it is interesting that there are 24 million women voters but only one woman Minister in the Federal Government and 10.4% women Members in Federal Parliament, the Bundestag. One fifth of union membership is female, with a steep rise (about 20% over the past ten years).

Useful address: Statistisches Bundesamt, Pressestelle  
62 Wiesbaden

**Equality in textbooks** is a growing concern among women politicians. Mrs Latka-Jöring of the Christian Democrat Union points out that even language learning books convey traditional ideas such as "Mary is knitting, John is playing football". History books do not mention important women. Anthologies and works of literature perpetuate the idea that women "feel" and men "decide". In Hamburg, the Constitution was cited by the Leitstelle Gleichstellung der Frau (women's equal opportunities association) in calling on publishers to comply with the principle of equality for men and women in the books they produce for schools.

Useful addresses: CDU, Konrad Adenauer Haus  
Veröffentlichungen der CDU-Frauenvereinigung, 53 Bonn 1  
Leitstelle Gleichstellung der Frau  
Poststrasse 10, 2000 Hamburg 1

**The local elections** marked a success for women in North Rheinland/Westphalia. In the industrial town of Wuppertal, Ursula Kraus (SPD) was elected Oberbürgermeisterin (leader of the metropolitan council) and Irmgard Wohlert (Green Party) was appointed "stellvertretende Bürgermeisterin" (deputy mayor).

**The position of women** in radio broadcasting could be improved now that an agreement has been reached between management and the representatives of women in the broadcasting corporation, WDR. It has been decided that the position of women in the corporation as a whole will be reviewed. Women employed by WDR have been trying to draw the attention of the public to the imbalances there since 1975. Women are now being given access to every job, there is to be encouragement for their training with due regard for the particular difficulties faced by women. Thought is being given to granting an 18-month parental leave to men as well as women.

Useful address: Frauengruppe des WDR  
Appelhofplatz, 5000 Cologne 1

**No women in uniform**, the Federal Government has decided. It winds up - at least provisionally - a prolonged debate. Most women, for different and sometimes conflicting reasons, do not want to see women recruits to the Federal Armed Forces. The foreseeable result is that the period of military service - for men - will have to be extended to maintain Germany's defence capability.

Useful address: Bundesverteidigungsministerium, Pressestelle  
Hardthöhe, 53 Bonn 1

**The refusal to grant a man parental leave** has been upheld in the courts, which stated the opinion that it did not conflict with the Constitution to grant such leave to the mother only. Another case is being brought: an officer awarded custody of his daughters claimed the right to 4 months' "maternal" leave. The Minister of Defence, his employer, turned down his application, but a court declared it "unconstitutional" that the Defence Ministry's female employees should be entitled to such leave but not their male counterparts. The matter is now before the Bundesverfassungsgericht - the Constitutional Court.

**A reform of divorce law** planned by the Justice Minister is already under fire. The crux of the debate is support for the financially weaker party. Is this not a way of reintroducing the concept of "the guilty party" in a divorce, in that separated or divorced parents will have to persuade the court that their former spouses were "in the wrong"? Another controversial measure is the limit on the time during which a divorced wife is entitled to alimony.

Useful address: Deutsche Frauenring  
Augustastrasse 42, 53 Bonn 1

**In memory of Helge Pross:** a professor at Siegen University, sociologist Helge Pross has died. Reputed for her intellectual courage, she believed in complete freedom of abortion. As a sociologist, she was a discerning analyst of women's role in German society, especially the working world. Her central theory was that a sexual revolution is improbable in industrialized societies because it is in their interests to preserve the family structure and, within that structure, the individual reproductive role of women.

**Women do have a spirit of enterprise**, points out Anne-Rose Iber-Schade, president of the women managers' association. Between 1976 and 1984, the number of firms headed by women has risen from 23,000 to 110,000. Speaking for her association, she calls for improved advanced job training for women, and hopes to encourage them to take their place among the decision-makers.

The Regional Government of Hesse has been keeping a watchful eye on this trend and has decided to subsidize an original experiment in Frankfurt, a college for women wanting to set up their own businesses. The "Frauenbetriebe" women's college offers courses in accounting, advertising, management, tax and business law, plus in-company work experience to give women an idea of the scale of the tasks they will be called on to tackle.

Useful address: Frankfurter Frauenschule "Frauenbetriebe"  
Hamburger Allee 45, 6000 Frankfurt 1

**Handicapped women jobseekers** labour under a twofold disadvantage. Women account for 38% of the disabled. More than half suffer from an 80% disability. They make up only 27% of the total number of handicapped people in work. The cause most commonly cited is their lack of job skills: only 33% of unemployed handicapped women have any vocational training. Many disabled girls are unable even to find a place on a training scheme.

Useful address: Bundesanstalt für Arbeit, Pressestelle  
8500 Nuremberg

I R E L A N D
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**Award public contracts to companies that respect equality:** this is one of the recommendations drawn up by the joint lower and upper house parliamentary committee studying changes that will bring Irish law in line with European policy on positive action for women.

Having considered the interim report on the Community's 1982-85 action programme on the promotion of equal opportunities, the committee made a few observations, for instance that the Employment Equality Agency has so small a budget as to prejudice its independence.

The parliamentary committee asked the Ministry of Education to review the Employment Equality Agency's report on education and the roles of the sexes, and to ensure that the Agency's statutory responsibilities are extended to the field of education.

It regretted that nothing had been done to increase the number of women in the armed forces, police and prison services. A procedure should be set up to eliminate exceptions to the equal opportunities rule.

**Infant mortality** is particularly high among the babies of under-age unmarried mothers. According to Dr Brendan Powell and Dr Barry Gaughan, the rate is 27 per thousand in such cases, compared with 16 per thousand in their own hospital and only 10 per thousand in many European maternity hospitals. The main cause of this worrying trend is not so much the mother's age as her socio-economic background, marital status and ... smoking habits.

**The right to overtime** has been claimed before an industrial tribunal by a nurse from County Carlow, Mary Mulhall. On the grounds that overtime should not be a male privilege, she was awarded £500 compensation.

The South Eastern Health Board appealed against this decision but lost again, and was ordered to withdraw discriminatory instructions issued after the nurse originally brought the case.

The Employment Equality Agency which was backing Mary Mulhall in her case has pointed out that overtime accounts for a good deal of the gap between men's and women's earnings.

Useful address: Employment Equality Agency  
36, Upper Mount Street, Dublin 2

**Are you pregnant?** Are you taking the pill? Women doctors applying for jobs in Irish hospitals are annoyed about being asked such questions, says Dr Mary Henry, a member of the Irish Medical Organisation's Women's Group. Women doctors, she argues, feel unable to complain and the problem has been brought to the public's attention only in an article in Irish Medical News.

The Employment Equality Agency has pointed out that such questions are unlawful; the Irish Medical Organisation is to bring this to the attention of hospitals.

Useful address: Employment Equality Agency  
36, Upper Mount Street, Dublin 2

**Men are just as capable of bringing up a child** as women, has ruled Judge McMahon of Dublin. The problem was raised by a widower whose wife had been tragically killed just before an adoption order was to become official, although the couple had already been caring for the adoptive child for the previous few months.

Under the adoption law that has been in force since 1974, men are not allowed to adopt. The widower brought proceedings and the judge found in his favour, saying that a man is just as capable as a woman of the most important of parental functions: creating a bond of affection with the child.

**Equality in prison** would seem to be a simple act of justice. The members of a parliamentary committee on crime and vandalism visited a women's prison in Dublin and expressed their concern at the "degrading" and "inhuman" conditions under which women were being kept. The committee pointed out the manifest discrimination against women, for whom no open prison or remand centre was provided.

There were only 5 single cells for 33 women prisoners. The premises for work and recreation were "inadequate" and in worse condition than those of male prisoners. Separate accommodation was not provided for women in custody awaiting trial. Furthermore, women who were in prison for minor offences were kept with hardened criminals.

**40,000 married women are to gain social security benefits** now that Irish law is being brought into line with the Community directive on equality in social security matters. Under new legislation, married women will have the same rights as unmarried women and men. Children will be treated as the dependants of both husband and wife, not just the husband.

**How to reconcile diversity with effectiveness?** This is the problem facing the Council for the Status of Women. So many organizations are members of the Council and their concerns are so wide-ranging that it is difficult to respond rapidly and effectively to the needs of all.

To give this pressure group more muscle, the Council is trying to set up structures entailing the fuller and more active involvement of all the individual groups.

Useful address: Council for the Status of Women  
64, Lower Mount Street, Dublin 2

**The Irish Constitution** treats the duties of women in the home in what is no longer an acceptable way, declared Nuala Fennell, Minister for Women's Affairs, at a meeting in Galway.

During that meeting, she called for a European directive on part-time work. For too long, she said, women have been used as a supply of cheap labour for part-time work during "fat years" and then rapidly discarded during "lean years". She hoped that the Government would create all the infrastructure and creches that parents need.

Useful address: Minister of State for Women's Affairs  
Department of the Taoiseach  
Government Buildings, Dublin 2

**Women and Labour History in Ireland** was the subject of a symposium arranged by the Irish Labour History Society. Of particular interest were discussions on paid and unpaid work and on the balance between domestic responsibilities and work outside the home.

Useful address: Department of Modern History  
Trinity College, Dublin

I T A L Y
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**An amendment to the Constitution** is being demanded by Senator Elena Marinucci, speaking for the national committee for parity between men and women, one of the Premier's consultative bodies.

Senator Marinucci has pointed out to the president of the two-chamber commission on constitutional reform, Aldo Bozzi, that only four articles of the Constitution would have to be changed to eliminate various forms of discrimination in matters such as the wife's name, the name of children, parental authority, the law on relationships within the family, pension arrangements, the tax system, access to employment and even sporting activities.

The first amendment would, she says, be to article 2 of the Constitution, changing the term "the rights of man" to the "rights of the person" or "human rights". The second would be to article 29: it could be amended from "marriage is ordered on the moral and legal equality of husband and wife, subject to the limits laid down by law to guarantee family unity" to read "... husband and wife, within the framework of the family unit". The argument here is that laws passed since 1948 rarely refer to the "limits" of law but try to place a broad interpretation on the principle of equality for men and women.

Articles 36 and 37 of the Constitution state the worker's rights and then go on to say that at work a woman has the same rights as the (male) worker. As phrased, women seem to derive their rights from those won by men. What Elena Marinucci's committee would like is full and automatic equality. The wording it suggests is "All workers, both men and women, are entitled . . ."

Useful address: Commissione Nazionale per la Realizzazione della  
parità fra uomo e donna  
Presidenza del Consiglio, Palazzo Chigi, Rome

**Women in a complex society:** both a statement and a question, this was the theme of a conference arranged by the Catholic periodicals Progetto Donna and Madre in Brescia. According to the conference, women today are not so much the problem as part of the solution. In this second phase of Italian feminism, it still has to be capable of "reading its own times", clarifying its own ideas and making lucid proposals. Women's involvement in the "information society" can be achieved not only through new technologies but also political commitment.

Useful address: Rivista Madre  
Piazzale Stazione 2, Brescia

**Women smile too** - "anche le donne sorridono" - is the theme of a competition arranged by the Centro Documentazione Donna (women's documentation centre) with the backing of Ferrara's local authority. The deadline for humorous and satirical drawings and caricatures (by non-professionals) is 15 January. An exhibition of the best efforts will be held in Ferrara this spring to mark an occasion under the same name, during which films, books, debates and other works by professional artists will be shown.

Useful address: Centro Documentazione Donna  
Via Contrada della Rosa 14, 44106 Ferrara

**To combat "computer illiteracy"**, the Associazione Nazionale delle Donne Elettrici - ANDE, the national association of women's voters - and the Soroptimists have joined forces with the Institute of Information Science in arranging a special course for women in Bari. The course ended with a panel discussion on the subject of new technologies and the human status.

Useful addresses: ANDE, c/o Liliana Spagnolo, Via Carulli 1401, 70121 Bari  
Soroptimist Club, c/o Maria Fanelli Carrieri,  
Piazza Umberto 49, 70121 Bari



**Membership of an association** is of benefit to both the individual and the community. It is by combining with others that people experience new patterns of behaviour and it is through associations that society is enriched by a form of "production" that seldom features in national statistics.

Sociological, historical and educational aspects of the movement towards associations were discussed at a three-day seminar in Castelsardo arranged by the youth branch of the Centro Italiano Femminile (Italian women's centre). Both in workshops and in general debate the question of women's groups was aired: should women combine and risk perpetuating the differences in men's and women's roles or would they lose their identity were they to merge with joint associations? Maria Rosaria Bosco Lucarelli, the national President of CIF, concluded the seminar by calling for a proliferation of associations.

Useful address: Centro Italiano Femminile  
Via Carlo Zucchi 25, 00165 Rome

**How to save despite inflation?** The reply to this question was sought in a series of meetings arranged by "Progetto Donna", a centre for vocational development and information. Women play a decisive part in family savings and it is important that they know about a variety of investment opportunities that may be safer than buying gold or shares.

Useful address: Progetto Donna  
Via del Tritone 46, 00186 Rome

**Women and the pacifist movement** was the subject of an interesting article by Maura Vagli in the periodical Donne e Politica, edited by Lalla Trupia. According to Vagli, women's commitment against nuclear warfare is partly the result of feminism having created a culture which, if it is to survive, needs an expansion of democracy and power.

Useful address: Donna e Politica  
Via Botteghe Oscure 4, 00186 Rome

**How to prevent flagging interest in the women's movement?** First of all there should be thorough historiographic research on women's status and the accompanying debate, both cultural and political. This was the view expressed by Annunziata Fazio, Oretta Bello and Patrizia Procaccini, who have been commissioned by the periodical Donna Oggi to undertake a broad-ranging survey of the status of women in Rome since the unification of Italy in the 19th century to the early years of the 20th century. The periodical has printed a searching analysis of the attitudes of the Socialist movement and of Catholics towards women at work.

Useful address: Donna Oggi  
Via S. Maria in Via 12, Rome

**Fewer heroic sacrifices, less maternal devotion:** the image of women in textbooks has changed. According to an article published by Cronache e Opinioni, the journal of the Centro Italiano Femminile, the image of women in school textbooks is less tendentious, at least in those published since 1968.

In the general cultural information they provide, there is even a perceptible effort on the part of authors not to impose opinions on their young readers but merely provide them with useful, scientifically based knowledge.

Nevertheless, women still rarely feature as the "subject" of reading books for primary schoolchildren - and the situation is worse in anthologies used in secondary schools. The choice of texts is of course heavily based on the glories of Italy's past literature and reflects the mentality of those times. Italian society has not yet produced works of literature going to the heart of the theme of women.

Useful address: Cronache e Opinioni  
Via Carlo Zucchi 25, 00165 Rome

NETHERLANDS
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**As 1985 opens**, very many reforms are about to be implemented: "equal" treatment under the unemployment law known as WWV (Wet Werkloosheidsvoorziening), one of whose provisions is that unemployed men who are not heads of families will also lose their entitlement to unemployment benefit; "equal" treatment under the general pensions law, AOW (Algemene Ouderdomswet), to the effect that everyone will have to contribute towards a pension at a maximum rate but will receive only 50% of this maximum, depending on his or her lifestyle; amendments to the social security system to bring it in line with the third EC directive, replacing the term "kostwinner" (family support) by "gezinstoelagen" (family allowances); and the third phase in the taxation of "tweeverdieners" (co-habiting wage-earners) the result of which is to hamper women entering the jobs market by placing them at a twofold tax disadvantage; and a change in alimony arrangements to allow men to apply for alimony or maintenance from their ex-wives.

Several women's organizations have expressed their concern at the budget squeeze applied over the past few years. Cuts often directly affect women and they are mainly in education, family welfare, libraries, etc. Various grants have been withdrawn, for example from creches, battered women's hostels and training centres, as well as from the arts, which provide many jobs for women.

**Surnames.** Freedom of choice is the central issue in the debate on the law on personal rights. A bill has recently been introduced in the lower house, the Tweede Kamer. At present, the arrangement for surnames is discriminatory. It started when the registration of a "family name" was made compulsory by an 1811 Napoleonic decree. In the recent past, ten or so European countries have amended all or part of their legislation on the subject. The official text of the Dutch bill proposes that each spouse should retain his or her own name, but the word "geslachtsnaam" (the patronymic, or father's name) should be replaced by "achternaam" (the surname, or the name that comes after the forename). Parents could then choose between their two "achternamen" for their children, the choice being made individually for each child. In the event of a dispute with the registrar, parents may appeal to a tribunal.

**The summer university** planned in Groningen in 1985 is to be deferred to the summer of 1986. The main theme of this event is women's studies, and any ideas will be welcomed by the following:

Useful address: De ZUF-werkgroep, p/a Marijke Schilperoord  
Grote Markt 23, K.101, 9702 HR Groningen

**The Dutch Women's Council, Nederlandse Vrouwenraad**, agrees with the Government that every individual should enjoy financial independence when work is redistributed, whether or not it is paid. The Dutch Government, however, is a little too inclined to view unpaid work as women's lot. The Council emphasizes the importance of a fair sharing of household tasks.

**The new Dutch abortion law** came into force on 1 November 1984. Algemene Maatregel van Bestuur (the general administration law) regulates the granting of authorization to hospitals. In January 1985, a decision is still pending on whether the cost of abortions may be reimbursed by health insurance schemes. The law is unchanged on the following points: the doctor must make the decision on an abortion; a five-day period of reflection is still required; unauthorized abortion is still a criminal offence; and clinics and hospitals are still required to obtain permission before they can carry out abortions.

**A report on women's emancipation** by Hilversum radio/television produced over the last four years comes to the conclusion that audiovisual media companies should give preference to women in their recruitment. The percentage of women working there is lower than the average for working women on the labour market in general (the official figures are 29% and 32% respectively). The proportion of women with higher education is slightly lower than the national average. Women in senior positions are the exception in general, especially in the technical hierarchy of radio and television. The report concludes that a standing committee should be set up to promote an active policy to eliminate all forms of discrimination. Of special note: in the press world, women hold only 10.% of jobs as journalists.

**Mrs Van Leeuwen** has been re-elected President of the Emancipation Council, an office she will hold until 1 May 1989.

**Age: 20 to 40** - "Tussen Veertig en Zestig" - is the title of a film produced by Stichting Vido Nederland (Vido Foundation) to arouse public awareness. On the principle of "God helps her who helps herself", it looks at what it means to a woman to be in this age group. The film can be obtained from the following:

Useful address: RVD-filmotheek, Anna Paulownastraat 76  
2518 BJ The Hague

**Several public transport firms**, including VAD, serving the regions of Veluwe, Drenthe and Overijssel, have received dozens of complaints as a result of advertisements depicting a naked woman lauding the properties of a brand of bubble bath. The poster on the side of buses has been widely criticized. A spokesman for VAD said he appreciated the situation, but the decision is up to advertisers, not the bus companies. The liaison body for public transport sector firms, ESO, however, has revealed that there was some hesitation before the bus companies accepted the advertisements.

**A speech from the throne** has triggered off a written reply from the Dutch Women's Council, which points out that the redistribution of work is a matter primarily affecting young people and the long-term unemployed, not to speak of the substantial obstacles in the way of women, married and *un*married. Under the European directive, the social security system should be amended by 1 January 1985, and this should be an incentive to the Government to give priority to women's emancipation. The Council has also sent a telegram to European Parliament in Strasburg urging Member States to appoint women to posts on the Commission of the European Communities. The European Women's Council has followed suit.

Useful address: Nederlandse Vrouwenraad, Laan van Meerdervoort 30  
2517 AL The Hague

**The attack against Radio Donna in Rome** will not go unpunished. December 1984 saw the beginning of a trial of 56 fascists who, on 9 January 1979, attacked and seriously injured women from the Collettivo Casalinghe (housewives' Collective) who were in the studios of this women's radio station at the time. In the Netherlands, very many women responded to an appeal from a women's radio programme called Hoor Haar ("hear her"), and the Domitilia action group. The Collective would like the trial to be a political act, with a formal condemnation of fascist methods and ideology. Domitilia hopes to receive postcards in support from every country, which will be forwarded to the women lawyers acting for Radio Donna.

Useful address: Domitilia - Aktiegroep Internationale Vrouwend solidariteit  
Paulus Potterstraat 20, 1071 DAS Amsterdam

UNITED KINGDOM
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**Julie Hayward has won her case:** a cook at Cammell Laird's shipyard at Birkenhead, 25-year-old Julie Hayward is the first woman to win a case since British law was brought in line with the EEC directive on equal pay for "work of equal value". The industrial tribunal appointed an independent expert to evaluate the jobs of a fitter, painter and insulation technician as well as Julie's. Having assessed the physical demands, responsibilities, planning, decisions and environment of the jobs, the expert concluded that she should be paid the same as the men and the tribunal agreed. Julie Hayward has now received a pay rise of £31 a week.

In the case, she was backed by the Equal Opportunities Commission and her own union, GMBATU.

Useful address: GMBATU, Huxley Towers,  
Claygate, Surrey

**A firm appeal to the Government** for improved vocational training for women and girls has been made by the Women's National Commission. The report by the Commission - whose members represent 50 of the leading women's organizations in the country - points out that women are too often "under-trained, under-employed and under-valued". It stresses that women working part time should not be overlooked when reforming vocational training.

Useful address: Women's National Commission, Government Offices  
Great George Street, London SW1P 3AQ

**Training in micro-electronics** for women arranged by the Greater London Enterprise Board has received a grant of £220,000 from the European Social Fund. Part of this practical course in micro-electronics is to be given in cooperatives run by women who work within the "New Technology" network, one of those set up by the Board to promote contact between local groups and technicians and scientists in London university institutes. The result has already been to maintain or create 2,500 jobs, and several thousand more jobs could be generated by investment in the near future.

Useful address: Greater London Enterprise Board  
63/67 Newington Causeway, London SE1 6BD

**The proposal for a directive on parental leave** presented by the European Commission has been well received by the Equal Opportunities Commission. In a report to the House of Lords, the Commission sets out various suggestions of its own: increasing the period of leave granted to parents of a handicapped child or looking after a disabled or elderly person. (For further details on the proposed directive, see "Women of Europe" n° 33 and 36.)

British law lags somewhat behind other countries in the Community, points out the EOC, detracting from the opportunities for employment, promotion and earnings for women.

Useful address: Equal Opportunities Commission, Overseas House  
Quay Street, Manchester M3 3HN

**Increasing women's average pay** in the Province is the task before the Equal Opportunities Commission of Northern Ireland, declared Muriel Wilson, the outgoing chairman, when she passed the reins to Mary Clark-Glass. The latter intends to ensure that men and women are treated "as individuals" and not as "stereotypes".

Useful address: EOC of Northern Ireland  
22 Great Victoria Street, Belfast BT2 2BA

**Marriage does not mean not being qualified** to do a job. Helen Grimes, an assistant librarian, has been awarded over £2,000 by an industrial tribunal. A highly qualified candidate for the position of chief assistant librarian, Helen Grimes was passed over in favour of an unmarried applicant who was not as competent or experienced as herself. With the support of the Equal Opportunities Commission of Northern Ireland, she explained that she had been refused the job because she was married and had children. The tribunal decided that she had in fact been discriminated against and awarded her £500 for moral prejudice, £338 for loss of earnings and a further £1,200 for loss of earnings over a future period of 30 months.

Useful address: EOC of Northern Ireland  
22 Great Victoria Street, Belfast BT2 2BA

**"Working Woman"** is a magazine launched by Audrey Slaughter with financial backing from a similar magazine already published in the United States. According to Audrey Slaughter, the reason why women's papers are less successful than a few years ago is that they are not sufficiently concerned with particular groups, especially career women. The first issue of her new magazine presents the stories of several women who have achieved success in the business world and offers a good deal of useful but hard-to-find information for women - on business travel, for instance, financial institutions and investments. Another innovation is a column for women to air the problems they encounter in the working world.

Useful address: Working Woman, Wintour Publications Ltd.  
77 Farringdon Road, London EC1M 3JY

**The Silver Moon** is an unusual shop in Charing Cross Road. Jane Cholmeley wanted to open a bookshop and her friend Sue Butterworth wanted to open a restaurant. In the end they combined to create a cafe/bookshop selling nothing but books by women. They used the services of a woman architect, a woman carpenter and a woman solicitor. Financial help from the Greater London Council made it possible for them to set up in a district famous for its bookshops.

Useful address: Silver Moon  
68 Charing Cross Road, London WC2 HOBB

**Physical education: a men's business?** This is a very widespread prejudice which should be fought against, thinks Oliver Leaman, the author of a report commissioned by the School Curriculum Development Committee. Physical education is a particularly important sector in the campaign against stereotypes, says the author, who also reports that girls are dropping out of physical education classes in secondary education because they are "unfeminine". Girls' competitions are seen as less important than competitions among boys and receive less support, mainly because it is men who tend to organize and control physical education in schools. Teachers should encourage girls to acquire a new self-image: they should not think of themselves as delicate and weak but as having just as much right to leisure sports as boys.

Useful address: School Curriculum Development Committee, Newcombe House  
45 Notting Hill Gate, London W11 3JB

**There are no more than 500 women general managers** in the whole of Britain's business world, estimates the Pepperell Unit (its name is that of a pioneer businesswoman) a body specializing in the training of women for careers in management. Louise Alsop, chairman of the Pepperell Unit, considers that part of the problem is lack of self-confidence among women themselves and their reluctance to put themselves forward. One of the Unit's aims is to fire women with ambition.

Useful address: The Pepperell Unit, Industrial Society  
48 Bryanston Square, London W1

<p style="text-align: center;">RESEARCH, MEETINGS AND BOOKS</p>
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**Ann V. Lewis is appealing to all wives of senior executives** accompanying their husbands to jobs elsewhere in the United Kingdom or to other parts of the globe with a view to making a television documentary for BBC 2 on the domestic and emotional disruption this causes.

Useful address: Ann V. Lewis, British Broadcasting Corporation  
New Broadcasting House, PO Box 27, Oxford Road, Manchester M60 1SJ

**The International Women's Music Festival** is to be held in the autumn of 1985. Women musicians, choirs, soloists, groups, etc. who are interested in taking part in this 2½ day event are asked to contact:

Useful address: Internationaal Vrouwen Muziek Festival  
Jupiterstraat 25, 7557 LA Hengolo, Netherlands

**La Phénoménologie du "langage des femmes"**: the phenomenology of "women's language", a thesis by Patricia Niedzwiecki, has now been published. The author would like to take this opportunity to thank all the readers of "Women of Europe" who have written to her with information.

Useful address: Patricia Niedzwiecki  
50, Rue de Roumanie, 1060 Brussels

**La Femme et la Mort** ("women and death") published by the Groupe de Recherches Interdisciplinaire d'Etude des Femmes, takes the works of Rousseau and Freud to analyse the two deaths of women: biological and emotional.

Useful address: GRIEF, Université de Toulouse-Le-Mirail  
Service des Publications, 56, Rue du Tar, 31000 Toulouse, France

**Der Vergeudete Reichtum** (wealth wasted) is a report on women's participation in public life by the German Unesco Committee. It sets out the findings of the Committee's European regional seminar on the "participation of women in social and political life" (Partizipation von Frauen am gesellschaftlichen und politischen Leben - Weichenstellungen im weiblichen Lebenszusammenhang) in Bonn in October 1982.

Useful address: Deutschen UNESCO-Vertrieb, Basalstrasse 57 53 Bonn 3

**Progettare la parità** - planning for parity - is a collective work on women and cooperatives which sparks off thoughts and practical ideas as to new policies for the work and financial advancement of cooperatives.

Useful address: Editrice Cooperativa, Via Tagliamento 25, 00198 Rome

**Kvinde mellem mæslinger, mænd og magt** - Women and measles, men and power - is an interesting book on ways of combining the responsibilities family life with those of work outside the home.

Useful address: University of Copenhagen Institute of Sociology, Copenhagen

**La ménagère, une travailleuse autrefois - aujourd'hui** (The housewife, yesterday's worker - today) is the title of the proceedings of a colloquium arranged by the Collège du Travail in Geneva on 10 and 11 March 1983, an analysis of housework between 1941 and 1983.

Useful address: Fondation du Collège du Travail  
11, Rue des Marais, 1205 Geneva

**A new 1985 diary has arrived** and is available to our happy, sparkling readers.

Useful addresses: Opzij, Antwoordnummer 7254, 1000 PA Amsterdam  
Emma, Frauen-Verlags GmbH, Kolpingplatz 1a, 5000 Cologne 1  
Attic Press, 48 Fleet Street, Dublin 2

**Attic Press**, the new feminist publishing house, has announced its first two books: The Best of Nell, a selection from the writings of Nell McCafferty over more than 14 years, and Smashing Times, a history of the Irish women's suffragette movement between 1889 and 1922 by Rosemary Cullen Owens.

Useful address: Attic Press, 48 Fleet Street, Dublin 3

**Women** is an annotated bibliography on women and, for example, new technology, shiftwork, the physical and psychological stresses of work, wage payment systems and research.

Useful address: European Foundation for the Improvement of Living and Working Conditions, Loughlinstown House, Shankill, Co. Dublin

**The affair of the women workers at Bekaert-Cockerill** is the subject of a file summarizing the facts and analysing the legal implications.

Useful address: CRISP, 35 Rue du Congrès, Brussels

**Forced Prostitution and Traffic in Women in West Germany** by Ulla Ohse is an remarkably well documented account of this traffic, from the methods of recruitment in Thailand to the Eros Centre in Germany.

Useful address: Human Rights Group  
8 Scotland Street, Edinburgh 3, Scotland

**La presenza femminile nelle banche italiane:** the proceedings of a national conference on "the working and social conditions of women in Italian banks" held in October 1983.

Useful address: Federazione Autonoma Bancari Italiani, Sindacato Provinciale  
address: Via Piave 2, 21100 Varese

**Women and the Labour Market** describes two Danish schemes and reviews the status of self-employed women at work, the discrimination against them, both occupational and educational, their earnings and their access to their careers.

Useful address: Women's Research Centre in Social Sciences  
HC Andersens Boulevard 38 1553 Copenhagen

**L'enfant au regard des droits français et suisse.** In this authoritative work on children and French and Swiss law, Anne-Marie de Graffenried discusses the legal adjustments made in the two countries' civil codes and the differences between them, showing how certain measures vary according to the concepts peculiar to each country.

Useful address: A.-M. de Graffenried, 2 Chaussée des Murs Blancs  
1814 La Tour de Peilz, Switzerland

**Working Women** is an analytical study of women's working conditions in nine European countries by comparison with the super-powers, the US and USSR.

Useful address: John Wiley & Sons Ltd., Baffins Lane  
Chichester, West Sussex PO19 1UD, England

**Le travail des femmes dans la C.E.E.** by Annie Sabourin. A book on women's work in the European Community providing a picture of the origins of the discrimination against women in employment. The author studies EEC documents and the practical attempts to restrict the inequalities.

Useful address: Economica, 49 Rue Héricart, Paris

**Sex Discrimination and Equal Opportunity** - a comparative study of the structures and causes of women's participation in work, with a theoretical review of political economy, discrimination and equality on the labour market.

Useful address: Gower Publishing Company Ltd., Gower House  
Cfoft Road, Aldershot GU11 3HR, England

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