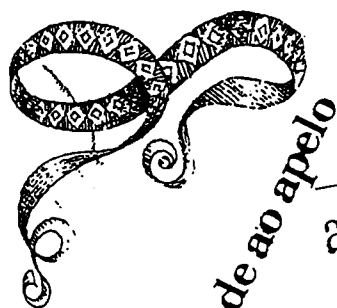


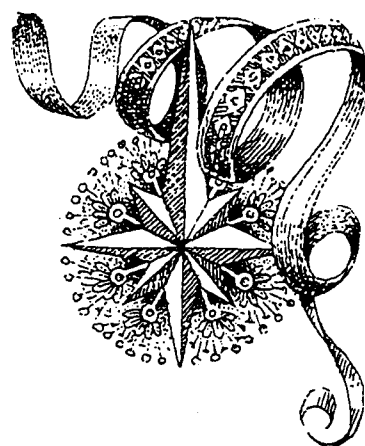
Women of Europe

Brussels, 15 November 1985/15 January 1986
n° 43 (bi-monthly)



*Europe des douze, c'est
aussi l'affaire des femmes*

Für eine authentische Gleichberechtigung
aller Frauen in Europa



MULHERES
Portugal responde ao apelo
Des femmes espagnoles et portugaises
à la rencontre de l'Europe

Care
spagnole
e portoghesa,
benvenute
in Europa

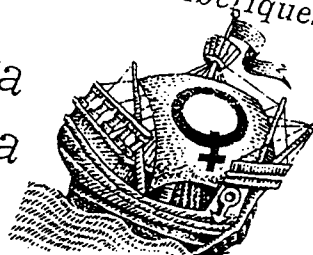
L'Europe des citoyennes
œuvre dans le dynamisme

L'Europe des "12" au féminin

Bienvenue aux
femmes ibériques !

De tror på lige-
stilling gennem EF
Hasta
la vista
sisters

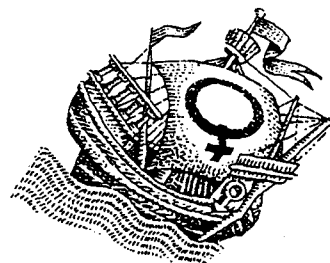
In visita a Roma una delegazione femminile ispano-portoghese
L'Europa è delle donne, non del vino



Ευρώπη: Μια ευκαιρία
για τις γυναίκες

„Willkommen Frauen aus Spanien und Portugal“
Chancengleichheit für alle Frauen Europas

Gezellig
onderonsje



Las mujeres
como identidad
Europea

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T H E C H A N G I N G
E U R O P E A N C O M M U N I T Y

The outlook for equal opportunities

The first action programme for equal opportunities has come to an end and European Commissioner Alois Pfeiffer has announced that a new programme is to be launched. Speaking to the press, Mr Pfeiffer said that the main features of this new programme are that it has been designed with the development of a people's Europe in mind, it clearly identifies the various agencies responsible for equal opportunities (national and regional authorities, bodies concerned with social and employment affairs, etc.) and it places great emphasis on the need for better and closer cooperation among everyone concerned with equal opportunities.

The programme (ref. COM(85)801) will run from 1986 to 1990. Its primary objectives are to ensure that current regulations are properly applied, to remedy existing shortcomings in Community legislation and to simplify interpretation of the regulations and publicize them more widely. The Commission has also outline the following practical proposals, greater details of which will soon be available:

- reversal of the onus of proof for all provisions regarding equality;
- a series of new schemes in the field of education and information, and measures to intensify, diversify and coordinate activities designed to improve women's employment situation. The Commission stresses that Member States must set a good example by giving women access to decision-making posts and enabling them to work on an equal footing with men in the world of advanced technology;
- Community action to help "problem" groups such as single-parent families, single women, women migrants, women returning to work, the handicapped and self-employed women (including farmers);
- Community regulations for certain national insurance benefits;
- greater efforts to protect maternity rights, develop adequate child-minding facilities and provide for parental leave.

It will be no mean feat to put all these essential and urgent measures into effect, particularly as a complete change of attitude will be necessary in some areas. The Commission is planning to launch wide-scale campaigns aimed at several specific groups to help them discern and appreciate the advantages of equality in social and working life. More funds will also be necessary as there is still not enough information available on the Commission's pilot activities in this sphere.

The need to pursue a special information policy for women was recognized at the time of passing the 1986 budget, and the sum of 500,000 ECU was allocated for this purpose - but this will not go very far.

In December, the Commission sent Council a report on progress during the first action programme for the promotion of equal opportunities (1982-1985 - COM(85)641), whose aim was to reinforce the legal rights of the individual and promote equality through a series of "positive actions". The general consensus is that it was a success: despite a few drawbacks, the Commission's action in analysing the problem and introducing the necessary regulations and facilities has been one of the most effective in the world. The keyword is vigilance, particularly in this period of financial stringency. Efforts must be concentrated on providing information, establishing regulatory procedures, regularly assessing the situation and introducing outline laws in the Member States to promote positive action.

Equality in action: films by women on women

The European Commission's Directorate-General for Information has arranged for women film directors from twelve countries to produce a series of films on the experiences of women who have played an innovative or pioneering role in any sphere of life. The films are to be made between now and the beginning of 1987 and will be shown, together with a general documentary, on all the Member States' national television networks. Anna Azan, Folco Quilici and Anna Maria Mori are responsible for launching the scheme and the directors involved so far are Josée Dayan and Elisabeth Badinter (France), Laura Mulvey (UK), Emma Cohen (Spain), Pat Murphy (Ireland), Gabi Kubach (Germany), Nouska von Brakel (Netherlands), Marion Hansel (Belgium), Astrid Hemming Jensen (Denmark) and Anna Azan (Italy). Greece, Portugal and Luxembourg should be submitting their projects in the near future.

Useful address: Service Information Femmes, 200 rue de la Loi,
1049 Brussels

Final meeting of Council of Social Affairs Ministers in 1985: MEPs complain

At its last meeting on 5 December 1985, the Social Affairs Council stated that it was in favour of a proposal to assist the long-term unemployed in establishing their own businesses (liberal professions excluded).

This was not enough for European Parliament's Social Affairs Committee which, at a meeting chaired by British Conservative Michael Welsh, protested strongly against the failure to pass a series of long-outstanding directives.

The Committee is now asking the Dutch Presidency of the Council of Ministers to strive to adopt the directives between now and the end of June 1986. The directives in question concern parental leave, voluntary part-time work, temporary work and equal treatment for men and women in social security matters and self-employment, including farming. The MEPs also dealt out some harsh criticism to the Finance Ministers meeting in Council.

Council recognizes the role of women in developing countries

After hearing Lorenzo Natali's report on women's role in development, the November meeting of the Council of Development Ministers passed a resolution duly noting its contents and stressing the need to consult women when setting up projects financed by the Community. The resolution calls for measures enabling women to make a greater contribution to development and for a "marked increase" in the number of women employed on development projects. (Natali report ref. COM(85)109.)

The accession of Spain and Portugal: effects on Community institutions

The accession of Spain and Portugal on 1 January 1986 has led to a number of changes in the Community's institutions.

Council: Spain and Portugal will have 8 and 5 representatives respectively. (The "major" countries - France, Germany, Italy and the United Kingdom - have 10 representatives each.) The number of votes needed for a qualified majority will increase from 63 to 76, and 54 for a simple majority.

Commission: Spain and Portugal will have 2 and 1 representatives respectively, increasing the total number of commissioners from 14 to 17.

Parliament: Spain and Portugal will have 60 and 24 members respectively, increasing the total number of MEPs from 434 to 518. Spanish and Portuguese members will be appointed initially by their national parliaments but elections must be held by December 1987. Not a single woman is included in the Portuguese delegation but there are 5 women MEPs for Spain.

Court of Justice: the number of judges will increase from 11 to 13 and the number of advocates-general from 5 to 6.

Economic and Social Affairs Committee: 21 Spanish and 12 Portuguese members will join the Committee. It is not yet known whether these will include any women.

Court of Auditors: the number of members will be increased by two.

The total population of the European Community will rise from 275 million to 321 million.

Women: the Commission replies

The European Commission recently answered parliamentary questions concerning women. The subjects included:

- equal distribution of Social Fund resources to men and women (Johanna Maij-Weggen, Netherlands, EPP). The Commission is aware of the need for an equal distribution of funds but requests for funding submitted by Member States should also reflect a desire for parity. Speaking for the Commission, Peter Sutherland and Alois Pfeiffer said that the matter had been brought up on several occasions in discussions and correspondence between Social Fund officials and Member States.
- trends in women's employment (Nicole Chouraqui, France, European Democratic Alliance). The female working population of the European Community rose by 17.5% (6.9 million) between 1974 and 1984. The number of women employed in the service industries increased by 5.6 million, but fell by 1.8 million in industry and by 0.8 million in agriculture. Alois Pfeiffer said that 26% of women questioned in a 1984 survey claimed to have "ordinary jobs with little responsibility", 59% had "ordinary jobs with some responsibility", 12% held "administrative posts" and only 2% were in managerial posts.

The European Commission has commissioned studies on women in banking, manufacturing, television, the public sector and decision-making posts. They show that women are gaining access to higher level jobs but their progress is slow and limited; positive action is being taken to correct these inequalities.

The people's Europe: more young people

Since the Milan summit, Commissioner Carlo Ripa di Meana has announced steps by the Commission towards a people's Europe. Practical proposals will be issued by the end of June 1986, covering measures on education and exchanges for young people, the promotion of language teaching, increased cooperation between universities and the introduction of a European dimension in teaching.

Education specialists must learn too

The Community Programme of study visits for education specialists has been running for 7 years now and 1,300 people have taken part. Local and regional education officials, school heads and teachers and education advisers have all been included in the visits, which last for one week and are part of the education action programme. Through this programme, the Commission has gathered practical, up-to-date information on education trends within the Community and has offered education specialists an opportunity to compare notes and reassess their opinions of the education system.

The visits have concentrated on topics such as equal opportunities for girls at school and measures to eliminate stereotypes in all areas of education. The programme is administered for the Commission by the Secretariat of "Kultusminister-Konferenz-Pädagogischer Austauschdienst", 8 Nassestrasse, Bonn.

The transition from school to working life

The "Transition II Programme" consists of 30 pilot schemes associated with the transition of youngsters between the age of 14 and 18 from school to working life. It involves about 100 schools and receives 50% of its funding from the European Commission. The aim is to find realistic, imaginative solutions to the problems faced by these young people, concentrating on matters such as the promotion of equal opportunities for girls and boys, continuing training for teaching staff, new methods of educational assessment, integration of second generation immigrants, teaching youngsters to have an "entrepreneurial spirit" and social measures to combat illiteracy and delinquency and prevent youngsters from becoming social misfits. IFAPLAN (a social research institute) is responsible for organizing contacts and reporting on Transition II schemes. For further information, contact IFAPLAN Brussels, 32 Square Ambiorix, 1040 Brussels.

Poverty: there must be a European response to the problem

Father Joseph Wresinski, founder of International Movement Fourth World, is to be congratulated for his role in spurring the European Commission to set up a new anti-poverty programme. Convinced that a European approach was the only way to ensure respect for the rights of the underprivileged, Father Joseph called on the Commission to live up to its image as a prime mover by making an extra effort to combat poverty. He would also like to see a working party on poverty established.

Genetic engineering: European Parliament's legal affairs committee has held its first public hearing on the subject and invited a large number of experts in the field to attend. Discussions centred on the status of embryos, the role of the family, regulations on methods of artificial reproduction, restrictions on embryo research and the proper attitude to cloning. The parliamentary committee was criticized for not having invited representatives of women's organizations to attend the hearing. The Committee on Women's Rights was represented. A second hearing is to take place in Brussels on 19-21 March 1986. For further information, contact: European Parliament, NHE 3/340, Luxembourg. Tel. 352/43.00.37.30

EUROPEAN PARLIAMENT

November and December Sessions During the November and December sessions, European Parliament concentrated on two important and rather controversial matters: the 1986 budget and the conclusions of the intergovernmental conference on the reform of the Treaty of Rome. It should be remembered that the whole debate on this reform was initiated by a report of Parliament's Institutional Affairs Committee.

The budget vote was taken under conditions that bode ill for the future: Parliament repeated its accusation that Council had submitted a "budget for Ten" despite the fact that, since the accession of Spain and Portugal on 1 January 1986, the number of Member States has increased to twelve. Parliament took this factor into account and adopted a budget which included a further 475 million ECU, to be allocated as follows: 260 million to the Social Fund, 160 million to the Regional Fund (Spain and Portugal will certainly be making heavy demands on these two funds), 35 million to the guidance section of the Agricultural Fund and 20 million to food aid, always a bone of contention between Parliament and Council. A further 94 million ECU were earmarked for "new policies". Council was prepared to grant only 242 million of the additional 569 million ECU demanded by Parliament, despite massive efforts to mediate on behalf of the Luxembourg Presidency by budget minister Jean-Claude Juncker. Some Member States immediately indicated their intention to refer the matter to the European Court of Justice, pleading that the budget was "illegal". The European Commission is obliged to enforce the budget as passed until the Court gives its opinion; this means that the Commission could take any Member State refusing to pay its budget quota to the Court of Justice.

The question of institutional reform has still not been resolved. Most MEPs were extremely dissatisfied with the results of the intergovernmental conference, particularly as regards the powers of Parliament, and adopted a resolution (by 244 to 47 with 9 abstentions) noting their disappointment but reserving judgement until the mid-December meeting of foreign affairs ministers, which was to put the finishing touches to the draft reforms. This meeting did not live up to expectations and Altiero Spinelli (Italy, Communist Group) has already expressed his disappointment, though it will be up to the plenary session of 13-17 January to express Parliament's opinion.

Fascism and racism in Europe were also discussed during the December session, despite attempts by some MEPs to postpone the debate. Parliament does not usually vote on committee of inquiry reports, and the report of the committee of inquiry on racism and fascism in Europe was no exception. Most of the MEPs speaking in the debate on the report drafted by Dimitrios Evrigenis (Greece, European People's Party) thought that the organized extreme right was still active in Europe even though it may not wield any significant influence in elected bodies. MEPs were greatly concerned by growing xenophobia and racism in Europe. Left-wing MEPs disputed the report's optimistic view that there is only a slight danger of fascism: British Labour member Glyn Ford pointed to the danger of insidious, covert "drawing room fascism", as opposed to "nostalgic fascism".

Not only Parliament is concerned about racism and xenophobia: Commissioner Peter Sutherland announced during the plenary session that the European

Commission would propose a joint declaration on the problem. This proposal in fact came a few days after the Parliamentary debate and represented a political and moral commitment by Community institutions (the Commission also called for practical action on information and education). Council's response was immediate and positive: a joint declaration by the three institutions could be adopted after Parliament's January session.

C O M M I T T E E O N W O M E N ' S R I G H T S

The Committee on Women's Rights will be returning to work on 28-29 January, and there is certainly plenty to be done. Its first task will be to arrange a seminar on "Women and the Media" in Brussels on 4-5 February. The Committee will be represented at the seminar by chairman Marlene Lenz (Germany, European People's Party). A questionnaire to be completed by participants covers matters such as the image of women, the women's press, training, employment and careers, women and trades unions, women and advertising and women's role in different sectors of the economy. Participants will be invited to give their opinions, based on their personal experience, on a set of topics, including a quota system for allocating jobs and training places, the creation of an independent appeals body empowered to impose sanctions for sexist information and advertising, the role of women in the media, and the elimination of career obstacles to women in the media.

The Committee will also be continuing the debate on the report by Nicole Chouraqui (France, European Democratic Alliance) on family policy. At its November meeting, the Committee noted a few differences in approach between Ms Chouraqui's report and the preliminary report drafted by Maria Lisa Cinciari Rodano (Italy, Communist Group). Ms Cinciari Rodano pointed out that changes are taking place and that the family "is not what it used to be", particularly with the rising number of single-parent families. During the first debate, she had succeeded in persuading the Committee to adopt all the amendments, including the removal of the definition of the family given in the Chouraqui report (supported by the parties of the centre and right). The definition had stated that the family "is still the basic nucleus of society". Discussion of the amendments will continue in January and promises to be very lively.

The Committee will also continue the discussion of the report on single-parent families. During the first debate, Maria Lisa Cinciari Rodano had remarked on the wide discrepancies between Member States' legislation, particularly as regards child custody in divorce cases. Italy is the only country in which the children themselves are consulted on custody.

Violence against women, wherever and however it occurs, is the subject of a report by Dutch Socialist Hedy d'Ancona. During the November meeting, Ms d'Ancona was able to take a quick look at the responses to the questionnaire she had sent to Member States. These show that the problem of violence against women is growing but that effective solutions have yet to be found. Governments are aware of the problem and the urgent need to find a solution.

Measures must be taken to prevent the "common" forms of violence in the home, at work and on the streets and to make women aware of where they can turn to for help. Violence against women is still a delicate subject but it is not taboo and has to be discussed. The European Commission's representative also stressed the need to make an effort to solve the problem

"at source" by eliminating stereotyped ideas in education, ensuring respect for women in the workplace and encouraging a genuine change in attitudes.

The situation of women farmers is another delicate subject on which the Council of Ministers is proving rather slow to take action. Speaking at the November meeting, British Conservative Andrew Pearce (rapporteur on the draft directive) mentioned the conclusions of the Dublin seminar on women in farming and self-employed women. Discussion of the subject proved as difficult for the Committee on Women's Rights as it had for European Council and revealed a few differences in opinion. Mr Pearce thought that the various legislative amendments included in the directive should be dealt with separately, whereas some members of the Committee felt that there was no justification for such a piecemeal approach. The rapporteur was highly critical of the directive and made the following comments: it refers only to "spouses", making no mention of the daughters, sisters and mothers who are often in no more enviable a position than wives; it makes no provision for the introduction of penalties for breaches of the principle of equality, and it makes no reference to the need to take positive action to improve the situation.

In December 1985, the Committee on Women's Rights appointed French Socialist Ms Gadioux as rapporteur on the follow-up to the Nairobi Conference. The European Commission's representative reminded MEPs that, after the Conference, the Commission had asked the Council to draw up a common strategy for the meeting to be held in Vienna in 1986, in addition to a "strategic document" for the period up to the year 2000. The document is still not available and no agreement has been reached on how often conferences should be held in the future.

The Committee is to continue its discussions of reports on the directive on equal treatment for men and women in social security matters, with Johanna Maij-Weggen (Netherlands, European People's Party) as rapporteur. Dutch Liberal Karel de Gucht, rapporteur for the Legal Affairs Committee, has already come to some conclusions: he reiterated the validity of the principle of equality and concurred with the Commission's interpretation of the Court of Justice's decisions on the problem of evidence of indirect discrimination. The Belgian authorities are first in the line of fire: according to Mr de Gucht, the Court of Justice will have to decide whether Belgian law is incompatible with Community law. The rapporteur said that equal treatment must be seen as a progressive step and implemented as such.

Facilities for child-minding and the care of the elderly. In her draft report, Gabriele Peus (Germany, European People's Party) stressed the desirability of old people continuing to live in their own homes through the provision of home help. The Committee agreed with this approach. Ms Peus pointed out that there were huge differences in the child-minding facilities provided by Member States.

Women in Community institutions. Dutch Socialist Ien van den Heuvel is drafting a questionnaire to be sent to all the Community's institutions. The Committee hopes that there will be a better response than there was in 1981, when Marlene Lenz sent out a similar questionnaire and the only institution to respond was the European Commission.

COUNTRY TO COUNTRY:

FACTS, INSTITUTIONS AND LAWS

AND MILITANT ACTIVITIES

B E L G I U M

Before the formation of the Martens government, Huberte Hanquet, deputy for Liège and chairman of Conseil national des femmes belges (National Council of Belgian women, French-speaking section), wrote to Prime Minister Martens, asking him to take account of the vital need for women ministers to be included in the future government and claiming that the Council had a right to be consulted on the drafting of the government's statement.

"Cynical and insulting" was Ms Hanquet's reaction to the government formed by Mr Martens, when she discovered that women had been appointed to only 4 of the 46 vacant posts (all from the Dutch-speaking Catholic party). Apart from Ms Hondt, who was appointed as Minister for post and telecommunications, the women were given posts in traditionally female "social" fields: public health and the handicapped (Ms De Meester-De Meyer), social emancipation (Ms De Smet) and family and health affairs (Ms Steyaert).

N.B. The National Council of Belgian women has moved: all letters should now be addressed to CNFB, 24 rue de Florence, 1050 Brussels.
Tel. 02/538.03.04 (10am-4pm, except weekends and public holidays)

Women are not much better off in Parliament: 16 out of 212 seats in the Lower House (i.e. 7%, 3 more seats than last time) and 3 out of 106, or 3% fewer, in the Senate (one Dutch-speaking Catholic, one Liberal and one AGALEV). Liberal MP Jacqueline Mayence was astonished by Jean Gol's claim that there were "no available, responsible women" in the French-speaking part of the country. The National Council of Belgian women regretted that Ms Mayence had not been given a ministerial portfolio. Michèle Detaille is one of the youngest members of the Lower House and is also Belgium's youngest burgomaster.

The situation of women in the public sector is beginning to change. Last October, Deputy Premier and Minister for the Public Sector Mr Nothomb and Secretary of State for the Public Sector Mr Waltniel set up an advisory committee on disputes concerning equal treatment for men and women in the public sector. This is all very well, but it is seven years since the idea of setting up such a committee was first mooted. Chaired by Alain Stenmans, the committee has 62 members from all the major ministries, representing the main political groups. Mr Nothomb hopes that the committee will not merely give its opinion to the courts but will play an active role in solving disputes.

The Ministry for the French-speaking community has set up a service for the cultural and professional promotion of women, designed to encourage development towards equal rights and responsibilities.

Useful address: Ms Destercke, 7 rue Joseph Stevens, 24ème étage,
1000 Brussels Tel. 02/518.16.02

Sexual harassment at work: victims and offenders

The committee on women at work has drafted a report on this almost taboo subject after conducting a survey in the French- and Dutch-speaking parts of Belgium. The first problem is to define sexual harassment: not often does it amount to actual physical violence (15% of cases), but less overt

forms (such as looks, remarks and touching) are enough to create an unpleasant atmosphere. The survey also revealed that each group of offenders (managers, colleagues, etc.) seems to go in for the same type of harassment. The main group at risk is single women (53%), followed closely by divorcees (46%) and separated women (31%). Married women (31%) and widows (29%) also suffer from harassment.

The report suggests a series of guidelines for the prevention of sexual harassment at work: women must realize that harassment is not inevitable; men and women must be aware of the different meanings attributable to such behaviour; prevention is possible (education, information, etc.) and it is essential to provide a legal framework similar to that in the United States or Canada. At present, Belgium has no laws relating to sexual harassment.

Discriminatory job advertisements

The committee on women's employment has published a report on discriminatory job advertisements which describes the laws and regulations on the subject, examines the present situation and the Committee's work and suggests solutions to the problem. Examples of discriminatory job advertisements are given as annexes. Many advertisements are written using the male gender throughout; others are ambiguous, particularly those using foreign terms. Advertisements from temping agencies are often discriminatory but the national employment agency, which used to be a major offender, appears to have mended its ways.

To ensure that real progress is made in stamping out this type of discrimination, inspectors will have to be given more money and resources, male and female equivalents will have to be established for all professions (equivalents already exist in some languages) and direct action will have to be taken against discrimination (the report singles out ambiguous radio and television advertisements).

Useful address: Commission du Travail des Femmes, Ministère de l'Emploi et du Travail, 51-53 rue Belliard, 1040 Brussels

Down with stereotypes in primary school textbooks is the battle cry of "Changeons les livres" (Let's change books), a group set up by feminists in 1979. After primary school books, the group went on to study textbooks used in secondary education. Their conclusion is that something must be done to bring women out of the shadows to which they are condemned by the books. The group is working to this end through its publications ("Les femmes dans les livres scolaires" - women in school textbooks - pub. Pierre Mardaga), conferences and videos ("L'oeuf et la poule" - chicken and egg) which demonstrate the conditioning and stereotyping that children undergo at school.

Useful address: 29 rue Blanche, 1060 Brussels. Tel. 02/538.67.61

Women and Belgian cooperation in development is the subject of a pamphlet by sociologist Myrian Vandamme, published by the Administration générale de la coopération au développement, 5 Place du Champ de Mars, PO Box 57, 1050 Brussels.

Femmes prévoyantes socialistes are protesting against the Government's decision to use special powers and claim that women are always the first victims in any period of austerity.

The September/October issue of the group's journal published an interview with Raymonde Dury, MEP and chairman of the interfederal committee of women members of the Socialist Party, which was set up in 1977. Whilst recognizing that there is a growing number of truly committed women in the Federation,

Ms Dury does not want to be "over-optimistic": she still feels that the Party is organized to suit men, who do not have the same family commitments as women.

Useful address: Femmes prévoyantes socialistes,
32 rue St. Jean, 1000 Brussels. Tel. 02/513.64.70

News in brief

- Jacqueline Hanquart is the first woman to be appointed chairman of Ligue des Familles (league of families). Although she is not in favour of a rising birthrate, Ms Hanquart does not agree with forcibly limiting the number of births. Address: 127 rue de la Trône, 1050 Brussels. Tel. 02/513.19.60
- The women's university is offering low-priced seminars on women and motherhood and the new poverty. Address: Université des Femmes, la place Quetelet, Brussels. Tel. 02/219.61.07
- "Kollektief Mishandelde Vrouwen" runs a number of hostels offering temporary accommodation for battered women and their children. There are six of these hostels in Antwerp, Ghent, Hasselt, Louvain, Malines and Roeselaere. The collective also organizes activities to help the women adjust and lead a normal life. Address: 5 Klooststraat, 2000 Antwerp. Tel. 03/233.54.35
- "Vie féminine" arranges meetings at which independent, single women help "abandoned" women to learn to live on their own again. Address: 111 rue de la Poste, 1030 Brussels. Tel. 02/217.29.52
- Association des Femmes au Foyer (housewife's association) is calling on the Government to reassess the value of work done by homemakers and pay them an appropriate allowance. Address: 200 rue de Linthout, 1040 Brussels. Tel. 02/734.28.41

D E N M A R K

Vote for women was the appeal by chairman of the National Council of Danish Women Karen Ytting when speaking of the local and regional elections in November. Women hold 21% of places on municipal councils and 20.5% on regional councils but, despite an uphill struggle over the past 10-15 years, these percentages are still too low. The number of preferential votes obtained by women has risen but women are still very badly placed on electoral lists, which does not help their cause. Women must fight for better placings.

Danish and Nordic women can learn more about the most important laws concerning women passed in Denmark, Finland, Iceland, Norway and Sweden between 1810 and 1980 from a new book published by the Nordic Council. The publication, "Aperçu de la loi nordique" (brief guide to Nordic law) is clearly and concisely written and describes the contents of the laws of each country in chronological order. Concentrating on laws which are of particular importance to women (particularly those which have a detrimental effect on women's situation by introducing formal discrimination), the guide looks at laws on employment affairs, death duties, family law, insurance, the rights of the individual and penal law. The authors are Ida Blom, lecturer in women's history at the University of Bergen, and Anna Tranberg, scientific researcher at the Norwegian institute of regional history in Oslo. The secretariat of the Nordic Council has its offices in Copenhagen and Oslo.

Careers guidance for young women: an action programme aiming to update careers guidance for young women has been launched by the Ministry of Education. This has been prompted by the fact that, since 1976, unemployment figures for women have been higher than for men, partly because women have received no training in the "sectors of the future".

This unique and highly complex programme centres on a series of measures to be taken simultaneously: making girls aware of the consequences of opting for traditional career choices; modernizing physical training (including further training for instructors); introducing girls and younger children to information science by setting up interest groups, beginners classes and open-door computer rooms; on a trial basis, giving girls larger allowances than boys for apprenticeships and training courses in engineering and building; making up for errors in careers guidance by offering retraining and special basic courses; introducing new training systems combining scientific and arts options (e.g. languages and technology or languages and economics); and giving thought to offering girls a better school environment and improving the way in which education is organized.

FRANCE

Parliamentary elections: more women protest. Like their counterparts among the Socialists, women in opposition parties have been protesting about the disastrous effects of the introduction of proportional representation on their representation in the Assembly after the March national elections. Their concern was expressed at a colloquium of the association "Dialogues des villes de France", chaired by former Minister Monique Pelletier. Out of a possible 300 opposition members elected to Parliament, only 6 to 8 would probably be women. What was Jacques Chirac's reply to these angry women? "Be better than the rest, and you will be candidates" (and being a candidate does not necessarily mean being elected).

Workers can no longer be what they used to be were the words used by the secretary general of the Confédération Générale du Travail, Mr. Krasuki, at the end of this trade union federation's congress at which the problems of working women had been raised. The congress supported an appeal for women not to give up the fight - crisis or no crisis - for equal, stable employment, respect for their personality and their development at every level.

Penelope won't be coming out any more but hasn't given up. Publication of the magazine "Pénélope" has ceased for the time being, but the association continues and has called a general meeting for late January. Useful address: Pénélope, 54 Boulevard Raspail, 75270 Paris Cedex 06.

It was lack of money that forced the Pénélope team to announce that the autumn issue would be the last. Published issues are still being sold and the team is thinking of bringing out "one-off issues" on specific topics.

The autumn issue dealt with a fascinating subject: "women when they are old". It told real-life stories and took a look at the past (during the French Revolution, a day was set aside as an "age festival") and the rest of the world. It cited the encouraging example of women in Benin: when they grow old, they regain their freedom to speak out and act, even to become voodoo priestesses

In 1984 Yvette Roudy, Minister for Women's Rights, launched feminism research units in the universities of Nantes, Paris, Toulouse and Rennes. They could be attached to any university department in the fields of social sciences and the law. In 1985 and 1986 additional posts are being created within these units.

Last autumn the Ministry for Women's Rights launched a new publication entitled Du côté des jeunes femmes, aimed more specifically at grassroots units catering for under-25s.

A new association has come into being, Mariannes, unies vers la cité. Under this expressive name, a thousand or so women have come together to fight for their rights. There are four planks in their campaign platform: involvement in training; searching economic and social thought on the less advantaged groups in society; the struggle against sexism and racism; and the furtherance of creativity in all its forms.

Useful address: B.P. 96, 75160 Paris Cedex 04, tel. 45.00.73.11

Bursaries to foster scientific and technical vocations among women are awarded to about 50 women at national level. This new scheme is expanding, mainly through the efforts of Yvette Roudy, who has toured the regional councils to make them more aware of the opportunities it provides. Additional bursaries are to be earmarked for Franche-Comté and Nord-Pas de Calais, and later to other regions as well.

Women drivers are more cautious than men, and when they do cause an accident it costs 30% less than an accident for which a man is liable. Acknowledging those facts, the insurance company "Le Secours" has decided to reduce its rates to women policy-holders with a good driving record by 10% to 20% compared with the rates paid by men. Prejudice about women being poor and inattentive drivers has taken a knock!

Publications for women:

- . Citoyennes à part entière, a news monthly, devotes a sizeable part of its December issue to the subject of "women and violence".
Address: Edition CNIDF, 4 Rue Bayard, 75008 Paris.
- . Le Bulletin AFI (Agence Femmes Information) comes out every week. It contains a calendar of events of interest to women in France and elsewhere. Subscribers only: 21 rue des Jeûneurs, 75002 Paris.
- . La lettre de la mission's autumn issue tackles the issue of equality at work. It marks the publication of a practical guide for employers on the subject. Ministère des Droits de la Femme, 43 avenue d'Iéna, 75016 Paris, tel. 45.01.86.56.

Feminism and fatherhood, or how to live as a father in a changing world, was the theme of a colloquium organized in Paris in late November by the Fédération des Mouvements de la Condition Paternelle (federation of fatherhood movements), 144 Avenue Dausmenil, 75012 Paris.

G E R M A N Y

Another woman Secretary of State in a German "Land". Margita Haibach, member of the Greens, has recently been appointed Secretary of State for women's affairs in Hesse, within the Socialist/Green coalition. Ilse Ridder, Secretary of State in Rhineland-Westphalia, has made up her mind to do as much as possible to improve the situation of women in the public sector. In May 1985, a "Frauenplan" was launched to encourage preferential promotion of women, thereby adding to the number of women holding high level posts. Not before time: women in the public sector in Dusseldorf, for example, tend to have low level jobs (62.5%), with only 6% in posts at the top of the ladder. The Women's Office is hoping for the introduction of a quota system for allocating jobs in the public sector, with the private sector following suit.

Useful address: Leitstelle für Frauenpolitik, Arbeitsministerium,
D-4000 Dusseldorf

1987 elections: women have no time to lose

Germans will be casting their votes in spring 1987 and women are already beginning to think about how to bring more women into Parliament; at present, only 10% of Bundestag members are women. The Greens are the only party to have opted for complete parity between male and female members. The SPD has decided to give every free place in the forthcoming elections to women candidates, thus increasing their number to 25% of all Socialist candidates. The Christian Democrats and Liberals have not committed themselves to any figures but are taking the problem very seriously, and the CDU has made it the central theme of its conference in Essen. Women's associations, not wanting to miss an opportunity to improve women's lot, have already given the go-ahead to campaigns to increase women's awareness and knowledge of their political role.

Useful addresses: CDU, Konrad Adenauer Haus, D-5300 Bonn
FDP, 15 Baumscheidstrasse, D-5300 Bonn
SPD, 1 Ollenhauerstrasse, D-5300 Bonn
Die Grünen, Bundeshaus, D-5300 Bonn

Dual nationality families: an appeal to MPs

15 million people in Europe are members of dual-nationality families and this has led the group working for women married to foreign nationals to launch an appeal for thought to be given to these people's position in matters concerning non-discrimination, social and economic rights, their children's education and the campaign against xenophobia. The decision to launch the appeal was taken at the association's congress in Frankfurt last October.

Useful address: Interessengemeinschaft der mit Ausländern verheirateten Frauen, 147 Landestrasse, D-6000 Frankfurt/Main

Society is changing and sometimes the law follows suit: from 1 January 1986, every mother or father who is alone in bringing up a child or children born after that date will receive a monthly allowance of 600 DM and will be entitled to parental leave, with an assurance that their jobs will be held for them. This "salary for bringing up children" will be paid in addition to normal social security benefits.

Useful address: Bundesministerium für Familie und Gesundheit,
105-107 Kennedyallee, D-5300 Bonn 2

The number of German women at work is increasing (40% in 1984) but equal pay is yet to come: the average monthly wage is 1249 DM for women and 2064 DM for men. Sometimes women protest, as did the female staff of Ecker & Co who took their case to court. The company tried to change the women's job descriptions to justify the difference in wages but the highest court deciding on labour problems ruled in favour of the plaintiffs and ordered the company to pay each of them an extra 1000 DM per month.

Useful address: Bundesarbeitsgericht, Kassel

Unemployment amongst women has to be discussed

In Germany, as elsewhere, it is women who are the hardest hit by current unemployment. Women are appalled to see the problem reduced to mere statistics and some of them have launched a campaign in which they "freely announce their unemployment without any inhibitions". Deutscher Frauenrat (Council of German women) is supporting the campaign.

Useful address: Frauen gegen Arwerblosigkeit, 92/96 Severinstrasse, D-50000 Cologne

The first woman in charge of a police station

Wilma Zamzow-Frilund is the first woman to be appointed as head of a police station. She is responsible for 150 police officers, including two women.

Have German men changed over the past ten years?

Not very much, according to a survey carried out by the women's weekly Brigitte. Most men now seem to accept the idea of women having careers but only if they are not married, particularly to them. 80% still think that a "model" society is one in which women stay at home while men go out to work; only 18% can imagine changing places with their wives and a mere 4% are prepared to help with household chores other than the traditionally male tasks such as DIY and putting out the rubbish. Speaking at a press conference, the two people responsible for conducting the survey said that it was up to women to fight to improve the situation as they had nothing to lose and everything to gain. A free copy of the report can be obtained from "Brigitte", Postfach 302040, D-2000 Hamburg 36.

Union celebrations: women members of Deutsche Gewerkschaft Bund (trades union confederation) are celebrating 80 years of work for women. One success is that there are now 38,000 women business advisers in firms organized on co-management lines.

Women and work

The University Women of Europe colloquium on "women and work" in Cologne last September was the first event of its kind to be organized by the association, which includes associations of university women from every country. The colloquium was so successful that the association has decided to hold a conference on genetic engineering in Great Britain in 1987. Discussions focused on five main topics: the situation of women university teachers, the financial position of women in Europe, changes in family life (parental leave), returning to work after the birth of a child and biological differences in the workplace. Useful address: University Women of Europe, 71 Waalsdorppweg, 2597 HR The Hague.

Women are discriminated against even in hostels for the homeless. Despite the fact that there are more and more homeless women, hostels make no provision for them. The association for the homeless is trying to find ways of remedying the situation.

I R E L A N D

Women can be entrepreneurs too: this belief prompted Minister of State for Women's Affairs Nuala Fennell to organize a series of conferences to encourage women to set up their own businesses. The Ministry and the Industrial Development Authority have commissioned a research study on women in enterprise and it is hoped that the results will be available in the autumn. The two bodies have also collaborated with the national airline Aer Lingus to fund an enterprise scholarship to be awarded to a woman entrepreneur. For further information, contact: Office of the Minister of State for Women, Department of the Taoiseach, Government Buildings, Dublin

Attempts to introduce divorce bill fail

An attempt by former Deputy Prime Minister and member of Fine Gael Michael O'Leary to introduce a private member's bill abolishing the Constitutional ban on divorce has failed to get the support of Parliament. The Labour Party did not support it because it has decided to introduce its own bill, which is unlikely to get a hearing in the near future. The Group for Family Law Reform, which is run entirely by women, is preparing its contribution to the report on marriage breakdown which is to be discussed in Parliament. 1984 figures issued by the Central Statistics Office show a 60% increase in the number of breakdowns.

Useful address: Group for Family Law Reform, PO Box 738, Dublin 4

The Employment Equality Agency recently helped a young woman garage worker to prove to the Labour Court that she had been forced to give up her job because of sexual harassment. The Federated Union of Employers criticized the judgement and the Irish Congress of Trade Unions described the FUE's statement as insulting to women workers.

The Agency is also to be congratulated for persuading the Minister of Labour to increase the number of women employed in the Gardai (police service) and prison service. It also fights to protect the rights of men and has secured their access to airline jobs which had previously been reserved for women.

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

"Women in Industry" was the title of a promotional campaign by the Industrial Development Authority to promote the concept of women in industry. Ireland already has one shining example: Ms Repko came to Ireland from the Netherlands five years ago and recently founded a small high technology company. The Authority is promoting the same spirit of enterprise among youngsters: two young women recently won its Enterprise Award Scheme with their successful project involving the design and marketing of a versatile pannier/cyclist's bag.

Useful address: Industrial Development Authority, Wilton Place, Dublin

Infant mortality is no more common among children of working mothers than others, according to a recent study conducted by the Rotunda Hospital in Dublin. Another survey reveals that some 4,000 Irish women sought abortions in England in 1984. The true figure may be much higher.

Focus Point is a new service designed to assist homeless women and is a response to the survey conducted by one of Ireland's leading social workers, Sister Stanislaus Kennedy.

The Irish feminist publishing company, Arlen House, is celebrating its tenth anniversary. Recent publications include "Irish Women: Image and Achievement", a study of Irish women through the ages.

Useful address: Arlen House, The Women's Press, 60 Jones Road, Dublin 3

I T A L Y

Women in the world, women at work - Donne nel Mondo, Donne al Lavoro. A report on this subject has been presented to a World Labour Confederation colloquium in Rome. The conclusions reached by the meeting: the position of women in developing countries is a matter of the utmost concern, but the West should put its own house in order. There are plenty of examples of how women's labour is being exploited here. In Italy female unemployment has risen from 4.7% in 1973 to 14.7% in 1982. Useful address: C.M.T., Rue de Trèves 22, 1040 Brussels.

Statistical Institute surveys. ISTAT, Italy's central statistical institute, has published the findings of two surveys:

- . The first is on the Italian family (18 million households were included in the sample), covering such topics as the sharing of household chores, the number of children, work and the woman's role. The mass of interesting figures is enlightening. For example, women often work not just to round out the family's income but for their own personal fulfilment. It is generally the woman who is responsible for "liaison" with the outside world - not just relations but also friends and neighbours. A two-day colloquium has reviewed the implications of this "family portrait", since social, tax, building and many other policies depend on what families are like.
- . The second survey, conducted by Grazia Arangio-Ruiz, is on equal opportunities for men and women. We seem still to be very far from equality in everyday life. The survey findings go beyond the subject, showing that: the number of marriages declined by 28.1% between 1971 and 1981 (apparently due to the conflict between marriage and a career); three quarters of women who have an abortion are married; only 6 million women (1 out of 5) say they are in good health; 2 million are inclined to depression and resort to medical drugs.

Useful address: ISTAT, Via C. Balbo 16, 00100 Rome

Women managers are the focus of another survey, this time by the advertising agency McCann-Ericson. What is the typical woman manager like? She is young (30-40), she is to be found both in the North and in the South, in small towns and large, in the professions and in a wide variety of office jobs. She may well be single (one third of the women interviewed were). What would she like to change? Existing male and female role-models, attitudes towards work. It should be possible, women managers say, for a career to be a way of life rather than the be-all and end-all, whether you are a man or a woman. Women managers now have their own club, "Donne in Carriera", and their own publication, "Women in Management Review", P.O. Box 23, Wembley HA9 BDJ, Great Britain.

A young woman has made her mark in a career which admittedly is fairly receptive to women, although it is not common to find them in the top echelons: Giovanna Quasimodo, a lawyer by training, has been appointed editor of Gazzetta di Siracusa, the first woman to edit an Italian newspaper.

Since the reform of Italian family law in 1975 there has undoubtedly been progress towards equality between men and women, but it has not helped to evolve a new cultural concept of true equality. An inter-parliamentary group of women Communist Party MPs has proposed that working parties be set up on specific issues and that there should be further debate on article 29 of the Constitution, on the grounds that its provisions on the status of husbands and wives are now out of date.

Useful address: Gruppo interparlamentare donne elette nelle liste del PCI,
Piazza Campo Marzio 42, 00184 Rome

Which is the weaker sex? A programme made for Italian TV's Channel 3 has set out to make people think. Biologists, psychoanalysts, sexologists and many others have been interviewed to show that biological and psychological differences do not always work to the advantage of men. The three episodes in the series have been entitled: "it's tough to be born a man", "changing sexuality" and "two intelligences".

Useful address: RAI, Viale Mazzini 14, 00195 Rome

The women's committee of the National Cooperatives League has been following the current debate on "special measures for the development of youth enterprise in Southern Italy" very closely and wants to put in a word of its own. It feels that the law might really help to reduce unemployment among girls in Southern Italy if it lays down quotas for their participation in aided schemes.

Useful address: Lega Nazionale delle Cooperative e Mutue
Via A. Guattani 9, 00161 Rome, tel. 84.137

Minerva: a women's prize: launched in 1983 by the "Women's Club", the Minerva Prize is an award for women who have distinguished themselves in a variety of fields. In 1985, the award-winners included a doctor who had worked in Africa for 30 years, a specialist in the treatment of pain, a creator of model farms and a manager who had promoted sales of Italian spumante. Former President of the Republic Sandro Pertini was among the distinguished gathering at the prize-giving ceremony.

Happiness: a political issue. This was the title of a meeting arranged by the magazines "Madre" and "Progetto Donna". According to the organizers and those who took part in the meeting, one of the ways of achieving happiness is to redefine relationships between a man and a woman. The couple of tomorrow should come closer to equality and be less inward-looking and more receptive to contact with authorities and society. For further information on the reports and discussions, write to "Madre", Viale Stazione 63, 25122 Brescia.

The Committee for equality between men and women in the region of Emilia-Romagna has publicly disputed the legitimacy of the competitive recruitment of railwaymen on the grounds that the criteria, standards and equipment are chosen in such a way as to rule out women from the start. For example, to achieve the minimum number of points an applicant must have a high level of physical strength. Proving its point, the Committee says that of the 1,000 new recruits only one is a woman.

Women's awareness and responsibility in evolution. On behalf of the Centro Studi per l'Evoluzione Umana (Human Evolution Research Centre), Giuliana Papeschi has published a book on this theme, covering biological and behavioural differences between men and women.

Useful address: CEU, Viale Tor di Quinto 58, 00191 Rome

L U X E M B O U R G

Despite the EEC directive on equal treatment, women police officers are still discriminated against by comparison with their male colleagues. Such discrimination, moreover, is in flagrant breach of Luxembourg law on the police, says Democrat MP Anne Brasseur in a written question to the Minister concerned, calling on him to comply with the law.

Useful address: Ministère de la Force Publique
Plateau St. Esprit, Luxembourg Tel. 478 - 1

The Luxembourg Government is preparing for equality in pension schemes in the case of wives working in family businesses. One clause of this bill states that the "spouse" (no longer the "wife") of the principal assured is entitled to contribute towards a pension on a voluntary basis.

Useful address: Ministère de la Sécurité Sociale
26 Rue Zithe, Luxembourg Tel. 478 - 1

Luxembourg should follow the lead of most other European countries: contraceptives should not be regarded as "luxuries" but should be reimbursed out of social security. A petition and a campaign to this effect have been launched by the feminist movement, "Amazones", and are to continue until 8 March 1986.

Useful address: Amazones, Centre des Jeunes Autogérés
1 Place des Bains, Luxembourg

Info-Viol, a rape information unit set up within family planning centres in 1984, has extended its work, noting that few women rape victims have the courage to report the offence and that 11 children were also raped in 1985. The unit works on three levels: medical; a listening and psychological counselling service; and support for victims, with a network of women who volunteer to be with victims in the days or weeks following the event. Info-Viol has to work normal office hours, and it has asked State Maternity Service midwives to cooperate at weekends and at night.

Useful address: Inf-Viol, 18-20 Rue Glesener, Luxembourg, tel. 48.59.77

In an open letter to the press, eight women's organizations have protested vigorously against the traffic in women practised by a German marriage bureau; in an advertisement placed in Luxembourg newspapers, it offers Asian women with a full guarantee of marriage.

According to the signatories, these are not just arranged marriages but a blatant traffic in women and therefore a crime. Calling on the newspapers to stop taking advertisements of this kind, they point out that even in a country as small as Luxembourg 25 cases have been brought on the grounds of such traffic. The country seems to be used as a focal point for this kind of activity.

N E T H E R L A N D S

Vocational training for adults has a vital part to play for women who want to enter or return to the working world. A bill on the subject is the focus of attention for the Emancipation Council. It has a lot of work on its plate: it is also investigating the position of women in the army, women and pensions and planning for health personnel.

Useful address: Emancipatieraad, Lutherse Burgwal 10, 2512 CB The Hague

In January, the Amsterdam town council votes on a plan for the emancipation of women ("Concept Beleidsplan Vrouwenemancipatie"), designed to help women be financially independent and to decide freely on their own lives. The bill provides for practical measures and reaffirms the principle of non-discrimination in recruitment for jobs and in promotion. The Council hopes to set the pace for other local authorities.

Useful address: Amsterdamse Gemeenteraad, Amsterdam

"Hands off: Sexual Harassment Complaints Bureau" is the name of a new service set up by the Ombudswoman Foundation in cooperation with young unionists and the secretariat for women workers. "Handen Thuis, Klachtenbureau Ongewenste Intimiteiten" has published the findings of a survey in police departments and hospitals under the title of "Cinderellas and Prince Charmings". They reveal that policewomen complain about their male colleagues' suggestive gestures and attitudes, whereas male nurses voice the same complaint about female nurses... The reason why the new bureau is interested in this type of harassment is that it may disrupt everyday work and slow down promotion.

Its address: Mariaplaats 4b, Utrecht.

Wanting, winning and using power: in its information bulletin n° 11, the Dutch Women's Council discusses - under the title of "Macht. Willen, gebruiken, winnen." - how women can consolidate their individual and collective power, drawing from the conclusions of a congress on "women - power - strategy" arranged by the University Women's Association in March. The Congress ended with a very practical step: setting up an association for the reform of working hours (the aim is a 32-week by 1990). The women concerned intend to exert pressure on politicians and unionists to achieve this aim.

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

Two people, two careers: in organizing a follow-up to its 1982 symposium on "two careers on one pillow", the Dutch University Women's Association is launching a two-year project on the problem of the husband and wife who pursue their own careers at the same time. Any contribution to its research is welcome.

Write to: Mrs. Hootsmans, Nassaulaan 1, 3813 Amersfoort

The Editor of "Opzij", Mrs. Dresselhuys, has gone on TV to defend the suggestion advanced in a Government bill that women have a "duty" to have a job and that men have a "duty" to do housework. Even those who approve of the idea in general may have been put off by the idea of it being a "duty".

Useful address: Mrs Dresselhuys, Opzij, Kloveniersburgwal
Postbus 1311, NL 100 BH Amsterdam

When the husband loses his job and is at home all day, quarrels are far more likely to flare up. In the light of this observation, the North Brabant Provincial Council has published a report discussing the problems, commenting on case histories and suggesting solutions. Its report is supplemented by an audiovisual.

Useful addresses Provinciale Vrouwenraad Noord-Brabant
Fred. Hendriklaan 24, 5212 BE s'Hertogenbosch
Greetje Senhorst, Toropastraat 233, 6251 Nijmegen
Jacomine de Lange, Parkweg 108, 6511 BL Nijmegen

The oldest Dutch association for equality for women, Vrouwenbelang (women's interests) has brought out a booklet on "the right woman in the right place" - "De juiste vrouw op de juiste plaats". The association operates on other fronts as well. For example, it holds courses on politics and organizes M/V: 50/50 - the Men/Women 50/50 movement.

Useful address: Nederlandse vereniging voor Vrouwenbelangen
Rijnsburgerwet 28, 2333 AA Leiden

A survey conducted by the Ombudswoman Foundation - Stichting Landelijke Ombudsvrouw - on 35 job placement agencies in Southern Holland has revealed that only a few attempt to understand the problems of women who want to work or return to work; where they do make an effort, it tends to be a result of local pressure from women themselves.

Useful address: Stichting Landelijke Ombudsvrouw
Postbus 51330, 1007 EH Amsterdam

Catching up and pulling ahead. In Utrecht in October, Alida van Schoonhoven was the first woman to win the national competition for trainee butchers. The trade is attracting more and more girls: they now account for 10% of trainee butchers. Marie Schouten has won the Prix de Rome in the painting class. Flemish Monika Triest has been appointed professor extraordinary in the Department of the Politics of Emancipation in Amsterdam University. KLM has appointed its first woman air traffic controller, Guus Taylor Parkins. And the Amsterdam police force has added to the number of women it employs by recruiting 7 part-time women policemen.

The 1986 Joke Smit Prize is to be awarded for the first time to the individual, group or organization that has done most to improve the position of women in the Netherlands. The prize, worth 10,000 guilders, is awarded every two years. Applications should be forwarded to:

Useful address: Ministerie van Sociale Zaken en Werkgelegenheid
Afdeling DCE, Mauritskade 37, The Hague

P O R T U G A L

The October elections: a step backwards for women. On 6 October voters in Portugal chose their Parliamentary representatives. Out of a total of 250 MPs, only 15 are women, even fewer than the 18 in the previous legislative body (the record has been 21). What is more, not a single one of the 24 Portuguese Members of European Parliament is a woman.

The Portuguese Lower House has set up a Committee for Women's Status, chaired by Gloria Padrao.

In local elections, 4 women were elected as heads of municipal councils (compared with the previous number of 6).

Portugal now has three women secretaries of state in Government and one minister.

Maria de Lourdes Pintasilgo, who had been her country's prime minister for a brief period, was one of the four candidates in the presidential election.

Women in the top echelons of public service are few and far between: only one civil governor has been appointed, and there is not a single woman member of the Council of State or Constitutional Tribunal.

The Committee for Women's Status met representatives of the European Commission in late November to consider how far Portuguese law complies with Community legislation on equal treatment for men and women.

On the whole the verdict is satisfactory, but there is still work to be done to bring Portuguese law fully in line with Community directives. For example, Portuguese law on equality must be extended to cover civil servants and homeworkers.

The Portuguese are well aware that equality is not just a matter of what is on the statute books and that there must be a genuine change in mentality. The proof of that awareness is the project launched in secondary schools on attitudes to the status of men and women. The Ministry of Education has in turn extended the project by introducing the issue into basic teacher training courses, one aim being to ensure that newly published textbooks do not reflect sexist attitudes.

Useful address: Commissao da Condiçao Feminina
Av. da Republica 32-1º, 1093 Lisboa Codex

A union meeting on work, training and employment, health, education and women's involvement in union life: this is the packed agenda for the September meeting of women members of UGT, the Portuguese trades union congress which is affiliated to the European Trade Union Confederation. The meeting also debated "the role of women in political and social movements before and after 25 April 1974 (the date of the "carnation revolution" that marked Portugal's return to Western democracy).

France was well represented: Mrs. Devaud, a former member of the Economic and Social Council, wondered aloud "What would the economy be like if there were no women?". Mrs. Coquillat, a member of Yvette Roudy's ministerial department (for women's status) spoke of women and political authority, while Françoise Héritier-Augé of the Collège de France took as her theme "Women with the wisdom of years, women with commitment, women with clout".

The seminar ended with a debate on "women and power in Portugal": on the panel were Manuela Silva of Lisbon Higher Institute of Economics, Teresa de Ambrosio of the Institute of Development Studies, Irene Vaquinas of Coimbra University and journalist Diana Andringa.

Power: do women really want it? This was the question with which the chairman of the Committee for Women's Status, Joana de Barros Baptista, wound up a conference on "women and power" on 13-15 November. Her fear is that potential conflicts with family life will continue to distance women from the places where decisions are made. The conference was arranged jointly by the Committee for Women's Status and Lisbon New University's Department of Anthropology, under the auspices of the French Embassy's Cultural Department and the Franco-Portuguese Institute.

S P A I N

Women and the establishment: a few figures. Women account for 27% of Spain's working population (unemployment rates are 25.1% for women, 20.3% for men), but the percentage of women in public service is far lower.

In Government there is only one woman Secretary of State; there are 22 women MPs in the Cortes (6.3%), the Socialist Party having a slightly higher proportion (18 women MPs, or 8.9%) and the Alianza Popular far fewer (2, or 1.8%). The position is even worse in the Senate, with only 11 women senators (4.3%). The civil service has 15 women director-generals (8.5%) and 44 deputy directors (7.1%). In the autonomous communities, 73 women (6.23%) are in Parliament and 44 (5.82%) are top-ranking civil servants.

The figures for educational establishments are far more encouraging: at every level there are almost as many women as men, and they even outnumber men in secondary/pre-university education. The problem arises again, however, with university professors: 79.2% of teaching posts are held by men, leaving a mere 20.8% for women.

That women take an interest in women's affairs is the conclusion reached by Instituto de la Mujer (Women's Institute) in a survey on women over 18. Although the Institute has been in existence for only two years, it was familiar to most of the women interviewed. The survey revealed a general interest in all women's issues among the interviewees: 65% had followed the campaign on battered wives, 64% the family planning campaign and 50% the publicity on women's rights.

Recent Instituto de la Mujer publications include "Women in Latin American Law", a paper given at the Nairobi Conference in July 1985, "Women's Equality in the EEC", "Women and the Social Services" and a 1986 calendar of events.

Useful address: Instituto de la Mujer
Ministerio de Cultura, Pasco de Castellana, Madrid 16

The 1985 national "Clara Campoamor" prize for research, fiction and poetry has recently been awarded. The aim is to promote women's integration into the arts and society by giving recognition and publicity to their creative achievement.

Maria Millan Mateos has won a competition for the best poster for Women's Day in 1986. The Instituto de la Mujer will be printing her poster and exhibiting it with the 130 runners-up.

UNITED KINGDOM

Can policewomen be prevented from bearing arms like their male counterparts? The question was raised by a woman Reservist of the Royal Ulster Constabulary when the Chief Constable refused in 1980 to renew her contract as a policewoman entitled to carry firearms.

Her complaint to the European Court of Justice, in which she was backed by the Northern Ireland Equal Opportunities Commission, was its first case on sex discrimination from the province. For three years, a Certificate of National Security issued by the Secretary of State for Northern Ireland had prevented the higher courts there from investigating the case. The European Court of Justice is examining whether a national court of a Community country can be excluded from considering a case by a National Security Certificate which purportedly is not open to challenge. A decision is expected in 1986. If the applicant is successful before the European Court her case will be remitted to the Industrial Tribunal for a full hearing.

The Equal Opportunities Commission has published two booklets explaining employers' responsibilities under the Sex Discrimination Act.

Useful address: Equal Opportunities Commission (N.I.)
Chamber of Commerce House, 22 Victoria St, Belfast BT2 2BA

The Equal Opportunities Commission, established in 1975, at a conference held to look back on its first ten years, has highlighted the role of voluntary organizations. To those who criticise the Commission for being "stealthy" in its achievement, its chairman Lady Platt cited its success in discrimination in advertising: there is no discrimination between the sexes in 96% of the job vacancies advertised in the UK today, a record for Western Europe.

The Commission mourns the death of its deputy chairman Jane Finlay, who died on 28 November. Long active in organizations concerned with the status of women, she was greatly loved for her generosity, commitment and vitality. "Women of Europe" remembers her with respect and affection.

The European Community Directive on parental leave was debated by the House of Commons in December, and the Equal Opportunities Commission has urged its adoption in the United Kingdom. It will, argues EOC, encourage the father to take on a more prominent role in the care of his children and promote a fairer sharing of responsibilities between parents and due consideration for the career aspirations of both father and mother. The Commons Select Committee has already come out in favour of at least one month's parental leave.

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

In the meanwhile a bank - the National Westminster - is coming to the end of a five-year experiment launched in 1981. It has allowed its staff, men or women, to take a break in their career to care for young children. Under its re-entry scheme, individuals are guaranteed an offer of re-employment; under its reservist scheme, there is no commitment from the Bank, but it considers former employees for vacancies at the same level as when they left.

Useful address: National Westminster Bank, Personnel Division
41 Lothbury, London EC2P 2BP

A chain of supermarkets has admitted a case of discrimination and has paid compensation. Associated Dairies Limited admitted to the court that it had discriminated by asking "unlawful" questions to a woman being interviewed for a job as a cook, and has offered her an apology and payment of £400.

Mrs. Anna Wood was asked what arrangements she would make for her child during working hours and was not offered the job because "her school age child, together with the distance she had to travel to work, made the job inconvenient for her and made it unlikely that she would remain in the job for a long period". The company said it normally applied a policy of equal treatment but admitted it had made an error in Mrs. Wood's case.

The Government's Green Paper on the reform of Britain's complex social security system has been dropped, partly because of the huge organizational changes required but also because of growing public opposition. The changes would have entailed the abolition of the State Earnings-Related Pension Scheme, the replacement of supplementary benefit by income support, the creation of a discretionary social fund for the poorest, cuts in housing benefits and the freezing of child benefits. The Government will now merely seek to adjust certain social security payments.

There is now a monument to the housewife: by Graham Ibbeson, it is in Yorkshire Park in London. A sturdy figure on her pedestal, neither young nor pretty, she brandishes a broom with a sort of joyous truculence which makes her very likeable. She is flanked by two rather greyer figures, headscarved and buckets in hand, in a composition reminiscent of the Three Graces.

Women and the Environment The National Council of Women of Great Britain has established a Permanent Working Party for the environment. Chaired by Sarah King-Salter, the group will consider problems such as over-population, the exhaustion of natural resources, water resources and the protection of endangered animals and plants.

Useful address: National Council of Women
34 Lower Sloane Street, London SW1 8BP

Positive Action; Have you tried? This is the question put by the Equal Opportunities Commission in calling on firms to discover the benefits of positive action in favour of women. Under section 48 of the Sex Discrimination Act 1975, employers are entitled to offer special training or advancement programmes to jobseekers of one sex only if, during the preceding twelve months, the job has been done solely or mainly by members of the opposite sex.

One of the many activities of the Equal Opportunities Commission has been to publish a statistical profile or "resource book" in which it gives a "snapshot of men and women in Great Britain". It reveals that women make up 51.4% of the population, although by the age of 75 they represent nearly 7 out of 10 of their age group. Women's earnings rose from 61.3% of men's earnings in 1970 to 75.5% in 1977, but in 1984 the percentage deteriorated to 73.5%.

A survey on voluntary bodies has been undertaken by the British Federation of University Women with financial support from the Equal Opportunities Commission. If more women participated in the voluntary bodies that influence public life, it is argued, women would be more effective in British society. The UK would collapse if voluntary work disappeared, concludes the author of the report, Mary Williams.

Useful address: British Federation of University Women
Crosby Hall, Cheyne Walk, London SW3 5BA

BBC key post: Patricia Hodgson has been appointed Secretary of the BBC, the first woman in this important post of intermediary between the British Broadcasting Corporation's board of governors and board of management. The post became vacant following controversy over a TV programme on Northern Ireland.

Pity for VDU workers: 70% of respondents to a survey reported eyestrain, 53% suffered from aching necks or shoulders, 58% complained of general fatigue. The VDU Workers' Rights Campaign is calling for legislation to limit work with a Visual Display Unit to 4 hours in any working day and require all VDUs to be shielded to eliminate electro-magnetic radiation emissions. The campaign is being coordinated by City Centre, London's office workers' resource centre, 2nd floor, 321-55 Featherstone Street, London EC1.

A new style in women's magazines is emerging in Great Britain. One magazine, Women's Review, launched by Susan Ardill and Sue O'Sullivan, is produced by a cooperative with the financial and distribution backing of the New Statesman. It has "happily situated itself firmly within feminism" and is resolved to fill a gap in literary, arts and political publications. Everywoman, edited by Barbara Rogers, has also been launched by a cooperative.

The Pepperell Unit, reviewing the first year of its life, feels it has done good work in informing women and girls on the working world. Backed by the Industrial Society and women's organizations, the group has arranged courses and seminars, sometimes in conjunction with the Cosmopolitan magazine. It also publishes the Pepperell Unit Briefing.

Useful address: The Pepperell Unit, The Industrial Society
48 Bryanston Square, London W1H 7LN

EUROPE AND THE WORLD

Women and local job creation schemes. The OECD is reviewing three years' experience with its "local job creation programme", which will now formally include the issue of women entrepreneurs. That issue will be considered in depth in a plan for women's education and training being launched by the Organization for Economic Cooperation and Development, to include the support bodies that can help them to overcome the obstacles in their path. The decision was reached at the end of a seminar last summer, held under the auspices of OECD and French authorities, which noted that more resources are needed than are available at present if the "ore seam" of potential women entrepreneurs is to be tapped. Twenty countries are taking part in the programme, together with the Commission of the European Communities which attaches great importance to grassroots schemes for the promotion of women's employment. For further information, write to OECD, Directorate of Social Affairs, 2 Rue André Pascal, 75775 Paris Cedex 16. OECD has also brought out a report on "creating jobs at local level" describing case histories in France, Germany, Ireland and Italy.

Japanese women and change. Japan has many groups working for women's rights, although their efforts are not coordinated. Since 1977, there has also been a National Centre for Women's Education which hopes to serve as a women's information and research centre. It held its first international seminar on women and information last November in Saitama (Northwest Tokyo), attended by representatives of the Commission of the European Communities, the United Nations Economic and Social Commission for Asia and the Pacific and many women's institutes and associations. The EC Commission was represented by its "women's information" service.

Two symposia at the end of the seminar tackled the subjects of "future strategy for equal opportunities up to the year 2000" and the broader subject of "women's status", in this case with the support of the city of Osaka's Women's Education Service.

The main conclusion: there is an enormous amount of work to do. Although Japanese women make up 38% of the work force, they are relegated to subordinate positions (even university women), and the gap between men's and women's earnings averages 40%.

The Government acknowledges the problem: just before the Nairobi Conference, it passed a law on equality at work. But Japanese women, like their European counterparts, will have to fight to make sure that what is enacted in the statute books becomes reality.

Useful address: NWECCENTRE, c/o Mr. Suzuki, 728 Sugaya, Ranzan-Machi Hiki-Gun, Saitama 355-02, Japan

The Centre would like to exchange its newsletters (in English) and information on women with traditional and independent groups. Over the longer term, it also aims to welcome all women or women's groups visiting Japan to discuss the issues with which they are concerned.

Women against Apartheid. YWCA's South African Council has, with the support of the World YWCA and its 80 national associations, launched an appeal condemning Apartheid, which has been sent to President Botha. National YWCAs have also been asked to support all forms of passive resistance as well as consumer boycotts of South African goods.

OPERATION "WELCOME TO WOMEN OF SPAIN AND PORTUGAL"

In ten Community countries, 75 women coming from Spain and Portugal on the invitation of the Commission of the European Communities were greeted with an exceptionally warm welcome. They split up into five delegations, each group visiting two countries. They pooled information and made contact not just with their counterparts and women's organizations but also with the authorities at top level. At the meetings, which were both serious and good-humoured, no topics were overlooked: they ranged from the European Union Treaty to policy on social, cultural and technology matters.

Musicians and publishers, businesswomen and journalists, unionists and lawyers, the women from Spain and Portugal all declared themselves delighted with the friendship proffered in the countries they visited.

We shall be printing an account of those visits in the next issue of "Women of Europe".

RESEARCH, MEETINGS AND BOOKS

El trabajo de las mujeres a través de la historia. Spain has only just joined the European Community and its women have already contributed to the history of women's work in many countries and periods! All kinds of working women are to be found here: industrial workers and peasants, intellectuals and artists, prostitutes and witches. Lavishly illustrated, this lively book contains many contemporary records such as the 1893 explanation of how working women withstand the monotony of their jobs or how adept they become at their household chores through long practice. Centro Feminista de Estudios y Documentacion, Instituto de la Mujer, Madrid.

Dictionnaire bio-graphique du féminisme, 1830-1914. This biographical dictionary of feminism (which is not sexist - it also features men who have contributed to the history of feminism in France) is currently being produced under the auspices of CRNS. Researchers, both amateur and professional, please note: contributions are welcome. Useful address: ATP-Femmes, 49 Rue Mirabeau, 75016 Paris.

A Woman's Audiovisual Resource Guide. Published by ISIS, this invaluable guide contains articles and interviews, a resource list of audiovisuals on 600 subjects, 250 addresses of individuals, groups and organizations operating in the field and an international bibliography. Write to ISIS International, Via Santa Maria dell'Anima 30, 00186 Rome.

The Pacific and Asian Women's Forum, founded in 1977 under the auspices of ISIS, has produced a book in the same field: Women and Media Analysis: alternatives and action.

Useful address: 69 Gregory Road, Colombo Sri Lanka.

La situation des femmes dans la vie politique en Europe. This major report on women in European political life was published by the Council of Europe in 1984. It discusses the political behaviour of women at every level and makes several interesting observations: 80% of women think that "politics don't concern them", but they are less inclined to opt out than is claimed. They are more in favour of protest through non-institutional channels (such as protest marches or sit-ins) than are men. It seems that the toughest contenders are housewives. Council of Europe, Strasbourg (authors: Maria Weber, Bocconi University, Milan; Genevra Conti Odorisio, Rome University; Giovanna Zincone, Turin; Janine Mossuz-Lavau and Mariette Sineau, French National Scientific Research Centre research workers at the Centre for the study of French contemporary political life (National Political Science Foundation) in Paris; and Helga Maria Hernes, Research Director, Norwegian Council for Research on exact and social sciences, Oslo.

La répartition des sièges entre hommes et femmes dans les assemblées parlementaires (1984). This is a handbook on the proportion of men and women in virtually every Parliamentary assembly in the world. Some of the figures it quotes are hair-raising, and all show that there is still a long way to travel. Union interparlementaire, Place du Petit Saconnex, Case postale 99, 1211 Geneva 19.

Calendario 1986 is a calendar for 1986 published by the magazine Noi Donne. Each month has its own poem, picture and theme, illustrated by posters dating from 1945 to today. The themes reflect changes in society ranging from reconstruction to divorce, from the right to work to abortion, from women's solidarity to the campaign against sexual violence. Andrea Musi Editore, Via Garibaldi 179, Ferrara, Italy.

Frauen - der Resignation keine Chance. This collection of writings between 1980 and 1985 by the new West German Minister for Youth, the Family and Health, Rita Süßmuth, covers such topics as the switching of roles between men and women, vocation and the advancement of women. Its message: resignation - no way! Albanus Buchvertrieb, Postfach 7640, 4000 Düsseldorf 1.

Beratungsansätze zu der Ausländersfrauenarbeit. Alice Münschner draws conclusions from a conference on the work of women immigrants in Germany, citing many practical findings from research conducted in places such as Frankfurt (the relationship between mother and child) and Hamburg (culture and information). For further information, write to Deutsches Jugend Institut, Saarstrasse 7, 8000 Munich 40.

Leggere Donna magazine is going monthly. The first new-style issue recounts the work of the Women's Documentation Centre from 1945 to 1982. For subscriptions, write to the Centro di Documentazione, Via Contrada delle Rosa 14, 44100 Ferrara.

Women and Power is the latest work by Rosalind Miles, the author of two books on the position of women (Danger, Men at Work and A Modest Proposal). This lively, down-to-earth book sets out to demolish the myth of "exceptional" women that is used as an excuse for not promoting "normally" capable women who deserve promotion. Published by Maxquelle House, 74 Workshop St., London EC2A 2EN.

Femmes d'Europe et du Tiers Monde by Anne Marie Lizin, Belgian Socialist MEP, with a preface by Simone Veil. The author has asked for the proceeds from sales of this book on women of Europe and the Third World to go towards building a multi-purpose hall (to be used for literacy classes and craft production) for women in Cape Verde. Editions LABOR, 342 Rue Royale, 1030 Brussels.

Women and Equality. This is the subject of a thesis presented by Evelyne Serdjenan (Ecole des Hautes Etudes des Sciences Sociales, Paris; Director of Studies Alain Touraine). The author examines women's aspirations, the obstacles they encounter, the careers they choose and the legislative machinery that might come to their aid.

Donne, Partito e Società. The journal for Italian Communist Party women in elected office discusses a whole range of topical issues in the light of legislation and individual contributions.

Do women have a sense of humour? Of course they do, declares the Libreria delle Donne in Milan, a women's bookshop. Late in 1985, it arranged an exhibition on the works of women throughout the world, ranging from Claire Brétecher to Dorothy Parker.

Vrouwen Studies, Lijst tijdschriften. Under the auspices of the University of Utrecht, this very useful booklet contains an list of publications about women all over the world, both interdisciplinary and grouped by subject (anthropology, philosophy, law, etc.). Heidelbergaan 1, 3584 Utrecht, Netherlands.

De Positie van Vrouwen bij een grote Bank. Also from Holland, a thesis on the position of women in a major bank (with interviews, examples and comparisons) by Mrs. de Jong at the Rotterdam Erasmus University.

Les femmes invisibles dans la théologie et l'église: or "invisible women in theology and the church", another case of discrimination described by the journal Théologie et Féminisme, Prins Bernhardstrasse 2, 6251 AB, Nijmegen, Netherlands.

Dal movimento femminista al femminismo diffuso. A study on experience in Lombardy from 1965 to 1985, moving from the feminist movement to widespread feminism. Centro di Studi Storici sul Movimento di Liberazione della Donna in Italia, c/o Fondazione Feltrinelli, Via Romagnosi 3, Milan.

Les mutilations sexuelles féminines. This book by Frans Hosken on the sexual mutilation of women has now been translated into French with an introduction by Benoitte Groult. On the same subject, Women's International News (187 Grant Street, Lexington, Mass. 02173, US) adds to the existing body of information.

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