

Women of Europe

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<p>THE CHANGING EUROPEAN COMMUNITY</p>
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WELCOME TO THE WOMEN OF SPAIN AND PORTUGAL

Between 2 and 9 February 1986, five delegations of Spanish and Portuguese women each visited two European Community Member States before meeting to compare notes in Brussels, where they were welcomed by the European Commission.

"Operation welcome", brainchild of the European Commission's Women's Information Service (Directorate-General for Information) was a huge success and is bound to be followed by further activities.

Credit is due to the women's organizations in the host countries and the Commission's Press and Information Offices throughout the Community who contributed so much to the success of the visits and, of course, to the Spanish and Portuguese participants whose curiosity, enthusiasm and expertise left a lasting impression.

The general impression they gave is clearly illustrated by these two quotations from the press: "They [the visitors and the women who welcomed them] had never met and yet they are life-long friends." "This whole trip lent credibility to the idea of a People's Europe."

It would be impossible to give detailed reports on all ten of the visits so we shall restrict ourselves to a few comments and observations which may be helpful in the future.

The first point we should like to make is that, although everything had to be arranged at such short notice, "Operation Welcome" received the full support and cooperation of women's organizations. Over the years, women and women's associations within the Community have built up an increasingly close and wide-ranging cooperation network and were quick to realize the importance of expressing their solidarity with women in Spain and Portugal.

This demonstration of solidarity was all the more commendable in that it was sparked off by goodwill rather than officially organized. Hundreds of women's organizations throughout Europe helped to offer their Spanish and Portuguese visitors an exceptionally warm welcome; it just goes to show that a People's Europe really does exist.

Cultural, political, language and even religious barriers were overcome. The Danish daily newspaper, Politiken, claimed that Danske Kvinders Nationalråd (National Council of Danish Women) was responsible for one of the highlights of the visit by arranging for the visitors to be invited to dinner with families; there must have been communication problems but everyone must also have enjoyed this opportunity to exchange views, especially when Denmark is in the throes of considering withdrawing from the Community. Minister for Social Affairs Elsebeth Kock Petersen told her visitors that they "could not have come at a more interesting time".

Politicians were well aware of the importance of the visit and most of the delegations were received by top officials. Italian President Francesco

Cossiga was keen to meet the women from Spain and Portugal, as were Italian Foreign Minister Giulio Andreotti, President of the Irish Republic Patrick Hillery, Irish Prime Minister Garret Fitzgerald and Belgian Prime Minister Wilfred Martens, to mention just a few. The warmth and interest displayed by King Baudouin and Queen Fabiola in the very long audience they gave their 75 guests will be a treasured memory.

There were flowers, gifts, songs and celebrations, but the principal aims of the women throughout the Community who had so looked forward to this meeting were never lost from sight. They wanted to make contact with other women and women's organizations, consider past successes and future prospects and find new ways of collaborating in the struggle for equality in the political and every other sphere - social, economic and cultural.

It was no coincidence that the meetings in Paris and Athens were on the same theme, "Women and Power", a subject discussed in every country during the course of the visits. How to bridge the gap between the law and what happens in real life and how to win support from the authorities in putting the principle of equality into practice: these were just two of the questions tackled by the women in their discussions with the Equal Opportunities Commission in London, Ligestillingsradet (equality council) in Copenhagen and other organizations in Rome, Brussels, Bonn and elsewhere.

"This trip made us realize that we women are all members of a single family", said Maria Elvira Lemos, international affairs officer of the Portuguese women's affairs committee. Her feelings were echoed by director of the Women's Institute in Spain, Carlota Bustelo, who invited all Europeans to "break the stereotyped mould that has encased women by pressing ahead even further than is provided for in the equality laws".

On the subject of stereotyped ideas, women in all the Spanish and Portuguese delegations remarked on how little other Europeans knew about their countries. All too often, they said, the picture of Spanish and Portuguese society in the minds of the women they met came straight out of Federico Garcia Lorca's plays. The Portuguese women were none too pleased at being addressed as "Mediterraneans".

One important bonus of the trip was that the Spanish and Portuguese women learnt more about each other and discovered that their opinions and aims were closer than they had previously realized.

"You are here and that is proof enough that the People's Europe is very much alive", said European Commissioner for Information and the People's Europe Carlo Ripa di Meana, speaking at the final meeting in Brussels. The same comment was made by Commission Vice-Presidents Manuel Marin and Lorenzo Natali and Commissioners Matutes and Cardos e Cunha.

The coverage given to the visit by the radio, television and press showed that the media were fully aware of this new dimension to European integration.

Commissioner Ripa di Meana also said that "the task now is to make use of all these new contacts and keep the information flowing". The Press and Information Offices helped women to establish direct contact with other women in similar jobs and situations: lawyer met lawyer, civil servants chatted together, farmers exchanged addresses and psychologists listened to the views of mental health experts. Return visits to Spain and Portugal have already been arranged.

In their open invitation - "You've been once; come again!" - Mss Boeykens and Hanquet, chairmen of Nationale Vrouwenraad and Conseil national des femmes belges (Dutch- and French-speaking sections of the National Council of Belgian women), expressed the feelings of every woman who had met the Spanish and Portuguese delegations.

"Don't worry," joked one Portuguese woman, "there were floods in Rome, an election campaign in France, political controversy in Denmark, snow in Luxembourg and a women's fair in Bonn. We've survived all that and we'll be back for more."

The close friendships formed among the visitors themselves are already bearing fruit: the Portuguese women have decided to set up a new association called "Intervencao feminina" (women's action) to be officially inaugurated on 8 March, which is International Women's Day.

There are few women's associations in Portugal and the new body has been warmly welcomed by the press.

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Directorate-General for Information
Women's Information Service
200 rue de la Loi
1049 Brussels

EQUALITY IN THE TREATY OF EUROPEAN UNION

The simple yet forceful idea that the Treaty of European Union should include provisions on equality between men and women was put forward by the Union of European Federalists whose Equal Rights Committee, under the chairmanship of Angèle Verdin, would like to see the draft Treaty amended accordingly.

Chairman of the Greek League for Women's Rights Alice Yotopoulos-Marangopoulos brought the idea back into the news in a four-column article in the Greek newspaper Ta Nea. She emphasizes that equality is European policy and says that enlargement should encourage the Community to make further efforts to improve and enforce its policies on equality. While the delegation of Spanish and Portuguese women was in Athens, the Greek League for Women's Rights passed a resolution demanding that "the Treaty of European Union expressly include a guarantee of total equality for men and women in all fields, both in law and in practice".

This sentiment was echoed in a message sent from Ireland to the women of Spain and Portugal by Audrey Dickson, chairman of the Council for the Status of Women.

The draft Treaty of European Union has to be submitted for approval to the parliament of each Member State, which means that all Europeans, men and women alike, still have a chance of influencing the final outcome.

THE IMPROVEMENT OF EUROPEAN SOCIETY300 women elected local officials in Santiago de Compostela

Just a few weeks after enlargement, 300 women elected local officials from the twelve Member States of the European Community met in Santiago de Compostela to discuss the "improvement of European society" at a conference organized jointly by the Council of European Municipalities (CEM), the European Commission and the Spanish section of CEM.

It was the second meeting of this kind; the first was held in Pisa in 1983.

The conference ended with a resolution stating that the participants:

- welcomed the accession of two new Member States to the European Community;
- offered their support to the European Commission's second Equal Opportunities Programme;
- appealed to Spain and Portugal to bring their legislation into line with Community law as soon as possible;
- expressed their hope that the three new directives on equality (parental leave, equal treatment for the self-employed and equal treatment in social security schemes) would be implemented as quickly as possible;
- supported the resolution on sexual harassment in the workplace tabled in European Parliament by Heinke Salisch and Yvette FUILLET;
- reminded local and regional elected officials of the importance of Community Funds;
- expressed their approval of local job creation schemes;
- proposed a set of recommendations to local and regional authorities.

In a more political part of the declaration, the conference regretted the opposition of certain people to accepting Parliament's decision, however tentative, to promote equal opportunities within Community institutions. The women officials demanded that the new Treaty of European Union include provision for sexual equality (see page 5).

It is impossible to give a detailed report on all the papers given at the conference and we shall merely make a few comments on the proceedings, which included very stimulating discussions on a wide range of topics.

Fausta Giani Cecchini (former President of the Province of Pisa and chief organizer of the 1983 conference of women elected local officials) gave a well researched report on women local officials in Italy which offered a clearer picture of the type of women in elected office. Of the 220 women interviewed, 93 were aged 31 to 40 and a fairly high proportion (58) were between 18 and 30; 145 of them were married. When asked about their financial status, 46 said it was "good", 161 "average" and 8 "poor". Generally speaking, the women had played an active public role in their communities before being elected as local officials. Of the 220 women questioned, 160 held posts at municipal level.

In many cases, the women's duties lay in traditionally female spheres (such as health, education and the arts) but 104 said this was not by choice but because the duties were allocated by their political party or constituency.

Just under half the women had help in the home. The main obstacle to their political and administrative activities was "external", particularly the demands made by their jobs. "Internal" obstacles (such as lack of family support and other problems specific to women) were relatively minor.

The greatest advantage of becoming involved in local and regional affairs seemed to be greater awareness of political and social realities; the women put "self-realization" fourth in the order of benefits.

Almost all women officials believe in the European Community, but this does not mean that they accept it without criticism: women elected officials in Italy would like to see European Parliament given wider powers and look for faster progress with European Union. They also want more contact with their counterparts in other Member States via annual meetings or European organizations for women in elected office. They would also like to see more women in European Parliament and closer contact between Parliament and local authorities.

Maria Arrondo of Saragossa reported on women's involvement in local life and claimed that there was a wide discrepancy between the legal and the actual situation. She called for new services and infrastructure and suggested forms of direct action to be taken by municipal authorities and indirect action by voluntary associations, whose work should receive greater support.

Anna Balletbo of the Spanish Federation of Municipalities and Provinces said that women still played too muted a role in politics in Spain. The percentage of women MPs is one of the lowest in Europe, though higher than in Britain, France and Greece in 1983.

Architect Pilar Cos gave a fascinating paper on women in the home. Her analysis was based on various schemes which, however "enlightened" or "utopian", tended to reinforce woman's isolation within the home.

Valerie Wise, chairman of the Greater London Council's Women's Committee, used the Greater London area to illustrate the role of local women's committees, arguing that urban planning was often sexist and racist as well as elitist.

Women may be taking a greater part in the arts, said Maria Lluisa Ferre y Garcia (from Llobregat, Barcelona), but all too often they are still only "passive consumers". The trend could be changed if action were taken at municipal level, particularly if local women's committees were established.

Townplanner Rosa Dumenjo y Marti, from Ripollet, has been studying every aspect of urban development (including transport, public services and safety) and proposed a campaign to encourage participation in city life.

Local official Mme Kohler-Chevrot described the efforts made in Enghien-les-Bains to encourage young people to take an interest in how their town is run.

Local job creation schemes are a real alternative for women, claimed Dolores Gavira Golpe of the Spanish Federation of Municipalities and Provinces. She drew attention to the problems faced by women with a good or high level of education in finding work.

Carmen Gago Bohorquez said that local job creation schemes for women in Andalusia had increased in number over the past few years, with an impressive list of schemes currently operating in the region. Although the area lags behind economically, it is way ahead as regards women's role in public life: women hold 10.25% of public posts.

Useful addresses: Council of European Municipalities,
International Secretariat,
41 quai d'Orsay, 75007 Paris

Federacion Espanola de Municipios y Provincias,
1 Calle Covarrublas, 28010 Madrid

A T T H E C O U R T O F J U S T I C E
O F T H E E U R O P E A N C O M M U N I T I E S

Retirement age

In February, the Court of Justice of the European Communities delivered its opinion on the scope of the directive on equal treatment (76/207/EEC). The judgement is extremely important because it is the first time that one of the directive's provisions is having a direct, practical effect. IT MEANS THAT PUBLIC SECTOR EMPLOYEES THROUGHOUT THE COMMUNITY CAN INVOKE THE DIRECTIVE IN NATIONAL COURTS, IRRESPECTIVE OF NATIONAL LAW.

In the test case, Helen Marshall, a dietician employed by Southampton and South West Hampshire Area Health Authority, claimed she had the right to work until she was 65, on a par with a man in the same job. The Health Authority's "normal" (but not compulsory) retirement age is 60 for women and 65 for men. Ms Marshall was retired at 62.

The Court of Justice found that the Authority had in fact discriminated against her on the grounds of sex. In a Member State in which women are entitled but not obliged to retire at 60, a public body has no right to force women employees to retire two or three years later.

It should, however, be noted that the decree of the Court of Justice applies only in those Member States in which women are not legally bound to retire at 60.

Useful address: Court of Justice of the European Communities
PO Box 96
Plateau du Kirchberg
Luxembourg

POSITIVE ACTION: PRINCIPLES, EXAMPLES AND INITIAL RESULTS

The European Commission's second Action Programme for Equal Opportunities places the stress on positive action: the Commission is to extend its activities in this area and continue to support schemes run by Member States.

In 1984, the Council of Ministers chose the "recommendation procedure" to encourage Member States to adopt a policy of positive action to eliminate discrimination against women in employment. The recommendation states that the European Commission must make a progress report within three years. A questionnaire has already been forwarded to members of the European Advisory Committee on Equal Opportunities and will also be sent to governments.

As well as the report it is required to make, the European Commission means to draw up a guide to good practice in equal opportunity matters to show firms that they can take positive action without jeopardizing company traditions. Research into possible forms of positive action was carried out even before the recommendation was adopted. In banking, for example, equal opportunities schemes have been run since 1978 and have proved very successful.

Meanwhile, research has been extended to other sectors, such as the pharmaceutical and food industries, metallurgy, the clothing industry and electronics. Research is currently being conducted in six Member States with the help of two or three firms in each country. Seminars are an invaluable aid: in 1985, there was a seminar on public sector employment in Maastricht and another on television companies in Brussels.

Since 1983, Commission back-up for local job creation schemes has included assistance for many women's cooperatives in a variety of sectors, and it hopes to help further by establishing an information exchange network.

At national level, the European Commission is well aware that the task of monitoring and supporting projects is hampered by the lack of a clear-cut legal framework. Despite this, positive action has already been taken in many companies and areas:

- positive discrimination to give unemployed women greater access to training and special courses (in Belgium, Denmark, France and Italy);
- encouraging the recruitment of women in areas in which they are under-represented (IBM in France, Thames TV, Rank Xerox and the London Borough of Camden in the United Kingdom);
- quantitative and qualitative analyses of the position of women on the jobs market (the public sector in the Netherlands and Aérospatiale in France);
- making people aware of the need to promote equal opportunities and providing relevant information (Aer Rianta and Irish Radio/TV in Ireland);
- broadening the range of career choices and providing more appropriate vocational training and qualifications (Compagnie des Assurances Générales in Belgium and the public sector in several countries, including France, Belgium, the United Kingdom and Germany);

- adapting employment offices so that they can deal more effectively with the specific problems of women workers (Denmark, France, Belgium and Italy).

For further information, contact: Commission of the European Communities, Office for women's employment and equality, 200 rue de la Loi, 1049 Brussels

The European Commission obviously uses "Women of Europe" to provide information and make people aware of what is going on; but the Women's Information Service also arranges meetings and seminars and produces posters, pamphlets and videos on Community action. This material is available from the Women's Information Service, Commission of the European Communities, 200 rue de la Loi, 1049 Brussels.

In Italy, three projects have just been launched in the light of research by the national equality committee's working group on new technology. The findings were presented by the Prime Minister himself, Bettino Craxi, who declared that progressive legislation alone could not solve the problems of women's employment: positive action is essential.

The three Italian projects are all in sectors with a high concentration of women employees: Italtel (a large industrial firm), Banca Nazionale del Lavoro and the Lombardy regional authority. The schemes will run until the end of 1986 and should identify obstacles to retraining, promote the careers of young women graduates and examine the difficulties faced by women in their careers. A booklet entitled "Donne e Tecnologia" (women and technology) is available from Italtel, 13 via A di Toqueville, 20154 Milan.

Also in Italy, the Ministry of Labour's National Committee for Parity of Working Women has held a seminar in Rome on "Positive action: methods, aims and results", attended by economists, sociologists and representatives from the world of politics and employment. Its conclusion: positive action makes news and should be encouraged.

Useful address: Comitato Nazionale per la Parita delle Lavoratrici, Ministero del Lavoro, 6 via Flavia, Rome.

The outlook for positive action was discussed by the trades union CISL at a seminar last December. Other topics were the steps being taken by the European Community, French experience with such action and the three pilot schemes run in Italy by Lanerossi Schio, a chemical concern in Sassuolo and the Lombardy regional authority, whose scheme included the appointment of "equality counsellors". The seminar felt that, despite the difficulties involved, this type of project was necessary and constructive.

Useful address: CISL, Coordinamento femminile, 21 via Po, Rome.

Encouraged by the success of the agricultural fair in Verona, the European Young Farmers Committee and the European Commission's Women's Information Service joined forces to organize a seminar on "the role of women farmers in the '90s", attended by 70 women and 30 men farmers. At the end of the meeting, a resolution was passed calling on the Community authorities to take steps to speed up adoption of the directive on the application of the principle of equal treatment for self-employed men and women, particularly farmers.

Useful address: CEJA, 23/25 rue de la Science, 1040 Brussels.

THE FUTURE OF YOUNG WOMEN

The Youth Forum of the European Communities has recently published its opinion of the new Community action programme on equality in a pamphlet called "L'avenir des jeunes femmes" (the future of young women). Youth Forum feels that the first action programme was a success but much remains to be done. An important aim of the second programme should be to stop public opinion labelling women as a "problem" or "minority group".

The Forum stresses four essential factors:

- the European Commission should take a more active role and bring cases of discrimination against women before the Court of Justice;
- the Court of Justice should be given wider powers to monitor the application of equality directives;
- steps should be taken to make equal opportunities organizations within the Member States more effective;
- the European Commission should do more to collect and publish information and statistics on, for and to women.

Useful address: European Youth Forum, 66 avenue de Cortenbergh, Brussels.

Eminent French sociologist Evelyne Sullerot has written a summary report on "la diversification des choix professionnels des filles et des femmes" (the diversification of career choices for girls and women - ref. V/1776/85 - available in French and English). Further details of this major publication will be given in a future issue of "Women of Europe".

Useful address: Bureau pour l'Emploi et l'Egalité des Femmes,
200 rue de la Loi, 1049 Brussels.

YOUNG PEOPLE WITH THE WHOLE OF EUROPE AT THEIR FEET

The Women's Information Service has published a leaflet called "L'école est finie, et maintenant?" (school is over - now what?) to encourage young people to opt for equal opportunities while they are still at school by setting their sights on "jobs of the future". The opportunities abound; it is just a question of finding out about them.

The European Commission has proposed several programmes to encourage greater mobility amongst young people and it only remains for the Council of Ministers to adopt the proposals.

- ERASMUS, which would run from 1992, would allow 10% of students to spend a recognized period of study in another Member State. The aim is to revive the freedom of study and opportunities for the exchange of ideas which characterized the great universities of the Middle Ages.
- COMETT, which would run from 1987 to 1989, would give 10,000 students and 350 academics the benefit of basic or further training in a firm in another Member State. The scheme would encourage cooperation between universities and industry in the crucial area of training in new technology.
- YES to Europe, starting in 1987, would enable 80,000 young people between 16 and 25 to spend at least a week in another Member State. The programme is aimed mainly at social groups and regions for which exchange visits are not the normal practice. The aim is not to provide cheap holidays but to bring young people into direct contact with the political, social, economic and cultural realities of another country. It is important that girls are not left out; anyone interested should write for further information to the Directorate-General for Employment, Social Affairs and Education, 200 rue de la Loi, 1049 Brussels.

EUROPEAN PARLIAMENT

During the February session, Commission President Jacques Delors gave Parliament a long report on the Commission's programme for 1986. The intention is to make full use of the institutional resources offered by the "Luxembourg package". Setting forth his "cooperative strategy for growth", President Delors said that he felt fairly optimistic because the Member States had agreed on some basic guidelines, particularly as regards putting the idea of a "wider common market" into practice. During the debate, however, it became apparent that several MEPs from "small" Member States, particularly less developed countries, were apprehensive about a wider market in which disparities might be accentuated. The MEPs called for far-reaching social measures to help deal with this problem. Unemployment and economic decline in some regions are still of major concern to MEPs.

Parliament adopted French Socialist Gisèle Charzat's report on the situation in the Middle East and most MEPs said that they were in favour of including the PLO in negotiations. The resolution was passed despite French Liberal Simone Veil's request that the matter be referred back to committee. Some MEPs agreed with Ms Veil that the situation had been "completely changed" by recent declarations by King Hussein, who was distancing himself from PLO leaders. Despite the political differences that were so apparent during the debate, several MEPs made a point of congratulating Ms Charzat on her attempt to take a balanced view in her report.

Other topical political problems discussed by Parliament included the situation in South Africa and Haiti and the presidential elections in the Philippines. MEPs pledged their full support to Corazon Aquino; speaking for the European Commission before Marcos fled the country, Claude Cheysson said there was little doubt that Mrs Aquino had won the elections.

MEPs called for more stringent measures regarding infrastructure, vehicles and road users to improve road safety (a resolution tabled by British Conservative Sheila Faith). In the interest of safety and the protection of the environment, some MEPs wanted Germany to introduce speed limits on her motorways, but were unable to persuade the majority. MEPs who wanted the British to start driving on the right also failed to win much support.

Despite a fairly lively debate between the ecologists and those defending the interests of farmers, MEPs were more or less unanimous in calling for an agricultural policy that takes ecological factors into account. Tabled the motion, François Roelants du Vivier (Belgium, RBW) called for a policy of encouraging "ecological farming" as well as a system for monitoring soil and water pollution to prevent the unauthorized or incorrect use of pesticides. Parliament also called for measures to prevent backlash on food aid caused by policy changes.

Women were not ignored at the meeting of the ACP-EEC Joint Parliamentary Assembly held in Swaziland at the end of January: Renate Rabbethge (Germany, EPP) chaired a working party on "women and the population in the context of development". Rose Waruhiu is preparing a report on the subject and is presently drafting a questionnaire to gather information on demographic trends and measures for the promotion of women within the framework of ACP/EEC cooperation.

COMMITTEE ON WOMEN'S RIGHTS

The Parliamentary Committee on Women's Rights unanimously adopted, albeit with a few amendments, Italian Communist Maria Lisa Cinciari Rodano's report on single-parent families and called for measures to help single parents (see Women of Europe, issue 43).

At the meeting on 25 and 26 February chaired by Marlene Lenz (Germany, EPP), the Parliamentary Committee finally agreed on a set of proposals for assisting single parents, more often than not women. These included a survey to assess the extent of the problem throughout Europe; action to improve the employment situation of single parents, possibly offering incentives to firms who employ women heads of households; specific help for single mothers, such as flexible working hours, less rigid holiday arrangements and home helps; easing the tax position of single parents; eliminating legal discrepancies by harmonizing Member States' national legislation on the family, parental authority, marriage and divorce and the recognition and status of illegitimate children.

The Committee also calls on national courts to discard stereotyped ideas of role division, particularly when awarding custody of children. Joint custody could be awarded in more cases. The Committee rejected an amendment which proposed substituting "head of household" by "representative of the family".

Belgian Socialist Anne Marie Lizin's proposal on examining the problem of children from mixed marriages was also adopted. Ms Lizin wanted a system to be established for considering special cases and Marie-Claude Vayssade (French Socialist and chairman of the Legal Affairs Committee), who drafted a report on the same subject in 1984, commented on the inadequacy of existing legislation. The European Commission's representative pointed out that the solution to all these problems called for close political cooperation and Ms Vayssade suggested they be tackled jointly by European Parliament, Commission and Council.

The Parliamentary Committee also held an initial discussion on the problem of women returning to work after caring for the family. Dutch Liberal Jessica Larive-Groenendaal is drafting a report on the subject and submitted a series of recommendations, citing the positive action taken by two British banks as a shining example. She also drew the Committee's attention to a guide on refresher courses for women later in life.

The open meeting on "Women and the Media" chaired by Marlene Lenz in Brussels in February was an opportunity to discuss certain issues and challenge the stereotyped image of women. Speaking in the debate, Margaret Gallagher (who had been asked by the European Commission to produce a report on employment and positive action for women in radio and television) stressed the importance of clearly understanding the idea of "positive action". All too often it is seen as discriminatory and hence illegal; in fact, the law permits and even encourages it.

The Parliamentary Committee on Women's Rights will be examining the recommendations of the open meeting.

INTERNATIONAL WOMEN'S DAY

Ministers for Women's Affairs from the 12 European Community Member States held an informal meeting in The Hague on 10 and 11 March, under the chairmanship of Dutch Secretary of State Ms Kappeyne van de Coppello. Three topical problems were discussed:

1. Equal treatment for self-employed women, including farmers: the draft directive submitted to Council by the Commission in 1984 has still not been adopted; Commission Vice-President Manuel Marin, who is responsible for these matters, is to issue a statement demanding steps to release the directive at the next meeting of the Council of Social Ministers. The directive is of considerable importance as it affects some 13 million women.

The meeting decided to review the position of these women so that the Social Ministers Council can discuss the matter at its June meeting.

According to the draft directive, equal treatment implies that men and women have equal access to self-employment (via grants, etc) and that there are no legal or fiscal impediments preventing the wives of the self-employed (e.g. farmers) from enjoying full occupational status, if they so wish (e.g. the right to work as their husbands' partners or employees).

2. Sexual harassment in the workplace (based on a report by Miet Smet): the meeting recognized the fact that the problem varies from country to country but is serious in some areas (Socialist MEPs Yvette Füllet and Heinke Salisch are to propose a resolution in European Parliament).
3. Women and technology: new technology is all very well but it must not be introduced at women's expense. This sentiment was expressed by all present and several practical suggestions were made. The French minister, for example, proposed that individual industries (e.g. electronics, computers and engineering) be treated separately because the situation varies so much from country to country. The European Commission is preparing a report on the issue in the period 1986-1990.

The Council of Europe held its first ministerial conference on equality in Strasbourg on 4-5 March. Chaired by French Minister for Women's Rights Yvette Roudy, the meeting again criticized the unsatisfactory level of women's participation in politics, with a few honourable exceptions. Whereas the percentage of women MPs is only 3% in Great Britain and Greece, 6% in France, 7% in Belgium and 9% in Germany and Italy, they account for some 35% of MPs in Norway - a shining example. The power taboo must be broken, said Yvette Roudy, suggesting the introduction of a quota (perhaps 30%) for women in politics. The idea is not new and has always been controversial. Other people at the meeting, particularly the Germans, balked at the very thought. The meeting did, however, adopt a whole series of recommendations designed to facilitate women's access to positions of responsibility: a fairer division of roles and family responsibilities; assurance that girls too will have access to the jobs of the future; civic and political education programmes for women; removal of legal obstacles to equality; elimination of sexist stereotypes; banning politicians from holding several offices simultaneously and broadening the criteria for nomination to positions of authority (e.g. by taking voluntary work into account).

Two further meetings have been arranged: one in Austria in 1989 and the other in Italy in 1991.

In Germany, Federal Minister for Youth, Family Affairs and Health Rita Süßmuth chose 8 March to call on men to accept a greater share of family duties, giving their wives more time to develop their careers and personal interests.

Bread and roses was the slogan of the German trades unions' celebration of International Women's Day in Düsseldorf.

Most of the events celebrating 8 March in Belgium were on the theme of "women against the recession", protesting against the way Government measures in various social and economic fields had hit at women workers' rights.

For the first time, 8 March was recognized by the Belgian Government: Secretary of State for Social Emancipation Miet Smet described the line she intended to follow to help Belgian women, who have already achieved equality in theory, put that equality into practice and assert themselves socially, economically and politically. Belgian women now have their own Secretariat with a budget of BF 30 million and a staff of 20 whose task will be to coordinate and stimulate new bills concerning women. It will also set up its own schemes on women's presence in politics, women and violence (rape, prostitution, battered wives and sexual harassment) and women and employment.

This year we received our first ever greetings card for International Women's Day: it came from Ireland and was printed by the Labour Women's National Council.

Perhaps we should make a custom of this charming idea of sending greetings for 8 March. Liliana and Caterina Peretti from Villafranca in Piedmont have already thought of it and we should like to thank them for their kind greetings.

In Turin, the Piedmont branch of Consulta Femminile Regionale arranged demonstrations, processions and exhibitions on the theme "With strength and intelligence: the women's movement in Italy from 1900 to 1946". Discussion topics included violence in the home, education, the quality of life, unemployment, health, peace and civil rights.

Also in Italy, the Commissione nazionale per la realizzazione della parità tra uomo e donna (national commission for the realization of sexual parity), chaired by Senator Elena Marinucci, announced a "national action programme". The programme was presented by Prime Minister Bettino Craxi in a speech that attracted considerable attention. He also said there would be a national conference on women's employment next May.

IRIS, the institute for information, research and action on health, celebrated 8 March with a conference at the Palazzo Valentini in Rome on "the women's movement and health". It also marked the launching of the Simonetta Tosi Foundation in honour of the Italian feminist who fought for abortion and women's health and died in 1984 at the age of 47. The Foundation aims to promote contacts, organize seminars and act as a central point for information exchanges.

Useful address: Informazione ricerca e iniziativa per la salute,
100 via dei Sabelli, Rome.

"Noi donne: i nostri anni '70" is a free book published on the occasion of 8 March. It includes a "women's planner" with the addresses of women's groups and associations.

COUNTRY TO COUNTRY:FACTS, INSTITUTIONS AND LAWS
AND MILITANT ACTIVITIES

B E L G I U M

The post of a Secretary of State for Social Emancipation is being created for the first time in the Government brought in by the last general elections. It goes to Miet Smet (CVP - Dutch-speaking Christian Socialist Party) who chose the eve of International Women's Day to announce her objectives.

"From now on, women's interests will be defended at government level. One of the first tasks of the Secretariat of State will be to coordinate all the different projects, avoiding wasted effort", said Ms Smet.

Belgium already has a "ministerial committee for women's status", several other committees (including a committee on women's employment, the only one to have its own administrative structure), two committees for equal opportunities for boys and girls in school (one each for the French- and Dutch-speaking areas of the country) and a committee responsible for the equal treatment of men and women in the public sector.

Miet Smet also stressed the importance of women asserting themselves within political parties and increasing their number to a level which would their representation within all the bodies in each political group.

Ms Smet has a budget of BF 30 million and a staff of 20. With the forthcoming local elections in mind, the new Secretary of State plans to launch a campaign to increase the number of women placed high on the lists of candidates. It is hoped that women from every political group will join the campaign.

Useful address: Secrétariat à l'Emancipation sociale, 56 rue de la Loi,
1040 Brussels.

Abortion may be legalized in Belgium as a result of a major political move. A bill has been tabled in the Senate by Lucienne Herman Michielsen, chairman of PVV (Dutch-speaking Liberals) and the Public Health Committee, and Roger Lallemand, chairman of PS (French-speaking Socialists) and the Justice Committee.

"The present legal situation is untenable," said Lucienne Herman-Michielsen. If the bill is passed, women would be legally entitled to have an abortion within fifteen weeks of conception, provided they still want to do so after receiving counselling and support.

In the Upper House, members of every political leaning, with the exception of the Christian social groups, were in support of the bill. This difference of opinion might lead to tension within the Government.

Women members of the reformist Liberal Party suggested a referendum on the voluntary interruption of pregnancy. They felt that "the result of such a referendum might determine the outcome of legislative reform".

The children of mixed marriages are often the pawns in bitter wrangles in divorce cases. Two recent cases in Belgium made front page news.

In the first case, children born of an Algerian father and a Belgian mother were living in Algeria even though a Belgian court had awarded custody to the mother. Socialist MEP Anne-Marie Lizin and a journalist from French-speaking radio and TV tried to smuggle the children out of Algeria.

Ms Lizin was arrested by the Algerian authorities but later released. She has been both praised for her brave gesture and criticized for acting illegally.

The stir caused by the whole affair led the children's parents to adopt a more conciliatory attitude: the children have returned to their mother and school in Belgium but will visit their father during school holidays.

In the second case, a woman who had decided to go to live in Australia arranged for her children to be spirited out of Belgium. During the flight stop-over in London, the British authorities arrested the child-snatchers.

Véronique Vareust (24) has been named 1986 Woman of the Year by the French-speaking section of the National Council of Belgian Women. She started by giving her fiancé a helping hand at the service station in Brussels where he works and ended up devoting all her free time to helping local children after school. It is a poor, inner city area and many of the children are immigrants. In nominating her, the jury wanted to reward a generous, spontaneous act of true kindness.

The elections may be over but the campaign continues is the attitude adopted by the Conseil national des femmes belges (National Council of Belgian women - French-speaking section). A letter has been sent to the leaders of the French-speaking political parties, asking what steps they intend to take to give women proper access to political responsibilities at all levels". Incorrect figures were given in issue 43 of Women of Europe: there are 16 women in the Chamber of Deputies (7.5%) and 21 in the Senate (11.5%).

The Nationale Vrouwenraad and Conseil national des femmes belges (Dutch- and French-speaking sections of the National Council of Belgian women) both feel that full provision should be made for sexual equality in the Treaty of European Union. The Council is still considering the best way to impress this need upon the political parties (see page 5 of this issue, "Equality in the Treaty of European Union"). It will be remembered that the French-speaking section of the Council made an appeal concerning the matter to Foreign Affairs Minister Tindemans the day before the Luxembourg summit.

Useful addresses: Conseil national des femmes belges, 24 rue de Florence, 1050 Brussels; Nationale Vrouwenraad, 183 Louisastraat, 1050 Brussels.

New technology and reproduction (test-tube babies, intra-uterine transplants, "wombs to let", etc) are worrying the Women's University, which ran a one-day course on the subject early in January. A concern repeatedly expressed was that women are almost unrepresented on advisory committees dealing with these problems. It was agreed that the Women's University and Comité de Liaison des Femmes (women's liaison committee) should collaborate to promote women's interests in this field.

Useful address: Université des Femmes, 1a place Quételet, 1030 Brussels.

Centre féminin d'Education permanente (women's adult education centre) is running introductory courses on the Stock Exchange and the risks and advantages of speculating in stocks and shares. Women and money seems to be the in thing: the magazine "Chronique Feministe" devoted several pages to the subject in its March/April issue, and money will be the main topic of conversation at a conference on women and taxation at the Women's University on 24 May.

Useful address: Centre féminin d'Education Permanente, 1a place Quételet, 1030 Brussels.

To encourage scientific research is the aim of Fédération belge des Femmes universitaires (Belgian federation of university women) in awarding post-graduate grants to women scientists.

Useful address: Fédération belge des Femmes universitaires, 29 rue Blanche, 1050 Brussels.

La Galerie Transparence recently exhibited the work of 25 women artists who work in glass, some from Eastern European countries.

Useful address: Galerie Transparence, 28 rue Sainte Anne, 1000 Brussels.

Et l'Egalité? (and equality?) This question is the title of a new monthly magazine published by the Centre de sociologie et droit social (sociology and social law centre), in conjunction with Commission du Travail des Femmes (committee on women's employment).

It is becoming more and more apparent that putting the principle of equality into practice is not merely a legal problem or a sociological issue. Sociologist Monique Chalude, who acts as advisor to several Belgian banks, thinks that positive action should become an integral part of business management. A good manager should never waste a potential source of skill.

Useful address: Et l'Egalité?, 44 avenue Jeanne, 1050 Brussels.

D E N M A R K

Denmark's first conference on women immigrants was held in March. It is a considerable problem: Denmark has a population of just over 5 million, with some 50,000 women immigrants from many countries, 50% of whom are unemployed and suffer all the effects of isolation. The problem of learning Danish is further complicated by the fact that many of them are illiterate.

The conference decided on efforts to improve language teaching facilities and proposed an action programme to enable every woman who so wishes to take Danish classes. The women's language and culture of origin would, of course, be respected.

Equal rights for men and women are still being analysed and discussed, particularly with a view to putting theory into practice. The Ministry of Labour, with the help of many women's organizations, is to undertake an in-depth study of the problem.

The University of Copenhagen is organizing an international conference on women and the media in the computer age. Participants will include women from other Member States, Scandinavia and the United States. The agenda is to include communication policy as seen by women, the impact of telecommunications, data bases and their contents and women's access to information via the small screen.

La Documentation danoise, published in France by the Ministry of Foreign Affairs (2 Asiatsk Plads, 1448 Copenhagen), is devoting an issue to women. There will be articles on women under Viking rule, women on the throne, women before the courts (for witchcraft, prostitution or infanticide), "extraordinary" women and the new feminism, represented by the "Bas Rouge" movement which places greater emphasis on "liberation" than "equality".

To mark the end of the Decade for Women, Revue danoise has published a series of articles on the situation of women, leading figures in Danish feminism (including Nina Barg who was the first woman minister), the important but little known role of "health visitors" and an analysis of the problems faced by women's associations in Greenland.

Useful address: Danske Kvinders Nationalrad, 8/10 Niels Hemmingsensgade, 1153 Copenhagen.

FRANCE

In the general elections in March, women won 34 (5.89%) of the 577 seats in the National Assembly. 21 of them are Socialist, radical left or from other left wing parties, 9 are RPR, UDF/CDS or from other right-wing parties, 3 Communists and 1 a member of the National Front.

Under the new government led by Jacques Chirac, these figures remain unchanged.

The election procedure had been changed under the previous government and MPs are now elected by proportional representation in a single ballot. This means that voting took place on one day rather than on two consecutive Sundays as in the past, and was based on lists which had been drawn up beforehand, one per party for each department, rather than the old system of one MP for each electoral ward. The new system strengthened the influence of political parties over the choice and placing of candidates on the electoral lists. Consequently, very few women were well placed on the lists as they are not a strong enough pressure group to influence those responsible for drawing up the lists of candidates.

Of the 25 members of Chirac's government, only one woman will regularly attend meetings of the Council of Ministers: Michèle Barzach, Minister responsible for health, who is attached to Employment Minister Philippe Séguin. Born in 1943, she had been RPR's national delegate for social security since 1984.

Three of the 16 Secretaries of State are women: Lucette Michaux-Chevry (French-speaking nations), Michèle Alliot-Marie (education) and Nicole Cathala (vocational training).

The Ministry for Women's Rights has been abolished by the new Government. Some of its tasks may be taken over by the new Ministry for the Rights of Man.

Yvette Roudy, who had held the post of Minister for Women's Rights ever since it was created, 5 years ago, had devoted most of her time to battling for women's rights: their right over their own bodies (e.g. contraception), their right to information and employment. More than 170 information centres on women's rights were added to the 30 which existed in 1981.

The Ministry helped to draft many laws, decrees and directives to improve women's situation. Some of the most important issues covered were:

- improving the status of the wives of small businessmen (law of 10.7.82) by defining women's social and occupational status and allowing them to elect status as co-worker, partner or employee of their husbands or bosses;
- grants to pay for abortions (law of 31.12.82), which women saw as a move towards equality;
- back payment of living allowances which had not been paid by family allowance agencies (law of 22.12.84);
- recognition of the equality of husbands and wives within marriage and as regards the administration of their children's assets;
- the law on equality at work (13.7.83) which prohibits all sexual discrimination.

Yvette Roudy often said that "a good career is an insurance for a girl's future". It was in this belief that she launched campaigns on education and career guidance to encourage girls to choose the jobs of the future.

She also promoted the idea of "bridging classes" in secondary education to make it easier for girls who had made the wrong choice to change course.

"Our language should reflect the fact that women have gained access to a wider range of jobs", wrote the then Prime Minister Laurent Fabius in a letter published by the Official Gazette on 16 March. The letter reiterates the conclusions reached by the Commission on the French language which was set up by Yvette Roudy in 1984 and chaired by Benoîte Groult. The Commission recommended the creation of feminine forms of some words (e.g. unE écrivainE, unE architecte, unE agentE, unE éditRICE and unE sculptEUSE) and advised the use of "la poète" rather than "la poétesse" for a woman poet. The French will continue to say "une ingénieur" and "une professeur", resisting the Quebec-style mania for making everything feminine by adding a final "e". Perhaps Secretary of State for the French-speaking nations Lucette Michaux-Chevry will be able to do something about harmonizing the rules of the French-speaking countries.

In the struggle against women's isolation and their lack of information and vocational training, the Conseil régional de Provence-Alpes-Côte d'Azur has increased the number of women's information and activity centres in its area. Eleven more centres have been opened in the last 10 years, which shows that social activities are seen as a priority.

Useful address: Conseil régional Provence-Alpes-Côte d'Azur, 2 rue Henri Barbusse, 13241 Marseille, Cedex 01.

Part-time work is the subject of a report drafted by the Secretariat of State, Civil Service. 11.3% of women civil servants and 6.1% of all civil servants are part-timers.

Working schedules are sometimes disrupted by the fact that so many women choose to take Wednesday afternoons off because French schools are closed.

G E R M A N Y

The law granting an allowance for bringing up children (Erziehungsgeld), which came into force on 1 January 1986, has had a lukewarm reception. It gives DM.600 per month to the father or mother who gives up his or her job to bring up a child born after 1 January 1986. Deutscher Frauenrat (German Women's Council) points out the difficult situation of women who are not eligible for the allowance because they are forced to continue working for financial reasons. Deutsche Gewerkschaftsbund (the German trades union federation) predicts that, in exceptional cases, people might be laid off during parental leave; this means the new law could be a threat to employees in small firms. Useful addresses: Bundesministerium für Jugend, Familie und Gesundheit, Kennedyallee, 53 Bonn; Deutscher Frauenrat, 125 Südstrasse, 53 Bonn; Deutsche Gewerkschaftsbund, Hans-Böckler Haus, 4000 Düsseldorf 1.

Specific anti-discrimination laws are being demanded by the Greens whose working party, "Frauenpolitik" (policies for women), has suggested a set of steps and penalties designed to eliminate discrimination. Practical proposals covering every aspect of women's status will be discussed at a public hearing. Pamphlets giving more detailed information are available from Grünen, Arbeitskreis Frauenpolitik, Bundeshaus, 53 Bonn 1.

60% of young people failing to find training posts are girls. The figure is a cause of concern to the Federal Ministry for Education and Science, which has arranged a public meeting to discuss vocational training for women.

Speaking at the meeting, the Minister responsible for these matters said it was necessary to overcome women's reluctance to follow traditionally male career paths.

Useful address: Bundesministerium für Bildung und Wissenschaft,
PO Box 200108, 53 Bonn 2.

The Evangelical Church in Germany is well known for its determined fight against apartheid. Women in the Church are particularly active in the struggle; in April and May they are to boycott every bank having economic links with South Africa, and every shop selling its fruit or vegetables. Useful address: Südafrikagruppe des Evangeliken Frauenarbeit, 8 Pamirweg, 2103 Hamburg 95

Sigrid Latka-Jöhring, a journalist closely concerned with sexual equality in school textbooks, has asked us to correct a mistake in issue 38 of Women of Europe. She is not a member of CDU (Christian Democrat Union).

Ursula Männle has succeeded Rosvitha Verhülndonk as chairman of the CDU-CSU committee for the status of women and families. The new chairman intends to press on with the work initiated by the committee, particularly in the field of labour law, women victims of violence and elderly women.

The committee has paid tribute to the memory of vice-chairman Helga Wex who died recently: she was also a founder member of the "Frau und Gesellschaft" (women and society) group.

Women within the Party was the theme of an SPD (Social Democrat Party) meeting in Wattenscheid, attended by several MEPs. British MEP Carole Tongue said that male politicians see women as voters rather than fellow politicians. French MEP Yvette Fullet quoted: "If we can go to the scaffold, we can take our seat in Parliament too".

With the forthcoming general elections in Germany in mind, Antje Huber called on women to increase the number of women holding positions of responsibility within the Party.

Lufthansa (the German airline company) recently celebrated its sixtieth anniversary. Despite its ripe old age, Lufthansa has not a single woman chief pilot, though 300 of its 6,500 trainee pilots last year were women. The company's reasons for excluding women are that they would not be technically competent, not big enough, too sensitive, etc, etc.

Irmgard Blättel of Deutsche Gewerkschaftsbund (German trades union federation) thinks there are other reasons. An instructor at Lufthansa is reported to have said: "In any case, we know which women have absolutely no chance of becoming pilots: the over-emancipated ones. We don't like them."

The role of women in the media is the cause of mounting concern in every Member State. "Informationen für die Frauen" (information for women) a magazine published by Deutscher Frauenrat (German Women's Council), devoted a whole section of its February issue to the problem.

G R E E C E

Strategies for Mediterranean women are to be the main theme of the summer seminar held by Kentro Erevnon gia tis Gynekes tis Mesogiou (institute of Mediterranean women's studies) on the island of Spetse from 22 June to 6 July.

The organizers' main concern is to increase contacts between women and women's organizations in the area. Participants will include women from very different backgrounds and it is hoped this will encourage "interdisciplinary" contacts.

Useful address: KEGME, 192 Leoforos Alexandras, 115 21 Athens.

International Labour Organization Convention 156 was written into Greek law at the end of November 1985 after a vote in Parliament. Some people are claiming that the law should also be applied to central and local government civil servants and public service employees, who are not covered by Law 1483/84 on the protection of workers with family responsibilities.

How successful was the Decade for Women and what should the strategy be for the year 2000 were the two central questions at a three-day conference in Athens organized by the European Commission's Information Office. The authorities, the press, political organizations, research institutes and women's groups were all invited to send representatives.

One of the proposals adopted at the end of the meeting was a special seminar for newspaper owners, television, radio and press editors to tackle the problem of equality in greater depth.

The fortieth anniversary of the United Nations was suitably celebrated with a colloquium organized by Syndesmos gia ta Dikeomata tis Gynekas (league for women's rights) and Idryma gia ta Dikeomata tou Anthropou (foundation for the rights of man) on "the contribution of the United Nations to sexual equality".

Ionna Naganara, advisor to the Ministry of Foreign Affairs, talked about the UN's promotion of equal opportunities, Chairman of the league for women's rights Alice Marangopoulos reviewed the effects of UN policy on the situation of women in Greece and Ms Spiliotopolous, a lawyer, spoke of the work of the International Labour Organization.

Participants from abroad included Marie-Claude Vayssade, MEP and chairman of the Parliamentary Committee on Legal Affairs and Citizens' Rights, Gisèle Halimi, French ambassador to UNESCO, and Marcelle Devaud. Ms Halimi ended her paper with the words: "For us, for women, the battle continues".

Useful address: Syndesmos gia ta Dikeomata tis Gynekas, 26 Asklipiou, 106 79 Athens.

The campaign against venereal disease is of grave concern to Eteria Iko-
geniakou Programmatismou, which has published a special booklet on the problem. EIP, the recently formed Greek family planning association, only joined the International Family Planning Federation in 1984. The European regional executive committee (which includes Eastern bloc countries) decided to hold its latest meeting in Athens so that it could get to know the Greek association better. Attention was drawn to the fact that, in many countries, family planning associations are more than just information centres, sometimes offering medical services as well. This also applies to Eastern bloc countries, despite the omnipresent Ministry of Health.

The point is particularly relevant to Greece as a row is brewing over the division of responsibilities between the medical profession, public health services and private family planning clinics.

Useful address: Eteria Ikigeniakou Programmatismou, 121 Solonos, 106 78 Athens.

I R E L A N D

The Irish Congress of Trade Unions (ICTU) is concerned about sexual harassment and has asked its member organizations to negotiate workplace agreements on the problem with employers. ICTU guidelines include a complaints procedure and a model agreement outlining the different forms of sexual harassment.

Useful address: ICTU, Parnell Square, Dublin 2.

A new anti-sex discrimination law is being drawn up at the request of the Irish Government. The legislation is still at the discussion stage but it is anticipated that it will be widely applicable, covering such matters as credit facilities, accommodation and access to public places.

Useful address: Government Information Service, Government Buildings, Merrion Street, Dublin 2.

Pay equality is still out of reach: the latest annual report (1984) from the Labour Court reveals that the average hourly earnings of women were only 67.9% of men's, even lower than the 1983 figure of 68.5%.

The Labour Court was unable to give any explanation but Employment Equality Agency chairman Sylvia Meehan said that, while progress had been made for women with high qualifications and skills, the same could not be said for less skilled workers whose pay was extremely low. A copy of the report is available from the Labour Court, Haddington Road, Dublin 4.

That children born out of wedlock are no longer discriminated against is the main objective of the recently adopted law on the status of children.

The acquisition of Irish citizenship by foreign spouses has also been made easier. The new bill does not differentiate between husbands and wives.

Useful address: Government Publications Office, Molesworth Street, Dublin 2.

The Women's Affairs Review (produced by the Ministry for Women's Affairs) recently published a statement by Minister of State for Women's Affairs Nuala Fennell in which she announced that Ireland had adopted the UN convention on equality.

Apart from measures on health, employment and education, Ms Fennell said that she intended proposing that women be allowed to join the navy. The reason given for not accepting women into the navy is notorious and feeble: "we do not have appropriate facilities".

Useful address: Minister for Women's Affairs, Department of the Taoiseach, Merrion Street, Dublin 2.

The Council for the Status of Women, which includes more than 40 women's associations, received a grant of Ir£80,000 from the Ministry for Women's Affairs last year. The Ministry was allocated a total of Ir£175,000 to support women's associations. In allocating grants, the Ministry paid particular attention to small local organizations.

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

Women in the Home is an association whose objective is to increase solidarity amongst women in the home by fighting against isolation, offering educational advice, teaching them to manage their money and instructing them on the ins and outs of the law.

Useful address: Women in the Home, 12 Springfield Road, Templeogue, Dublin 6.

I T A L Y

Italian railways on the wrong track: a ministerial decree of 6 January '86 annulled some of the rules of a competitive recruitment procedure including "physical measurements and attainments" testing, administered by the Italian state railways. It was practically impossible for women to fulfil the conditions for recruitment and the Emilia Romagna branch of the committee for the realization of parity between men and women lodged a formal complaint, which was brought before the European Commission by Communist MEP Vera Squarcialupi.

The annulment decree was reprinted in the last issue of "Donne, Parlamento, Società" (women, parliament, society) which is produced by Communist women MPs.

Useful address: Donne, Parlamento, Società, 42 piazza di Campo Marzo, Rome

Ombretta Fumagalli is the first woman to take a seat in the Constitutional Court which monitors laws proposed by the government to ensure that they are constitutional. Ms Fumagalli is already a member of the High Council of Judges, which includes only two other women: Fernanda Contri, a lawyer from Genoa, and Elena Paciotti, a judge in Milan.

Olga Sant'Aniello has been elected mayor of the small town of Quindici in Southern Italy. According to the press, the election is remarkable because she was backed by the parties that make up the government coalition and beat a group allegedly having links with the Camorra (a local variant of the Mafia), which has held power in the town for 20 years.

In Sicily, Antonia Bartolini, daughter of an alleged mafioso, broke Mafia solidarity by making charges against three people who were subsequently arrested.

An opinion survey firm, Doxa, asked people the following question: "Would it be better or worse if half our MPs were women?" 34% said it would be better, 22% worse. Replies varied from region to region; in Rome, for example, the number of "betters" was as high as 62%. They were also influenced by political leanings: of the "betters", 52% were supporters of the Communist Party and 31% backed the Italian Socialist Party.

Language, the mirror of social change, is of interest to the Commissione nazionale per la realizzazione della parità tra uomo e donna (national commission for the realization of parity between men and women) which recently published Alma Sabatini's book "Una utilizzazione non sessista della lingua italiana" (non-sexist use of the Italian language). The author suggests a number of ways in which the Italian language could be used to reflect the new role of women in society.

The Commission (which is attached to the Presidency of the Council of Ministers) is responsible for the publication of several other books on women:

- La donna italiana in cifre (statistics on Italian women);
- Gli stereotipi maschili e femminili nei libri di scuola (male and female stereotypes in textbooks) by Rossana Pace - this fully illustrated book is still in preparation;
- 120 anni di cammino verso la parità (120 years' progress towards parity) by Laura Remmidi, which looks at the gradual recognition in law of women's rights;

- L'immagine delle donne nelle comunicazioni di massa (the image of women in the media) by Gioia di Cristofaro, with interesting comparisons, extracts and interviews.

Useful address: Commissione nazionale per la realizzazione della parità tra uomo e donna, Presidenza del Consiglio dei Ministri, Palazzo Chigi, 00187 Rome.

Identity, work and development was the central theme of the national convention of women Communists. The main conclusion arrived at by the convention was that women feel an increasing desire to reconcile their roles at work and in the home but still face psychological and practical problems.

Communist Party Secretary Mr Natta stressed the need to eliminate discrimination in the working world but also pointed to women's important role within the family. MEP Lalla Trupia called for better technological training, new patterns of work and closer links between economic and social policy.

Participants took the opportunity to protest strongly against the inadequate coverage given to women's issues by the Communist newspaper, L'Unità.

That domestic work is changing with society was the starting point of discussions at the 12th national assembly of ACLI-COLF (union of home helps). Participants emphasized the need for better training for domestic workers to better their economic and social position.

5ft 3ins is apparently the minimum height for prison officers, according to the entry requirements. When the matter was brought before the Court of Administration, instead of settling the problem once and for all, the Court merely advised management to change the requirements for future vacancies.

In the seventeenth century, Sicilian women enjoyed considerable freedom and were active in society and the arts and, by 1735, Genoveffa Bisso and Isabella Bellino had already written feminist books. These fascinating bits of information were revealed at a recent conference organized by ANDE (national association of women voters).

Useful address: ANDE, 262 via del Corso, 00187 Rome.

Elena Gianini Bellotti, the author who won public acclaim for her work, "The way of little girls", is writing a book on relationships between older women and younger men. She would be grateful for any personal accounts of such relationships.

Useful address: Elena Bellotti, 66 via Francesco Denza, 00197 Rome.

The women's section of Sudtyroler Volkspartei (South Tyrol people's party) recently held its annual conference, at which angry women claimed that their husbands, wrapped up in their political and social lives, left them alone at weekends too often. They felt that at least one Sunday a month should be devoted to the family.

Some recent publications clearly reflect a sweeping range of ideas, feelings and experiences:

- Il Movimento delle Donne in Italia (the women's movement in Italy) by Aida Tiso traces eight important years (1975-83) for the development of women. Published by Claudio Salemi.
- Non ci sono più mani/Nao hà mais maos by Mercedes La Valle is a collection of bilingual poems in Italian and Portuguese. The poet's aim is to break down communication barriers between individuals and cultures. Published by Renzo Mazzoni, 6 via B Castiglia, 90141 Palermo.

- Terminale Donna by Paola Maria Manacorda and Paola Piva sets out to show how new technology can work for women and promote their advancement. Published by Edizioni Lavoro, Rome;
- Giochi d'equilibrio (balancing tricks), published by Franco Angeli, is the story of a women's cooperative founded in Emilia in 1980. It describes the discovery of new machinery and the women's ability to adapt to change and balance their work and family life;
- Italia Segreta delle donne (the secret Italy of women) by Adela Cambria tells the story of women victimized for their creativity: the woman mathematician whose treatises were never published, the poet murdered by her own brothers because she refused to marry.

L U X E M B O U R G

The Social Security Office requires women to give their husband's name on their registration cards. The women's section of the trades union OGBL has strongly protested, claiming that this contravenes the 1974 decree giving every citizen the right to use the name given on his or her birth certificate, and urging women to return their registration cards to the Social Security Office.

Useful address: OGBL, Section des femmes, boulevard Kennedy,
Esch-sur-Alzette, Luxembourg

A hostel for single women is to be opened in a disused retirement home in Kopstal. The building has been entirely refurbished for the purpose.

Useful address: Ministère de la Famille, 14 avenue de la Gare, Luxembourg.

A service for women's rights is to be set up by Femmes socialistes (women Socialists) to collect statistics, offer legal assistance, provide information (including information on career opportunities for girls) and cooperate with other organizations such as Femmes en détresse (women in distress) and La Maison des femmes battues (Women's Aid).

Useful address: Femmes socialistes, 2 rue de la Boucherie, 1247 Luxembourg.

Tax law today runs counter to the interests of families, claims Action Familiale et Populaire (AFP). The present system makes it worthwhile for couples to feign separation in order to benefit from tax concessions. AFP suggests gradual change to eliminate present discriminations.

Femmes socialistes (women Socialists) are also protesting against the statutory obligation that a husband and wife be lumped together for tax purposes, because it influences married women's decision on whether to work.

A recent European Commission memorandum (see issue 41/85 of Women of Europe) states that "only by taxing partners' incomes separately can discrimination against the partner who earns less, usually the woman, be ended".

Useful address: Action Familiale et Populaire, 3 rue du Curé,
1368 Luxembourg.

Parents For Ever International, a federation of 13 organizations for divorced parents, held its first international conference in Luxembourg on "children and divorce". Many participants expressed the opinion that it is essential that parents be treated as equals for the sake of the children.

Useful address: Ministère de la Justice, 16 boulevard Royal, Luxembourg.

New professions and biogenetics was the twin theme of debate at the third general assembly of the Union of Women Christian Democrats and the women's section of the European People's Party. The assembly called for a European committee on ethics for medical and life sciences and condemned the use of experiments for non-therapeutic purposes. The need to promote women's access to new professions to ensure their place in the society of the future was also stressed.

Useful address: Femmes chrétiennes sociales, 38 rue du Curé,
1368 Luxembourg

N E T H E R L A N D S

There is no such thing as a woman composer: Amsterdam's centre for contemporary music, "De Ijsbreker" (ice-breaker), held a women's music festival at the end of 1985 to prove just how wrong this assumption is. It provided an opportunity to hear the works of many modern women composers and discuss the best way of securing wider recognition of women's role in the world of music. The question was also raised of how to take "positive action" in the arts, as in the economic sector.

Women dockers now have access to all types of dock work: the law forbidding women to stow cargo has been amended by agreement between the transport unions and employers.

Stowing is a key job, as cargoes must be positioned very carefully to ensure they do not shift during the voyage.

In a study on women and the women's movement (Vrouwen en de vrouwenbeweging) commissioned by the Ministry for Social Security and Employment, several groups were observed and a pattern of distinct stages in the development of the women's movement emerged: women's growing awareness of their own condition, followed by practical action to alert others.

Useful address: Ministerie van Sociale Zaken en Werkgelegenheid,
3 Zeestraat, The Hague.

"Lost copy" (De Verdwenen Kopij) is the eloquent title of a report produced by the printworkers' union affiliated to FNV (Dutch trades union federation). The report blames automation and computerization for the drop in the number of women employed in this sector to a mere 7,500.

Useful address: FNV, PO Box 53028, 20 Koninginneweg, RA Amsterdam.

Emancipatieraad (Emancipation Council) recently published a report on the new pension laws, which represent a new departure in that they do not differentiate between single and married persons.

The Council is also working on two other issues: the law as it applies to foreigners and policy on equal treatment in lower grade posts in the civil service.

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

"Women, know your history" is the slogan used by KLOV (organization for women's history) in researching and writing about little known facts and events and making information available to researchers and the organizers of seminars on the subject.

Useful address: KLOV, 10 Keizresgracht, 1015 CN Amsterdam.

The Amsterdam women's centre (Vrouwenhuis A'dam) has been completely re-furbished: rooms have been extended, refurnished and redecorated. The building is a meeting place for some fifty women's groups and houses a feminist action centre and an information centre.

The centre has been the home of Vrouwenkrant (women's journal) and "Blijf van m'n Lijf" (association for the protection of battered wives) since 1973. Useful address: Vrouwenhuis A'dam, 95 Nieuwe Herengracht, RX Amsterdam.

Women in the craft industries (De vrouw en het ambacht) is the theme of a three-year scheme promoting the status of women in the craft industries, launched by Hoofbedrijfschap (federation of professional craft industries organizations) and led by Carla Walvis. The few women who already work in the sector today are beauticians, hairdressers and gold- and silver-smiths. A film for younger viewers describes the job prospects for women in crafts.

Useful address: De Vrouw en het ambacht, 108 Badhuisweg, PO Box 80701, 2508 GS The Hague.

"DD" is an abbreviation of "Dubbele Dag" and the name of a women's film production company. Films already released by the company include "The wrong end of the rope", "Interface Angels", a cartoon and a documentary on women sculptors.

Useful address: DD Filmproducties, 26 Weesperzijde, 1091 EC Amsterdam.

"Sarafaan" is a feminist literary magazine produced by Sara publications. The first issue includes an article on a century of women's writing in Denmark, an extract from Alice B Toklas's cookery book, an article on Virginia Woolf and some poetry.

Useful address: Sarafaan, 149 Plantage Muidergracht, 1018 TT Amsterdam.

Women's health is not just a biological problem: treatment should take account of the psychological and social aspects of patients' lives. The women's clinic in Leide has set up a foundation for women's health, Vrouwen Gezondheidszorg, to promote this approach.

We have all heard of the Ombudsman, but what about the Ombudswoman? She is there to offer help, advice and information. For example, she is promoting the idea that in calculating the number of years a civil servant has worked, account should be taken of the periods she has taken off to bring up her children.

Useful address: Stichting Landelijke Ombudsvrouw, PO Box 82222, 2508 EE The Hague.

P O R T U G A L

Operation "Welcome, women of Spain and Portugal", organized by the European Commission, inspired many comments from the Commissao da Condiçao Feminina (Commission of Women's Status) attached to the Premier's office:

- the Portuguese authorities must be made aware of the importance attached to women's policies in other EC Member States;
- Portuguese laws are in line with Community regulations but their practical application will depend on whether politicians recognize the importance of equal rights and opportunities;
- the women of Spain and Portugal do not know each other very well and stronger links need to be forged;

- thanks should be sent to the innumerable women's organizations which contributed so warmly and generously to "Operation Welcome" in the Member States. Their enthusiasm and achievements prove the importance of women's associations, which should be encouraged in Portugal;
- it is important for women from other Community countries to visit Portugal: a return "Operation Welcome" would be an excellent idea.

Useful address: Commissao da Condicao Feminina, 32-1 avenida da Republica, 1093 Lisbon Codex.

Whether women should be able to volunteer for military service is under debate in Parliament, which is due to vote on a bill on the subject. During the colonial wars, many women joined up as nurses and some of them are still in uniform.

Women in research and higher education was the subject of a UNESCO meeting in Lisbon. Some of the figures are encouraging: in 1984/85, 57% of all university graduates and 67% of graduates in the exact and natural sciences were women. Women account for 30% of research students, although only 18% of them are project leaders. The Commission on Women's Status commissioned Beatriz Ruivo to prepare a report on the subject which was given as a paper at the interdisciplinary conference on "A Mulher em Portugal" (women in Portugal). The report is to be published later this year in the journal "Analisi Social".

Mulheres (women), a Portuguese feminist weekly, ended 1985 with a bitter-sweet review of sexist attitudes presented during the year in the cinema, on television and in literature.

Useful address: Mulheres, avenida Duque de Loulé, 1000 Lisbon.

S P A I N

Carmen Saez Buenaventura gave a paper on women's mental health during the 1985 Conference on Mental Health in Madrid. Other topics discussed included depression in housewives, "tolerated maternity" (50% of children are not really wanted) and mental health in rural areas, where social constraints are stronger than in towns. The conference recommended revision of the law on rape and a coherent policy on mental health.

Useful address: Carmen Saez Buenaventura, 14 Rafael Salazar Alonso, 28007 Madrid.

Desde el feminismo is a new quarterly journal aiming to further the discussion of feminism. The first issue includes interesting articles on the crisis of socialist feminism and St Teresa of Avila and Sister Juana Ines de la Cruz, who are offered as illustrations of feminism based on the difference and equality of women, respectively. Desde el feminismo is not oriented towards any particular type of feminism and will accept articles reflecting a wide variety of approaches. It is published by Atalanta, a feminist association and publishing house named after the Greek mythological character Atalanta, daughter of Iasus, who refused to marry any man who could not defeat her in a foot-race.

Useful address: Desde el feminismo, Atalanta, 9084 Apartado de Correos, 28080 Madrid.

The Women's Institute attached to the Ministry of Culture has published a calendar dedicated to, and illustrated with the pictures of, women exiles,

outcasts and pioneers. Below each picture are written the words "in every woman there is a feminist".

Useful address: Instituto de la Mujer, Ministerio de Cultura,
36 Almagro, 2a planta, 28010 Madrid.

The Spanish women's weekly, Telva, has undertaken the task of introducing its readers to the major political figures of the European Community, starting with British Conservative and Vice-President of European Parliament Lady Elles, who is well known for her undying interest in policies on equal opportunities.

U N I T E D K I N G D O M

The Greater London Council was abolished on 31 March 1986. Reorganized in 1965 under a Conservative government, the GLC was generous in helping the arts in London and many local women's organizations have been helped recently through the GLC Women's Committee. The 32 London boroughs will be taking over some of the GLC's activities.

Vocational training schemes for women who have benefited from help from the European Social Fund will be continued by the Greater London Enterprise Board. The Board has collaborated successfully with the Social Fund before: in 1985, it received a grant to train women in micro-electronics.
Useful address: GLEB, 63/67 Newington Causeway, London SE1 6BD.

A system of transferable taxation allowances was rejected by a House of Lord's committee following a European Community report on income taxation and equal treatment for men and women.

Lady Platt of Writtle, chairman of the Equal Opportunities Commission, said that a system of individual taxation (which is recommended by the European Commission) would enable women to decide whether or not to seek paid employment without having to worry about tax discrimination. The Chancellor of the Exchequer will be publishing a green paper on personal taxation.

June O'Dell, ex-president of the UK Federation of Business and Professional Women, was appointed Deputy-Chairman of the Equal Opportunities Commission in January, in succession to Jane Finlay who died last December.

Mrs O'Dell is an estate agent and has long been active in promoting equal opportunities. "I have always looked forward to the day when one's first impression of someone is as a person rather than as a man or woman," she said.

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

By the end of 1985, some 530 equal pay claims had been received by unions and employers and the Confederation of British Industry has urged companies to review their pay structures in order to pre-empt claims.

PA Personnel Services, which deal with the problems of public service employees, have published a report entitled "Equal Pay" calling on the Government, industry and trades unions to get together to review the legislation.

TMS Management Consultants have also urged employers to reconsider their policy and anticipate problems rather than wait until their staff complain. Bodies such as British Rail, Barclays Bank and British Petroleum have already introduced changes.

Useful addresses: PA Personnel Services, Hyde Park House,
60a Knightsbridge, London SW1X 7LE.
TMS Management Consultants, 14 Sefkords Street,
London EC1R OHD.

Leisure time is increasing but it is men who are benefiting the most. The review "Social Trends" reveals that men in full-time jobs have 33.5 hours of free time a week compared with 24.6 hours for their female counterparts and 32.2 hours for housewives. Women devote more time than men to domestic work, and spend more of the week asleep: 59.2 hours for housewives, 57.5 hours for women in full-time work and 56.4 hours for men.

Equal opportunities programmes must include positive action to combat indirect discrimination, a need that was stressed in the Northern Ireland Equal Opportunities Commission's ninth annual report. From April 1984 to March 1985, the Commission received 30% more general enquiries and 40% more complaints and enquiries about the enforcement of laws on equality.

The Commission's recent publications include a pamphlet entitled "Sexual Harassment is no Laughing Matter".

Useful address: NI Equal Opportunities Commission, Chamber of Commerce House, 22 Great Victoria Street, Belfast BT2 2BA.

Violence against women is of mounting concern to the Women's National Commission. Copies of a report it has produced on the problem have been sent to the police, Home Secretary and other Ministers. Violence against women within the home is still an unknown quantity and the Commission wants a new police approach.

Some progress has been made: for example, several police forces have opened special centres for rape victims. Women police officers and doctors (only 13 of the 83 doctors employed by the police are women, but steps are being taken to recruit more) are assigned to these centres so that the victims can talk openly to someone who understands.

Useful addresses: Women's National Commission, Cabinet Offices,
Great George Street, London SW1P 3AQ.
Metropolitan Police, New Scotland Yard,
London SW1H OBG.

Jacqueline Drake, who gave up her job to look after her disabled mother, has taken her case against the Department of Health and Social Security to the European Court of Justice. She claims that, as a married woman, she is entitled to an invalid care allowance in the same way as a single woman or man in the same situation.

The DHSS is arguing that the case is not covered by Community law and that a distinction must be drawn between social security allowances paid to invalids themselves (which are covered by equality laws) and those paid to the carer (which are not).

Jacqueline Drake's case is being backed by various organizations, including the Northern Ireland Equal Opportunities Commission. If she wins, it is estimated that some 80,000 women would qualify

for an allowance and that the cost to the DHSS would increase from £11m to £85m a year.

Useful address: NI Equal Opportunities Commission, Chamber of Commerce House, 22 Great Victoria Street, Belfast BT2 2BA.

An anti-sexist code of conduct for journalists: the Campaign for Real People was launched in 1985 by the Equality Council of the National Union of Journalists to eliminate sexist comments and the use of unfair or irrelevant clichés.

Useful address: Equality Council, National Union of Journalists, Acorn House, Grays Inn Road, London WC1X 8DP.

Credit companies have received a letter from the Equal Opportunities Commission suggesting ways of dealing with applications from women. The Sex Discrimination Act specifically prohibits sexual discrimination in credit matters. In practice, however, women have a lower guaranteed income than men and cannot offer the same credit guarantees. The Commission is asking credit companies to eliminate sexual discrimination without prejudicing sound business management.

Job sharing - a Scottish victory. Two women employed by Strathclyde Regional Council wanted to return to work after maternity leave on a job-sharing basis. The Council refused and the Equal Opportunities Commission helped the women to bring their case before the Glasgow Industrial Tribunal. The Tribunal ruled in their favour and ordered the Council to change their employment contracts within the month.

Small businesses need help, said Jean Parker, Chairman of the Smaller Firms Council of the Confederation of British Industry. An increasing number of women are going self-employed and setting up one of those "small firms that will be the saviours of the economy". They cannot possibly succeed without help, particularly as regards vocational and management training. Useful address: Jean Parker, Smaller Firms Council, Confederation of British Industry, Centre Point, New Oxford Street, London WC1.

Virago Press, the dynamic feminist publishing house, has opened a second-hand section at its bookshop in Covent Garden (34 Southampton Street, London WC2). A catalogue of its new publications for February-August 1986 is also available.

The University of York will be offering an MA in Women's Studies from October 1986. Courses will include the Victorian Period and the Political Economy of Gender and "founder students" will have a say in how the whole course should develop.

The Female Line is a miscellany of poetry, short stories and extracts from novels and plays by 46 women writers. Contributors include Polly Devlin and Jennifer Johnston and the book is published by the Belfast Women's Centre, 18 Donegall Street, Belfast BT1.

Women in a wider world was the theme of the 18th Annual Conference of the Scottish Women's Rural Institute, marking the end of the UN Decade for Women. It was felt that women had made a positive contribution to modern society and had an important role to play in it.

Useful address: SWRI, 42 Heriot Row, Edinburgh EH3 6ES.

RESEARCH , MEETINGS AND BOOKS

"Equality between Women and Men, national institutional and non-institutional machinery established in the Council of Europe's Member States to promote equality between women and men." By Eliane Vogel Polsky, Professor of Law at Brussels Free University, this major work contains a narrative section, analyses and tables for each country and several annexes. The general conclusion is that law alone cannot eliminate discrimination; measures to prevent discrimination must be backed up by positive action to promote equality and, if necessary, new posts such as the Ombudswoman in Scandinavia and the Netherlands must be created.

Women of Europe, Women MEPs and Equality, by Elizabeth Vallance and Elizabeth Davies (Cambridge University Press, Cambridge, CB2 2RU), is on Community legislation and the background and careers of women MEPs (62% are academics, 23% teachers, 15% journalists, 10% lawyers and 4% businesswomen). A large section of the book is on the role of women MEPs. One question posed by the author is whether it is because Europe is seen as offering women special opportunities that there is a slightly higher percentage of women in European Parliament than in national parliaments.

The Rights of Working Women in the European Community by Eva Landau, published by the European Community's Office of Official Publications in Luxembourg. The author, a lecturer in European and comparative law, examines Community legislation, the powers of the Court of Justice, the situation in the Member States, potential conflict between Community and national laws and legislative progress.

Frauen die es geschafft haben (women who have succeeded) published by ECON. Author Gabriele Metzler analyses the careers of 16 successful women in banking, politics, the arts, literature and fashion.

Guide pour l'Education: comment réaliser l'égalité entre filles et garçons (guide for education: how to put the principle of equality for girls and boys into practice) is based on experience over the past two years with a programme for the transition of young people from school to adult life. The book describes ways of applying the principle of equality in primary and secondary education and discusses the implications for administrative and teaching staff. IFAPLAN, 32 square Ambiorix, 1040 Brussels.

Donna, Tecnologia, Cambiamento (women, technology and change), a study of the effects of new technology on women's employment, published by the Italian trades union federation, CISL. The book looks at specific cases (such as SIP, Honeywell and banking) and suggests possible solutions. One interesting example is the employees' self-management scheme ("from 9 to 5") at the University of Boston, particularly in view of the low level of unionization in the sector.

I Quaderni di cooperazione has brought out a study on women's participation in development, quoting examples and suggesting ways of not repeating past errors. Fratelli Palombi, 181-185 via dei Gracchi, 00192 Rome.

Development cooperation with Women: the UN Development Fund for Women says that although women have participated in development projects, they have hardly ever done so on an equal footing with men. A great deal can be done, without necessarily spending much money, to give new value to women's participation: for example, by changing traditional tasks (providing food, etc.) and paid work. Women must be aware of their own potential if they are to achieve equality.

Nouvelles questions Féministes (34 passage du Ponceau, 75002 Paris) publishes articles on militarization and violence, men's fascination with missiles and women in peace groups. Articles are welcomed on: the right to work, maternity, sexism and racism, nationalism and chauvinism, feminism and economic liberalism.

Femmes du Monde Entier, an umbrella body covering 135 women's organizations in 117 countries, reported on the Nairobi Conference, Youth Year and the rights of women and children in issue 4/1985 of its magazine.

The following publications have come out in America: the newsletter of Win News, 187 Grant Street, Lexington, MA 02173, which has assumed the role of a women's information "clearing house"; a new index of women in the media published by the Women's Institute for Freedom of the Press, 3306 Ross Place, NW, Washington DC 20008; Sex, segregation and discrimination in the workplace by Barbara Reskin, Committee on Women's Employment, National Research Council, National Academy Press, 2102 Constitution Ave, NW, Washington DC 20418; Women, a World Survey by Ruth Leger Sivard, Humphrey Institute, 267-19th Avenue South Minneapolis, Minnesota 55455; a survey on women's training throughout the world by International Women's Tribune, 777 UN Plaza, New York NY 10017 (available in English and French). The Henry Murray Research Centre at Radcliffe College, 10 Garden Street, Cambridge, Mass 02138, is offering grants of up to \$4,500 under its "research support programme" for doctorate theses on women. Closing dates for applications are 15 May and 15 October.

Women's World is holding its third international interdisciplinary congress on women in Dublin on 6-10 July. The theme is "Visions and revisions", covering a wide range of subjects from politics to health, sexuality to the technological revolution and philosophy to language. Secretariat, Third International Interdisciplinary Congress on Women, 44 Northumberland Road, Dublin 4.

The first congress on women's history is to be held in Barcelona on 22-24 October. There will be four plenary sessions, workshops and seminars on the theme "in the home and on the shopfloor: women as instigators of change". Further details from Centro d'investigacion historica de la dona, Universidad de Barcelona.

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