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Women in agriculture



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WOMEN IN AGRICULTURE

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FOREWORD

A number of women's organizations and public institutions responsible for the social promotion of women in farming and rural life look to the European Commission to provide up-to-date information on the economic and social conditions of women farmers in Europe, on their role in farming and in agricultural organizations and cooperatives.

In November 1983, in its series of Supplements, "Women of Europe" published a summary by Blanche Souzi and Isabelle von Prondzynski (Supplement n° 13) covering these various aspects.

Since then, the European Community has been enlarged to include Spain and Portugal, and updating became necessary. The present document outlines the present situation, re-arranging the order in which the various aspects are presented for easier reading.

This new compendium of case-studies contains : a general introduction which highlights the common objectives of women farmers in the Community; 12 national case-studies covering the key social aspects which can guarantee promotion of the role of women farmers, and practical information concerning national women farmers' organizations, as well as national Committees and organizations promoting equal opportunities for men and women.

* * *

INTRODUCTION

European agriculture is today experiencing major upheavals brought about by economic and social changes, changes in market organization, reform of the CAP impacting not only on internal mechanisms but also on its relations with other producing countries, all of which is shaping the face of agriculture of the year 2000.

These changes are not confined merely to changes in production techniques or quotas benefitting from certain Community aid measures.

They are geared also towards helping the men and women active in the farming community achieve fulfilment in their chosen occupation. Today, however, easy though it may be to define the role of men in farming, the situation as regards women farmers is by no means as clearly defined or understood.

In the minds of most, women farmers are perceived above all as farmers' wives, that is to say, they are identified more through their marital status, than by the work they do. This, in a society which gives women growing freedom to take up an occupation, penalizes women farmers, especially the younger ones, who have either undergone agricultural training or had experience working in other trades and industries before devoting their time and energy to farming.

Women farmers in Europe are under far greater psychosociological pressure because of this abnormal situation. They cannot accept that the only way to gain the professional recognition to which they aspire is to seek it outside farming.

Farming as an occupation, within the model of a family-run farm, must allow all those actively involved in its management, be they men or women, to have real status in their occupation as a farmer.

Any occupation which is unattractive to those in it is destined, sooner or later, to lose its most able workers.

Women farmers in Europe, with the backing of the information services of the European Communities Commission, have been coming together regularly to focus attention on and promote greater awareness of the role they play on the family farm. Such meetings and debates have, in a European spirit, been staged in most countries of the Community. VAALBEEK in 1984, STRASBOURG in 1975, FRASCATI in 1980, GRADO in 1982, DUBLIN in 1984, GRETSIL in 1986, CALDAS DA REINHA in 1987, CADIZ in 1987.

They have been coming together in this way to discuss their living and working conditions within the farming family and on the farm. An in-depth study has been made to put the spotlight on all the aspects of company law (net assets valuation), inheritance law, fiscal law, social security, vocational training, membership of agricultural organizations and farming cooperatives which, for women farmers, constitute an obstacle to achieving equality between men and women in farming. Community policy on equality for men and women covers all occupations, including those engaged in a self-employed capacity including women farmers.

Consequently, following measures concerning equality for men and women as regards pay, access to employment, training, promotion, working conditions and social security, the Community authorities turned their attention to the situation of women in self-employed occupations.

The Community programme of action for equality between men and women, for instance, covering the period 1982-1985, made explicit reference to women farmers working on family-run farm holdings (see Supplement n° 9, Women of Europe).

On 11th December 1986, the Council of Ministers adopted a directive which provides for equal treatment as regards the creation, setting up and expansion of the undertaking, the creation of corporate husband/wife partnerships, promotes recognition of the work done by the spouse, as well as the protection of self-employed women during pregnancy and motherhood and the creation of relief services, and recommends that Member States inform organizations representing the self-employed of these measures in favour of women. This directive is to be revised in 1993.

On 23rd October 1987, the European Commission proposed extending application of the principle of equality between men and women to all aspects of social security.

Equal treatment should also apply to surviving spouse benefits, family allowances, benefits for dependent children and adults and retirement benefits. This new directive moreover also promotes the constitution of own rights for women.

As regards vocational training, the Commission is also proposing incentive schemes for self-employed women.

In the 2nd programme of action for equal opportunities for men and women, covering the period 1986-1990, the Commission proposes a series of initiatives in the field of legislation, education and training, employment, new technology, social security, participation in family and professional responsi-

bilities for all women, self-employed or otherwise. (See Supplement n° 23 "Women of Europe"). Following its survey on "Non-wage earning women in Europe", the Commission also launched a study on the social protection of those engaged in an activity in a self-employed capacity or as family members, which is to be published at the end of 1988.

It is clear, however, that such initiatives cannot bring about the hoped-for results unless there is a change in mentality.

There are a number of aspects of the behaviour of a society dominated by the traditional model of a farm to be underlined here.

It used to be the rule that farming families married into farming families. One of the sons would take over all or part of the family farm and had if possible to marry so as to enhance the birthright of the farm as it were. A woman's suitability as a farmer's wife would be measured in terms of the farming, family and household duties awaiting her. Once married, the couple would usually co-habit with several generations. The oldest of the men, though still young and able enough to work, was head of the family and head of the farm. His wife looked after the house, the farmyard and relations between the various members of the family. She found her identity through her children and her husband. What the newly-wed couple, for its part, essentially contributed was its labour force.

Previous generations of farmers' wives sought above all to improve their living conditions. Then, women farmers aspired not so much to professional recognition, but to having more time in the home and more comfortable conditions.

To escape from what they saw as an over-demanding way of life, young girls from farming backgrounds dreamt of new horizons : life in the town, marriage to someone other than a self-employed farmer or someone from a different background altogether.

Little by little, farming unions began clamouring for some kind of parity with other socio-professional groups, and farmers' wives actively involved in the running of the farm began aiming towards occupational status for women farmers as an objective.

This is now an objective shared by women farmers throughout the Community.

Today, women farmers no longer marry an occupation. They are individually very different primarily because of the

diversity of their socio-professional background, their training and the work they do.

Although subject to certain pressures, such as those associated with life in a rural community or low incomes, women farmers, in as far as possible, choose whether or not to go out to work. If they have had agricultural training, more often than not they may of course choose to be actively involved in the running of the farm.

If they had a job before marrying, they will choose to continue with it or not. In the latter case, they may also choose to either learn about farming or not to take up an occupation at all.

Women who have had jobs and known the advantages (professional identity, social security, financial independence) find it difficult to forgo it all to take up the somewhat ungratifying and less fulfilling status of a farmer's wife. In this, farmers' wives are no different to any other women. They come to know what they want for themselves and feel, rightfully, that they are entitled to choose farming as a fully-fledged occupation.

Unfortunately today, women farmers still have to contend with obstacles of a psycho-sociological order when asserting their right to professional recognition. The work done by women on the farm is in fact regarded as being part of the natural obligation for a woman to help her husband. This attitude stems from the fact that, in farming, work and family life are very closely inter-related because they are in the same place. By the same token, relations between the farming couple are at the same time those of a husband and wife and working partners.

Women farmers are still feeling the sociological burdens of the traditional farming mentality.

It still happens today for them not to have a clearly defined place within the context of the farm. Their grievance is then that they have recognition only as a "stopgap" whereas, in reality, they have responsibilities that are just as important, book-keeping and accounting for example.

Also rooted in this mentality is the "traditional" attitude towards the way duties and responsibilities are allocated : the man sees to the machinery and to duties which sometimes take him away from the farm (to attend to crops, but also to participate in farmers' unions and suchlike as farm representative); the women sees to the animals and usually tasks she can do whilst staying close to home.

Fortunately, this situation is evolving. In many countries, there are hopeful signs that change is on the way to satisfy the legitimate aspirations of women farmers, particularly as regards recognition of their occupational status.

In Italy, a new provision has been made in the civil code giving women (and the other members) actively involved in the running of the farm joint ownership rights in the farm.

In France, a bill has been brought out which regards the man and woman working on the farm as joint farm heads.

Achieving harmonization at economic, legal and social level throughout the Community, when the time comes to revise the directive relating to self-employed persons, including women farmers, will probably involve determining the extent to which progress has been made to improve the occupational and social security status of the woman farmer.

Such a move is warranted not only for achieving the objective or economic and social unity set out in the DELORS plan, but also for reasons to do with the policy on competition.

Women farmers are fully aware that it will take a great deal of commitment to achieve the objective of recognition of their occupational status as well as recognition of the legal status of the family farm.

But the nature of farming has deeply rooted in women farmers the qualities of patience, courage and perseverance. It is through these qualities that they will have gained victory in pursuing their objective : to be fully-fledged farmers in their own right.

* * *

I. THE WOMAN FARMER IN THE FEDERAL REPUBLIC OF GERMANY

1. LEGAL STATUS OF THE WOMAN FARMER

Statistically, the number of women in farming declined by some 3% a year between 1971 and 1983. Four categories of women working on the farm can be identified : women farm heads (62,000) - family member women farmers working full-time on the farm (566,000) - family member women farmers working part-time (322,000) and non-family member wage-earners (70,000).

Compared with their male counterparts, only 8.2% of women are farm heads. The reasons underlying this low proportion are of a sociological order.

When the woman farmer is co-owner of the farm, with her husband, she shares the same rights and obligations as her husband. The farm holding need only be entered in the land register in both their names.

When the status of the farm holding is that of a family-run company, the spouses may have opted to form a legal partnership which similarly confers them equal rights and obligations.

More often than not, however, the woman farmer finds herself with the status of a dependent person. The law recognizes no "family member" or "farm helper" status for women, even if they work on the farm and in the home. As a farmer's wife she is, however, entitled to a share of all property and assets acquired during marriage, including capital appreciation, if married under the legal system whereby property is acquired in common by husband and wife after their marriage.

Finally, German law does not preclude farmers from taking their wives on as wage-earners on the farm.

2. Social security

The agricultural social security scheme, which differs from the general system, grants the insured entitlement to three main categories of benefits : accident risk cover, sickness and old-age benefits.

Agricultural insurance covering accidents is provided for by law, making it compulsory for all farm holdings.

Occupational accident and disease insurance covers the farm head, his spouse, family members and other persons working on the farm. The legal definition of an occupational accident is fairly broad : it covers domestic accidents, provided the work done in the home makes a substantial contribution to the farm. The law leaves professional funds free to appraise domestic occupational accidents and to determine whether or not to award social benefits.

Agricultural health insurance covers the risks borne by all "main occupation" farmers, family members over the age of 18 working on the farm, as well as children under 18. Farmers' wives are automatically covered by this health insurance, except if they have a regular minimum income not derived from farming.

It is compulsory for farmers and family members whose main occupation is farming to subscribe old-age insurance under the agricultural scheme. There are, however, certain age conditions to be met. Old-age benefits are paid from the age of 65 onwards.

Farmers are also entitled to other supplementary benefits in the event of disability, death of the spouse or parents.

However, the main discrimination against women farmers, compared with wage-earners, lies in the absence of paid maternity leave, when in fact the workload they have to assume on the farm is often far greater than that of a wage-earner. In this respect, they are in a similar position to the wives of craftsmen and tradesmen.

3. Relief services

In Germany, there exists a system tantamount to relief services : it takes the form of assistance on the farm which is available under the agricultural social security scheme.

This assistance is available to farmers and spouses working on the farm. If relief services are not provided for under the agricultural social security scheme, a relief worker can be obtained from private service organizations to which the farming couple belong (unions, church, welfare centres, etc.).

Women farmers may obtain the services of a home help to look after the house and family if they are ill,

under treatment or having a child. The home help cares for the children and looks after the house and garden.

4. Access to vocational training

The texts of law also guarantee equal opportunities as regards agricultural training, irrespective of the course of study followed.

As regards the initial training of women farmers, the number of women undergoing agricultural training rose sharply between 1974 (23% of total students) and 1984 (31%).

The proportion of women obtaining agricultural qualifications is, however, far lower than for women studying rural domestic economics (5,632 students in 1984). In both cases, the numbers are growing each year. In the former case, the students are young girls looking to secure the same qualifications as their male counterparts, as farm heads, agricultural economists, stable managers, horticulturists. In the latter case, the women are mostly from non-farming backgrounds who marry a farmer or want to take up farming as a main occupation. The number of women in this category has increased from 4% to 18% in the last decade. The courses organized for these women include intensive courses in domestic science and rural economics.

As regards ongoing training and re-training, a number of lectures are organized by further training syndicates and, more particularly, by women farmers' organizations themselves. The main subjects include:

social, economic and agricultural policy;

family, legal and social issues;

agriculture and domestic science and economics (including food, health, environment);

cultural training.

The women attending these lectures all come from rural backgrounds, whether in farming or not. In 1985, a total of 1.6 million attended such lectures.

It is also to be noted moreover, that the development of associations in rural areas is providing growing

numbers of women with the opportunity to go into politics and, in some cases, even to stand for Parliament. This is an interesting development due largely to agricultural organizations' efforts to provide training.

5. Access to agricultural organizations

By law, agricultural organizations and cooperatives are open to men and women alike (be they farm heads or not). In practice, there are still far too few women holding positions of responsibility in such organizations.

One of the criteria for membership of cooperatives is the status of natural person and not body corporate or farm head.

All the same, the statutes of cooperatives can restrict membership to farm heads only (be they men or women).

Where this is not the case, membership can be extended to several persons working on the same farm. Each member must pay a subscription and has the right to vote. The various members of a family-run farm thus have the option of joint participation in a cooperative.

II. THE WOMAN FARMER IN BELGIUM

1. Legal status of the woman farmer

Women farmers in Belgium can participate in working the farm either as farm heads, joint farm heads or family member helpers, or as associates.

Women farmers can be farm heads; under the law of 14th July 1976, each spouse has the right to take up the occupation of his or her choice. Women, like men, can be farm heads, either by setting up a farm holding, purchasing it, or receiving it by donation or inheritance.

A woman farm head enjoys full legal independence : she alone receives the income from her work and may use it for purchases warranted by her occupation. She has sole rights over any such property connected

with her occupation. In the case of jointly-owned property, the woman farm head can effect all operations and transactions necessary for the exercise of her profession, on the twofold condition that she acts in the interests of the family and in accordance with the provisions of primary marital law.

Notwithstanding this full legal autonomy, credit institutions usually require a women farm head contracting a loan to have her husband's consent, so as to have a better guarantee of repayment.

The woman farmer and her husband can farm jointly :

- If they work as partners, the primary law remains applicable, so that each has sole control over his or her income and how it is spent. Property connected with their farming activity purchased with this income is under the management of the spouse having paid for it, provided the purchase is warranted. Each partner can purchase his/her own tools and machinery; in the case of joint purchases, the partners are co-owners.

Where jointly-owned property is concerned, all deeds and instruments must be entered into by both spouses, save for straightforward administrative deeds.

- If the woman merely helps her husband, who is farm head, she is regarded as a "family member farm helper", that is to say, she is recognized as a working person without in as much having any official occupational status. The farm head alone receives the income derived from the work done on the farm and it is at his sole disposal. He owns the farm tools and machinery and has sole control over them.

Where jointly-owned property is concerned, the questions remains as to whether, for administrative deeds, the intervention of both spouses is necessary. For simple administrative deeds, each spouse can act independently and thus solely pledge jointly-held assets; legal proceedings can be instituted if one or other of the spouses violates these rights.

Under the law on tenancy, husband and wife are regarded as partners, on condition that the contract is drawn up in both their names and that both are in fact farmers.

Finally, the woman farmer may be a corporate associate; farm companies are provided for under a law passed in 1979. Married couples may form a company with or without the participation of third parties. The law makes no distinction between men and women. The spouse who undertakes to carry out physical work is known as the manager. He (or she) can carry out all deeds necessary or beneficial to the company, save those under the jurisdiction of the associates as a whole. The associate manager is remunerated for his/her work on the basis of the minimum hourly wage paid to qualified workers in the same occupation.

2. Social security

As far as social security is concerned, the woman farm head is covered under the self-employed persons' scheme. This system differs in several ways from that applicable to wage-earners. For example, to qualify for a disability allowance, applicants must prove they have not worked for three months. A woman farmer can now contribute to a pension scheme entitling her husband to a widower's pension, by the same token as a male farmer can set up a widow's pension for his wife. Equality has been achieved.

- 1) A woman farmer married to a farm head (most frequent case) is not insured in her own right but has only entitlements derived from those of her husband. She is therefore entitled to major risk cover (hospitalization for example), family allowance, her husband's retirement pension at the "domestic" rate (i.e. at a higher rate than if the wife has no pension of her own) or the survivor's pension set up for her by her husband. On the other hand, she has no disability allowance for illness, childbirth or accident. She cannot contribute to a pension of her own, nor can she contribute to a widower's pension for her husband.
- 2) The woman farmer who is an associate in a company (rarely the case) is covered under the self-employed persons' social security scheme.
- 3) The woman farmer working in a company without being an associate (non-shareholder) can be on the payroll of the commercial or farm company or be a family member assisting an active associate of a partnership (limited liability partnership or cooperative).

2. Relief services

Agricultural relief services (SRA) are set up by associations of professional farmers which provide farmers in need with the services of a paid relief worker to carry out farm work; this is designed to help farmers who may find themselves shorthanded in an emergency or have to leave the farm for short periods for various reasons.

Each relief service is free to establish its own order of priority for assigning a relief worker.

If the woman farmer is farm head, she is a member of the S.R.A in the same way as any other farm head; no distinction is made here between men and women for establishing the order of priority granting entitlement to a relief worker.

If the woman farmer merely helps her husband, she usually ranks in 6th or 7th place only in the S.R.A. order of priority for relief worker replacement; a typical priority list in fact gives sixth place priority for relief worker entitlement for a women farm helper in case of childbirth or serious illness, but at a lower rate of pay for the relief worker. In seventh place on the typical priority list comes relief service entitlement at normal rates of pay in the event of illness, accident or death of the woman farm helper.

The situation of family member women farm helpers is therefore not the same as that of a women farm heads as regards relief services' assessment of the work they do.

4. Access to vocational training

Vocational training is open to men and women alike; in this respect, there is no legal discrimination between men and women, be they farm heads or not.

There is, however, one form of training geared more specifically to women farmers : it embraces, firstly, everything connected with accounting and farm management, secondly farming techniques, and thirdly, the use of farm produce in the home. This training is provided in the form of one-day study sessions, courses and lectures.

5. Access to agricultural organizations

In professional organizations, no discrimination is made between male and female farm heads; some even include "family member" women farm helpers. In practice, however, when they do have access to these professional organizations, they rarely hold positions of responsibility, except in the women's sections of these organizations where they hold full responsibilities.

This is true also for cooperatives where few women farm heads hold positions of authority. For "family member" women farm helpers, the situation is far more precarious : the statutes of most cooperatives in fact extend membership to farm heads only. Women farm helpers do sometimes represent their husbands by proxy, by virtue of general rules of representation.

III. THE WOMAN FARMER IN DENMARK

1. Legal status of the woman farmer

The status of the woman farmer is that conferred under common law.

The woman farmer is regarded as the farm head when she owns the land and property involved. Under Danish marital law, power is in fact exercised by the owner. This rule applies to both husband and wife. However, since in the majority of cases only the husband's name appears on the title deeds, the wife is very rarely the head of the farm. This is a de facto rather than de jure situation of inequality.

The woman farmer can nevertheless be joint farm head. In this case, the couple need only arrange to have both their names appear in the title deeds to the property. As co-owners, they share the decision-making, and the property is divided equally, as are income and debts.

The woman farmer working on her husband's farm may not receive a remuneration. There are, however, special tax arrangements for wives who assist their husband on the farm. If the husband and wife are taxed jointly, and if they have both played a major part in managing their joint farm or the farm belonging to one of them, the income derived from it must be taxed as the income of the spouse who has

played the predominant role on the farm. If the couple so desire, 50% of the farm's profits may be transferred and taxed as the income of the other spouse. There is, however, a ceiling to this transfer option.

2. Social security

Social legislation makes no distinction between husband and wife. Each has the same individual entitlements to health insurance benefits (medical treatment, medication, hospitalization) and a retirement pension at the age of 67.

As regards disability insurance cover, all wage-earners unable to work, whatever the sector of employment, including farming, are entitled to an early invalidity pension (permanent invalidity pension) from the age of 18 to 67. A farmer's wife, on the other hand, even if she works on the farm, cannot claim adequate financial compensation in the event of disability or invalidity. She will be entitled only to sick leave allowance, and only on the condition that her husband can prove to the inland revenue that part of the farm's taxable income is derived from the work done by the woman farm helper.

Like all wage-earning women, however, the woman farmer is entitled to a maternity allowance representing 90% of her declared income for a period of 4 weeks before and 24 weeks after the birth. The child's father can also claim paternity allowance for a period of 2 weeks, offset against the 24 weeks' allowance awarded to the mother.

Special provisions under the unemployment insurance scheme allow a woman farm helper who has contributed to a self-employed persons' unemployment fund to claim an early retirement pension. This scheme was introduced in 1978 for persons between 60 and 66 years of age. Those drawing such a pension can moreover continue to work a maximum of 200 hours a year. Finally, male and female farmers between 60 and 67 years of age are also entitled to short-time unemployment benefits if they do not work more than 20 hours a week and if the relevant authorities approve their application.

3. Relief services

Set up in the mid-1960s, farm relief services for a long time remained restricted owing to their very high cost. Since 1981, they have expanded considerably thanks to public subsidies which have helped to substantially reduce the cost of relief workers.

The relief service provides farms with qualified farm relief workers. Any member of the family unable to work owing to illness, childbirth, training or holiday leave, can in this way be replaced by a relief worker.

The system extends nationwide. It is managed by a committee made up of representatives of the Danish Farmers' Association and the Danish Association for Family Farms. Some services are still provided by independent associations.

Relief services are financed partly by members (contributions and payment for the relief worker) and partly by the government, in the form of subsidies.

In practice, a subsidy or financial compensation can be awarded to the male or female farmer in the event of illness, childbirth or for training. Subsidies have also served to cover the cost of training relief workers and inspectors.

4. Access to vocational training

There is no discrimination between women and men when it comes to vocational training. Anyone satisfying the conditions for admission to an agricultural college can study there.

As regards training for people already working on a farm, courses are open to men and women without distinction. Participants are of course free to follow the training course of their choice, but these courses are run with the aim of improving the skills of all farm workers, be they owners or not. Anyone interested in a particular course may therefore enrol for it.

Farming organizations have also set up various technical training courses such as farm management and accounting, cattle and pig farming, crop farming, horticulture and home economics. Courses and

encounter groups are held all year round to allow farmers and their families to improve their qualifications, irrespective of the type of farming they are in.

To this end, advisers recruited by the Danish farming organizations are assigned to provide this training for farmers and their families. These male and female agricultural advisers are selected solely on the basis of their qualifications and abilities.

5. Access to agricultural organizations

Women in farming organizations have the vote and are eligible for election, but they are few in number. In other words, the relevant regulations in no way discriminate between men and women, be they farm heads or not. The figures, however, show that there are still very few women standing for election to positions of responsibility in these organizations.

Agricultural organizations do, on the other hand, more often than not have a home economics committee which includes representatives of rural women's associations.

In cooperatives, each family farm has one vote. Where a couple is married under the legal system providing for the separation of estates of husband and wife, it is the spouse who owns the farm who has the vote and may be elected to cooperative bodies. Where the couple is married under the legal system providing for joint ownership of property and they are co-owners of the farm, the farmer and his wife may both be elected in cooperatives, although the farm has only a single vote. It is still rare, however, for women to be elected to the decision-making bodies of farming cooperatives.

IV. THE WOMAN FARMER IN SPAIN

1. Legal status of the woman farmer

More so than in other countries, there are major discrepancies in law and in fact as regards the status of women farmers in Spain. In fact, the situation is influenced by the traditions of a rural society which has long since attributed certain clear-cut roles to men and women. Analysis of rural

structures is nonetheless complicated by the existence of notable regional differences. For example, the highest levels of women's participation in farming are to be noted in the regions of Galicia and Leon, areas of high emigration and whose rural economy is characterized by extensive self-sufficiency and local subsistence farming. These economic conditions have led to the virtually forced recognition of the woman's role, even though other areas - like Catalonia - have always through matrimonial tradition enhanced the place and rights of women, and others still live according to ancient traditions of male predominance.

And yet, the legal basis for the application of the principle of equality for women farmers does already exist, for the law makes no distinction between men and women. Whether she is head of a farm holding or assists the farm head, the woman farmer has the same rights and obligations as her husband placed in the same legal position. There is, however, a difference in the way woman farm heads and women farmer helpers are treated. The inequality here stems from the fact that there are more women farm helpers than women farm heads.

If the woman farmer is farm head before she marries, or becomes farm head by inheritance when she is already married, she is under no obligation to share farm ownership with her husband. She can opt for the legal system whereby there is separation of property or property is acquired and held in common. In practice, few women take advantage of this option.

If the woman farmer marries a farm head, she finds herself in the same position as any other non-working woman, that is to say, her husband's dependent. She has no recognized status as a joint farm head. However, under the 1981 law governing the status of the family farm, the spouse or any other member of the family can be recognized as an associate, subject to a co-operation agreement concluded with the farm head. Still awaited, however, are the Ministry of Agriculture's implementing decrees, effectively precluding a woman farm helper being recognized as an associate. It is moreover to be noted that the authors of this law were looking primarily to protect the children working on the farm, rather than to solving the problem of the status of farmers' wives.

It would be remiss, however, not to mention that in 1983 the Government set up a "Women's Institute"

(Instituto de la Mujer) under the supervision of the Ministry of Culture, and that the High Council of this Institute recently adopted a 1988-1990 Plan of Action for equal opportunities for women. This plan was approved by the Council of Ministers on 25th September 1987 and will be implemented by the various Ministries concerned, under the impetus of the High Council of the Women's Institute. In particular, there are plans to carry out detailed and sectorial studies on the economic and legal status of women in rural communities.

2. Social security

The 1988-1990 Plan of Action makes reference to the Directive of the Council of the European Communities of 11th December 1986, and more particularly takes up the provisions on the application of the principle of equality for the wives of self-employed workers as regards protection during pregnancy and motherhood, on a woman's right to be a wage-earning employee of her husband, on the recognition of the occupational status of self-employed workers' wives who are neither an employee nor an associate of their husband.

The Plan of Action is not however tantamount to a law implementing the provisions of the Community Directive. The fact that reference is made to the Directive simply means that the objectives set by the Directive are now shared by the Spanish government and will be promoted by the Women's Institute.

The agricultural social security system moreover remains unchanged; it is based on the 1972 Regulation on the special agricultural social security scheme. This scheme covers all agricultural workers, irrespective of sex or marital status, provided their main income is derived from farming. The agricultural social security system is characterized by a lower level of contributions, but also less comprehensive benefits, than those awarded under the general social security system. The terms and conditions also vary according to the legal status of the farmer (wage-earner, self-employed person insured in his own right, a farming contractor employing wage-earners).

* A wage-earner's husband/wife is only insured under the agricultural scheme if he/she is also a wage-earner.

* As far as self-employed workers insured in their own right are concerned, they have to comply with far too stringent a ceiling as regards taxable income (cash assets of 50,000 ptas a year or less). They cannot employ wage-earners. Subscription to the agricultural scheme is compulsory and self-employed workers are required to pay several cumulative contributions :

- a subscription based on a theoretical number of working days (which according to public authority calculations are needed to manage the farm holding);
- a subscription based on the actual number of days worked (i.e. declared by the farmer as having been worked);
- a subscription for occupational accidents and diseases and
- a subscription for temporary work disability.

Self-employed workers insured in their own right, on the other hand, are not entitled to provisional disability benefits (longer period than temporary disability). They can only claim unemployment benefits if they have worked a minimum number of subscribed days.

The farm head's spouse is entitled to all these benefits if he/she is directly and personally engaged in an agricultural activity as a main occupation, if his/her main income is derived from it, and if he/she lives under the same roof as the farm head.

* So far as agricultural contractors are concerned, to qualify they need only be the farm head/owner and employ wage-earning agricultural workers for the production, storage, transport and first-stage processing of agricultural products. They must register their employees under the agricultural social security scheme and are themselves required to pay several cumulative contributions. These are calculated on the basis of a theoretical number of working days, the number of days actually worked by their employees, to provide occupational accident and disease cover for their employees, unemployment benefits for their employees and, finally, to finance a Social Guarantee Fund.

The existence of a twofold system of social security for farmers, according to whether or not they employ agricultural wage-earners, will have to be looked at again when measures implementing the Community Directive are adopted.

- * Although the relevant regulations make no distinction between male and female farmers, equality in law implies that for a farmer and his wife to be individually insured in their own right, they each have to pay the same contributions. The financial cost is often too high to allow women farmers to take advantage of this opportunity. In most cases, the woman farm helper is registered as a dependent of her husband, the farm head. As such she will be entitled only to medical assistance (sickness, accident, maternity), to the exclusion of all other benefits (disability, invalidity, retirement, family, occupational accidents and diseases).

It is only in the event of her husband's death that the woman farmer becomes farm head/owner and can then claim direct entitlement to all the social benefits provided for, subject to payment of the relevant contributions.

If the woman owns a farm before she is married, she can, subject to the legal marital arrangements she opts for, decide to remain sole owner or to share ownership of the land with her husband; in the latter case, both husband and wife can be insured in their own right under the special agricultural system of social security. Alternatively, she can make her land over as property held in common and allow her husband to become owner of the farm, as well as main beneficiary of social benefits. This situation often arises in practice, and stems from a tradition deep-rooted in the mentality of some areas of Spain.

3. Relief services

There are no public or private relief services in Spain. Members of the family arrange to stand in for one another when necessary.

4. Access to vocational training

Up until a few years ago, training for women farmers, such as that made available by the Agriculture

Development Service, centred mainly on "domestic" subjects (food, food preservation, health and hygiene, education ...).

It is only very recently that agriculture-oriented courses have been made available to women (rearing of rabbits, care of dairy cows, horticulture). At the same time, the need to provide women farmers with training in farm management and farming techniques, has led certain government, independent and other bodies to organize proper 200-hour intensive courses. The programme is a response to the new concept the public authorities have of the woman farmer's role in managing the family income, assisting the farm head, doing the book-keeping and sharing responsibility for child education. Women farmers are therefore now being offered secretarial courses, courses on accounting and company management, law and taxation, European Community mechanisms, community life and agricultural marketing, agricultural production techniques, stock-farming, domestic science and economics, oral expression and writing.

These courses, which are followed and appreciated by many women farmers, also include ongoing training and follow-up seminars. Refresher courses are run once a month; intensive one-week practical retraining courses are also available.

The great majority of women having attended these courses felt they offered them the opportunity to not only acquire basic general knowledge and skills, but also to become more actively involved in the work and decisions hitherto handled by their husbands alone.

The 1988-1990 Equality Plan furthermore lays down ambitious policies for the training of women farmers. Having established that this training must be more in keeping with the profound changes that have affected agriculture, and considering the important role women farmers have had and will have in the future (15% of working women are in farming), the authors of the Plan felt that the non-discriminatory participation of women in farming must be recognized, better remunerated and, above all, promoted by series of beginners courses on business and marketing techniques (either by extending greater access to initial technical training or by stepping up the number of seminars reserved for women over the age of 25).

The Plan suggests three ways of achieving this objective : development of information and guidance programmes, promotion of employment for women in rural areas, incentives for the development of community life.

5. Access to agricultural organizations

The law makes no distinction between men and women, be they farm heads or not. The place women occupy on the governing bodies shows, however, that few women have so far succeeded in reaching positions of responsibility in farming unions and agricultural organizations.

So far as cooperatives are concerned, it is to be noted that only farm heads/owners have the right to vote.

V. THE WOMAN FARMER IN FRANCE

1. Legal status of the woman farmer in France

The work of women farmers may take several legal forms.

Women may be farm heads, irrespective of whether they own the farm, work it or are simply leaseholders. In this respect their situation is the same as that of a male farm head.

Women may also work as joint farm head. In 1980, a law was passed introducing real joint responsibility status for the spouses of farm heads. This law allows either member of a married couple working the same farm together on their own account, to act independently and without the signature or agreement of the other being necessary, on matters connected with the administration of the farm. If there is a lease, the farmer must have the non-signatory spouse's consent to surrender, terminate or renew it.

A woman farmer may also work as a wage-earner on the family farm. This situation rarely arises in practice. If both husband and wife work on the farm, they generally prefer to opt for the joint responsibility status conferred under the 1980 law.

The farm may be run as a company under civil law (i.e. which as a rule does not engage in commercial transactions but is more like an association), in which the woman farmer may be an associate. There are corporate forms which are better suited to agriculture than the aforementioned. These include Joint Farm Groupings ("groupements agricoles d'exploitation en commun - GAEC") and Agricultural Land Groupings ("groupements fonciers agricoles - GFA"), in which women may also be associates.

And finally, the farm may take the form of an "EARL", that is to say, a limited liability agricultural undertaking, where the wife can be her husband's associate. Although such corporate bodies have been in existence for two years, it is to be noted that the implementing decrees have still not been passed.

So far as Joint Farm Groupings (GAEC) are concerned, married couples may only be associates of the same company if there is at least one other person involved.

2. Social security

Women farm heads are covered by the same social security arrangements as male farm heads : family allowance, health insurance, disability pension and retirement pension (flat-rate pension and pension commensurate with earnings).

If a woman is an associate of a Joint Farm Grouping, she is insured as a farm head by the same token as the other associates, and will be entitled to family allowance, health insurance cover, disability pension and a retirement pension (flat-rate pension and pension commensurate with earnings).

If she is a wage-earner on the farm, the woman farmer has the same entitlements as all agricultural wage-earners.

Lastly, if the woman farmer is the wife of the farm head, she is regarded as a beneficiary under his health insurance. She is consequently entitled to family allowance and health insurance, but not to a disability pension. As far as a retirement pension is concerned, she may make her own contributions (which is frequently the case), and become entitled to a flat-rate pension. When the farm head to whom she is married dies, she will receive a widow's

pension comprised of her husband's flat-rate pension, plus half of her husband's pension commensurate with his earnings, provided her personal resources do not exceed a certain ceiling.

If the widow decides to become farm head after the death of her husband, the stamps paid by her husband when he was insured are added to those that she will receive as farm head, provided she does not immediately claim her widow's pension if she has reached the age of 55.

3. Relief services

Relief services provided by farmers themselves are available to women farmers.

All women, provided they work on the farm and carry out farm work, are entitled to relief services, whether they are farm heads or not. In this respect, their legal status therefore has little bearing; all they need do is apply for relief services.

Relief services are provided by the farming profession for agricultural work only. Work in the home is not therefore included. (There are various ways in which assistance can be obtained for domestic work from the health and social services).

Relief services are available for maternity in the same way as for any other reason (training, holiday, sickness ...). It must nevertheless be noted that only maternity entitles women farmers to an allowance covering 90% of the cost of taking on a relief worker, that there is a daily ceiling, and that the allowance is available for a maximum of 56 days. The maternity relief allowance has been available since 1st July 1977. It is financed by the farming profession for agricultural work only, and it is paid both where the relief worker is assigned by the relevant agricultural organization and where he/she has been taken on directly by the woman farmer herself.

Women who apply for a relief worker so that they can follow a training course or fulfil official duties in a farm organization for example, are provided with relief services at preferential rates.

4. Access to vocational training

There are at present two paths open to would-be women farmers wishing to receive vocational training; the academic path consisting of technical agricultural training and the path of adult education.

Technical agricultural education is available to girls in the same way as it is to boys. Girls account for approximately 40% of all students, but they opt mainly for short courses and special subjects such as "home and rural economics" which prepare them for work in rural areas, but not in farming.

Adult education is aimed at both men and women. Women account for 30% of trainees on short courses, but they are concentrated in courses on general training, tourism, accountancy and management, small scale farming and tax questions. Women account for approximately 30-40% of students on long courses. All these courses are open to women, but they tend more to follow those specifically designed for women. This applies to the 200-hour regionally-financed courses which aim to provide additional vocational training for young people who have not qualified as agricultural technicians. The same type of courses are run and State-financed for women. They attract large numbers of women (the fact that students are paid is undoubtedly not unconnected with this success).

Some courses specifically intended for women are also available; these are designed as a step on the way towards the integration into farming activities of women who received non-agricultural training before marrying a farmer.

5. Access to agricultural organizations

There is no discrimination in law between male and female farmers, whether or not they are farm heads, as regards access to agricultural organizations and farming unions.

As far as cooperatives and agricultural credit funds are concerned, in 1980 the law officially sanctioned a practice which was widespread; since each farm has a vote, it is of little importance whether it is cast by the husband or the wife. Both may stand for election. This arrangement leaves farming couples

free to decide which of them should represent the farm in the cooperative or agricultural credit fund.

In Chambers of Agriculture, both husbands and wives working on the farm are entitled to vote and both may be elected to office.

Lastly, in the agricultural health insurance fund, both husband and wife are entitled to vote.

In spite of these laws, there are still very few women in agricultural organizations; there is only one women president of a Chamber of Agriculture, and this is a very recent development (1983).

VI. THE WOMAN FARMER IN GREECE

1. Legal status of the woman farmer

Two recent laws have established equality between men and women in Greece.

As regards family law, law 1329/83 abolishing the title of head of household, sanctions equality between husband and wife. The wife can therefore take all decisions relating to the married couple, particularly as regards property. She can engage in all transactions with third parties. Under a decision of the Agricultural Bank of Greece, women farmers are allowed to independently contract a loan under the same conditions as men.

The law also sanctions discontinuance of the making over of a dowry and divorce by mutual consent.

As regards labour law, law 1414/84 establishes the principle of equality of the sexes.

And yet, as in many countries, a woman's legal status is strongly influenced by the traditions of rural life which strictly divide the roles of men and women.

Agricultural production structures in Greece are among the weakest in the Community. Agriculture is still at a low level of economic development. Small, fragmented farm holdings, structural and production problems, the traditional nature of the farm holding

which rests on the work done by the farmer and his family, are characteristic features of Greek agriculture.

In Greek rural areas, the woman sees to some of the work on the farm, especially the smaller livestock and kitchen garden. In order to supplement the family income, she often has to do other work, devoting her time to craft work (cloth manufacture, manual work, pottery, pastry-making, rattanwork) or agritourism.

2. Social security

The relevant body is the Agricultural Insurance Organization (OGA), which is responsible for farmers' social security as regards pension, medical care and medication, hospital treatment and other social benefits.

Under OGA arrangements, women farmers are entitled to full extra-hospital treatment, in public health centres, hospitals and clinics by agreement with the OGA. In the case of sickness or childbirth, she is entitled to full hospital and obstetrics care in State hospitals and private clinics by agreement with the OGA. She is covered for 70% of the cost of any medication, and has 100% cover in the case of serious and long-term illness.

Since 1982, the woman farmer has been considered as having self-employed status and is entitled to a pension at the age of 65.

Under law 1287/82, the woman farmer's retirement pension entitlement is the same as that of the male farmer; it is equivalent to fourteen years' wages.

She is also entitled to an invalidity pension (67%).

Retired women farmers are also entitled to an allowance to cover their funeral expenses.

The aforesaid pensions are allocated by the State and are very low. This is why the government recently passed a law introducing a complementary insurance scheme for farmers which will come into effect for the payment of contributions from 1988 onwards, and for pensions from 1989 onwards.

This pension will be based on male and female farmers' contributions and supplement the State pension funded by the OGA. Under this law on complementary insurance, the situation as regards women farmers and male farmers is absolutely clear : the farmer will also have to pay contributions in her own right.

Greek women farmers are, however, aiming to :

- have medical care benefits extended to include dental care
- bring retirement age down to 55
- create nurseries open to suit women's hours of work and, until such nurseries are set up, the financing of temporary nurseries
- create old people's homes and institutions providing employment for retired people in rural areas.

3. Relief services

There are no relief services in Greece.

4. Access to vocational training

A characteristic feature of women farmers in Greece is their low level of education. 50% of Greek women farmers have only completed the first six years of primary schooling. Many are illiterate.

The Greek government has mounted a comprehensive programme in a bid to bring about a change in mentality. Equality between men and women has been introduced as a new social value in school books and curricula of other educational establishments.

In all areas of the country, the Ministry of Agriculture has set up permanent education courses aimed at women farmers and covering such subjects as food, housing, clothing, infant care and child education, food preservation, chicken farming and gardening. It has also set up education programmes to help women farmers supplement their earnings in a variety of fields : in management, home economics, cooperative organization, with the aim of promoting women's involvement in farming cooperatives and agricultural associations and their election to positions of responsibility in agricultural organizations.

So far as training is concerned, women farmers are calling for :

- school curricula to include specific courses providing for a high level of professional agricultural qualifications;
- for the financing of training programmes aimed at women farmers and especially young men and women who will be staying on in farming so as to improve their level of education and offer them the opportunity to take part in decision-making bodies;
- the promotion of magazines and newspapers on topics of special interest to them.

Training and education problems to a very high degree concern young people in particular who, despite the incentives (State budgets or EEC funding) are aware that much remains to be done to profoundly change people's mentality.

This aspect is of fundamental importance for ensuring the social promotion of women farmers.

5. Access to agricultural organizations

- Participation in cooperatives :

Law 1257/82 and law 1541/85 sanction equal rights for women in cooperatives even if they are no farm head/owners, provided farming is their main occupation (agricultural worker) and that they are over 18.

They can also set up women-only agritourism and cottage industry cooperatives.

Similarly, within the framework of their multiple activities, and thanks to law 1667/87, they can set up "domestic" cooperatives with men or for women only, primarily in mountainous regions, on the islands and in sparsely populated areas facing problems which, by virtue of law 1641/85, come under the system as agritouristic and cottage industry cooperatives as regards their financing.

It is to be noted, however, that women's participation in cooperatives remains very low. Except in the case of agritourism and cottage industry cooperatives, only 12% of members are women and only 1% are involved in decision-making bodies.

- Access to professional organizations :

Law 1361/83 governing farming unions and agricultural organizations recognizes, for the first time, farming as an occupation and establishes the principle of equality between male and female farmers. Few women, however, participate in these organizations, particularly in decision-making bodies.

VII. THE WOMAN FARMER IN IRELAND

1. Legal status of the woman farmer

There are no specific rules governing the legal status of women farmers; they are subject to common law.

The woman farmer may be a farm head although, for sociological reasons, this is fairly rare (11% of farms are run by women, for the most part widows or unmarried women). It should be stressed that there is no legal discrimination against women who are farm heads : the law treats them in the same way as male farm heads. The inequality arises in fact rather than in law. Trends do however suggest an increase in the number of farms held in common, where both husband and wife are joint farm head/owners.

In practice, therefore, the woman farmer is usually married to a farmer who is farm head. Marriage confers her no rights over her husband's farm and, even if she is for many years very actively involved in the running of the farm, she does not automatically acquire any property rights. In the case of divorce, however, she may institute legal proceedings to obtain recognition of her rights to the farm commensurate with the work she has carried out.

In comparable cases, but with regards to housing, women have in fact been able to obtain recognition through the Courts of their property rights over the dwelling, in proportion to the work they have carried out with a view to its purchase or construction. Women farmers could, by the same token, institute similar legal proceedings, but in practice, the hazards involved do not encourage them to do so.

A law expressly recognizing women farmers' rights over the farm property and income would be helpful in guaranteeing fair recognition of the work they do on the farm.

The woman farmer may not be considered as a wage-earning employee of her husband, the head of the farm, as the law on labour relations specifically precludes employer/employee relations between members of the same family.

Lastly, it should be stressed that under inheritance laws and laws relating to the family home, a farmer's wife can her share of the farm when the marriage is dissolved (by death or separation).

2. Social security

Farmers and their wives are not entitled to the main benefits provided by public social security services as they are not subject to the general system of insurance for wage-earners, nor payment of the corresponding contributions.

Social security regulations on family allowance do, on the other hand, confer equal treatment, irrespective of whether contributions have been paid, and there is no income ceiling. The allowance is payable directly to the mother; in this respect, there is no discrimination against women farmers.

As far as other social benefits are concerned, farmers come under the self-employed persons' social security scheme which offers benefits without the payment of contributions. To qualify, however, the farmer has to prove his income does not exceed a certain (very low) ceiling. Farmers are means-tested for social security benefits and assistance as regards retirement pension, unemployment benefit, widow's pension, small farm allowance, health care (free treatment), maternity and child care services (free care), handicapped persons' care allowance.

The Social Security Commission's "Recet" report recently recommended the adoption of a special social security framework for farmers, but the idea met with a fairly cool response in agricultural and government circles.

A farmer's wife is entitled to benefits and services under the self-employed persons' scheme as a dependent person, but is entitled to a pension in her own

right if she meets the aforesaid income conditions. (her income is considered to be half the couple's joint income).

On the other hand, farmers and their wives receive no compensatory benefits if unable to work owing to sickness, maternity or occupational accident, since these are allowances for which contributions must be made.

The Community Directive on the application of the principle of equality under social security systems came into force in Ireland on 17th November 1986. Problems surrounding their implementation have, however, given rise to much controversy.

3. Relief services

Relief services as a whole are at present undergoing restructuring. Relief services are managed by a number of cooperatives, but are also farmer-controlled.

Although originally, only dairy farms could benefit from relief services, the service now extends to all areas of farming.

Relief services are available for all circumstances (excess workload at peak times, sickness, holiday, childbirth ...) since a charge is made for them.

In addition to relief services for farm work, there is a "domestic" relief service which provides qualified staff to replace, among others, women farmers in the home. In theory at least, the farm can in this way expand and increase production thanks to the greater involvement of women.

In practice, the service has not developed as planned in 1980. Women farmers make virtually no use of it because of the financial problems constantly facing farms. The only people making use of these relief services are rural non-farming families.

4. Access to vocational training

The Council for Development in Agriculture (ACOT) is the body responsible for agricultural training and education. It fulfils its role through a variety of services, agricultural and rural home economics colleges. Serious financial problems have recently

threatened some of the services made available by this Council, and the main cut-backs have been in training for women farmers.

Agricultural training has traditionally covered farm management, product marketing and initial farm training. A new programme was introduced to make up for the absence of agricultural studies in secondary education and to enable students to obtain a Farming Certificate after 3 years' training following secondary school. This course, like all other courses in the agricultural sector, is open to both men and women. Unfortunately, however, there are too few women studying agriculture, even though women are having a bigger role to play in farming.

ACOT also used to run vocational training courses, specifically for women farmers, in farm home management, that is to say, farm management and accounting, use of foodstuffs, nutrition, housing, equipment, maintenance and so on. These courses were very popular with the numerous women farmers attending them. This training was abolished in 1985 following a government decision; new training structures will be set up, but it seems that the public sector has no plans to re-introduce courses of this kind. The general absence of adequate training for women farmers is increasingly being seen as a major handicap for the survival of farms in a structural crisis situation.

5. Access to agricultural organizations

There is no formal discrimination between men and women. They have equal access to farming organizations and agricultural cooperatives. There are, however, still too few women in decision-making posts and positions of responsibility.

The members of the Irish Farmers' Association (IFA), are families rather than farm heads. Women therefore have the same rights as men to attend meetings and, if they wish, to play a more active role within the organization. There are more and more women farmers active within the IFA's various national committees on commodities.

Thanks to the work of the National Farm Family Committee, all of whose members are women, and which is one of the sixteen committees of the Irish Farmers' Association, the role played by women in farming organizations has grown considerably. Women's

commitment and involvement must however be further encouraged, as women are still under-represented at professional level.

The Irish Co-operative Organization Society (ICOS), the umbrella organization for all farming cooperatives in Ireland, adopted a recommendation in 1980 whereby families, and not individual farmers, should have membership of their cooperatives. This recommendation has not yet, however, been given effect. The traditional attitude still prevails, among the women themselves for that matter.

VIII. THE WOMAN FARMER IN ITALY

1. Legal status of the woman farmer

The legal status of a woman working on a farm is the same as that of any woman working in a commercial or craft undertaking. The woman farmer is not therefore a special case in this respect.

The work done by women on the farm may take various legal forms : they may be farm heads, joint farm heads, members of a family company, associates or employees.

The woman farm head has solely responsibility for the various aspects of production, irrespective of whether or not she has ownership rights.

A woman with joint farm head status manages the farm alongside her husband. If the farm was set up after their marriage, the husband and wife are joint owners of the farm and have equal shares in its profits and value added. If the farm belonged to one of the partners prior to marriage, he/she retains ownership although both have equal shares in the farm profits and value added.

The woman farmer working in a family business is entitled, as are all members of the family working in it, to a share in the profits. This share is proportionate to the quality and quantity of the work carried out by the woman both in the business and in the home, and has the same work status as the man. She is also entitled to a share of the value added. Major decisions concerning management of the farm are moreover taken by a majority of those involved in it, with each person having one vote. If the farm is

owned by a single person, this person enjoys no special privileges other than that he or she retains ownership of the original property (value added being shared). Lastly, the woman farmer, like all those involved, has the right of pre-emption if the farm is to be donated or divided. It is clear that this family farm structure creates a legal situation which is ideal for the woman farmer. In practice, the problem lies in the implementation of the aforementioned provisions. There is the danger that, owing to a lack of information, they will remain purely theoretical.

The woman farmer may also be an associate in a company provided for by the Civil Code.

Lastly, she may be a wage-earner on the farm.

2. Social security

Italian legislation on social security in agriculture provides the same conditions for both men and women.

As regards occupational accidents and diseases, the law provides for benefits in kind, daily allowances for the compulsory period of work stoppage as a result of total temporary disability, a pension which is commensurate with the degree of invalidity and the contractual annual wage, and a pension for members of the woman farmer's family in the event of her death as a result of an occupational accident or disease.

Other benefits cover :

- a) Invalidity, old age : a pension is paid directly to the invalid or retired woman farmer and her relatives receive a survivors' pension when she dies.
- b) Sickness : benefits in kind, but no cash benefits if the woman farmer is unable to work due to sickness.
- c) Family allowance : available to dependent children up to the age of 18, and may be extended up to the age of 21 or even 26 for children in higher education.
- d) Maternity : to date there are benefits in kind and very meagre cash benefits in the form of an

allowance paid to the mother, irrespective of how long she is out of work (this allowance is currently under review).

A law (in force since 1st January 1988) was recently passed in Italy on the protection of women during pregnancy and motherhood. It is designed to guarantee equality of treatment between self-employed workers (farm heads, smallholders and sharecroppers, craftsmen and tradesmen) and wage-earners, and recognizes their professional status.

It provides for a National Institute for Social Welfare (INPS) allowance equal to 80% of the minimum trainee wage for agricultural workers, payable for two months prior to the scheduled date of delivery and three months after the birth, on application and submission of the relevant documents.

This allowance is also paid to women farmers in the case of miscarriage or abortion on health grounds after the third month of pregnancy, and is payable for 30 days.

The law also extends this allowance to couples (and therefore female workers) adopting or fostering a child.

In this case, the allowance is paid for three months following the child's actual arrival in the family, provided it is under 6 years of age.

This provision of law recognizes the social value of motherhood within the framework of self-employed occupations, including farming, recognition which Italian women's organizations have been calling for for years.

Costs pursuant to the implementation of this law are covered by an annual contribution of 18,000 lira for a working family registered under the compulsory general insurance scheme to cover disability, old age and survivors' pensions for farmers, smallholders and sharecroppers, craftsmen and tradesmen.

At present, the woman farmer is treated in the same way as her male counterpart, as regards both entitlements and the corresponding amount of contributions payable. The sole difference concerns retirement age, which is 60 for women and 65 for men. It should be stressed that this does not affect the pension amount and that women are in any case allowed to continue working after the age of 60.

3. Relief services

Italy has no experience of nationwide relief services.

A regional law, which applies only to Lombardy, has recently been passed, however, with a view to the creation of a relief service.

4. Access to vocational training

There is no discrimination between men and women as regards vocational training in agriculture.

Such training is available to women irrespective of their legal status on the farm. It is to be noted, however, that there are still too few women receiving agricultural training because it is difficult for women to leave the home. Courses should be run in such a way as to make it easier for women to attend (time, location ...). Women would undoubtedly be more attracted by courses specially tailored to their needs.

5. Access to agricultural organizations

There is no discrimination in law between men and women, be they farm heads or anyone else working on the farm, as far as access to agricultural organizations is concerned. In practice, however, there are very few women in positions of responsibility in these organizations.

Italian legislation governing cooperatives allows only members of the family who have been delegated by the farm head to participate actively. This law is moreover contrary to the provisions of the Civil Code relating to family farms.

A bill has consequently been passed aimed at allowing the representative of the family farm designated by all the other members, be it the husband, wife, son, daughter, etc.. to be cooperative members. Such a measure would be in keeping with the law on the family farm.

IX. THE WOMAN FARMER IN LUXEMBOURG

1. Legal status of the woman farmer

There is no specific legal status for the woman farmer in Luxembourg, nor any regulations governing her status on the farm. The woman farmer is therefore subject to the provisions of common law which in principle makes no distinction between men and women.

So far as legal status is concerned, the woman farmer may be :

- the owner of a farm (either by taking over the parental farm, inheriting it, or again purchasing it);
- the joint owner of a farm, holding it in joint ownership either with her parents or her husband in the case of a farm held as common property of the marriage;
- an associate-lessee if she concludes an association contract with the farm head (this arrangement is also possible in the case of partial take-over of the parental farm);
- an associate or member of a farm grouping.

Pursuant to a law passed in 1982, the surviving spouse, just as any other member of the family, can take over the farm lease under the same conditions as those enjoyed by the deceased spouse, or give notice to the lessor within six months of the death of the lessee, provided however that the said surviving spouse has in fact been working the farm.

2. Social security

I. Compulsory agricultural pension insurance

Male and female farmers, which enjoy the same legal status, are treated in the same way and considered either as the principal insured party, or as a dependent "family member" farm helper.

The woman farm helper has compulsory insurance cover as the main insured party when she engages, on her own account and on an ongoing basis, in the Grand Duchy, in an agricultural activity under the jurisdiction of the Chamber of Agriculture (i.e. when she is farm head).

A woman farmer whose husband's main occupation is non-agricultural will not, however, be automatically covered as the main insured party unless she works a farm of a given minimum size (still to be determined by a Grand-Ducal regulation, but which is at present temporarily fixed at 15 hectares).

The woman farmer has automatic and compulsory cover as a dependent farm helper when she is related directly or collaterally to the 3rd degree to the farm head, or if she is married to the farm head, on the threefold condition that she continuously assists the farm head with the running of the farm, that she is over the age of 18, and that she is not affiliated to any other pension scheme. This applies also to any person unrelated by marriage or otherwise who, in the absence of blood relative heirs, has been designated by the farm head to succeed him as farm head.

II. Compulsory agricultural health insurance

As in the case of compulsory agricultural pension insurance, the woman farmer is treated in the same way as her male counterpart placed in the same legal position.

A. Benefits in kind

Compulsory health insurance cover applies :

- as a contribution-paying insured party :

1. to the woman farmer who engages, on her own account and on an ongoing basis, in the Grand-Duchy, in an agricultural activity under the jurisdiction of the Chamber of Agriculture (ditto for male farmers);
2. to the woman farmer, related directly or collaterally to the 3rd degree inclusive, to the insured party referred to in 1. above, on the threefold condition that she continuously assists the said insured party with the running of the farm, that she is over the age of 18, and that she is not affiliated to any other pension scheme. The same applies for any other person, unrelated by marriage or otherwise who, in the absence of any blood relative heirs has been designated by the farm head to succeed him as farm head (ditto for male farmers);

3. the beneficiary of an agricultural pension fund pension.

Insofar as application of the provisions contained in sub. 2 means that both husband and wife living together are affiliated, one of the spouses may be dispensed from applying for compulsory insurance. The couple may consequently pay one contribution instead of two.

- as a co-insured party (not liable for payment of a contribution) :

to the "spouse" and/or person related by marriage or otherwise who is a descendant, on the threefold condition that he/she normally lives with the insured party in the Grand-Duchy, is his/her dependent, and is not personally insured against the same risks.

B. Cash benefits

- a) Women farmers who are principal insured parties are entitled to the same benefits as their spouse who is also insured as a principal party. Sickness benefit is payable to the insured woman farmer covered under the compulsory insurance scheme, who is not entitled to a retirement or invalidity pension, when unable to work owing to sickness, and provided that any such invalidity is reported to the health insurance fund, supported by a medical certificate.

The cash sickness benefit is paid for a maximum of fifty two weeks, even in the case of a new illness during this same period, and is not payable after the period of work stoppage. If the insured woman, once again able to work, is taken sick a second time with a different illness reported to the insurance fund and duly certified, her cash benefit entitlement is reinstated. Cash benefit entitlement for the same illness is reinstated when the insured has in the meantime continued working for at least fifty two consecutive weeks.

Payment of the cash sickness benefit remains suspended until the first day of the fourth month following the month in which the illness was reported to the insurance fund, and backed by a medical certificate.

- b) Women farmers not insured as principal insured parties (co-insured parties) do, on the other hand, find themselves in a discriminatory situation as neither they nor their children are entitled to cash benefits.

C. Maternity allowance

Since 1980, all pregnant women are entitled to claim maternity allowance, in addition to the childbirth allowance introduced in 1977.

For maternity allowance purposes, however, women farmers are considered as "non-working" women. For women farmers the maternity allowance is a flat-rate allowance, whereas for wage-earning women, the allowance is related to earnings. The flat-rate allowance is much lower than the earnings-related allowance.

3. Relief services

Luxembourg has "exchange and mutual aid circles" which are open to both men and women. All members of the family working on the farm may belong to these bodies. These "exchange circles" are private services that are partially funded by state grants.

Relief services take the form of short-term help to stand in in the event of sickness, death, accident, hospitalization, childbirth or excess workload. The relief worker may also carry out domestic work.

4. Access to vocational training

There is no discrimination in law between men and women as far as access to vocational training is concerned. Equal training opportunities are explicitly provided for and guaranteed under a law passed in 1981.

A recent reform of agricultural training is aimed at bringing more young women into this study programme.

Women are moreover encouraged to participate in the activities and seminars organized as part of the ongoing training and socio-economic information programme. These series of seminars are run by the agricultural training organization each year and cover a wide range of subjects. They are open to both men and women.

5. Access to agricultural organizations

Generally speaking, it is the farm head who is a member of agricultural organizations or cooperatives. He may, however, authorize a member of his family to represent him and vote in his place and stead by proxy. Members of the family working on the farm may also attend meetings; in this case, no proxy is necessary, but they are not entitled to vote.

In practice, the only women belonging to agricultural organizations and cooperatives are farm heads.

Women farmers as a whole (farm heads, as well as wives and daughters) are, however, represented in a women-only organization set up within the main agricultural organizations to give recognition to women working in farming. This women's organization elects a representative to the agricultural organization which acts as a Chamber of Agriculture. As a fully-fledged member of the Chamber of Agriculture, she has a say in all decisions and positions adopted, and is involved in any other action taken by this body.

This situation is in fact destined to evolve following the creation of a Chamber of Agriculture in March 1988.

X. THE WOMAN FARMER IN THE NETHERLANDS

1. Legal status of the woman farmer

Dutch legislation provides for no special status for women farmers who are therefore subject to common law. Their legal status is largely determined by the marital status.

Legally, they may have the status of :

- 1) farm head :
women farmers must comply with the same requirements as their male counterparts.
- 2) joint farm head :
as in the case of an association or limited liability partnership formed by husband and wife, and possibly including children.
- 3) "family member" farm helper :
nearly all women farmers come into this category.

From the tax point of view, "family member" farm helper status opens up one of the following two options :

- a) the farm head can claim tax relief for work carried out on the family farm by his wife;
 - b) the woman can receive a wage for the work she does.
- 4) wage-earner :
the woman farmer cannot be a wage-earning employee of her husband who is farm head, as the law precludes employer/employee relations between husband and wife.
This is however possible if the undertaking is a body corporate (company).

In the Netherlands, couples marrying without a marriage contract are subject to the legal system whereby all present and future property is held in common, that is to say, that all assets and debts are shared by the two spouses. Property is managed by the spouse contributing it to the marriage, save for one exception. A spouse enjoying property management rights may decide to place the property at the disposal of the other spouse to provide him or her with optimum conditions under which to carry out his/her occupation. Property management is then assumed by the second spouse.

These provisions apply to farming. A woman may be farm head and manage the farm either because she has brought the farm into the marriage or because her husband has assigned its management over to her. The first case is the most frequent.

If the woman farmer works on a farm managed by her husband, she is in all cases entitled to half of the property worked and half the value added derived from it, but must then also assume responsibility for half the debts entered into on the farm's behalf.

To enable one of the spouses to avoid legal action by creditors, the couple may choose to own property separately. In this way, property belonging to the non-farming spouse is not affected by farm debts, save when it is used a collateral to secure a loan. As a general rule, the signature of both husband and wife is required for contracting a loan or mortgage.

2. Social security

Women farmers are subject to the self-employed persons' social security system. As a general rule, everyone in the Netherlands is required to contribute around 30% of their income, in addition to tax contributions, to cover retirement, disability and survivors' pension benefits as well as family allowance.

Retirement pension :

Men and women are entitled to a pension as from the age of 65, irrespective of their marital status. Since 1st January 1987, there is no longer any difference in status between married couples and unmarried co-habiting couples. A new law has been passed awarding self-employed persons over 55 early retirement benefits, on condition that their income is below the social minimum (excluding personal assets). This law applies to self-employed persons' with an incapacity of 80% or more. They are entitled to this benefit until the age of 65. The dependent wife assisting her husband has the same entitlements as her husband.

Widow's pension

A widow with dependent under age children, whatever their age, is entitled to a pension commensurate the the number of dependent children.

Widows with dependent children over the age of majority and widows under 40 years of age, are entitled to a temporary widow's pension.

Disablement

Disablement benefits are the same for all working persons. Wage-earners enjoy special benefits under compensation rules and regulations. Self-employed persons can also subscribe complementary personal insurance. Dependent wives assisting their husband are however discriminated against, for in order to

claim disablement benefits, they must meet one of the following two conditions (neither of which are applicable to the husband) :

- they must have worked for six months, at a minimum rate of 40 hours a week, in or for the undertaking;
- or have been paid the legal minimum wage.

Family allowance

Child benefits are paid for children under the age of 18, irrespective of the parents' income. They are usually paid to the mother as she is normally the person filing the application.

Assistance

A general assistance allowance is awarded to farmers whose income is below the minimum needed for survival, taking account of the assets and income of the spouse.

In practice, farmers are excluded because of the land value of their farm, even though their real income may be very low.

3. Relief services

There is a national umbrella association covering all the relief services available in the Netherlands, which works in close cooperation with the agricultural organizations.

All farmers and members of the family working on the farm may join a relief service. They pay a contribution which varies according to the type of assistance they require.

Government subsidies are also available to provide relief services at a lower cost in case of sickness, accident, holiday or training.

In practice, women working on the family farm have no insurance to cover loss of income or the cost of a relief worker during maternity leave, nor are they entitled to any disablement benefits for pregnancy or childbirth.

The young girls providing relief services have had agricultural training and are qualified to do farm work and domestic work.

This form of assistance is widespread in the Netherlands. Without government subsidies, it would be inaccessible to most women.

Relief services are always available under all circumstances, but at the full unsubsidized rate.

Relief services cannot provide assistance for domestic work as opposed to farm work. This kind of assistance is provided by a family aid organization. The farmer is asked to contribute financially according to his means. This family aid relief is, however, available only in cases of real need.

4. Access to vocational training

Although vocational training in agriculture is open to both boys and girls, far fewer girls than boys do in fact take part.

Things are slowly changing however.

Most women farmers have had no previous training. They can subsequently follow basic and advanced training courses, or refresher courses.

In a number of areas, they can attend part-time courses in an agricultural college (the most common form of preliminary training for farmers).

Adult training programmes offer technical and socio-economic courses.

Some courses provide access to higher education. Courses are also sometimes run by agricultural colleges, farming unions or the boards of rural women's committees. A distinction is sometimes made here between mixed courses and those reserved for women to help them make up for lost time and gain access to regular courses.

5. Access to agricultural organizations

Generally speaking, women can belong to agricultural organizations, irrespective of whether they are farm heads, joint farm heads, family member farm helpers or wage-earners. There are advisers representing rural women's organizations in virtually all decision-making bodies of farming unions at local, regional and national level.

Cooperatives have moreover been required to amend their statutes to allow women (be they farm heads or not) to be fully-fledged members. Both husband and wife, as well as any children working on the farm, can now be members, although each family has only one vote.

In addition to female adviser members, more and more women are standing for and being elected to the decision-making bodies and working parties of farming unions and cooperatives.

The number of rural women belonging to and/or active in farming unions and cooperatives nevertheless remains very limited.

XI. THE WOMAN FARMER IN PORTUGAL

1. Legal status of the woman farmer

There are no special provisions governing the status of women farmers in Portugal. So far as family farm status is concerned, official discussions have only just begun. Common law therefore applies to men and women, without distinction. Sexual equality is provided for and guaranteed by the constitution and Portuguese legislation.

In practice, this means that the woman farmer may be farm head when she owns the land, leases it or sets up her own farm enterprise (limited liability company or limited partnership). This is authorized under family law since married couples can freely opt for one of three systems of property rights (separate estate, communal estate comprising all property present and future or communal estate comprising only property acquired after marriage), which respects the woman's exclusive property rights. Under the applicable common law, when there is no marriage contract, application of the system whereby the husband and wife's communal estate comprises only property acquired after marriage, is compulsory. In other words, if the woman inherited a farm before marrying under the legal system, she will remain sole owner of the farm, and if she inherits a farm once she is married, she and her husband will have shared ownership.

In practice, these provisions are not very widely implemented, but "de facto" inequality established

by the figures is counterbalanced by practices which, more often than not, place women on an equal footing with men.

The figures show in fact that the majority of women working in farming are unpaid (71.5% in 1982 as compared with 18.7% for men), with a low proportion of wage-earners (16.3% as compared with 25.5% for men) and self-employed women employing no staff (12.2% as compared with 53.4% for men), and an even smaller proportion of female agricultural contractors (0.2% as compared with 1.3% for men). Women do nevertheless account for 19.9% of all self-employed farmers employing no wage-earners and 14.3% of agricultural contractors. On the other hand, women account for 80.7% of unpaid agricultural workers.

In point of fact, this situation varies considerably in the north and south of the country.

Northern Portugal is an area of small farms run as a "sideline". More often than not, the husband works in industry while the wife runs the farm. Gradually, with the industrialization of northern Portugal, women have gained ipso facto recognition of their role and work. This is not unrelated to the fact that the land is very fragmented and that the parcelling out of land among heirs is common practice.

The south, on the other hand, is a land of large holdings and of social contrast. Moreover, the absence of industrialization has not impelled women to take men's place at the head of the farm. The attitude that it is a woman's place to be dependent on a man still prevails to some extent, especially among the over forties. The custom of co-ownership of family estates and equal sharing out of farm income between joint heirs has, however, always maintained women in a position of inequality compared with men, the farm owners and heirs.

In practice, the de facto discrimination affecting some women farmers is less marked than in Spain for example. The fact that Portugal suffered a colonial war just fifteen years ago has to some extent served to promote women in the agricultural sector, as in other sectors of the economy.

2. Social security

The fundamental principles of the general system of social security are contained in law n° 28/84 of 14th August 1984, which provides that the special agricultural scheme be gradually brought in line with the general scheme. This harmonization began with the order in Council n° 81/85 of 28th March 1985, finalized by the order in Council n° 401/82 of 2nd December 1986 and the implementing decree n° 75/86 of 30th December 1986.

The order in Council n° 401/86 was aimed at extending application of the general social security scheme to all agricultural workers, rendering compulsory their affiliation to either the general scheme for wage-earners or the self-employed persons' scheme.

The category of self-employed workers includes all agricultural producers engaging in agricultural or allied activities in a self-employed capacity, irrespective of whether or not they employ wage-earners. Decree n° 75/86 recommends that the term agricultural producer be taken to include :

- persons owning land, in whatever capacity, be it as owner, usufructuary, tenant farmer or otherwise, when they are effectively engaged in farming, farm management or administration;
- and producers' spouses, when they are effectively and regularly engaged in a farming occupation.

Affiliation to the self-employed persons' scheme is therefore compulsory for women farm heads and women farmers married to farm heads.

The contribution payable is calculated according to the following rules :

a. if the women are farm heads :

a.a. monthly wage > or = minimum guaranteed wage for wage-earners;

contribution = 15% of this minimum guaranteed wage.

(when the farm employs wage-earners, however, the contribution = 15% of the highest wage).

a.b. monthly wage < minimum guaranteed wage for wage-earners;

contribution = 15% of minimum monthly wage in the agricultural sector.

b. the women are married to and assist farm heads :
same contribution as for a.b.

The social security benefits for self-employed persons include "family" cover, "temporary disability" (sickness : benefit payable only 2 months after the illness is reported; maternity : allowance corresponding to 90 days of the guaranteed minimum wage), "invalidity and old-age" (as from the age of 64), "death", "occupational disease" (including permanent disablement).

Social security cover for women farmers assisting their husbands is therefore compulsory; they are insured in their own right, but must pay the same contribution as their husband (and vice versa if the wife is farm head and assisted by her husband). If the wife of a farm head is not effectively and regularly engaged in farm work, she is not covered under the self-employed persons' scheme. She may then be registered as her husband's dependent.

Under Decree n° 75/86 a wage-earner (or person working on behalf of third parties) is defined as any person engaged in an agricultural or allied occupation under the authority of a contractor, irrespective of the form of remuneration, duration of contract or work frequency. In order to enjoy social security cover under the general scheme for wage-earners, the person must, however, be a wage-earner.

In all cases, cover under this social security scheme is compulsory for a wage-earning woman farmer. This also applies to a woman who is a member of the self-employed worker's family, as provided for in Decree n° 75/86. Affiliation to the social security scheme for persons working on behalf of third parties (general wage-earners scheme) is compulsory for all members of the self-employed person's family who :

- a. are over the age of majority
- b. are not entitled to family allowance;
- c. are engaged in farming as a main occupation.

In this casae, they need not necessarily be wage-earners to be insured in their own right.

Benefits are subject to the same conditions and rules as for wage-earners in other sectors of the economy.

3. Relief services

At present, there are no public or private relief services available in Portugal because of the great spirit of solidarity which prevails in the rural community. The farm head's friends and relatives are called in to replace a worker, self-employed or wage-earner, when necessary. Very often, this solidarity works better for farm work than domestic work.

4. Access to vocational training

The need for vocational training for women farmers is all the more acute as they are usually younger than the male farming population, but also less well educated. Most women farmers (54.5%) are aged between 20 and 49, whereas 64.1% of the men are over 40. Women also account for 55.4% of the farming population which is illiterate.

Regulations do provide for equal opportunities as regards access to initial training, whereas ongoing training courses aimed specifically at women are run in a bid to compensate for de facto inequalities which still exist in some areas.

So far as initial training is concerned, it is provided exclusively by the public authorities and is largely open to young girls. In the final years of secondary schooling, young men and women can opt to take agricultural subjects. After the School Leaving Certificate, public agricultural colleges offer higher education courses (agricultural economics and engineering) and intermediate courses (agricultural technology).

As regards ongoing training, the public authorities are not the only ones to organize seminars. In most cases, the private courses run by agricultural organizations (J.A.P.) and firms are designed for young farmers under 40 years of age looking to keep abreast of agricultural techniques, economic trends or follow refresher courses. In southern Portugal, for example, some chemical industries have been awarded EC subsidies to set up intensive courses with programmes including accountancy, management, marketing, EEC mechanisms and policies, winter cereal cultivation, winegrowing, fruit growing, ... These courses are open to men and women without distinction. The same is true for public ongoing training courses.

In northern Portugal, on the other hand, many ongoing training programmes are designed specifically for women farmers, irrespective of age. In view of the special role played by women in this part of the country, there is a great demand for seminars which meet the needs of a very receptive and demanding female population. Courses cover general economic policy and human relations, as well as agriculture and horticulture, fishing, winegrowing, food preservation and freezing, etc..

5. Access to agricultural organizations

Farm head status is not a requirement for membership of either agricultural organizations or cooperatives. Men and women are equal in law, and in practice, women play an active part in farming cooperatives and agricultural organizations.

XII. THE WOMAN FARMER IN THE UNITED KINGDOM

1. Legal status of the woman farmer

The woman farmer is subject to common law, since there are no provisions conferring special status.

A woman farmer may be a farm head: there is no discrimination in law between male and female farm heads. Women running their own farms are usually widows or unmarried women.

Women more often work on the farm as partners. A major problem arises when the farm head is the tenant rather than the owner; when he dies, his wife has the right to take over the lease, subject to certain conditions. One of these is that for the woman farmer to avail herself of this right, her main income must come from the farm or part of the farm (law of 1986 on farm holdings). In this case, the law provides that she must furnish proof of this by virtue of the work done on the farm by herself, her husband or both of them. Since the adoption of this law, conditions for taking over leases are no longer restrictive and a farmer's widow can easily prove her income was derived from the farm.

A woman farmer may also be a wage-earning employer of her farming husband, and is in this case treated in the same way as any other employee; there is no difficulty in proving that she has worked.

The husband and wife may also conclude a contract of association in order for them to run the farming business together.

From the tax point of view, women farmers are very much discriminated against compared with their husband. This delicate subject, which has given rise to many grievances, has led the government to making several proposals in a bid to establish some equality of treatment between spouses in the agricultural sector.

2. Social security

The woman farmer's position as regards social security varies according to her legal status :

- Woman farmer insured in her husband's name : although actively involved in the running of the farm, a woman married to a farmer can choose not to be personally insured and not pay any contributions; she is then regarded as a non-working person. She is nevertheless entitled to a retirement pension at the age of 60 (if her husband is 65 or over) and, if she is widowed, to a pension which varies according to her age and the number of dependent children.
- Woman farmer insured in her own right : this situation applies both to the farmer's wife who is actively involved in the running of the farm, and to the single woman running her own farm. She pays contributions at the same rate as men and is thus entitled to a retirement pension at 60, whatever the age of her husband, to a widow's pension, maternity allowance (for 18 weeks) and sickness benefit (for a maximum of 26 weeks), with subsequent invalidity benefit if necessary.
- Woman farmer paid a wage by her husband : in this case the woman farmer is covered by the same arrangements as all wage-earners.

It should moreover be stressed that medical and hospital treatment is available free of charge for all, that child benefit is paid for every child and that other benefits are available to low income families. These benefits are not subject to the payment of contributions.

Women farmers are therefore generally well covered. Retirement pensions for the self-employed are,

however, paid at a flat-rate and contributions are income-related, whereas wage-earners receive a supplement commensurate with their earnings-related contributions.

3. Relief services

There have been no improvements in this area where official relief services are still not available for agricultural work. Private bodies do provide services of this kind to replace a woman farmer in the case of training leave, pregnancy or childbirth, but they are very expensive. If she requires relief services on a regular basis, a less costly solution involves having a whole group of farmers take on a paid worker who then works for each member in turn.

In emergency cases, relatives and neighbours usually provide help on an informal basis.

For domestic work, local authorities are legally obliged to provide home help services to cater for the needs of the local population. This service is, however, designed mainly for the chronically ill, the the handicapped and the aged. The cost of this service is earnings-related so that the average farmer faced with an emergency has to pay as much as if he were using a private service.

In some areas, women have set up groups to provide domestic help in emergencies along the same lines as the official home help service, but with a greater degree of flexibility.

4. Access to vocational training

Vocational training in agriculture is available to both men and women.

If a young girl decides to train in farming, she will encounter few problems in finding a course that offers theoretical training. Almost all colleges which run courses of this kind are open to women. The few exceptions that are made are due to accommodation problems. In practice, women might however encounter another problem in that most courses take the form of an "open sandwich" course, with one year at college and then one year on a farm. Very often, to qualify for admission for a full-time college course, students are required to have spent at least a year working on a farm. This creates a problem

for boys and girls alike, because whether or not they can get this kind of experience depends on geographical conditions and the type of farming they want to do.

For a woman married to a farmer and who wants to be actively involved in the business, the situation varies depending on whether or not she lives near a college which runs day-time courses. If she does, she may opt for the courses and curricula which suit her best. If she wants to acquire only secretarial and accounting skills, she can choose from the courses usually run by local education authority colleges or private bodies. If the woman lives too far from a training centre, she can follow home-study courses by correspondence which (like all courses) are open to men and women. Other home-study courses are also available by telephone and via television, video and computer systems.

Evening classes financed by local education authorities are open to women farmers in agricultural and horticultural colleges and polytechnics.

A growing number of training groups are being set up on farms. They are organized by the Agricultural Training Council and are run, by request, by group secretaries. Generally speaking, these groups are self-financed and are open to male and female farmers and their employees. Conditions regarding the organization of such groups have been improved thanks to government and para-government incentive schemes, but problems to do with distance and methods of updating teaching material still have to be resolved.

5. Access to agricultural organizations

Both women and men have access to agricultural organizations. Membership is usually by farm and the dues paid depend on the size of the farm. Women farm heads can therefore belong to farming unions. A farmer's wife, and any other relatives working on the farm, can join an agricultural organizations, subject to an additional subscription charge which confers them the same rights as other members.

Generally speaking, in cooperatives, membership is extended to natural persons and is not limited to farm heads only. Several persons working on the same farm may become members of the same cooperative, in which case the farm concerned will have as many votes as memberships.

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APPENDIX 1

MAIN COMMUNITY TEXTS ON EQUAL TREATMENT FOR MEN AND WOMEN

- Council Directive 75/117/EEC of 10th February 1975 on the approximation of the laws of Member States relating to the application of the principle of equal pay for men and women ("Equal Pay Directive").
EC OJ L 45/75 p. 19
- Council Directive 76/207/EEC of 9th February 1976 on the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions ("Equal Treatment Directive").
EC OJ L 39/76 p. 40
- Council Directive 79/7/EEC of 19th December 1978 on the progressive implementation of the principle of equal treatment for men and women as regards social security ("Social Security Directive - legal systems").
EC OJ 6/79 p. 24
- Council Directive 86/378/EEC of 24th July 1986 on the implementation of the principle of equal treatment for men and women in occupational social security schemes ("Social Security Directive - occupational schemes").
EC OJ 225/86 p. 40
- Council Directive 86/613/EEC of 11th December 1986 on the application of the principle of equal treatment between men and women engaged in an activity, including farming, in a self-employed capacity, and on the protection of self-employed women during pregnancy and motherhood ("Self-employed persons Directive")
EC OJ L 359/86 p. 56
- Proposal for a Council Directive of 23rd October 1987 completing the implementation of the principle of equal treatment for men and women in statutory and occupational social security schemes.
EC OJ 309/87 p. 10
- Council Resolution of 12th July 1982 concerning the promotion of equal opportunities for women.
EC OJ 186/82 p. 3

- Council Resolution of 13th December 1984 relating to the promotion of positive action for women.
EC OJ L 331/84 p. 34
- Council Resolution of 24th July 1986 relating to the promotion of equal opportunities for women.
EC OJ 203/86 p. 2
- Commission Recommendation of 24th November 1987 relating to the vocational training of women.
EC OJ 342/87 p. 35

APPENDIX 2

LIST OF MEMBER ORGANIZATIONS OF THE COPA WOMEN'S COMMITTEE

(Committee of Agricultural Organizations in the European Community)

ADDRESS : 23-25 RUE DE LA SCIENCE
1040 BRUSSELS
BELGIUM
Tel. : 02/230.39.45

Belgium

- * Union Professionnelle Agricole Féminine (U.P.A.F.)
Rue Antoine Dansaert, 94-96 T : 32/2/511.07.37
- * Alliance Agricole Féminine
Rue de la Science, 21 (box 2)
B - 1040 BRUSSELS T : 32/2/218.28.57
- * Katholieke Vereniging van Landelijke Vrouwen (Union catholique des femmes agricultrices - langue flamande)
Schapenstraat, 34
B - 3000 LEUVEN T : 32/16/24.39.46

Denmark

- * Foreningen af Jydske Landboforeninger
Lasbyveje 15 Postboks 560
DK - 8660 SKANDERBORG T : 45/6/52.08.99
- * Danske Husmandsforeninger
Husholdningsudvalget
Vester Farimagsgade, 6-3
DK-1606 KOBENHAVN V T : 45/1/12.99.50

Greece

- * PASEGES
Sophocleous Street, 41
GR-ATHENS T.T. 112 T : 30/1/325.35.11
325.35.13
325.37.15

Germany

- * Deutscher Landfrauenverband e.V.
Godesberger Allee, 142-148
D-5300 BONN 2 T : 49/228/37.80.51

Spain

- * Asociacion de Familias y Mujeres del Medio Rural (AFFAMER)
Calle Serrano, 19 4º izda
E-28001 MADRID T : 34/1/435.83.24
- * CNAG
Paseo de la Habana 54
E-28016 MADRID T : 34/1/457.08.31

France

- * Centre National des Jeunes Agriculteurs (C.N.J.A.)
14 rue de la BOëtie
F-75382 PARIS-CEDEX 08 T : 33/1/42.65.17.51
- * Fédération Nationale des Syndicats d'Exploitants Agricoles (ENSEA)
Secretariat
11 rue de la Baume
F-75008 PARIS T : 33/1/45.63.11.77

Ireland

- * Irish Farmers Association
Kilree House
IRL-KILKENNY T : 363/56/214.44

Italy

- * Movimento Femminile
Confederazione nazionale dei Colitvatori Diretti
Secretariat
Via XXIV Maggio, 43
I-00187 ROMA T : 39/6/474.48.31
- * Confederazione Generale dell' Agricoltura Italiana
Piazza San Andrea della Valle, 6
I-00186 ROMA T : 39/6/651.21
- * Confederazione Italiana dei Coltivatori
Via Mariano Fortuni, 20
I-00196 ROMA T : 39/6/361.24.43

Luxembourg

- * Centrale Paysanne Luxembourgeoise
BP 1401
Boulevard d'Avranches, 16
L-2980 LUXEMBOURG T : 352/48.81.61

Netherlands

- * Katholieke Plattelandsvrouwen
van Nederland
Munsel, 6
NL-5283 VA BOXTEL T : 31/4116/74724
- * Chr. Plattenlandsvrouwen
Prinsegracht 78
NL-2512 GC DEN HAAG T : 31/70/89.78.64
- * Nederlandse Bond van
Plattenlandsvrouwen
Baarloseweg 12
NL-8316 SG MARKNESSE T : 31/5273/1946

Portugal

- * Confederaçao dos Agricultores
de Portugal
Calçada Ribeiro Santos 19 r/c
P-1200 LISBOA T : 351/1/67.51.71

Great Britain

- * Women Farm and Garden Association
Hilltop. Mustow Green
UK-KIDDERMINSTER DY10 4LF T : 44/56/28.32.78
- * National Farmers' Union
Agriculture House Knightsbridge
UK-LONDON SW1X 7NJ T : 44/1/235.50.70

APPENDIX 3

LIST OF NATIONAL COMMITTEES AND/OR ORGANIZATIONS FOR EQUAL
OPPORTUNITIES FOR MEN AND WOMEN

Belgium

Mw. Jo WALGRAVE
Voorzitter van de Commissie Vrouwenarbeid
Ministerie van Tewerkstelling en Arbeid
Beilliardstraat 51-53
B-1040 BRUSSELS
Tel. 02/233.41.11

Présidente de la Commission du Travail des
Femmes
Ministère de l'Emploi et du Travail
rue Belliard 51-53
B-1040 BRUSSELS

Denmark

Fru Grethe Fenger Møller
Formand for Ligestillingsradet
Frederiksgade 19,1.,
DK-1265 KOBENHAVN K
Tel. 01/13.12.77

Bundesrepublik Deutschland

Dr. Hanne Beate SCHÖPP-SCHILLING
Ministerialdirigentin
Abteilungsleiterin der Abteilung Frauenpolitik
für Jugend, Familie, Frauen und Gesundheit
Kennedyallee 105-107
D-5300 BONN 2
Tel. 228/388.777

'Ellas

Ms. Chrysanthi LAIOU ANTONIOU
Secretary General for Equality
2? Moussaïou Street
Plaka
GR-ATHENS
Tel. 32.15.824
32.30.473

Spain

Mrs. Carmen MARTÍNEZ TEN
Directora del Instituto de la Mujer
Ministerio de Cultura
Almagro, 36
E-28010 MADRID
Tel. 410.57.62

France

Mme Michèle ANDRE
Secrétaire d'Etat chargé des Droits des Femmes
14, Bd. de la Madeleine
F-PARIS 75008
Tel. (1)42.66.57.15

Ireland

Ms. Catherine McGUINNESS
Chairperson
Employment Equality Agency
36 Upper Mount Street
IRL-DUBLIN 2

Italia

Commissione per la realizzazione della
parita tra uomo e donna
Presidenza del Consiglio dei Ministri
Palazzo Chigi
I-ROMA

Comitato Nazionale per l'attuazione dei principi
di parita di trattamento e eguaglianza di
opportunità tra lavoratori e lavoratrici
Ministero del lavoro e della Previdenza Sociale
Via Flavia 6
I-ROMA

Luxembourg

Madame Astrid LULLING
Présidente du Comité du Travail Féminin
28, Chemin Vert
L-3878 SCHIFFLANGE
Private tel. 54.82.56

Nederland

Mw. A.M. VERBRAKEN
Voorzitter
Emancipatieraad
Lutherse Burgwal 10
NL-2512 CB DEN HAAG
Tel. 070-61.43.71

Portugal

Mrs Maria Regina TAVARES DA SILVA
President
Comissao da Condição Feminina
Av. de Republica, 32 1°
P - 1093 LISBOA Codex
Tel. 77-60-81

Mme. M.A. GONÇALVES LISBOA
Presidente Comissão para a igualdade no
Trabalho e no Emprego
Av. da Republica 62-8º Esqº
P - 1000 LISBOA
Tel. 77.60.81

United Kingdom

Mrs. Joanna FOSTER, Chairperson
Equal Opportunities Commission
Overseas House
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Télex 16402 COMEUR DK

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1000 Berlin 31
Tel.: 8 92 40 28

Erhardtstraße 27
8000 München
Tel.: 23 99 29 00
Telex 5218135

ΕΛΛΑΣ

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Αθήνα 134
τηλ.: 724 3982/724 3983/724 3984

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F-13241 Marseille Cedex 01
Tél. 91 91 46 00
Télex 402538 EUR MA

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39 Molesworth Street
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Tel.: 71 22 44

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00187 Roma
Tel.: 678 97 22
Corso Magenta 61
20123 Milano
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2513 AB Den Haag
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UNITED KINGDOM

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8, Storey's Gate
Westminster
LONDON — SWIP 3AT
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Windsor House
9/15 Bedford Street
Belfast BT 2 7EG
Tel.: 40708

4 Cathedral Road
Cardiff CF1 9SG
Tel.: 37 16 31

7 Alva Street
Edinburgh EH2 4PH
Tel.: 225 2058

ESPAÑA

Calle de Serrano 41
5A Planta-Madrid 1
Tel.: 435 17 00

PORTUGAL

35, rua do Sacramento à Lapa
1200 Lisboa
Tel.: 60 21 99

TÜRKIYE

15, Kuleli Sokak
Gazi Osman Paşa
Ankara
Tel.: 27 61 45/27 61 46

SCHWEIZ - SUISSE - SVIZZERA

Case postale 195
37-39, rue de Vermont
1211 Genève 20
Tél.: 34 97 50

AUSTRALIA

Capitol Centre
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P.O. Box 609
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1 Dag Hammarskjöld Plaza
245 East 47th Street
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AMERICA LATINA

Avda Américo Vespucio, 1835
Santiago de Chile 9
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Tel.: 228 24 84

Quinta Bienvenida
Valle Arriba
Calle Colibri
Carretera de Baruta
Caracas
Venezuela
Tel.: 92 50 56

NIPPON

Kowa 25 Building
8-7 Sanbancho
Chiyoda-Ku
Tokyo 102
Tel.: 239 04 41

ASIA

Thai Military Bank Building
34 Phya Thai Road
Bangkok
Thailand
Tel.: 282 14 52

TAJ MAHAL HOTEL
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