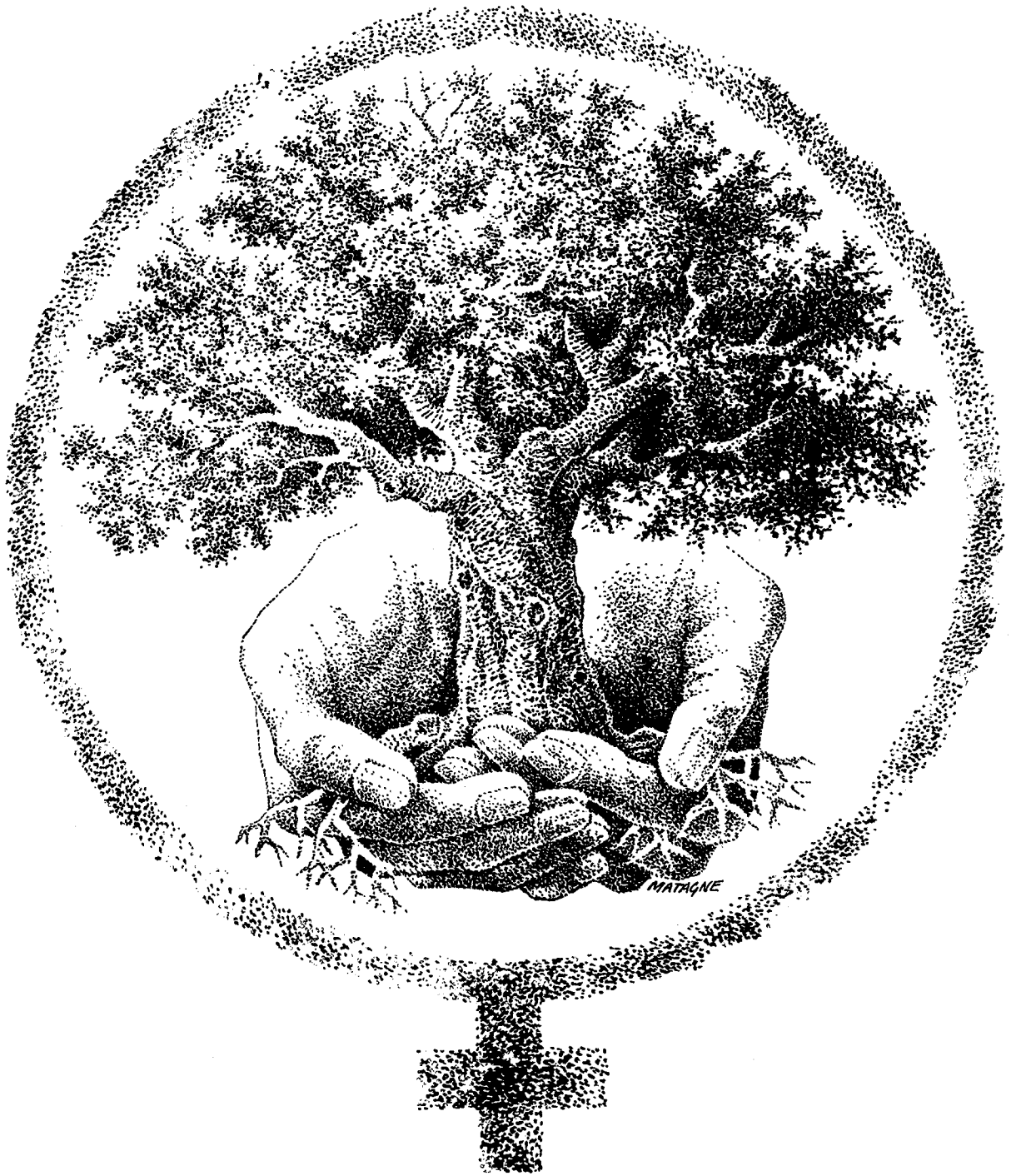


WOMEN OF EUROPE

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Editorial work on this issue was completed on 25 January 1991.

This drawing, published in 1987, illustrates the interaction between the human being and the environment. The election of Niki Goulandris as Woman of Europe, for her work in environmental protection, makes this image topical once again.

THE CHANGING EUROPEAN COMMUNITY

WOMEN OF EUROPE PRIZE: Niki Goulandris of Greece was the winner of the 1990 Women of Europe Prize. Known for her action in environmental information campaigns in Greece and other European countries, she puts across a message that combines ecological ideals and cultural values. Armed with degrees in political science, economics and history, Niki Goulandris is vice-president of the Goulandris Museum of Natural History, an institution known for its contributions to scientific research, especially the cause of the fragile Mediterranean environment.

The Women of Europe Prize, which has been awarded annually since December 1987, is intended to single out the action of a European woman or group of European women who have helped, over the two years preceding the awarding of the prize, to speed up European integration or increasing the feeling of belonging to a community with a common destiny. The Prize is supported by the Commission of the European Communities, notably its Women's Information Service.

The winners in the other Member States were: Angeles Munoz (Belgium), Frances Fitzgerald (Ireland), Salome de Unamuno (Spain), Françoise Michaud (France), Tina Anselmi (Italy), Edith Jacobs (Luxembourg), Anita Direcks and Ellen 'T Hoen (Netherlands), Elisa Ferreira Taveira (Portugal) and Sally Greengross (UK). Germany was unable to select a candidate for lack of time. We might remind our readers that Mary Robinson, the newly elected President of Ireland, won the Women of Europe Prize in 1988. (International President of the Women of Europe Prize, Angèle Verdin, rue Américaine 193, B-1050 Brussels)

MATERNITY LEAVES: The European Commission is asking in a draft directive that, in light of the Single Market of 1992, the right to a 14-week maternity leave with full pay or an equivalent benefit be extended to the entire 12-member Community. Three countries (Germany, Greece and Luxembourg) currently offer this degree of protection to working women. Only five countries (Germany, Greece, Luxembourg, the Netherlands and Portugal) guarantee maternity leaves with full pay. Elsewhere, women receive between 70 and 90% of their wages, depending on the country, or, as in the case of Belgium, 100% of their salaries for only four weeks. Statutory maternity leaves exceed this 14-week period in some countries, but the Netherlands sets the maternity leave at only 12 weeks and Portugal 90 days (13 weeks).

The Commission's proposal, which must be adopted by the Council of Ministers to become binding in the Member States, includes other protective measures, such as a ban on night work for a 16-week period surrounding the delivery date, including at least 8 weeks before the expected delivery date; a ban on exposing pregnant or nursing women to substances or processes that may be harmful to their health; and, finally, a ban on dismissing pregnant women or those that have just given birth for reasons linked to their condition.

EQUALITY IN BROADCASTING: Examining the prospects for equality between men and women in broadcasting in the nineties was the aim of an important international conference held in Athens in November 1990 under the joint aegis of the European Commission and the European Broadcasting Union (EBU). This year's Nike Prizes were awarded in the wings of this conference. Some 200 men and women representing the broadcasting networks of 18 European countries and Canada attended the conference.

The broadcasting sector is in the midst of change. There is thus a need both to uphold past achievements and contribute to the struggle to achieve equal opportunities both within the broadcasting companies as on the air. As for the strategies to adopt, i.e., regulations or voluntarism, the conference-goers agreed that this depended on the cultural habits and experience acquired in the various countries and broadcasting networks. The conference produced a number of proposals concerning the adoption of quantitative objectives for the employment of women in management and the portrayal and image of women in the broadcasts. The granting of broadcasting licenses should take observance of the principle of equality into account. The conference participants also asked that EBU promote programming that would ensure equitable representation of women and study the launching of European co-productions to promote women's points of view. These co-productions might even be eligible for financial support under the European Commission's MEDIA programme.

(For a more detailed account, consult issue N° 13-14 of The Women of Europe Newsletter or contact EBU, Ancienne Route 17A, CH- Saconnex (Geneva).)

WOMEN AND EUROPE 1993: A seminar on women and Europe in 1993 was held in Rome on 22-24 November under the Italian Presidency of the Community. Organized jointly by Italy's Equal Opportunities Commission (*Commissione Nazionale per la Parità*) and the European Commission's Equal Opportunities Unit, the seminar, which was attended by women Ministers from the twelve Member States, the heads of equal opportunities commissions, representatives of labour and management and various experts, focused on the European Community's Third Action Programme for Equal Opportunities (see issue N° 66 of Women of Europe). The participants stressed that if women were to take full part in achieving the Europe of 1993 and benefit from the advantages of the Internal Market, their representation on the labour market had to be improved qualitatively as well as in terms of numbers. Hence the important role played by training. The Third Action Programme and, more specifically, its new initiative, NOW (New Opportunities for Women), try to address this problem. Besides efforts aimed at improving training, re-assessment of women's trades and the redefinition of job classifications are required. Increasing the number of women in decision-making positions in both the Member States and Community institutions is also a priority for the coming years. Finally, the Commission's Social Action Programme and Third Action Programme for Equal Opportunities are instruments that can cause the further retreat of discrimination. Given this context, the participants advocated more rapid adoption of directives in these areas.

In conjunction with this seminar the *Commissione Nazionale per la Parità* has published a new edition of its essential legal reference, Codice Donna, a compendium of all the Italian and European laws and regulations concerning women.

(*Commissione per la realizzazione della parità tra donna e uomo*. President: Tina Anselmi, Presidenza del Consiglio, Palazzo Chigi, Roma).

ADVISORY COMMITTEE FOR EQUAL OPPORTUNITIES:

- * The Committee met in Brussels on 16 November 1990 to discuss the Third Action Programme for Equal Opportunities (1991-95). After regretting that the proposed programme was an amputated version of the original draft, the Committee stressed the importance of having the Council adopt a resolution on the Third Programme and asked for a more detailed description of the measures to be taken by the Member States and European Commission. The Committee would also like to see a plan of work drawn up. The budget and human resources made available to the Commission to implement the programme were considered too limited. The Committee then went on to discuss the New Opportunities for Women (NOW) programme in the presence of European Social Fund representatives.
- * Appointments: Regina Tavares da Silva, President of Portugal's Commission on the Status of Women, was named Chairwoman of the Advisory Committee. She replaces Frank Boddenwijk (NL). Joanna Foster, Chairwoman of the UK's Equal Opportunities Commission, was appointed Vice-President.

EUROPEAN WOMEN'S LOBBY:

- * The leadership of the European Women's Lobby held its first meeting in Brussels on 1-2 December 1990. Composed of one representative per Member State and 8 representatives from European organizations, the "Bureau" discussed its agenda for 1991: women and the labour market; campaigns against racism, with emphasis on the need for equality for immigrant women and women of ethnic minorities; and the advancement of women in decision-making. (Coordination: Jacqueline De Groote, la Place Quetelet, B-1030 Brussels)
- * New association: A new European association representing seven Member States is born. It is the European Association of Women in Small and Medium-sized Enterprises, set up to promote the development and training of businesswomen. Its president is Gerda Eertinck, Vice-President of the Dutch "women and enterprise steering group" *KNOV-stuurgroep Vrouw en Onderneming*. The secretariat is temporarily housed at the Women's Affairs Office of the Land of Baden-Württemberg (Landesgewerbeamt Baden-Württemberg, Karl-Friedrich-Straße 17, Postfach 4169, D-7500 Karlsruhe 1).

EDUCATION/TRAINING:

- * The European Commission's proposals to extend the PETRA and Youth for Europe action programmes (vocational training for young people and readying them for life in the adult, working world in the former case, youth exchanges in the Community in the latter case) attempt to meet the demands of the 1992 Internal Market better. Thus, PETRA will from now on give young people in basic vocational training schemes a chance to participate in Community-wide exchanges and get jobs abroad. PETRA will also incorporate the Community programme on exchanges of young workers and put more emphasis on vocational guidance. The Youth for Europe programme's budget will be increased to ECU 6.5 million in 1991 and ECU 10 million in 1992 to enable handicapped young people to take advantage of the exchange programme, too. The Commission also wants to experiment with exchanges of young people who perform volunteer services in the areas of culture, social affairs and teaching in another Member State.

* **ERASMUS:** 53.7% of the students who received an ERASMUS scholarship grant for the 1987/88 school year (the first year of operation) were women. Women were also slightly better represented among the ERASMUS grant recipients than in higher education in general. The same applies to the breakdown by major. Yet there are marked differences among the countries. The percentages of women recipients were 71.4% for Ireland, 64% for Portugal, 62.1% for the United Kingdom, 56.1% for Denmark, 54.7% for Spain, 51.2% for France, 50.6% for the Netherlands and 50% for Italy. Men outnumbered women in three countries: Belgium, Germany and Greece, where only 47.4, 44.7 and 38.5%, respectively, of the recipients were women.

EMPLOYMENT: According to Eurostat, employment in 1989 rose by 2.2 million (1.7%) to stand at 132.6 million employed. The growth in female employment was markedly higher than for men: +2.9% for women in 1989 versus +0.9% for men. The percentage of women on the Community labour market rose from 37.9 to 38.8% between 1987 and 1989, whilst that of men fell accordingly from 62.1 to 61.2%. The proportion of women on the European labour market is quite different from those on the Japanese and American markets (40.4 and 44.7% of the labour market, respectively).

Back in the Community, the increase in female employment was especially pronounced in the United Kingdom (4.8% versus 2.1% for men), Spain (5.3% versus 3.4% for men) and Luxembourg (6.5 versus 2.7% for men). Female employment rose slightly (+0.6%) in Italy, where male employment fell 1%. Employment fell in both groups in Denmark, but the drop was smaller for women (-1%) than for men (-1.3%). The share of wage-earners on the market rose by 1.9% in 1989 to stand at 81.9% of total employment. Women account for 40.2% of Community wage-earners. This proportion is increasing yearly.

ATYPICAL JOBS: The Social Affairs Council was faced with a deep internal split over the possibility of adopting the directives on the table by a qualified majority. Some of the Member States prefer to wait until the intergovernmental conference decides whether or not to extend the principle of adoption by a qualified majority to directives concerning social affairs.

WAR ON DRUGS: The Internal Market Council has adopted a regulation aimed at setting up a Community surveillance system for international trade in substances that may be deviated and transformed into narcotics. The trade in these drug precursors (chemicals consisting notably of solvents and acids used in the production of drugs) may be subjected to notification procedures and export bans may be allowed. Inside the Community, a manufacturing licensing system is foreseen so as not to interfere with the production and sale of these products for licit purposes.

1992 - EUROPEAN OCCUPATIONAL SAFETY YEAR: Preparations for the information campaign to raise awareness among the general public and in labour circles kick off in 1991. The Commission urges all interested organizations to put forward projects likely to fit in with the aims of European Occupational Safety Year and which thus might benefit from either partial funding or an authorisation to use the event's official logo. The aim of European Occupational Safety Year will be twofold: to inform the public of the work of Europe's institutions in this field, especially Community legislation, and then to publicise the efforts made by employers, employees and the public powers to guarantee compliance with the high safety, hygiene and health standards in the workplace.

1993 - EUROPEAN YEAR OF THE ELDERLY AND CROSS-GENERATIONAL SOLIDARITY: The November 26th Social Affairs Council proclaimed 1993 "European Year of the Elderly and Cross-generational Solidarity" and approved a decision to boost study of the problems of the elderly and broaden inter-State information exchange on this subject. According to EC Commissioner Vasso Papandreaou, even if the objective is limited, the action being considered is considerable. The gradual ageing of our population may weaken the Community's mortar over the next two decades.

EUROPEAN PARLIAMENT

OCTOBER SITTING:

ORPHANAGES IN ROMANIA: Following a question raised by German Liberal Mechtild von Alemann, the European Parliament asked for emergency and longer-term aid for Romanian orphanages, which it termed veritable "death rows" for thousands of children. Commissioner Bangemann could say that 2.7 million ECUs had already been released for this purpose. (See also the section on Central and Eastern Europe)

HAZARDOUS SUBSTANCES: The Parliament requested several changes in the Commission's proposals amending the 1967 Directive on the classification, packaging and labelling of hazardous substances. These changes tend toward greater severity and better child protection. For example, hazardous household cleaning products will have to be equipped with child-proof caps.

ATYPICAL WORK: Of the Commission's three draft directives on atypical work the European Parliament rejected the one on the working conditions for men and women who engage in such types of work. The Parliament would like to make a number of changes to the two other draft directives, which concern distortion of competition and health and safety, respectively. The most important change concerns the number of hours of work weekly that is required to benefit from social protection schemes. The Parliament asked that this figure be raised to 13 hours instead of the 8 hours proposed by the Commission. During the debate a number of MEPs stressed the fact that social affairs decisions should in future be taken by a majority, rather than by a unanimous vote, in order to avoid blockage. A number of speakers reminded the Parliament that temporary and atypical jobs concern a great many women.

COMMITTEE ON WOMEN'S RIGHTS:

- Late November meeting in Birmingham (UK)

- * The Committee on Women's Rights adopted the report by Joanna Rønn (Soc., Denmark) on the draft legislation concerning maternity leaves. The report approves the broad lines of the Commission's proposals and proposes a series of amendments to strengthen them. For example, the Committee would like to bolster the woman's situation in the event of a suit and asks that the maternity leave be extended to 16 weeks (instead of the 14 weeks proposed by the European Commission).
- * The Committee unanimously adopted an opinion put forward by Anna Hermans (EPP, Belgium) criticising the European Commission's proposals concerning the organization of working hours. The Committee feels that the Commission has taken a minimalist approach and neglected night work. The fact that night work must be chosen voluntarily must also be underlined.
- * "The Internal Market and its Effects on Women" is the title of the own-initiative report presented by Marijke Van Hemeldonck (Soc., Belgium). The report, which the Committee adopted unanimously, includes some forty recommendations related to opening up the labour market, equitable pay for labour, mobility, education and vocational training, the problems of isolated regions, the quality of life and minorities. The report urges the European Commission to make proposals in these areas.

- * At the initiative of Jean-Thomas Nordmann (Lib., France), the Committee asked the expanded "Bureau" to give its authorization for an own-initiative report and petition on parental responsibility and the children of divorced couples.
- * The Committee meeting was preceded by a seminar on the future role of women in Eastern and Western Europe. The seminar, which was attended by representatives from Poland, Czechoslovakia, the Soviet Union and former GDR, concluded that a pan-European data bank on women's rights was needed.

- December 1990 Meeting

- * The Committee adopted by a unanimous vote an interim report by Christa Randzio Plath (Soc., FRG) on the working of the European Social Fund (ESF) that calls upon the Fund to give shape to its equality policy by sharing out the available credits equitably between men and women. The report also asks the Commission to simplify the decision-making procedures, improve coordination, encourage monitoring in the Member States and provide it with qualitative assessments of the Fund's work. The Committee also stated that the credits to combat female unemployment should be increased, since female employment levels are much higher than those of men. Some of these credits should also be used to finance infrastructural projects such as childcare facilities. Finally, the report underlines the importance of spreading information about the structural funds and asks that an annual report on the implementation of the ESF credits and conduct of its programmes be submitted to the European Parliament.
- * Meeting in the presence of Ugo Grippo, State Secretary to the Italian Delegation of the Social Affairs Council, the Committee on Women's Rights took the Italian Presidency to task for having neglected women's problems, notably for not having organized an informal Council meeting on this subject. In response, Grippo spoke of the numerous issues on hold in the Council and stressed that the Italian Presidency presented a memorandum stating that the Community's family policy should be included officially in the treaties.
- * Anita Pollack (Soc., UK) asked that the Commission propose a childcare directive rather than a recommendation. A recommendation, to her mind, would not be of much use, given that the problem of childcare is linked to a number of Community objectives (equal opportunities, freedom of movement, improving living and working conditions) and should consequently be covered by legislation that is binding on the Member States.
- * In an opinion on the matter of the sexual exploitation of children that was drawn up for the Parliament's Committee on Legal Affairs, Brigitte Ernst de la Graete (Greens, B) suggests dissociating sexual exploitation *per se*, psychological exploitation and child pornography. To try to resolve this problem, which is generally rooted in poverty and emotional problems, the rapporteur proposes four weapons: more information, the advancement of children's rights, repression accompanied by re-education and international action under the aegis of the United Nations.

Useful address (for the entire section): European Parliament, *Centre Européen du Kirchberg*, Grand Duchy of Luxembourg.

E C C O U R T O F J U S T I C E

DEKKER RULING: Refusing to hire a pregnant woman because her maternity leaves would cost the company too much violates the EEC Directive on sexual equality, according to the EC Court of Justice. The Court ruled that a refusal to hire founded on pregnancy could be used only against women and consequently constituted an example of direct sex-based discrimination. Furthermore, it argued, such discrimination could not be justified by the arguments of the financial costs that the employer would have to bear during the woman's maternity leave. The ruling referred to a Dutch case in which VJV, a training centre for young adults run by the Training Centre for Young Adults Foundation (*Stichting Vormingcentrum voor Jong Volwassenen*), turned down the application of Elisabeth Dekker because the Centre's insurance company said that it would not reimburse the daily benefits that the Centre would have to pay Dekker during her maternity leave. The Court ruling will not allow Dekker to demand that she be hired, but will entitle her to sue for damages in a national court.

ALDI MARKED RULING: National legislation that authorises the sacking of women for absence due to illness stemming from pregnancy or giving birth is allowed under European law. Such is the import of a recent EC Court of Justice ruling on a Danish case pitting an Aldi Marked employee, Mrs. Hertz, against her employer. The Court nevertheless pointed out that the European Directive of 9 February 1976 on sexual discrimination in hiring forbids the sacking of a pregnant woman or the refusal to hire her, such women being likewise protected from being sacked because of their absence on maternity leaves. However, the Court stated that in the case of an illness that develops after a maternity leave, one cannot distinguish between an illness arising from the pregnancy or perinatal events and any other illness. It thus ruled that such an illness was subject to the rules that generally apply to illness. Aldi Marked thus did not break the law and Mrs. Hertz's suit can only be dismissed.

Useful address: Court of Justice of the European Communities, Centre Européen du Kirchberg, L-2925 Luxembourg.

ECONOMIC AND SOCIAL COMMITTEE

OCCUPATIONAL PROTECTION FOR PREGNANT WOMEN: Following the presentation by Beatrice Rangoni Machiavelli (Italy, Chairwoman of the Various Interests Group), the Economic and Social Committee adopted by a unanimous vote (excluding five abstentions) an opinion in favour of the draft directive aimed at occupational protection for pregnant women and new mothers. The opinion confirms the European Commission's broad interpretation of Article 118A of the EEC Treaty (an article on working conditions and the working environment) and found a compromise concerning night work for women, namely, that pregnant women and nursing mothers may not be forced to work at night. (Economic and Social Committee, Rue Ravenstein 2, B-1000 Brussels)

**COUNTRY TO COUNTRY...
FACTS, INSTITUTIONS, LAWS
AND MILITANT ACTIVITIES**

B E L G I U M

AFFIRMATIVE ACTION IN THE PUBLIC SECTOR:

- * The Royal Decree of 27 February 1990, which entered into force on 1 April 1990, obliges government services to take measures to promote equal opportunity between men and women. The Secretary of State for Social Emancipation and the Environment, Miet Smet, has reviewed the implementation of this Royal Decree in the 1,200 public sector organizations in Belgium (69 central government departments, 9 provinces, 602 local administrations and 602 welfare centres (CPAS). The Decree is to be implemented in three phases, the first of which consists of the appointment of an individual with responsibility for affirmative action in the above-mentioned organizations. In mid-November, a network of provincial coordinators was set up and individuals with responsibility for affirmative action appointed in the central government departments, the provinces and 2/3 of the local administrations and CPAS. The second phase takes the form of the draughting of an analytical report (six months), after which the Ministry or the relevant authority shall adopt an equal opportunities plan. During a press conference, Miet Smet presented the brochure prepared for the organizations, which includes a model of an equal opportunities plan and examples of projects.

- * An awareness-raising campaign to change mentalities has also been launched. It takes the form of the distribution to the above-mentioned organizations of a poster showing four women in professions where women are under-represented (executives, technical jobs, policewomen and firewomen) with the slogan "The man you are looking for could be a woman".

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

1991-1992 INTERPROFESSIONAL AGREEMENT FOR THE PRIVATE SECTOR: Miet Smet, Secretary of State for Social Emancipation, welcomed a mechanism incorporated into the inter-professional agreement, whereby a special effort equivalent to 0.25% of gross wages in 1991 and 1992 will be devoted to the training and employment of risk categories. 0.10% of this will be earmarked for the most vulnerable categories: the long-term unemployed and groups requiring re-integration into the employment market, in the latter case chiefly women. The remaining 0.15% will be devoted to the launch of affirmative measures in favour of women, implemented through sectoral agreements, at company level or through projects to be submitted to the employment fund. This is the first time that funding for affirmative action in the private sector has been released under the umbrella of the so-called "social dialogue".

PARTICIPATION OF WORKING WOMEN IN DIALOGUE BODIES:

- * Spurred into action by the prospect of labour elections in 1991, the Minister for Employment and Labour, Mr Van den Brande has introduced a range of measures to make equal treatment of men and women a reality. The Royal Decree of October 18, 1990, on *conseils d'entreprises* (works councils) and *comités de sécurité, hygiène et d'embellissement des lieux de travail* (committees for safety, hygiene and embellishment of the workplace) stipulates that the names of candidates on voting slips should be followed by the letter M or F to designate their sex. A ministerial circular of November 12 furthermore recommends that organizations representing workers must ensure as far as possible that their lists of candidates give fair representation of men and women employees and of the different sectors of the company.
- * A poster campaign has been launched by the *Commission du Travail des Femmes* (Women's Labour Commission) and the Ministry for Employment and Labour. The poster shows a ballot box and bears the slogan "*candidate, où êtes-vous?*" (Women candidates, where are you?)
- * Although women represent more than 40% of the working population and around 40% of the total number of workers who are union members, they are poorly represented in the dialogue bodies at company level.

Useful address: Commission du Travail des Femmes, Ministère de l'Emploi, Rue Belliard 51, B-1040 Bruxelles.

EVEN-HANDEDNESS IN ADVISORY BODIES AT NATIONAL LEVEL: A law adopted on 13 July 1990 stipulates that organizations forwarding candidates for an advisory post must put forward the names of a man and of a woman for each post. This law applies to all advisory bodies at national level, such as the *Haut Conseil de la Santé* (High Council on Health), *Haut Conseil des Handicapés* (High Council on the Handicapped), *Haut Conseil des Classes moyennes* (High Council on Small Firms and Traders), *Comité national de l'Energie* (National Energy Committee) and so on.

WOMEN'S MOVEMENT WITHIN POLITICAL PARTIES:

- * As preparation for the Social Congress of the Flemish Socialist Party (SP) on 8 and 9 December 1990, the "SV-socialistische vrouwen" (Socialist women) unveiled a programme of priorities covering social security, employment and support measures. More specifically, the programme calls for a two-week extension of the maternity leave, better organization of child care with greater flexibility, an individual right to unemployment benefit, stiffer regulations for home workers and atypical forms of work, improved access to training for women and opportunities for re-integration into the employment market, consideration of the qualitative and quantitative impact of the introduction of new technologies on the employment of women, the incorporation of new jobs in the list of recognized occupational diseases and restrictions on night work.

- * To mark the occasion of National Women's Day, the working group "Vrouw en Maatschappij" (Women and Society) of the CVP (Flemish Social Christian Party) called for governmental cooperation projects in developing countries to pay closer attention to the specific situation of women in the Third World and for incorporation into them of a special section on women as a matter of course. The group moreover demanded that the discrimination against women voluntary overseas workers written into the Royal Decree of 1967 be immediately abolished.

Useful address: Rue des Deux Eglises 41, B-1040 Bruxelles.

EUREGION MEUSE-RHINE: *Femmes de l'EUREGION MEUSE-RHIN* (Women of the Meuse-Rhine Euregion) has just celebrated its 15th birthday. This association seeks to promote cultural contacts and erase any bad feeling left over from the past. Its members are women from the Aachen region (FRG), the Meuse region of the Netherlands and the German-speaking part of Belgium. The Chairwomen are: Dr G. de Ridder, Lütticher Strasse 184, B-4720 Kelmis (tel: 087/659962) for Belgium; Prof. Dr. W. Kruse, Kirchberg 4, D-5100 Aachen/Walheim (tel: 02408/80001) for Germany and A. Eulenberg, Recesseplein 47, NL-6218 VE Maastricht (tel: 043/472490) for the Netherlands.

D E N M A R K

NEED TO OVERHAUL EQUAL PAY STRATEGY: Two recent Court rulings highlighted the fact that the law on equal pay has a number of loopholes. These rulings concerned equal pay in the government administration sector and in the textiles and clothing sector. Lilian Knudsen, Chairwoman of the Committee for Equality of the Danish trade union LO, believes that equal pay for equal or equivalent work could be ensured by reversing the burden of proof, namely making it up to employers to demonstrate that unequal pay is not due to a worker's sex.

ABORTION - TARGETING INFORMATION ON YOUNG MEN:

- * Reducing the number of abortions is a top priority. The Ministry of Health has suggested that one way of achieving this is better information and more help for pregnant women. The Danish family planning association has published a report *Kan abortallet ændres* (can the number of abortions be changed?) and the latest issue of its publication *Sex og Sundhed* (sex and health) was devoted to this problem. During a recent meeting, the association proposed running a preventive information campaign targeting young men.
- * A quarter of all pregnancies in Denmark are terminated. Since 1973, abortions have been available on demand up to the 12th week of pregnancy. The number of pregnancy terminations was higher in the years following the adoption of the law than it is today. In 1975, the abortion percentage (calculated as the number of abortions per year, per thousand women in the 15-49 age bracket) was 23.7%, but by 1989 it had dropped to 16.5%. Abortions are most frequent among women aged between 20 and 24. At present, the average age of the mother upon birth of the first child is 26, compared with 24.5 ten years ago. Earlier research appears to indicate that an unfavourable economic situation and housing problems are the main reasons for recourse to pregnancy termination.

GOVERNMENT ACTION PLAN TO PROMOTE EQUALITY: The Prime Minister will report to the Folketing (Danish Parliament) at the end of 1990 on the implementation of a government plan within the various ministries. A first draft assessment report indicates that the working conditions of women in ministries have improved, both as regards recruitment of women and their salaries and promotion opportunities. Furthermore, the Ministry of Foreign Affairs is planning the recruitment of a woman coordinator who will follow the issue at international level and will operate as a secretariat for the *Udvalg for internationalt ligestillingsarbejde* (Committee for International Labour Equality), set up by the Prime Minister in 1987.

WOMEN AND LOCAL AUTHORITIES IN THE SCANDINAVIAN COUNTRIES: A conference on women in local politics was held on 24-25 October. It tackled the following themes:

- women as elected local representatives;
- women holding posts in the health care sector;
- women in the public economic sector.

In the Nordic countries, around one-third of elected local representatives and two-thirds of municipal staff are women.

At the close of the conference, a call was launched for research in the following fields:

- a comparative study of private health care and that dispensed by the public sector;
- the significance of the welfare state for women;
- the influence of women on the evolution of local society.

The conference was organized by "SAMKVIND" (United Women), with the support of the Nordic Council of Ministers.

WOMEN IN EASTERN EUROPE:

* The Aarhus research centre on women, CEKVINA, has just published an issue on women in Eastern Europe (Tema 3/90). The October 90 issue of *Lige Nu* (the Equality Council's newsletter) is also devoted to this topic.

* The *Danske Kvinders Nationalrad* (National Danish Women's Council) took part in a conference held in Berlin from 15 to 17 November 1990 to prepare the aspects relating to women of the CSCE Conference on Human Rights scheduled for 1991 in Moscow.

Useful address for all of the information in the section on Denmark: *Danske Kvinders Nationalrad*, Niels Hemmingsensgade 8, DK-1153 København.

FRANCE

POLICY DEVELOPMENTS: On 19 September 1990, Jean-Pierre Soisson, Minister for Labour, Employment and Vocational Training, set out all the measures of the Employment Plan and reviewed the three main guidelines adopted in an attempt to facilitate the access of women to employment:

- a consistent approach to tackle the unemployment of women in each region, backed up by the full range of employment and training aid mechanisms;
- guidance into jobs not traditionally held by women;
- more widespread payment of childcare costs in order to ease women's access to training.

Finally, the mechanism of paid day release for training purposes is to be extended to all public sector employees and job seekers. The many women covered by this will benefit from these new measures: provision has been made for 45,000 applications by women job seekers in 1991.

WOMEN IN POLITICS: In March 1990 Mireille Rousseau put forward a list of entirely female candidates for the local elections in Bizeneuille (a rural area in Allier). The local Council now has a strong female majority (7 out of 11 members).

JUSTICE: Rape within marriage was recognized by the *Cour de Cassation* (final court of appeal) on September 5, 1990. The Court's ruling is a major breakthrough in women's rights; the judiciary thus acknowledged the right of women to self-determination.

EMPLOYMENT/TRAINING: Vocational equality policy is to be assessed by Ghislaine Toutain, entrusted with this task by the Secretary of State for Women's Rights. Toutain will analyse the current legislative and regulatory framework and ways in which it can be improved.

CREATION OF WIDE-FRANCE: Women in Development Europe (WIDE) has created a branch in France. This European network of national groups seeks to make the views of southern women heard in specialised development bodies (governments and non-governmental organizations). Contact: Céline Ostyn at *Féminin autres*. Tel: 48 57 70 87.

WOMEN IN THE NEWS:

* Hélène Carrère d'Encausse was elected to the *Académie Française* on December 13, 1990 at the first voting round. She is the third woman to be elected to the *Académie*, following in the footsteps of Marguerite Yourcenar (1980) and Jacqueline de Romilly (1988). As a result, two women will sit simultaneously in the *Académie* for the first time in the institution's history. Hélène Carrère d'Encausse is a leading specialist on the Soviet Union and Eastern European countries and a professor at the Institute of Political Studies in Paris. *L'Empire éclaté* (The shattered empire), a demographic study of the Soviet Union for which Ms Carrère d'Encausse received the "Aujourd'hui" prize in 1978, is her most well-known work. In this book she predicted the troubles within the Soviet bloc.

* Florence Arthaud, 33 years old, became in 1990 the first woman to win the Rum Route, one of the world's most beautiful yacht races.

DEATHS: Two major feminist figures have passed away:

- Delphine Seyrig died on 15 October 1990. Comedienne, feminist, founder member of the Simone de Beauvoir centre, she actively fought for the defence of women's rights. An exacting actress, she worked for Alain Resnais, Bunuel, Losey and Marguerite Duras. She produced her only film in 1976 "*Sois belle et tais-toi*", portraying actresses and models as the "golden slaves" of the stage.
- Colette Audry died on 20 October 1990. A writer and socialist activist, she fought fascism and inequality and defended feminism, freedom and secularism all her life. At the beginning of the sixties, she founded the women's democratic movement with Marie-Thérèse Eyquem.

HAPPENINGS:

- * On 5/6 October 1990 the *Fédération des Associations des Veuves Civiles* (Federation of Associations of Civilian Widows) organized Open Houses covering all of France.
- * The *Direction Générale de la Santé* (Health Department) and CNIDFF organized national seminars on the theme of teenage mothers on 17 and 18 December 1990 in Paris. A study on this theme was produced in 1989 and is available from CNIDFF's publication's office, 7, rue du Jura, 75013 Paris.
- * On 12 and 13 January 1991, the *Mouvement français pour le Planning Familial* (French Family Planning Movement) organized a European colloquium in Paris on contraception and abortion. A festival and a show were organized to mark the occasion. Information: MFPP, 4 square Irénée, 75011 Paris. Tel: (1) 48.07.29.10.

GERMANY

ELECTIONS: The first elections in unified Germany, held on 2 December 1990, led to an increase in the number of women in the Deutsche Bundestag, as the following statistics show:

Party	Total seats	Number of women	Percent	Women from new Länder
CDU/CSU	319	44	13.79	7
FDP	79	16	20.25	3
SPD	239	65	27.20	8
PDS	17	8	47.10	8
Bündnis '90/Greens	8	3	37.50	3
Total:	662	136	20.54	29

TRAINING: *Praxisforschungsobjekt* is a project to stimulate the training of young women in technical trades. It operates in Kassel (Hesse) and receives financial aid from the ministries responsible for women's affairs and the economy. To date, 55% of the young women in training schemes qualify for one of the ten typically female professions. Information and free brochure available from: Bundesministerium für Jugend, Familie, Frauen und Gesundheit, Referat 112, Kennedyallee 105-107, D-5300 Bonn 2.

AFFIRMATIVE ACTION: The *Land* (State) of Hamburg will have DM 13 thousand million (= ECU 6,292,352) more available to it than in 1990 for affirmative action for women.

SELF-EMPLOYED WOMEN: There are 590,000 self-employed women in the *Länder* of the former GDR. Self-employment is spreading very slowly among women in these States.

WOMEN IN AGRICULTURE: A survey conducted among 15,000 women in agriculture gives the following level of satisfaction (77% response rate): 48% are satisfied with their work, 8% are not satisfied and 45% have no opinion. For more information contact Deutscher Landfrauenverband, Gedesberger Allee 142-148, D-5300 Bonn 2.

BENEFIT FOR CHILDREN OF SINGLE-PARENT FAMILIES:

- * A new law eases red tape on food aid for children under 6 years of age. At the same time, the Federal Constitutional Court has declared the level of child benefits allocated by the federal government in 1983-85 and income tax deductions for dependents too low. Refunds may be obtained.
- * 100,000 divorces are pronounced annually in the former GDR, where 2.2 million children and young people are raised by a lone parent.

UNMARRIED COUPLES: By virtue of a Constitutional Court ruling, the surviving partner in an unmarried couple may, under certain conditions, be given the right to rent the dwelling after his/her companion's demise. There were an estimated 820,000 unmarried couples living in the former GDR in May 1990.

EQUAL OPPORTUNITIES: The Constitutional Court has quashed a lower court decision concerning the promotion of a woman in the civil service over a male colleague with more seniority. Both North Rhineland-Westphalia and Hamburg have affirmative action policies to improve the male/female balance in the civil service. This time the courts have decided otherwise.

QUOTAS FOR WOMEN:

- * The federal government's Press and Information Service, 43.4% of whose staff are women, comes in second, just 1 percentage point behind the Ministry for Youth, Family, Women and Health, for female employment.
- * Women currently account for 42 of every 100 civil servants, compared with only 19 in 1950.
- * The "women's group" of the CDU/CSU faction in the Federal Parliament has celebrated 10 years of existence. It numbered 20 women in 1980 and 35 today.

HEALTH:

- * 336 (7.44%) of the Germans affected by AIDS since 1982 are women. 5,869 (14%) of the 39,663 seropositives are women. The federal pilot programme *Frauen und AIDS* (Women and AIDS) analyses the problems of female AIDS victims. Information: Bundesministerium für Jugend, Familie, Frauen und Gesundheit, Kennedyallee 105-107, D-5300 Bonn 2.
- * Drink driving is a problem amongst women between the ages of 40 and 59. During the day, women in this age bracket even surpass the number of men driving under the influence of alcohol. At least 30% of Germany's alcoholics are women. Moreover, 70% of the population addicted to medication and 30% of drug abusers are women.

WOMEN ONLY:

- * For security reasons, a 950-car underground carpark in Düsseldorf reserves 30 spots for women near the exit. The German Automobile Club, ADAC, wants to encourage such measures to increase women's safety throughout the Federal Republic.
- * The first "women only" hotel in Germany is located in Berlin.
- * The "Meteor" Hamburg-to-Munich night train has been setting aside couchettes for women only since 30 September 1990. Reservations must be made two days before the departure date.

NEW ORGANIZATIONS:

- * *Frauenbetriebe in Frankfurt* (Women's Enterprises in Frankfurt) gives women theoretical and practical help in setting up their own businesses. They usually open their first undertaking at the centre itself. Address: Hamburger Allee 96 HH, D-6000 Frankfurt-am-Main 90.
- * *KOBRA Koordinierung- und Beratungszentrum für die Weiterbildung von Frauen* (Coordinating and Counseling Centre for Women's Continuing Education) wants to help women break out of their traditional occupations. Address: Knesebeckstr. 33/34, D-1000 Berlin 12.
- * *Taten statt Worte* (Deeds instead of Words) is an association that organizes seminars, round tables and workshops to promote an entrepreneurial spirit in women. Address: Helga Ebel, Dürener Straße 270, D-3000 Köln 41.

NAMES IN THE NEWS:

- * Beate Weber, German Socialist and MEP since 1979, has been elected mayor of Heidelberg. She is the first woman mayor in the *Land* of Baden-Württemberg.
- * Monika Hohlmeier-Stras has become a member of the Bavarian Parliament (see Women of Europe N° 65).

DEUTSCHER FRAUENRAT:

- * This federal association of 46 women's associations and groups representing 11 million German women has re-elected Brunhilde Fabricius (President of the Protestant Women's Association) to another 2-year term as President. The Vice-Presidents are Irmgard Jalowy (president of the Catholic Women's Community) and Helga Tölle (of the German trade union DGB). The other officers include Anneliese Müller (Association of Women Academicians), Dr. Heide Ott (Association of Single Women), Dr. Ute Otten (Association of Women Doctors), Siglinde Porsch (Association of Homemakers), Helga Schulz (Association of Women Civil Servants) and Christa Seeliger (Association of Women Lawyers).
- * The German Women's Council has protested energetically against the introduction of a compulsory year of social service for women. Federal Minister Prof. Ursula Lehr nevertheless intends to introduce a "voluntary year of social service".
Useful address: Deutscher Frauenrat, Simrockstraße 5, D-5300 Bonn.

FOR MORE FULL-TIME SCHOOLS: Federal Education Minister Jürgen Möllemann (FDP) is in favour of having more schools open all day. A study commissioned by the Ministry shows that 40% of parents would prefer to send their children to schools open all day. To date, only 4.2% of elementary school pupils, 6.2% of *Realschule* (middle school) pupils and 11% of *Gymnasium* (high school) students attend schools that are open all day.

G R E E C E

WOMEN AND LOCAL ELECTIONS: Local elections in October 1990 doubled the number of mayoresses over those elected in 1986. There are now 10 mayoresses (4 in 1986) out of a total of 359 mayors. Five of the ten were elected to local administrations close to Athens. Surprisingly, three mayoresses were elected on the island of Lesbos, which has ten local administrations in all. Despite this result, the participation rate of women in politics as mayoresses is extremely low, at only 2.5%.

EQUALITY OFFICES: The General Secretariat for Equality has announced that offices for equality are to be created in all public service bodies (ministries, banks, telephone and electricity boards, etc). They will be charged with closely shadowing amendments to national legislation in the sphere of equality and the guidelines of the Community's Equal Opportunities Programme.

Useful address: General Secretariat for Equality, Moussaiou 2, Plaka, 10555 Athens.

TRAINING:

- * A special programme to encourage and promote vocational training for women who have become socially isolated due to family reasons has been set up by the General Secretariat for Equality with financial aid from the European Commission and the Christian Union of Young Women (XEN). The Programme helps guide women into the right profession, provides them with training and then assists them in finding a job.
- * The General Secretariat for Equality together with the XEN in Athens organized a two-month seminar for fifteen women translators, instructing them in new technology translation methods and the new translation needs of Member States. The course head was the publisher Ms Mursini Zorba (an Moraitidou 3, 11471 Athens).
- * "DIOTIMA", a non-governmental women's studies centre, has held a seminar to prepare women for the profession of equality advisor in the public and private sectors. Address: DIOTIMA, Kekropos 2, Plaka, 10558 Athens.

MEMORABILIA: Virginia Tsouderou, Member of Parliament for 12 years, has just published a selection of the personal archives of her father, Mr E. Tsouderos, who was Prime Minister of the free government in Cairo during the German occupation of the Second World War. This publication--2,498 documents bound into six volumes and the result of 20 years' work by Ms Tsouderou--is a gold mine of information for historians specialising in recent European history.

I R E L A N D

IRELAND ELECTS ITS FIRST WOMAN PRESIDENT: "It is a great day for Irish women" is how the President elect, Mary Robinson, described her victory in the recent Irish Presidential election. Mrs Robinson succeeded in defeating the candidates of the two major political parties, Fianna Fail and Fine Gael. It was the first time in the history of the Irish State that Fianna Fail lost a Presidential Election. Robinson, who is in her mid-forties, is a former Labour Party Activist and Senator, but left the Labour Party over differences concerning Northern Ireland policy. She is an eminent Constitutional Lawyer and a founder member of the European Law Centre in Dublin.

In the election she secured almost 39% of the vote as against almost 45% for the Fianna Fail candidate, Brian Lenihan, with the balance going to the Fine Gael candidate Austin Currie. Under Ireland's proportional representation system, as nobody had secured an overall majority on the first count, Currie's votes were distributed and Robinson emerged the victor with over 52% of the vote. Robinson had been nominated for the job by the Labour Party and the Workers Party but she drew wide support from the women's movement (Women's Political Association) and the Trade Union movement. Her appointment has been welcomed by the Irish Council for the Status of Women and the Women's Political Association.

Further information from: The Press Office, Aras An Uachtarain, Phoenix Park, Dublin 8. Tel: 01-77 28 15.

EMPLOYERS TO TACKLE EQUALITY: The Federation of Irish Employers (F.I.E.) is preparing guidelines for its 3,000 member companies which will assist in providing improved access to employment and promotion for women. Over the past year, the F.I.E. has been reviewing equality issues other than pay and working conditions and has been re-examining its approach to access to employment and to promotion. It is hoped that companies which already have a commitment to a programme of equality might be prepared to go further than the minimum requirements and that the Federation could encourage them in this direction. Further information from: The Federation of Irish Employers, 84 Lower Baggot Street, Dublin 2. Tel: 01-60 10 11.

IMPROVED PARTICIPATION OF WOMEN IN ECONOMIC LIFE: The debate of the 1990's must be about how to increase women's participation in economic life, Patricia O'Donovan, Assistant General Secretary of the Irish Congress of Trade Unions, told a recent seminar organized by the Women's Committee of the I.C.T.U. Focussing on the new Second Commission on the Status of Women, Margaret Nolan, the Equality Officer of the I.C.T.U., urged the Commission to aim for equal access for women to the full benefits, services and economic and social opportunities of our society by the end of the century. Further information from: The Irish Congress of Trade Unions, 19 Raglan Road, Dublin 4. Tel: 01-68 06 41.

SECOND COMMISSION ON THE STATUS OF WOMEN: The Taoiseach (Irish Prime Minister) has appointed the Second Commission on the Status of Women. The Commission has been asked to report to the Government on the means to enable women to participate fully in Irish life on the basis of equal opportunity. The Commission's report will consider the efficacy of positive (affirmative) action measures and the needs of women in the home. The Commission will take as its starting point the progress made in implementing the recommendation of the first Commission on the Status of Women, whose report was published in 1972.

The Commission is chaired by Judge Mella Carroll of the High Court. It also includes representatives of the Council for the Status of Women, ICTU (trade union), FIE (employers) and IFA. (farmers). It is expected to report in 18 months' time.

I T A L Y

FRANCA PIERONI BORTOLOTTI PRIZE: The district authority of Florence has just created a prize in memory of Franca Pieroni Bortolotti for original research, in Italian, on the history of women from the Middle Ages to the present day. Students, researchers or graduates aged under 35 are eligible to compete. The original research must be sent in five copies before January 31, 1991 to *Progetto Donna*, vicolo S. Maria Maggiore 1, Firenze. The prizewinner will be awarded a grant of 5,000,000 lira before March 1991.

MINERVA PRIZE: The Minerva Prize has been awarded in Rome for the seventh time running. Created by the *Club delle Donne* (Women's Club), the prize is awarded to women who distinguish themselves by their professional abilities or work in a range of fields. The prizewinners are:

- for professional abilities, Livia Pomodoro, magistrate in Milan;
- for business women, Sister Alessandra Fontevicchia, Chairwoman of the "Cristo Re" hospital in Rome;
- for scientific research, Maria Belli, physicist, nuclear safety expert;
- for arts, Marina Pennini Alessandri, who works in the area of preservation of the artistic heritage;
- for sport, Wanda Rutkiewicz, the first woman to have climbed to the top of Everest;
- for journalism, Barbara Palombelli;
- for the social field, Maria De Lourdes Jesus, Chairwoman of the association *Donne Capoverdiane* (Cape Verde Women), who is responsible for the television programme on emigration "*non solo nero*" (not just black);
- for politics, Elena Marinucci, Under Secretary at the Ministry for Health, and Elena Bonner Sakharova, widow of Andrei Sakharov.

The special prize of the *Club delle Donne* was awarded to the committee *Forte come un donna* (strong as a woman), which was created in 1989 by the Rome division of the League against Cancer to provide physical and psychological support to women who have had a breast removed for cancer.

The special prize for a man who has made a significant contribution to improving the status of women was awarded to Emile Baulieu, the French scientist who discovered the RU486 pill.

WIDOW'S PENSION: Henceforth a woman marrying a pensioner will no longer lose the right to widow's pension if her husband dies less than two years after the marriage. This was the decision taken by the Constitutional Court in a ruling which takes into consideration the social demands of solitude in old age. Widow's pension, which amounts to at least 50% of the amount due to the husband, will no longer be conditional upon the marriage lasting at least two years. Through this ruling the High Court has upheld the arguments of the National Commission for Equality of Men and Women, which for five years has been calling for the annulment of the clause on marriage duration, given that "the status of wife is acquired on the day of marriage, and this with all its related effects, regardless of the age of the husband and wife or of the duration of the marriage".

REPORTS AND STUDIES:

* *La dinamica del lavoro femminile negli Enti Locali - Un indagine empirica* (The dynamics of women's work at local level - empirical research) is the title of a study carried out by the region of Lombardy on the integration of women in local administrations. In the seventies, employment growth in the tertiary sector was absorbed almost exclusively by women, chiefly in the services and in government administrations. The research has revealed underemployment of women even in cases where they hold the same educational qualifications and diplomas as men. Horizontal segregation persists: within organizations, women have access to a lower number of qualifications and are concentrated in a smaller number of occupations. Useful address: IRER-Istituto Regionale di Ricerca della Lombardia, Foro Buonaparte 65, 20121 Milano.

* The first report of the *Commissione per la realizzazione della parità fra uomo e donna* of the region of Emilia-Romagna, written by Adele Pesce (published by Franco Angeli, Viale Monza 106, 20127 Milano), takes a woman's view of the region's history and existence and also gives an overview of the activities in the last five years of the Commission for Equality between Men and Women and of action still required. (*Commissione per la realizzazione della parità fra uomo e donna*, Regione Emilia Romagna, Viale Silvani 6, 40122 Bologna).

NEW INITIATIVES:

* The FIDAPA Foundation (*Fondazione della FIDAPA - Federazione Italiana Donne Arti Professioni Affari*) (Italian Women's Arts, Professions and Business Federation) seeks to further women's economic and social situation through promoting their integration in all professions, particularly those which are not traditionally held by women, and at all levels of the workforce. The FIDAPA pursues this aim through the provision of study grants, financial aid, the organization of seminars, training and refresher training courses. Address: Viale Trento 26, 33170 Pordenone.

* The *Associazione per la Salute della Donna* (Association for Women's Health) was created in May 1989 to promote women's health, particularly through prevention. This pluralist association brings together women from political circles, the media, trade unions and the professions. The themes which it has covered include contraception (conference in April 1990), menopause (conference scheduled for January 1991) and AIDS (distribution of a sheet outlining the risks). The Association would like to make contact with similar associations in other countries. Address: Viale Gorizia 52, 00198 Roma.

- * *DIM- DONNA DIRIGENTI, IMPRENDITRICI, PROFESSIONISTE* (women managers, company heads and professional women) wants to encourage personal and professional fulfilment of women and promote a sense of equal worth of their work in accordance with the principles of Christian social doctrine. Address: Piazza San Salvatore in Lauro, 15, 00186 Roma. Tel: 06-4451736.

TRAINING:

- * In the region of Lombardy, Women's World Banking (see under the section "News from around the World") is organizing jointly with the region's *Assessorato á l'instruzione e alla formazione professionale* courses in running a business for women who have completed higher or university studies. Address: Segreteria WWB Italia, Corso Europa 14, 20122 Milano.
- * In the region of Apulia, the *Assessorato al Lavoro e Formazione professionale* is running, in the framework of *Progetto Donna 90* (Project Woman '90), 14 vocational training courses for graduate women and adults who wish to go back to work after a break for family reasons. Address: Lucia Berardino, Ufficio Studi e programmazione, Zona industriale, Contrada Macchia Lampone, 19/B, 70026 Modugno (BA). Tel: 080-37 79 13.

WOMEN'S STUDIES:

- * A seminar on the Italian Parliamentarian Salvatore Morelli and his influence on the women's cause in the second half of the 19th century was jointly organised by the Cassino Study University and LUISS (Free International University of Social Studies). Salvatore Morelli drew a parallel between the national policies of the time and the women's cause: In the same way as the usurpations then common between States (regions) had to cease, an end had to be brought to men's power over women which, in his words, was simply "the monopoly of intellectual and muscular force transformed into despotic laws".
- * As part of the preparation for the East-West Women's Conference which will be held in Turin in 1991 on the initiative of a group of women's associations in Turin (their first international conference dates back to 1983), a first work seminar was held at the European Parliament building on 7 December in Brussels.

PUBLICATIONS:

- * *Madri e Padri* (Mothers and Fathers) presents the results of research carried out among young families in four localities of Emilia Romagna. This research looks at the role of the wife and of the husband in family life following the birth of a child. The mother's role is analysed from the viewpoint of "equality-diversity" in relation to the role of the father. The book also analyses the "father-mother-child" triangle and the family relationship with the child's environment (creches). *Madri e Padri*, Transition from the patriarchal system and service culture, by Franca Bimbi and Grazia Castellano, Ed. Franco Angeli, Milano 1990.

- * *Tempo de Vendere, Tempo da Usare* (Time to sell, time to use) looks at the introduction of microelectronic technologies. Carla Ravaioli, the book's author, believes that microelectronics and the fall in employment to which it leads should be viewed as an opportunity for liberalization and not as the advent of a fresh surge in unemployment. The rise in productivity which results from the new technologies can offer an occasion for re-balancing society's twin roles as producer and reproducer, the latter falling chiefly on the shoulders of women. *Tempo de Vendere, Tempo da Usare. Lavoro produttivo e lavoro riproduttivo nella società microelettronica*, by Carla Ravaioli, Ed. Franco Angeli, Milano. This book is also available in German: *Die beiden Seiten des Lebens* VSA-Verlag, Hamburg.
- * *Lettura Esperienza* is a new anthology for lower secondary schools, compiled by Anna Maria Bruzzone and Luciana Pasino. This anthology is interesting inasmuch as it gives textbooks a fresh approach that places greater importance on the image of women and shows women in a more realistic light. *Lettura Esperienza*, anthology for secondary schools, Anna Maria Bruzzone and Luciana Pasino, published by SEI, Torino 1990.

L U X E M B O U R G

NATIONAL WOMEN'S COUNCIL: The *Conseil National des Femmes luxembourgeoises* (National Council of Luxembourg Women), an umbrella body for 10 women's organizations, has just elected its committee for 1990/91. The chair has been filled by the *Union des Dames Israélites* (Jewish Women's Union). Priority action areas for 1991 are the pension system and the introduction of split taxation of revenue. The National Council also manages a home for women in difficulties, le *Foyer Sud*. Address: Conseil National des Femmes, B.P. 160, L-2011 Luxembourg.

"FOYER DE LA FEMME" CELEBRATES 60TH BIRTHDAY: *Foyer de la Femme* (The Women's Home/Foyer) is Luxembourg's biggest women's association with 12,000 members. In its sixty years of existence, *Foyer de la Femme* has worked to promote the interests of the family in Luxembourg, particularly in the years of economic crisis, and has accomplished remarkable work in the area of holiday camps. Address: c/o Conseil National des Femmes, B.P. 160, L-2011 Luxembourg.

PAULA BOVE HOME: This home founded by the Carmelite nuns has provided a haven for women in difficulty (battered women, single mothers, unemployed and homeless women) since 1976. Some 1,700 women and children have been provided with a roof over their heads by the home, which is managed by the non-profit association *Maison de la Porte Ouverte ASBL* under an agreement with the Ministry for Family Affairs. The help given to women includes both tangible support in re-organizing their lives and moral and social support. Address: Foyer Paula Bové, 38-40 rue d'Anvers, L-1130 Luxembourg.

CONTROVERSIAL TAX REFORM: Women's associations disapprove of a bill lodged by the Luxembourg Government in the area of fiscal reform, since it reasserts the value of marriage by granting married couples financial advantages, to the detriment of other categories. One-parent families (and therefore a majority of women) in particular would find themselves at a disadvantage and reclassified in a less favourable category. Address: Ministry of Finance, 3 rue de la Congrègation, L-2931 Luxembourg.

PROMOTION OF TECHNICAL CAREERS: In the framework of the Community Programme PETRA, the *Lycée technique des Arts et Métiers* (Arts and Professions Technical School) is seeking to encourage girls into technical and scientific professions through the organization of classes without charge (during free afternoons) in electronics, pneumatics, computer technology and solar energy. Address: Lycée technique des Arts et Métiers, c/o Mrs Bachman, rue Guillaume Schneider 19, L-2522 Luxembourg. Tel: 47 48 91.

EQUALITY OF INTEGRATION OPPORTUNITIES FOR WOMEN: During an IRIS seminar run by the vocational training department of the Ministry of Education, the problems of career guidance and vocational training of girls were examined, along with the role of women in the Luxembourg market, their in-company training and their professional reintegration. Address: Ministry of National Education, Mr. Pierre Wiseler, Service de Formation Professionnelle, 29 rue Aldringen, L-2926 Luxembourg.

THE NETHERLANDS

HEALTH CARE: The Ministry of Public Health and Culture has awarded a prize of HFL 10,000 to the Deaconesses Hospital in Groningen following the creation of a consultations service during which women scheduled to have a gynaecological operation can ask any questions on their minds. The driving force behind this initiative was Nurse Ans Tamminga. For more information: Erna Kerstholt, Diaconessenhuis Groningen, Afdeling Noord 1, Van Ketwich Verschuurlaan 82, 9721 SW Groningen. Tel: 050/25 86 54.

SELF-DEFENCE: The *Kenau* women's centre has recently set up a national reference forum on self-defence which, among other things, will draw up a list of all the self-defence classes available in the Netherlands. Many classes are intended for girls, physically handicapped women and women who have been the victims of sexual violence. The forum is also planning to provide continuing training for self-defence instructors. Address: Landelijk Steunpunt Zelfverdediging, Overtoom 270, 1054 JB Amsterdam. Tel: 020/ 89 31 81.

EMANCIPATION: *Stichting Vrouwennetwerk* (The Women's Network Foundation) celebrated its tenth birthday with a writing and drawing competition for children aged under 15 on the theme "Hurrah, my mother goes out to work". The twenty top stories and drawings have been collected in a publication of the same name--*Hoera, mijn moeder werkt*--published by Luitingh Sijthof, Oude gracht 134-136, 3511 AX Utrecht. Tel: 030-349211, at the price of HFL 9.95. *Stichting Vrouwennetwerk* helps women exchange information on work and careers.

SCIENCE: The Belle van Zuylen Institute was recently created in Amsterdam. It is the new research institute on women of the University of Amsterdam. This institute steps into the shoes of the organization *onderzoeks Zwaartepunt Vrouwenstudies* (OZV) (research forum for women's studies). The research carried out by the Belle van Zuylen Institute is both theoretical and empirical and incorporates policy and applied research wings. The institute is emerging as a centre of excellence in the field of women's studies and is an active participant in international symposia. Belle van Zuylen Instituut, postbus 7346, 1007 JH Amsterdam. Tel: 020/525 21 19.

CAREER PROSPECTS IN HOSPITALS: A survey carried out by the Dutch trade union AbvaKabo in 177 hospitals revealed that only in 11% of them was career planning for women part of policy. The survey can be obtained from AbvaKabo at the cost of 10 guilders. Tel: 070/358 26 74.

EMPLOYMENT: Regional Employment Offices have too few women in managerial posts. Of 280 regional managers, only 15.7% were women on January 1, 1991. This figure would have been even lower were it not for intensive lobbying by working women. This is the conclusion reached in a report passed on by the *Breed Platform Vrouwen voor Economische Zelfstandigheid* (Broad Women's Platform for Economic Independence) to the Central Employment Office. Address: Postbus 13174, 3507 LD Utrecht. Tel: 030/34 09 41.

LAW ON AFFILIATION-LAW ON NAME USE: The *Landelijk Steunpunt Vrouwen en de bijstand* (National Women's and Assistance Forum) is running a campaign for freedom of choice of a child's surname (that of the father or the mother) and for the possibility of changing the surname of children (from that of the father to that of the mother) after a divorce. At present, name change is possible only if a father has had no contact with his child for three years. The association is calling for the possibility of changing surnames immediately. The aim of the association is the economic and legal independence of women. Address: Landelijk Steunpunt Vrouwen, Biltstraat 101C, 3572 Utrecht. Tel: 030/ 31 41 43.

TRAINING/EMPLOYMENT:

* The *Centraal Bestuur voor de Arbeidsvoorziening* (CBA) (Central Employment Office) has concluded an agreement for 1991-94 with nine trade union vocational training colleges for women under which the training of 970 women will be paid.

* 80% of women who have taken a course at one of the nine trade union vocational training colleges have gone on to find a job.

For more information: Stichting Vakopleiding Vrouwenbond FNV, p/a Alide de Jong School, Ms E. Rienstra, Director, Mariaplaats 4A, 3511 LH Utrecht. Tel: 030/31 54 24.

P O R T U G A L

SOCIAL PARTNER: Women's organizations must be acknowledged as social partners. This was the conclusion reached at the seminar "*A Mulher na Comunidade Local*" (women in the local community) run by the Portuguese Communist Party, PCP. During the seminar, the Communists stated their intention of forming a group within Parliament to set in motion the legal steps necessary for the attainment of this objective. The PCP has also proposed the creation of a women's studies centre and stressed that women are insufficiently represented in local government bodies, notably in the upper echelons of these bodies. 57% of all women who chair local government bodies are members of the Communist Party. 8% of municipal PCP chairpersons are women, a percentage which is not bettered by the other political parties: The Socialist Party registers only 0.9%, whereas the Social Democrat Party has 1.8% municipal chairwomen and the Social Democrat Central Party does not have a single chairwoman. Useful address: Partido Comunista portugues, rua Soeiro Pereira Gomes, 1699 Lisboa Codex. Tel: 01/793 62 72.

EQUALITY PRIZE: The *Comissão para a Igualdade no Trabalho e no Emprego* (CITE - Commission for Equality in Work and Employment), an organization which is supported by the State Secretariat for Employment and Vocational Training, has created a prize for the best research on "Equal opportunity and treatment for women and men". Research can deal with equal access to employment or a particular profession, the barring of women from certain types of work, equal pay, promotion and work conditions, or reflect on equality in the family and society. Prizewinning researchers will be awarded respectively Esc. 700,000, 500,000 and 200,000. Contributions should be submitted before June 30, 1991 to the *Comissão para a Igualdade no Trabalho e no Emprego*, Av. da Republica 62, 8° Esq., 1000 Liboa. Tel: 01-77 89 63 or 77 52 69.

PORTUGUESE LAWYERS: "*O Direito a Igualdade*" (Right to Equality) was the theme of a meeting between women lawyers from Portugal, Brazil, Angola, Mozambique, Cape Verde, Guinea and Sao Tomé e Príncipe. The conclusions of the meeting dealt, among other topics, with policy in favour of women, women's rights in the area of taxation and the obligation of proportional access to employment and to managerial responsibilities. Useful address: Associação Portuguesa de Mulheres Juristas, rua do Crucifixo, 50, 3°, 1100 Lisboa.

PUBLICATION: *As Mulheres e a Defesa Nacional* (Women and National Defence) is publication N° 30 in the series "*Cadernos Condição Feminina*" (Status of Women Notebooks). Written by Maria Carrilho with the help of Helena Carreiras, the book analyses the participation of women in defending democracy and their role in the Portuguese Armed Forces. The concluding chapter, dealing with the integration of women in the Portuguese Armed Forces, calls for a programme to be implemented in this area.

S P A I N

ASSESSMENT OF THE EQUAL OPPORTUNITIES FOR WOMEN PLAN: The Equal Opportunities for Women Plan approved on 25 September 1987 was assessed during a three-day evaluation seminar on 3-5 December 1990. The seminar was organized on the initiative of the Steering Council of the Women's Institute (*Consejo Rector del Instituto de la Mujer*), a body answerable to the Ministry of Social Affairs. The plan encompasses around 120 measures spanning legal equality, social protection and family policy, education and culture, employment and work regulations, health and international cooperation. The evaluation seminar provided feedback which will be turned to account in the preparation of a Second Plan. An audiovisual and panel exhibition of the Plan's achievements ran throughout the seminar. Useful address: Instituto de la Mujer, Almagro 36, E-28010 Madrid.

WOMEN AND ADVERTISING:

- * One of the measures in the above-mentioned Plan related to the image of women projected by advertising. The seminar discussed this topic and the exhibition gave examples of how women are portrayed by the advertising industry.
- * A national prize has been created by the Women's Institute jointly with the SME Institute for advertising to encourage equal treatment of children and of girls and young men. This prize - *Cassandre 1990* - was awarded at the end of the seminar.

* The Ministry of Social Affairs has concluded an agreement with the General Management of Spanish Radio and Television, RTVE, on the image of women projected by advertising and on ensuring stronger presence of women in the managerial bodies of the public sector media.

GUIDELINES FOR THE SECOND PLAN: Matilde Fernández, Social Affairs Minister, has unveiled the guidelines of the Second Plan for Equal Opportunities for Women, implementation of which is scheduled to begin in 1991. These measures are to pursue three priorities: improving women's situation at work, more specifically by vocational retraining programmes; the sharing of family responsibilities; and improving the situation of groups of women living in precarious conditions through legal action against divorced or separated fathers who have defaulted on maintenance payments and through the creation of a fund which would advance due payments to deserted wives.

PREVENTION OF UNWANTED PREGNANCIES AND SEXUALLY TRANSMITTED DISEASES AMONG ADOLESCENTS: The Ministry of Health and the Ministry of Social Affairs, more specifically in the shape of the Women's Institute and the Youth Institute, have launched an advertising campaign to inform young people about the consequences of sexual behaviour.

Four out of five adolescent mothers are single and do not have the resources to cope with the financial, personal, family and social problems thrust upon them by becoming a young mother. While it is difficult to put an exact figure on the number of teenage mothers, the proportion of mothers aged under 19 in relation to the total number of girls in this age group was 5.52% in 1986, 6% in 1987, 6.39% in 1988 and 6.47% in 1989. As for pregnancy terminations, 13.15% were practised on young women aged under 20 in 1988, 41.70% of whom had never used a contraceptive method.

ABORTION: October 1990 saw the creation of the *Coordinadora Civica por el derecho al aborto decidido libremente a petición de las mujeres* (Civic coordinating federation for the right to freely available abortion on demand of women). The Federation groups together twenty or so Spanish national federations and associations, such as the Federation for the Right to Abortion, the Federation of Spanish Feminist Organizations, the Association for the Defence of Public Health, the Lesbians' Collective, the Women's Group of the Complutense University, Internationalist Women, etc. Useful address: Comisión Pro Derecho al Aborto, c/ Barquillo, n° 44, 28004 Madrid.

YOUNG WOMEN: The *Mujeres Jovenes* (Young Women) association has opened an employment centre in Madrid, which will pursue four aims: information on job search, help in finding a job, vocational training, research and documentation. Similar centres are to be opened in Barcelona, Valencia and Seville.

Address in Madrid: c/ Juan de Herrera 6, 28013 Madrid. Tel: 2486264 Fax: 2418811.

FOURTH INTERNATIONAL FEMINIST BOOK FAIR: With the aim of placing feminism, its writers and books on and by women in perspective within the mainstream book trade and of encouraging stronger presence in bookshops and libraries, the Fourth International Feminist Book Fair was held in Barcelona in June 1990. The Fair was supported by the Women's Institute. This cultural event was complemented by debates in different locations. For example, a professional seminar was devoted to analysing the specific issue of publishing feminist books in different countries, to co-publication and cooperation projects and to the development of promotion strategies.

THE UNITED KINGDOM

CHILDCARE: A childcare development agency should be set up to establish a national framework for the development of quality childcare services, according to the Equal Opportunities Commission in a discussion paper. In the paper, the EOC states that the availability of childcare is totally inadequate and that the cost of providing it should be shared between parents, employers and the government.

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

CHILD BENEFIT RISE: The level of child benefit is to rise by $\pounds 1$ a week for the first child only in the family from next April, the government has announced. Child benefit, the universal benefit paid to the mothers of all children, has been frozen at its present level of $\pounds 7.25$ for the past three years. It is paid to 6 million families and covers 12 million children. If the benefit had kept pace with inflation, it would have been worth $\pounds 9.50$ for each child by next April.

RAPE WITHIN MARRIAGE: Rape in marriage should become a criminal offence, to be treated by the courts just like any other rape, says the Law Commission, the government body that deals with reform and updating of the law in England and Wales. If the Commission's recommendation is, as expected, accepted by the government, the law in England and Wales will be brought in line with the law in Scotland, where marital rape is already a criminal offence.

Women Against Rape (WAR) has welcomed the recommendation, saying that it is a major victory for all women, as well as for WAR, which has been campaigning for a change in the law for 13 years.

Useful address: Women Against Rape, King's Cross Women's Centre, 71 Tonbridge Street, London NW6 5QU.

EQUAL PAY: According to statistics just published by the Equal Opportunities Commission, female manual workers in Britain earn on average 70.8% of the hourly earnings of male manual workers, while female non-manual workers earn an average of 62% of the hourly wage of their male equivalents. Finally, although women make up 44% of the workforce, four-fifths of Britain's five million part-time workers are women.

WOMEN AT THE BBC: The BBC has set targets in a bid to see 30% of top management jobs and 40% of middle management and supervisory jobs filled by women in 1996. At present, although 43% of the BBC's workforce of 23,000 employees are women, only 10% of senior managers are women, while only 20% of middle managers and supervisors are women.

PROTECTION OF PREGNANT WOMEN IN THE WORKPLACE: The European Commission's proposal for a Directive to improve the rights of pregnant women at work could discourage employers from taking women on. This is the opinion of Secretary of State for Employment, Michael Howard. Howard's stance was backed by the three main employer groups, the Confederation of British Industry, the Institute of Directors and the British Chambers of Commerce. The Commission's proposals have, however, received firm backing from the Trades Union Congress.

EQUAL OPPORTUNITIES IN THE BANKING SECTOR: Ulster Bank Limited has announced that it is to implement an Equal Opportunities Programme and is to discuss the formulation and implementation of this with the Equal Opportunities Commission for Northern Ireland. In 1989, the Commission expressed concern that the age bar, commonly used in the financial sector, of between 18 and 21, appeared to affect adversely the re-engagement of the Bank's female employees on permanent contract. In October 1989, the Bank voluntarily removed the age bar, enabling temporary full-time employees who were previously Ulster Bank permanent staff to be offered permanent positions with the full range of contractual benefits.

C E N T R A L A N D E A S T E R N
E U R O P E

WOMEN'S CSCE: On 13-15 November 1990 Berlin hosted the "Women's CSCE Conference", in which more than 350 experts on women's issues from Western and Eastern Europe participated. The Conference looked at the situation of women in the countries of Central and Eastern Europe and analysed the influence which women in Europe have over the situation of women in the Third World.

In a second part and as preparation for the Conference on Security and Cooperation in Europe (CSCE) which will be held in Moscow in 1991, the experts reviewed women's attitude to the three "baskets" covered by the CSCE, namely: human rights, citizens' rights and women's rights; security systems, non-alignment and disarmament; and the economy and ecology. Useful address: Jewish Community House, Fasanenstrasse 79/80, Berlin.

EDUCATIONAL SYSTEM BORDERING ON COLLAPSE: Prior to the Education Council of 8 December 1990 the Ministers of Hungary, Czechoslovakia and Poland held talks with their EEC counterparts. During these talks they unanimously agreed that the educational systems in Eastern Europe were in a state of collapse. Contacts with Western scientific circles are almost nonexistent, there is a lack of financial resources for the purchase of Western monographs and the educational system is totally deprived of autonomy.

The priorities of these countries in the areas of education and training are:

- training of trainers (retraining of teachers)
- vocational and technical training (70% of young Hungarians are given, in the words of the Hungarian Minister, very poor vocational training);
- strengthening of cultural identity which will in turn reinforce democracy.

In the framework of the TEMPUS Programme (student exchange), the Commission has already received 1,337 proposals of joint European projects and more than 1,300 exchange programmes and complementary measures. The 25 MECUs available for TEMPUS will only cover 12% of the applications, stated Vasso Papandreou, Commissioner for Education. She expressed her regret that the Foundation for Vocational Training in the Eastern European countries was unable to start operating because no decision has yet been taken on where its headquarters are to be situated.

ACTION TO HELP ABANDONED ROMANIAN CHILDREN: The Commission has taken a decision on two types of action to help Romanian orphans. It has committed 3 million ECUs to fund immediate aid for the repair of heating installations and the purchase of fuel for children's homes, particularly those housing orphans aged between 0 and 3 years. A further 2.7 million ECUs in humanitarian aid will be allocated to projects offering immediate help to four centres for orphans.

NEWS FROM
AROUND THE WORLD

WOMEN'S WORLD BANKING: This ten year-old financial institution is somewhat different from other banks. It grants commercial loans to women (chiefly in the Third World) who wish to set up a business and have been turned down by ordinary banks either because they have no family (husband, collaterals) or because the sum requested does not offer sufficient return. The WWB, which has its head office in New York City, has 47 branches spanning 6 continents and 40 countries. Loans rarely amount to more than 600 dollars and are granted at extremely low interest (1.5%). The WWB, which in its first decade of operation concentrated on access to credit, now wishes to extend its activities with a view to boosting the independence of women in the coming decade. This is to be achieved through help for women in finding investors in their business, training and developing markets. The new chairwoman is Nancy Barry, previously head of a major industrial development division of the World Bank.

Address: Women's World Banking, 8 West 40th Street, 10th floor, New York 10018. Tel: (212) 768-8513.

AIDS: A new analysis by the World Health Organization (WHO) has concluded that the impact of AIDS will rapidly worsen. Between now and the end of the decade, the number of women infected with the HIV virus, which causes AIDS, could double as heterosexual transmission becomes the main way in which the virus is spread in the majority of the world's regions. The WHO estimates that 3 million women throughout the world are already infected with HIV. Between now and 1992, according to the WHO, 600,000 women will have had AIDS and the disease will kill at least 2 million women in the nineties, most of them in Sub-Saharan Africa. Since the outbreak of the pandemic, women have represented around one-third of the total number of estimated cases of AIDS (1.3 million).

UNITED STATES: WOMEN IN THE DRIVING SEAT: Elections last November produced three women governors, a strong result compared with the total figure of five women governors in all of American history. These three are Barbara Roberts in Oregon, Joan Finley in Kansas and Ann Richards in Texas. Furthermore, Sharon Pratt Dixon is now mayoress of Washington and is the first black woman in the driving seat of a major American city.

CINEMA: The fourth International Festival "Women and Cinema" will be held in Buenos Aires from 2 to 8 May 1991. The Festival shows high quality films produced by women.

SWISS WOMEN AND EC MEMBERSHIP: Were Switzerland to become a member of the European Community, Swiss women would get a much better deal, for Community legislation in the area of equality is well above Swiss standards. But what would its impact be on employment? A seminar organized by the Equality Bureau and the National Commission on Women's Policy analysed this issue in Bern. The seminar noted that despite progressive legislation, many of the Community's 165 million women are discriminated against due to the patriarchal system and the small number of complaints (taking a complaint to court is still a very costly affair). It is difficult to assess the impact of the internal market and its implications, but the seminar participants felt that free movement of individuals could be a disadvantage for Swiss women. EEC Directives are moreover restricted to labour market aspects. Other aspects relating to equality must therefore still be dealt with separately from the issue of accession to the EEC.

Useful address: Femmes Suisses, Case postale 323, CH-1227 Carouge/GE.

L A T I N A M E R I C A

ARGENTINA: The women's movement in Argentina has denounced the exclusion of eleven women scientists from the Instituto Antartico (Antarctica Institute) as contrary to the Convention on the Elimination of All Forms of Discrimination against Women, adopted by the United Nations in 1985 and ratified by Argentina. It denounced this violation of the law on non-discrimination to both the relevant authorities in Argentina and all the international bodies.

BOLIVIA: The first national meeting of women of Bolivia was held in Cochabamba on 29-30 September 1990. Around 130 women from NGOs in La Paz, Oruro, Cochabamba and Santa Cruz took part in this meeting, which laid the foundations of coordination amongst women's NGOs. A second meeting has been scheduled for October 1991 in Santa Cruz de la Sierra.

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