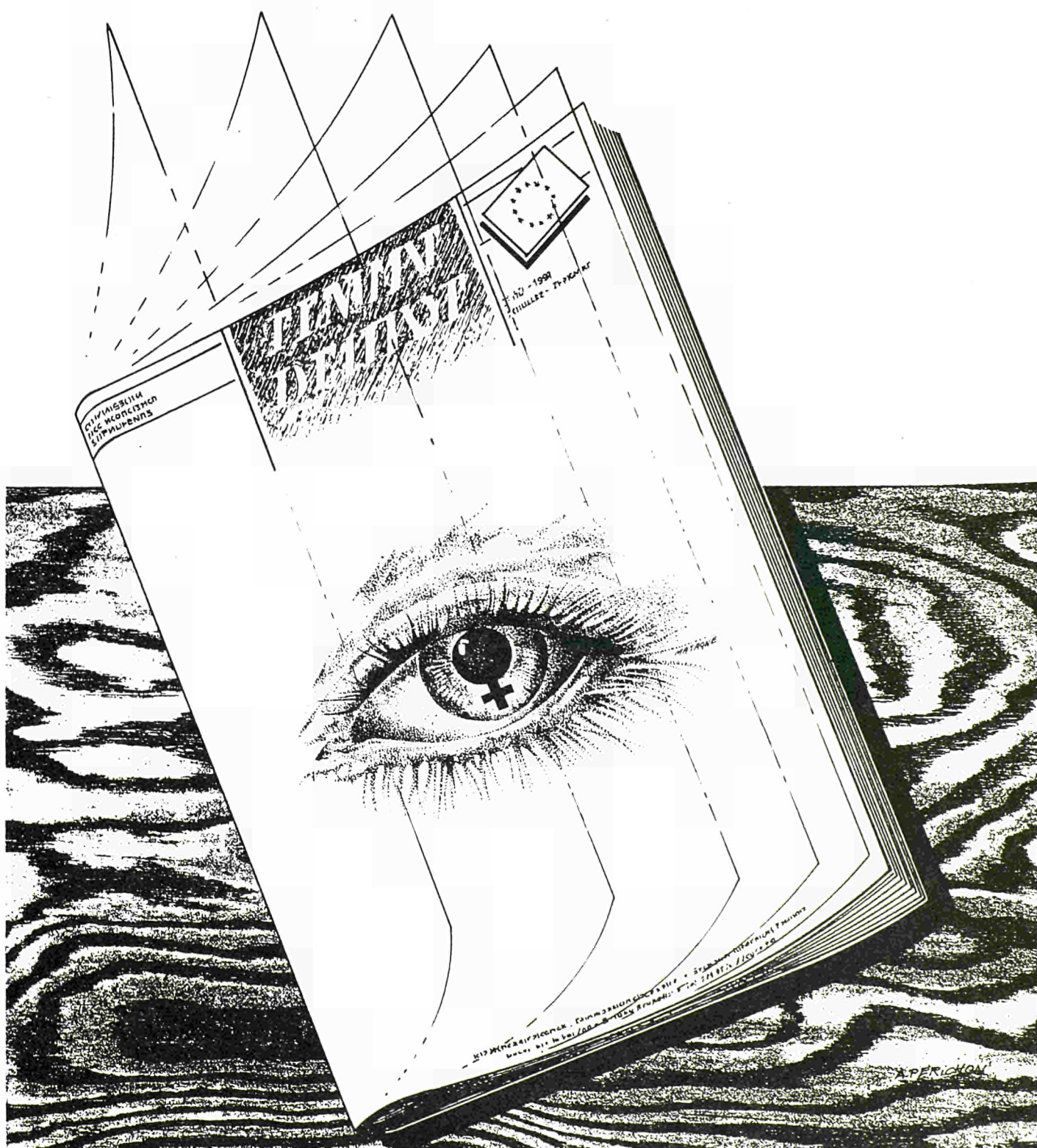


# WOMEN OF EUROPE



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Editorial work on this issue was completed on 31 July 1991.

### A NEW LEAF

Women of Europe is over. Issue 70 coming out at the end of the year will be the final note of a modern saga. Much has happened since the day Commissioner Scarascia Mugnozza decided to create a special service for women's information, since Issue 0 of Women of Europe came off the press in 1977: women and their organizations have gained an irrefutable audience among public authorities and social partners, and likewise with the media and the public; new laws and organizations have been born in all our countries; new means of communication have been developed.

All this must be taken into account, so without regret but not without nostalgia, we must now find other vectors for rapid, efficient and useful information.

Women of Europe has carved its place in the history of the media, the history of the women's movement, and the history of the European Community, acting as a mirror for the activities of women. Never before had information gathered by women from all the European Community countries been assembled, compiled and then translated into all the Community languages, to be circulated and placed at the service of the progress of women.

This information was thus the tool and the sculptor of change. Women were associated, as protagonists, with all the major events of the Community. If you recall: the participation of women in the European elections, debates in European Parliament committees and plenary sessions, action programmes for equal opportunity, Community directives, European colloquia of women's associations in Bonn, Turin, London, etc.

Through statistics and texts, models and examples, women discovered their convergences, their common interests and their differences, unexpected acts of solidarity, and compared experiences.

None of this will be forgotten thanks to Women of Europe. We have other work ahead of us, other problems arising that call for other means.

My wish for the women of Europe is that they continue to place their imagination and creativity at the service of their own progress and the building of Europe.

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**THE CHANGING EUROPEAN COMMUNITY**  
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**PROPOSED COUNCIL RECOMMENDATION ON CHILDCARE:** The European Commission has adopted, in the framework of the Action Programme on Equal Opportunities, a draft Council recommendation on the quality of childcare. The recommendation also contains measures for parents on flexible work hours and sharing of family responsibilities between men and women. In addition, childcare services should be flexible, local and multi-functional.

The recommendation to Member States covers four areas:

- childcare provision when parents are working or studying,
- modalities to enable parents to take temporary leave from their jobs,
- the environment, structure, and organization of the workplace,
- sharing family responsibilities between men and women.

**PROTECTING THE DIGNITY OF MEN AND WOMEN AT WORK:** The Commission has adopted a recommendation and code of conduct protecting the dignity of women and men at work. The code of conduct aims to provide guidelines for employers, trade unions and workers to protect the dignity of women and men at work. It is intended to apply to both the private and the public sectors. The Council of Ministers requested a code in its Resolution of 29 May 1990 concerning the dignity of women and men at work. The recommendation and code are the first concrete initiatives in the framework of the Commission's five year plan on equal opportunities (1991-1995).

The Recommendation

The Commission's recommendation to protect the dignity of women and men at work includes a number of recommendations to Member States: they should take measures to promote awareness of the fact that any behaviour with sexual connotations, and any other behaviour based on sex that affects the dignity of women and men at work, is unacceptable, and that in some circumstances this behaviour can be contrary to the principle of equal treatment as defined in the Directive on Equal Treatment; that Member States should implement the recommendations contained in the Commission's Code of Conduct; and that Member States should encourage employers and staff representatives to draw up measures to implement the recommendations of the Code of Conduct.

The Code of Conduct:

The Code of conduct prepared by the Commission aims to provide guidelines to employers, trade unions and workers on the ways to prevent sexual harassment in the workplace, and if necessary, to guarantee the implementation of procedures to solve the problem and prevent further occurrences. The Code contains a definition of sexual harassment. It also presents the legal position and opinion of the Council and Commission that, in certain circumstances, such behaviour can be contrary to the principle of equal treatment as defined by the above-mentioned Directive, and lays down a series of recommendations to employers, trade unions and workers on practical measures to be taken for prevention and their procedures.

**COUNCIL RESOLUTION ON THE THIRD ACTION PROGRAMME FOR EQUAL OPPORTUNITIES:** The Resolution adopted by the Council of Ministers on 24 May demonstrates the political will of the Member States to apply the Third Action Programme for Equal Opportunities adopted by the European Commission in October 1990. The Third Programme aims to promote the full and complete participation of women in the job market and highlight their contribution to the economy and society. Through this programme equal opportunity should be integrated into all other policies and cooperation between Member States and social partners reinforced.

The Council Resolution invites Member States to implement actions included in the programme, to adopt national, regional and local plans for equality, and to establish evaluation mechanisms. Social partners are invited to make equal opportunity a major issue of collective bargaining by integrating affirmative action programmes in their domains and sectors and by taking measures to foster the participation of women in decision-making bodies. The Resolution asks the Commission to monitor the implementation of the programme, to carry out interim and overall evaluations of its equal opportunity policy and include the objective of equality in the policies it proposes.

#### **PRESENTATION OF THE 3RD ACTION PROGRAMME FOR EQUAL OPPORTUNITIES**

**PORTUGAL:** A discussion day on the 3rd Programme for Equal Opportunities took place in Lisbon on 17 May. The day was organized by the EC Commission and two Portuguese organizations involved in equal job opportunities. The participants stressed the need to develop the programme's legal framework and to obtain directives, rather than recommendations, on this issue. Actions for equality must be waged at all levels and begin as early as possible. This is why actions in the field of education are important. The participants also emphasised the need to develop role models for women in decision-making processes.

Contact: *Commissao para a igualdade et direitos das mulheres*, av. da República, 32, P - 1093 Lisboa.

**BELGIUM:** The Women's Labour Commission of the Ministry of Employment and Labour organized a Round Table on the 3rd Programme last May with policy makers and social partners. Whilst all participants recognised the official and legal strides already made for women, they admitted that women were still subject to genuine discrimination often too subtle to discern. The participants agreed that the new programme would lend support to women in meeting new challenges on the job market and in businesses. The programme stresses professional qualification needs, and the importance of job classifications and new measures, for both women and men, to help them reconcile their professional and family lives.

Contact: *Commission du Travail des Femmes*, Ministère de l'Emploi et du Travail, rue Belliard 51-53, B - 1040 Brussels.

**IMPLEMENTING THE NOW PROGRAMME:** The Community initiative NOW (New Opportunities for Women), with funds of some 120 million ECUs for 1991-1993, finances transnational training and job programmes for women (see *Women of Europe* No. 68). A work session was held last April with Commission services and national NOW coordinators to identify priorities and exchange information in view of setting up transnational partnerships. Some of the priorities identified were creating women's information centres, training

for trainers, assistance for women who create businesses, and new technologies. The list of national coordinators is available from the European Social Fund.

Contacts: Celia Alexopoulou, ESF, EC Commission, 200 rue de la Loi, B - 1049 Brussels, and Margarida Pinto, Equal Opportunities Unit, Directorate General for Employment, Industrial Relations and Welfare, EC Commission, 200 rue de la Loi, B - 1049 Brussels.

UNOFFICIAL COUNCIL OF MINISTERS ON THE STATUS OF WOMEN: During the unofficial Council of Ministers meeting in Luxembourg on 13 May, Member State representatives restricted themselves to explaining the type of actions planned by their administrations to improve the status of women. Vasso Papandreou, EC Commissioner for Social Affairs, regretted that no Member State had expressed the political will to give priority to these issues. Although some members proposed organizing a Council of Ministers officially devoted to the status of women there seems to be little chance this initiative will materialise. It was also regrettable that no Minister attended the meeting. The principal measures affecting women to be adopted before 1992, such as the directive protecting pregnant women at work or that on atypical work, will be discussed by the Council of Ministers in the more general framework of social policy.

UNOFFICIAL COUNCIL ON SOCIAL AFFAIRS: The informal meeting of Labour Ministers in Luxembourg on 5-6 May was pleased to note that the experts had reached a quasi-unanimous agreement on the directive concerning proof of work relatedness. The Ministers, however, could make no headway in the deadlocked directive on protecting pregnant women. This is due to its legal basis, which according to some Member States should be Article 235 (requiring unanimity) because the directive will affect social security systems. Some Member States suggested excluding welfare protection from the directive, especially those on maintaining coverage and dismissing pregnant employees, or else referring these aspects to national legislation. The Commission is against splitting the directive or diluting its very purpose. The Council President nevertheless concluded that one of two approaches had to be chosen: either a minimal directive that would prevent welfare dumping or a directive that represented significant social progress but might not be accepted unanimously.

THE FIGHT AGAINST CANCER: The European Week against Cancer to take place from 6 to 12 October 1991 will focus on early screening for cancer. Substantial information will thus be given out on how to detect cancer early. Cancer in women can be detected early on through breast check-ups, pap smears and breast x-rays. Since cancer victims have the best chance to be cured when their disease is detected at its earliest stages the European Programme against Cancer wants to incite women to participate by self-examining their breasts monthly, having a breast x-ray every other year after 50 and having pap smears every 3 years for sexually active women.

In the framework of the "Europe Against Cancer" programme a vast study has been undertaken on the links between diet and cancer. In 7 countries of Europe (France, Italy, Spain, Great Britain, and next year Greece, Germany, and the Netherlands), 400,000 volunteers will participate in a 10-year enquiry to determine scientifically which elements of our lifestyle - diet in particular - play a role in the appearance or prevention of cancer.

Give Children a Chance is a report published by the European Bureau for Action on Smoking Prevention that deals with publicity for tobacco and its affects on young people.

Useful address: European Bureau for Action on Smoking Prevention, 117 rue des Atrébates, 1040 Brussels. Tel: 32/2 732.24.68. Fax: 32/2 736.91.92.

CHILDREN, THE FAMILY, AND SOCIETY: The EC Commission in liaison with the Luxembourg presidency organized a first conference on this theme in Luxembourg from 27 to 29 May 1991. Political, academic and scientific officials met to examine progress in policies and initiatives taken by the Commission and Member States on families and childhood in order to formulate recommendations for the future.

Useful address: Odile Quintin, Head of Division, Directorate-General V: Employment, Industrial Relations, Welfare, Commission of the European Communities, 200 rue de la Loi, 1049 Brussels.

PARTICIPATION OF WOMEN IN COMMUNITY EXCHANGE PROGRAMMES: In reply to a question from Christine Crawley, European Parliament Member, on the participation of women in Community exchange programmes, EC Commissioner Papandreou provided the following statistics:

- Exchange of young workers: an average of 50.6% between 1985 and 1990 were young women.
- ERASMUS: a first analysis shows that 54% of the participants in this programme were women.
- Youth for Europe: according to information supplied by national agencies for 1989/90, approximately 48% of the participants were women.
- PETRA: in the framework of a European network of training initiatives, some 10,500 young women and girls participated in the programme from 1988 to 1990. Some 5,500 youths have participated in the facet of the programme relating to youth initiatives, but no information is currently available on the participation rate of women.
- Figures are not yet available for COMETT or for LINGUA, which became fully operational only this year.

MINIMUM HEIGHT REQUIREMENTS FOR ACCESS TO CERTAIN PROFESSIONS: In reply to a question from Raymonde Dury, European MP (Socialist, Belgium), the Commission feels that minimum size requirements for women and men are not incompatible with the principle of equal treatment. Nevertheless, Papandreou said that requiring a minimum height greater than the average height of women, or inversely, less than the average height of men, could in some circumstances be indirect discrimination in selection criteria for access to certain professions, especially when this condition is not objectively justifiable.

**BOYS AND GIRLS IN SCHOOL:** A document titled Boys and girls in secondary and higher education - Analysis of a statistical breakdown of students in classes and sections has been prepared by the EURYDICE European Unit at the request of the Commission in the framework of the Resolution on equal opportunities for boys and girls. The document, which presents statistical data in a simple and objective manner, is meant to assist reflections on young girls' presence in various sections of the final years of secondary education and in higher education.

Useful address: Unité européenne du Réseau EURYDICE, rue Archimède 17, PO Box 17, B - 1040 Brussels. Tel: 32/2 230.03.98.

**"WOMEN SEE FARTHER, THEY ARE BUILDING EUROPE":** This was the theme of the first special session of the Club of Rhodes, held in Luxembourg with the Grand Duchess Josephine Charlotte as honorary chair. The Club of Rhodes was founded two years ago by Angèle Verdin, its members are the women who have received the Women of Europe Award, also created by Verdin. At the first meeting, "Agora 1991", 140 women from the 12 Member States gathered in working groups for in-depth discussions on the following themes: ecology the new social ethic (chaired by Niki Goulandris, Greece); identity, democracy, and security (Jacqueline Rousseaux, Belgium); everyone - men and women alike - must practice solidarity (Fanny Fuks, Belgium); revealing Europe's cultural identity (Salomé de Unamuno, Spain); and federating Europe (Anita Garibaldi-Jallet, France-Italy). A report will be published in October 1991.

Useful address: Marie-Ange Verdin, Secretary General, rue Maes 85, B - 1050 Brussels.

**WOMEN IN THE MEDIA:** "Agence Europe" is the oldest and best informed press agency covering the activities of the European institutions. Its Deputy Vice-President, Emanuele Gazzo, has been the conscience of Europe for the past 30 years with inspired and clear-sighted editorials. The oldest press agency is also extremely up to date, even in the field of equal opportunity for women and men, for its editorial staff has 7 men and 6 women, one of whom--Marina Gazzo--is assistant Editor-in-Chief.

## EUROPEAN PARLIAMENT

### APRIL PLENARY SESSION

**CHILDCARE:** In its Resolution adopted 19 April in Strasbourg, the Parliament had asked the European Commission to submit a framework directive on childcare services in Member States, as it felt a recommendation was "an insufficient instrument to deal with such a fundamental issue". The Resolution presented with the report of Anita Pollack (Socialist, UK) stressed that the lack of childcare facilities, especially for children under 3 years of age, was a major barrier to the full and equal participation of women in all sectors of society and a significant factor in the inequality and discrimination women are constantly up against in their professional careers. The final goal of the requested directive would be to guarantee access to publicly financed services for all parents who are employed or in training, for children up to 10 years of age. In the meantime, the Commission has adopted the draft Council recommendation discussed in the preceding section.



**MAY PLENARY SESSION**

**HELENA PRIZE:** This is what the Parliament would like to name the award they requested last May following a report presented by Carmen Llorca Vilaplana (Spain, EPP). The Helena Prize would be given each year on 8 March - Women's Day throughout the world - to award women who had distinguished themselves in science and research, in artistic and literary creation, industry and commerce, or in the realm of human values. The Helena Prize is intended to complement two other awards for women: the NIKE Prize awarded to television broadcasts that stress the role of women in society, and the Women of Europe Prize that distinguishes women who have made an exemplary contribution towards building Europe. The European MPs also suggested creating a permanent economic fund for this award, a 100,000 ECU grant.

**ATYPICAL WORK:** After a second reading, the Parliament ratified the articles concerning the directive's application, which the Council had approved in December 1990. The directive will apply to employees holding a contract for a specified period of employment and those sent by a temporary employment agency. It will not apply, as requested by rapporteur Heinke Salisch (Socialist, Germany), to all employees in a "precarious" or "atypical" situation. On the other hand, Salisch was backed in her request that employees temporarily shifted to a post usually requiring special medical monitoring (nuclear, chemistry, mines, etc.) continue to benefit from this medical monitoring after leaving the post that required it.

**COMMITTEE ON WOMEN'S RIGHTS :****- April Meeting**

- \* A half-day session was devoted to a hearing on pornography and its various facets: pornography as exploitation of women and children, the producers and consumers of pornography, legal aspects and jurisprudence, and pornography and free movement after 1992. Following the hearing, the Committee's chairwoman Christine Crawley (Socialist, UK) announced that the Committee would prepare a report on measures taken in some countries. The Committee will also present a Resolution broadly including matters such as promoting sex education, applying prohibitions stipulated by law and establishing strict procedures to open sex shops, controlling the pornography production market and measures to oppose laundering of pornography profits like those to control drug profits, studying the effects of free movement of pornographic products after 1993, harmonising structures to protect women and children, and the need to strike a balance between too-strict censorship and the fight against despicable hard-core porn.
- \* The draft report on evaluating the non-salaried work of women presented by Hedwig Keppelhof-Wiechert (EPP, Germany) was also discussed. The report aims to formulate demands concerning welfare rights specifically for women: social security, recognizing non-salaried work, etc. The Committee, however, does not unanimously favour drawing up a Resolution.
- \* The report on the 3rd Action Programme for Equal Opportunities by Anna Catasta (Socialist, Italy) requests a pluriannual schedule for directives, reinforcing the roles of various actors involved such as the Economic and Social Committee, social partners, and the Equal Opportunities Advisory Committee. It also asks for an increase in the credits available for its implementation.

- \* The Committee also discussed the draft report presented by Ria Oomen-Ruijten (EPP, Netherlands) on application of the third Council Directive gradually implementing the principle of equal treatment between men and women in social security matters. The report notes there are still problems in several countries and states the EC Commission should lodge complaints.

### May Meeting

- \* The Committee on Women's Rights met in Lisbon late May. Mr. Dias Loureiro, Portuguese Minister for Parliamentary Affairs, was invited to participate. In his speech he stated there was still a wide divergence between laws and reality, despite progress made in Portugal over the past few years in sexual equality. Although politics and business are still male bastions, Dias Loureiro said, it should be noted that girls are in the majority in secondary schools and universities where they are widely represented in traditionally masculine fields. According to the Minister, Portuguese women have the highest employment rate in Europe (42%), but there are still wide differences in salaries: on the average women's salaries are 72% that of men. The Committee then heard Regina Tavares da Silva, President of the *Commissao par a igualdade e direitos das mulheres* (formerly the Commission on the Status of Women), and Ana Vale, president of the European Women's Lobby.

**SOCIALIST GROUP:** The European Parliament's Socialist Group has elected 3 women officers: Barbara Dührkop (Spain), Heinke Salisch (Germany), and Pauline Green (UK), in order to improve the representativity of women on the group's executive board.

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

**UNEMPLOYED HEADS OF HOUSEHOLDS:** The Court of Justice has decreed that the higher benefits paid in Belgium to unemployed heads of families are not contrary to European regulations on equal opportunities between sexes. The European Commission had brought the case of Belgium to Court for it felt that the category of unemployed with a dependent spouse, concubine, or child, a category predominantly male, represented indirect discrimination. The Court disagreed with the Commission. There is no discrimination, it said: Belgium had increased benefits for unemployed persons with dependents in the framework of its social policy, which "in the current state of Community law, is the domain of Member States".

In its defence, Belgium specified that it intended to avoid a sharp drop in the incomes of unemployed persons with dependents. The Court pointed out that these unemployment benefits were a "minimum social guarantee for families", and that in this case a Member State had the right to take into account the relatively greater needs of those who have dependent spouses or children.

**E C O N O M I C   A N D   S O C I A L   C O M M I T T E E**

**PROMOTING SMALL INDUSTRY AND SMEs:** In an opinion concerning a series of pilot projects launched to promote small and medium-sized enterprises, of which Mr. Lustenhouwer (Netherlands, Various Interests) was rapporteur, the Economic and Social Committee noted the Commission's failure to pay adequate attention to the situation of women who head or wish to create an enterprise. It also felt that the "job" factor deserved greater attention than that given by the Commission. The Committee felt that training and upgrading the professional skills of employees of SMEs should be one priority of the Community's policies.

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

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

B E L G I U M

**SEXUAL HARASSMENT IN THE WORKPLACE:** The Women's Labour Commission has published a brochure called *Harcèlement sexuel au travail : mieux vaud prévenir que guérir* (in French) designed to help labour and management prevent sexual harassment in the workplace. It is available on request from the *Commissariat général à la promotion du travail, Ministère de l'Emploi et du Travail*, rue Belliard 51, 1040 Brussels, Tel.: (+32 2) 233-4214. The brochure *Harcèlement sexuel - les moyens d'action juridiques* may be obtained from the Commission's secretariat (*Secrétariat de la Commission du Travail des Femmes* of the same ministry; Tel.: (+32 2) 233-4018).

**WOMEN'S SUMMER UNIVERSITY:** The fourth session of the Women's Summer University was held in Brussels in July at the instigation of the Office for the Cultural and Vocational Advancement of Women of the French-speaking Community. This fourth session was devoted to the place and functions of associations, especially women's associations, in building peace. Useful address: *Ministère de la Culture et des Affaires sociales, Service pour la promotion culturelle et professionnelle des femmes*, 44 Boulevard Léopold II, 1080 Brussels.

**YOUNG PEOPLE AND EUROPE:** The Research Institute for the Development of the European Cultural Area (*Institut de Recherche pour le Développement de l'Espace Culturel Européen*, rue de Parme 69, 1060 Brussels, Tel.: (+32 2) 534-3207) has conducted a survey of the attitudes of young Belgians between the ages of 13 and 15 towards the EC. Noteworthy amongst the findings are the fact that 60% of the respondents plan to pursue studies in higher education in other EC countries (especially the UK) and close to 50% would be willing to work in another EC country. The breakdown of the answers to the latter question revealed that girls were more enthusiastic than boys (51% versus 48% of the two groups of respondents) and French-speakers were more attracted by the prospect of going abroad than Flemish-speakers (61 versus 38%). The respondents' knowledge of the EC was relatively good. Eighty-two percent of the respondents were in favour of a single currency, but only 30% would accept a single government. An overwhelming majority (90%) of those surveyed felt that not enough was being done to protect the environment.

**TWO FEW WOMEN PROFESSORS:** Whilst almost as many women as men study in Flemish universities, this near equality disappears completely when one looks at the teaching and support staff, where men account for an average of 80% of the total. The higher the rank, the rarer the presence of women. Thus, they account for 34% of the temporary scientific staff, 17% of the tenured scientific staff, 8% of the lecturers, 6% of the professors, and 2.9% of the tenured professors. These figures result from a survey conducted by the *Universitaire Instelling Antwerpen (UIA)* with funding from the office of Miet Smet, Secretary of State for Women's Status. The brochure recapitulating its findings, *Vrouwen aan Universiteiten*, may be obtained from Inbel, avenue des Arts 3, 1040 Brussels.

**FIRST:** The first woman Political Secretary of the European Trades Union Conference (ETUC) is Belgian. She is Beatrice Hertogs, 47, who, armed with degrees in sociology and labour law, made her career in the studies office of the Catholic trade union CSC.

**Useful address:** ETUC, rue Montagne-aux-Herbes-Potagères 37, 1000 Brussels.

**CONSEIL NATIONAL DES FEMMES BELGES:** In view of the upcoming general elections, the French-speaking National Council of Belgian Women has launched a campaign to encourage women to stand for election and be placed on the party lists that will make them eligible to fill a seat. The National Council also supports the bills put forward by Ms Jacobs and Huberte Hanquet and Roger Lallemand to institute a scheme of advances on claims for alimony and an overall attempt to improve the regulations governing alimony claims and payment.

**Useful address:** CNBF, 28 square de Meeûs, 1040 Brussels

**WOMEN ON THE THRONE:** Women will henceforward be able to ascend the throne of the Belgian Kingdom. The Senate has followed the Chamber of Deputies' lead (see Women of Europe No. 68) and approved by a unanimous vote the necessary amendments to Article 60 and 61 of the Constitution.

**PSC/CVP:**

\* Gérard Deprez, President of the French-speaking Christian Socialists Party, PSC, would like to increase the number of women in the party by adding to the statutes a protocol to create dual lists (one for men, the other for women) for all elected positions in order to guarantee that half of the elected committee officers are women. One-third of the candidates in the local elections should be women. The next party congress will debate these measures.

\* The "Women and Society" working party of the Flemish wing of this party, the CVP, is also advocating better female representation and demanding that at least one out of five positions be given to women.

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D E N M A R K

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**COLLABORATION WITH THE WOMEN'S COMMITTEE OF THE USSR:** The *Danske Kvinders Nationalrad* (National Danish Women's Council) hosted a delegation from the SSR of Kazakhstan in May 1991 as part of the European Human Rights Conference. During this ten-day visit the Soviet delegation had a chance to meet with DKN delegations as well as with Danish women MPs. Jytte Anderson (Social-Democrat), Karen Hojte (Conservative), Brigitte Husmark (Socialist People's Party) and Elisabeth Arnold (Radical Left) participated in a debate on the influence of women in political parties and on the hierarchy of power in a democracy.

**WOMEN'S AFFAIRS AND THE CSCE - FOLLOW-UP TO THE HELSINKI CONFERENCE:** Following the DKN's productive collaboration with Denmark's Foreign Ministry the Danish Government will strive to have women's affairs included in the process of follow-ups to the Helsinki Conference. The Danish Government wants to include the notion of male/female equality in the official texts. The DKN can pat itself on the back for getting the Danish Government to urge the 35 CSCE (Conference on Security and Cooperation in Europe) countries to adhere unreservedly to the UN convention to eliminate all forms of sex-based discrimination.

**START OF PREPARATIONS FOR A NEW NORDIC CONFERENCE ON WOMEN:** The Nordic Council of Ministers has decided to hold a Nordic Women's Conference in 1994. Finland will host the conference, the goals of which will be the following:

- to assess the progress made in achieving male/female equality equal since the 1988 Nordic Forum;
- to give women and women's organizations from Scandinavia and areas bordering on Eastern Europe a chance to have cross-border contacts; and
- to get involved in the northern countries' preparations for the Global Women's Conference that will be convened by the United Nations in 1995.

The DKN has been invited to the first preparatory meeting, which will take place in Finland in September 1991. The other Danish organizations that will be represented are *Indvandrerne Faellesrad i Danmark* (Joint Emigrants' Council), *Kvindeligt Arbejdersforbund* (Women's Trade Union), *Center for Formidling af Dvindekultur* (Centre for the Spread of Women's Culture), KVINFO (women's information centre), and the Council for Equality.

**COLLECTIVE AGREEMENT ON EQUALITY:** Denmark's labour (LO) and management (DA) have concluded an equality agreement in the form of coventions complementing the cooperation agreement. These complementary agreements contain, among other things, a recommendation aimed at preventing sexual harassment in the workplace. In addition, they provide for mandatory discussions of equality in the Cooperation Committees that exist in each company in order to overcome inequity in hiring and employment. The Cooperation Committees consequently are required to discuss the subject of equality just as they must discuss new technology, productivity and the work environment. The DA and LO are conducting a nationwide campaign about this new equality agreement.

**NEW DKN MEMBERS:**

\* Six associations joined the DKN during the last General Assembly. They are *Ansatte Arkitekters Rad* (Federation of Salaried Architects), *Dansk magisterforening* (Danish Association of PhDs), *Gymnasielaererforeningen* (association of secondary school teachers), *Handels- og Kontorfunktionaerernes Fobund* (Association of Trade and Office Employees), *Dansk Forening for kvinde- og Konsforskning* (Danish Association for Research on Women and Sex); and *Danske Husmandsforeningers Familievalg* (Committee of Families of Danish Small Associations). The DKN now represents 43 associations with a combined membership of more than 1 million.

\* Merete Gerlach-Nielsen, the new president of KVINFO (Centre of Trans-sectoral Information on Research on Women), created a new women's association in May 1991 to back KVINFO while uniting women around various cultural and artistic activities.

**REVERSING THE BURDEN OF PROOF:** The Social Democratic party proposed a bill in the Folketing (Parliament) on 19 March 1991 to amend the laws on male/female equality and equal pay. This bill strengthens the existing legislation governing such matters by reversing the burden of proof. This means that in the case of claimed wage discrimination, the employer must prove that the positions being compared are not of equal value.

**VICTORY OF EQUAL PAY FOR EQUAL WORK:** W.S. Shamban Europe S.A. of Helsingor must pay damages of DKr1 million to its women employees following an Arbitration Court ruling in favour of the women's labour union *Kvindeligt Arbejderforbund*. The union filed a suit about the lower wages paid to women when compared to those of men for what was considered to be work of equal value. This suit involved minimum wages. It is the first time in the Danish jurisprudence that such a ruling has been made.

Useful address for all of the information in the section on Denmark: *Danske Kvinders Nationalrad*, Niels Hemmingsensgade 8, DK-1153 København, K. Tel.: (33) 128087; Fax: (33) 126740.

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F R A N C E

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**WOMEN IN POWER:**

\* The new French Government has a woman Prime Minister—a first in the history of France. She is Edith Cresson, former Minister for European Affairs. The Government that she has formed also has more women ministers than the previous one (7 versus 6). The breakdown is as follows: three full ministers—Martine Aubry, Minister of Labour, Employment and Vocational Training; Edwige Avice, Minister of Cooperation and Development; and Frédérique Bredin, Minister of Youth and Sport—and two Ministers of State—Elisabeth Guigou, Deputy Minister of State (*Ministre délégué*) to the Foreign Minister, in charge of European Affairs, and Catherine Tasca, Deputy Minister of State to the Foreign Minister, in charge of the community of French-speaking countries. Véronique Neiertz is Junior Minister (*Secrétaire d'Etat*) to the Minister of Labour, Employment and Vocational Training and is in charge of women's rights.

\* There are 24 women in the Elysée's 51-person staff. Most prominent amongst them are Anne Lauvergeon, 31, Deputy Secretary-General to the Presidency, who replaces Jacques Attali, newly-appointed director of the European Bank for Reconstruction and Development; Béatrice Marre, Mitterrand's First Private Secretary; Caroline de Margerie, who is responsible for European Affairs; Nathalie Duhamel, Presidential Press Attaché; and Georgette Elgey, keeper of public records for the two presidential terms.

**FAMILY POLICY:** Héléne Dorlhac, former Junior Minister for Family Affairs and the Elderly, presented a communication on reconciling career and family life to the Council of Ministers in March, before the government reshuffle. According to her information, there are 1.2 million children under 3 with working parents in France. Childcare is thus a key element of family policy. The Government wants to make having children easier, notably for working women, by increasing the number of mandatory antenatal check-ups from 4 to 7, increasing childcare facilities for the under-fives, and improving the quality of childcare for young children by, among other things, improving the social protection and status of childcare workers.

**MARITAL VIOLENCE:** The association SOS-VIFF of Villeurbanne was one of the first groups in France to open a shelter for battered women. Today this association, which has a large number of complementary goals (information, shelter, social assistance, study, and action) has published a remarkable brochure on violence, made possible in part by the fact that a number of women agreed to pierce the wall of silence.

Useful address: SOS-VIFF, 156 Cours Tolstoï, 69100 Villeurbanne.

Directress: Brigitte Theveniau. Tel.: 7885-7647.

**RAPE WITHIN MARRIAGE:** In a historic decision handed down on 5 September 1990 the *Cour de Cassation* found a husband guilty of raping his wife. This is a first in France.

**EUROPEAN WOMEN'S LOBBY:** France's women's associations have created an EWL coordinating committee, the CLEF, headed by Nicole Dromard.

Useful address: *Coordination du Lobby Européen des Femmes*, 100 rue de Renne, 75006 Paris.

**EMPLOYMENT RATE OF FRENCH WOMEN:** The employment rate for French women is 67%. This is the highest figure in the EC. The number of women working in France is 10.5 million, or 44% of the workforce, and the number should rise to 12 million by the year 2000. However, only one out of 100 corporate CEOs is a woman.

**NIGHT SHIFTS:** Twenty-five percent of the 1,333,000 night shift workers at Bull's Angers plant are women. Two of the labour unions on the premises, namely, the CFTC and CFDT, had signed an agreement authorising night work for women, but the CFTC confederation voided the signature of its local representative. This culminated in the statement made by Yvette Roudy, former Minister for Women's Rights, in the National Assembly, to wit, "For me, equality means that no one--neither men nor women--works nights, except for closely monitored exceptions".

#### **WOMEN JUDGES:**

\* Women now account for 39% of the country's judges and are expected to reach the 50% mark by 1995.

\* The Higher Council of the Bench (*Conseil supérieur de la Magistrature*) has appointed Jacqueline Cochard president of the *Tribunal de grande instance* in Paris to replace Robert Diet. Ms Cochard is the second woman to head this court. Simone Rozès had the position from 1976 to 1981, before being serving as a barrister at the EC Court of Justice from 1981 to 1984, then first President of the *Cour de cassation* from 1984 to 1988. Two of the seven newly-appointed *conseillers* (judges) on the Court of Cassation are women: Agnès Delaroche, who has been president of a chamber of the Paris Appeal Court since 1987, and Françoise Ride, president of a chamber of the Versailles Appeal Court since 1988.

**DIVERSIFYING FEMALE EMPLOYMENT:** Among the innovative initiatives linked to the diversification of women's jobs the Secretariat for Women's Rights has set up, with the help of the European Social Fund, the Loire region and the Ministry for Craft Industry and Culture, a two-year full-time practical training course for ten women musicians with *baccalauréats*. The training will follow two tracks: instrument manufacturing and selling techniques.

**FIRST:** The Association of Parents of Public School Pupils, PEEP, has elected its first woman president, Joëlle Longueval, to replace Jacques Hui. Longueval, 45, was president of the Regional Union of Pas-de-Calais for three years before becoming Secretary-General in 1988.



**60% FOR ALL WIDOWS:** "*60% pour toutes les Veuves*" is an apolitical association (24, rue de l'Eglise, Brest) that advocates the widow's right to obtain a survivor's benefit equal to 60% of her deceased husband's entitlement.

**NEW ASSOCIATION:** "*Générations femmes d'entreprises*" (Corporate Women Generations) is a new association created to set up a network of exchange and advice among women in industry, trade, and the service sector and encourage women to take over companies and accede to decision-making positions.

**Useful address:** *Génération Femmes d'entreprises*, Chambre de Commerce et d'Industrie de la Vienne, 47 rue du Marché, F-86006 Poitiers. Tel.: 4941-4661.

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## G E R M A N Y

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**WOMEN'S AND FAMILY POLICY IMPROVEMENTS:** The agreements of the new CDU/FDP/CSU coalition federal government elected in December 1990 includes important improvements in women's and family policy. Besides extending the special programme to enable women to resume working after rearing their families the agreements cover financing for antenatal care in the new Länder, the prolongation of the payment of education benefits, lengthening of the child-rearing leave, extension of the sickness leaves granted to mothers and fathers to take care of their children, improvements in the alimony pre-payment scheme, and improved equal treatment measures, and the right to a place in a nursery school.

**NEW LANDER:** The Federal Government has earmarked one thousand million DM (0.5 thousand million Ecus) to finance childcare facilities in the new states (Länder). It has also raised pensions in the former GDR in two increments for a total increase of 15%.

**MINISTERIAL RESHUFFLING:** The former Federal Ministry for Youth, the Family, Women and health has been split into three independent ministries. The Federal Ministry for Women and Youth is now headed by Angela Merkel, 36, a physicist from the former GDR. Equal treatment for men and women, says Minister Merkel, will not be pounded into being by a series of laws. It is a matter of training and education, for equality begins in the mind. The Federal Ministry for the Family and the Elderly is Hannelore Rößsch, 48, until now a representative in the Bundestag. The new Health Minister, Gerda Hasselfeldt, 40, was formerly Minister of Building. Irmgard Adam-Schwetzer, 45, replaces her in the Federal Ministry of Territorial Planning, Building and Town Planning.

**MARITAL LAW:** The Federal Constitutional Court has ruled that the woman's automatic adoption of her husband's name is contrary to the principle of equal treatment for men and women. As a result, the second sentence in Paragraph 2 of Article 1355 of the Civil Code has been declared null and void and German marital law must be amended accordingly.

**WOMEN AND UNIVERSITIES:** The second special programme for universities includes a 700 million DM (350 million ECUs) budget line for projects that encourage women in this area.

**WOMEN AND EMPLOYMENT:** A growing number of women work in the German civil service. In 1989/90 women occupied a total of 306,200 of the country's 1.12 million civil service jobs. Most women in the civil service are PTT employees.

**ABORTION:**

\* The Unification Treaty paragraph stipulating that a regulation on abortion must be adopted by the end of 1992 is triggering heated debate in women's organizations, political parties and Parliament. Angela Merkel, Federal Minister for Women and Youth, has drawn up a budget of 1 thousand million DM to help needy women who decide not to abort. The Federal Government is setting aside 15 million DM (approximately 8 million Ecus) to create some 200 pregnancy clinics in the new Länder.

\* The Catholic Church organized an anti-abortion week on 10-16 June called "Week for Life". The president of the Episcopal Conference, Bishop Karl Lehman, said that the protection of life must be the most important mission of this generation.

**UNIVERSITY EDUCATION:** While the number of freshman enrolments has increased 11.5% to a new record high, the proportion of women has fallen to 39.2% (versus 40.4% previously), despite the fact that as many women completed secondary school as men.

**WOMEN SCIENTISTS IN ANTARCTICA:** For the first time in history a group of women scientists spent the winter in Antarctica. The all-woman group consisted of 4 scientists, 2 engineers, 1 doctor, 1 cook and 1 telegraph operator. Their expedition lasted 14 months.

Useful address: *Bundesministerium für Forschung und Technologie*, Postfach 200240, D-5300 Bonn 2

**UNEMPLOYMENT:** The female unemployment figures in the new Länder rose from 55.2 to 56.1% over one month whereas the female unemployment rate in the western Länder fell to 14.8%. More women than men have expressed interest in continuing vocational education measures in the eastern Länder.

**WOMEN'S HOMES:** The Federal Government has allocated 1.2 million DM to help fund the creation of women's homes in the new Länder.

**EDUCATION BENEFIT:** 96% of those eligible to receive the education benefit have actually received the benefit. The total amount paid out by the Federal Government was 1.7 thousand million DM in 1986 (the first year of the scheme). Payments totalled 4.5 thousand million DM in 1990 and are estimated to reach 6 thousand million in 1993. In addition, 98% of the men and women entitled to take a child-rearing leave have done so.

**WOMEN AND THE ARMY:** The Defence Committee of the Parliamentary Assembly of the Western European Union (WEU) have decided, based on the principle of equality, to allow women to perform voluntary military service. This decision met with a mixed reaction in the Bundestag. No party, however, is in favour of mandatory military service for women.

**SINGLE PARENTS:** In the former GDR child custody was generally awarded to the women in the case of divorce. The number of single-parent families with female heads of household is consequently higher in East Germany, where women are younger and better qualified than in West Germany. In contrast, the number of West German men who have been granted custody over their children is rising. One out of three children was born out of wedlock in East Germany in 1989 versus one out of ten in West Germany.

**Useful address:** *Presse- und Informationsamt der Bundesregierung, Postfach, D-5300 Bonn 1.*

**SEXUAL HARASSMENT IN THE WORKPLACE:** A survey of 2,000 women has revealed that 72% of them have been subjected to sexual harassment in the workplace. Acting at the behest of the Federal Ministry for Women and Youth, Dortmund's social research centre has proposed creating a "sexual harassment adviser" and drafting a model behaviour code for companies in order to improve the situation.

**HOMEMAKERS:**

\* A series of courses called "Mothers during and after child-rearing" enables women to become social workers and thus take up work outside the home. (Social Institutes of the KAB, C. Musshart, Bräuhausstraße 10, D-8000 München 2)

\* To mark "Home Economics Day" the German Housewives' Union observed that "unpaid work in the home is the cornerstone of the economy".

\* The German Federation of Housewives has chosen the following theme for 1991: "Househusbands are also allowed".

**GERMAN HOUSEWIVES' UNION:** The President of the German Housewives' Union, Ingrid Gripp, has pointed out that child-rearing and household chores performed in Germany are worth some 263 thousand million DM. A mother with three young children works 116 hours a week. Remunerating housework, which is one of the union's demands, would give both mother and father true freedom of choice.

**ASSOCIATION OF GERMAN WOMEN ENTREPRENEURS:** Since February 1990 the Association of German Women Entrepreneurs grants women entrepreneurs in the new Länder the status of special members for whom membership fees are waived. This measure is designed to give women entrepreneurs and heads of companies in the former GDR to participate in all the association's activities and thus become familiar with the basics of the social dimension of a market economy quickly and without the fetters of bureaucracy. Some 400 women entrepreneurs from the new Länder have already availed themselves of this special membership.

**Useful address:** *Verband deutscher Unternehmerinnen, Gustav-heinemann-Ufer 49, D-5000 Köln 51*

**NEWS FROM THE LÄNDER:**

**WHO DOES WHAT?:** An inter-regional reference called *Sprachbook für die Frauen der Schleswig-Holstein* contains 200 addresses that should help answer the question, "Who is working for women?"

**THE SAAR:** President Oskar Lafontaine has dismantled the Saar Ministry of Women's Status. This decision, that has been termed "retrograde", is unique in the history of the 16 Länder.

**BREMEN:** The Senator in charge of training, science and the arts has published, with the help of the Central Office for Achieving Male/Female Equality, the proceedings of a meeting called "*Frauen ins Museum?*" (Women in the Museum?), in which various peripheral aspects of women's status are put under the spotlights. (Ursula Kerstein, Zdf, Schmidstraße 9, D-2800 Bremen)

**BERLIN:** The women of West and East Berlin were able to elect a president representing all of the women of Berlin for the first time in 40 years. Their choice was Hanna-Renate Laurien, 63, formerly Senator for school affairs in West Berlin.

**LOWER SAXONY:**

\* Waltraud Schoppe, Region Minister for Women, held yet another contest on the corporate advancement of women this year. Each winning company will receive a 5,000 DM (2,500 ECU) prize.

\* Following the assassination of Detlev Karsten Rohweder by the Red Army Faction Birgit Breuel, former Minister of the Economy and Finance of Lower Saxony, has been appointed the new president of the Berliner Treuhandanstalt.

**RHINELAND-WESTFALIA:** The Ministry for Male/Female Equality of Rhineland-Westfalia is demanding a quota for the reconversion and return of women to the work force that would be contingent on the female unemployment rate.

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G R E E C E

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**WOMEN IN POLITICAL PARTIES:**

\* A woman has been elected to head a political party for the first time in Greek history. The last KKE (Greek Communist Party) Congress elected Aleka Papariga General-Secretary. Papariga, 45, has never been an MP but is well known in the party.

\* One month after this first event Maria Damanaki was elected to head the political association *Synaspismos*, a coalition of the KKE, EAR (Greek Left), and other small left-wing parties. Maria Damanaki, 40, is known for her resistance to the Greek dictatorship. She has served as a Communist MP, Vice-President of the Greek Parliament, and parliamentary spokeswoman of the aforementioned coalition.

**LAUNCH OF THE NOW PROGRAMME:** The Community initiative NOW (see THE CHANGING COMMUNITY) and the equal opportunities policy were the subjects of a conference held in March by the General Secretariat for Equality. It appears that more and more women would like to create their own companies or be part of a cooperative and the NOW programme can be of great help in such endeavours. The General Secretariat for Equality announced at this conference the opening of a Women's Information Centre to contribute to improving women's vocational training and jobs.

**SEMINARS ON EQUALITY:** The Greek Women's Confederation is offering, in conjunction with the General Secretariat for Equality, a series of seminars on equality in the labour union movement and politics and the current situation of Greek women.

**GRAND PRIZE OF THE ACADEMY OF LETTERS:** The Grand Prize awarded by the Academy of Letters every four years was given this year to Virginia Tsouderou for the publication of an important selection of writings from the archives of her father, who was Prime Minister of the Greek Free Government in Cairo during World War II (see Women of Europe No. 67).

**70 YEARS OF STRUGGLE:** The Women's Rights League celebrated its 70th anniversary this year. It is the oldest Greek organization dedicated to the cause of male/female equality. The League has published a newspaper called The Women's Struggle for 26 years. The theme of festivities organized by the League to celebrate International Women's Day this year was "women refugees".

Leading political and social figures participated in the celebration of the League's 70 years in existence. The date was marked by a debate on the challenges faced by women because of the changing economy and job market. There was also a performance of Ibsen's play The Doll's House, followed by an open discussion with the actors.

Useful address: Alikì Marangopoulou, President.

**WOMEN IN THE CIVIL SERVICE:** The problems encountered by women who work in government administrations were the subject of a colloquium held by ADEDY, the Greek union of civil service employees. The areas covered by the colloquium were education, the structure of the government administration, influences and results with regard to sexual discrimination and the role of the labour union movement.

**MOVING TOWARDS A BALKAN WOMEN'S COMMITTEE?:** The Association of Inter-Balkan Cooperation of the Women of Salonika (President: Kaiti Tzitzikosta) organized the first meeting of "Women's Inter-Balkan Cooperation". This raises many hopes for future peace and develop in this region. Various figures from Romania, Bulgaria and Greece engaged in a productive exchange of ideas and decided to hold another meeting in the spring of 1992 at which all six Balkan countries would be represented. It was also decided to create a permanent seven-member committee to promote the idea of cooperation among Balkan women in governments, NGOs and public opinion.

For the useful addresses for Greece contact Poly Miliori, Filadelfeos Street 35, 145 62 Kifissa, Athens.

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## I R E L A N D

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**COURSES CRITICISED:** The National Training and Employment Agency (FAS) has been criticised by women's groups for its failure to have its training courses and employment preparation courses meet women's needs. This criticism was levelled by women all over the country who attended the Annual General Meeting of the Council on the Status of Women. The Employment Equality Agency has made a call for the provision of women-only training programmes as part of a national policy on equality and training and the need for a national childcare policy in its submission to the

second Commission on the Status of Women. FAS rejected the criticisms, saying that it has spent 2.57 million pounds this year specifically on women's courses and its policy was to help bring about equal employment opportunity.

Useful addresses: FAS, 27 Upper Baggot Street, Dblin 4. Tel.: 01-68 57 77  
The Employment Equality Agency, 36 Upper Mount Street,  
Dublin 2, Tel.: 01-60 59 66.

**GOVERNMENT ACCEPTS RECOMMENDATIONS OF COMMISSION ON THE STATUS OF WOMEN:**

The second Commission on the Status of Women has just published its "First Statement to Government" containing seven policy recommendations to improve the status of women. In accepting these recommendations *Taoiseach* (Prime Minister) Charles J. Haughey observed that the principles were acceptable to the Government. The seven recommendations concern equal rights of ownership in the family home and of household chattels; an exposé on the probable impact of women of proposed policy changes in every Memorandum for Government; better representation of women on the boards of State-sponsored bodies; withholding government funding for private clubs that discriminate against women; the appointment of a woman as fifth member to the Top Level Appointments Committee; abolishing the age barrier to public sector recruitment; and reviewing the primary curriculum handbook with a view to eliminating all sexism and sex-stereotyping from it.

**COUNCIL OF STATE:** President Mary Robinson has appointed four women to the Council of State. They are

- \*Monica Barnes, 55, Fine Gael, Front Bench Spokeswoman on Marine and Urban Affairs, Chairwoman of the *Oireachtas* (Parliament) Committee on women's Rights, Vice-President of the Women's Section of the European People's Party, and founder member and former administrator of the Council on the Status of Women;
- \*Emer Coleran, 46, professor of microbiology at University College, Galway, Vice-President of the European Environmental Bureau's Biotechnology Committee, and former National Chairwoman of *An Taisce*;
- \*Patricia O'Donovan, 38, barrister, Assistant General Secretary of the Irish Congress of Trade Unions, ICTU representative on the National Economic and Social Council, European Trade Union Confederation and the International Labour Organization; and
- \*Rosemarie Smith, 51, farmer, National Chairwoman of the Farm Family Committee of the Irish Farmer's Association, member of the second Commission on the Status of Women, Ireland's representative in the Women's Section of COPA and one of Ireland's representatives in CEPFAR and a member of the CSW.

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I T A L Y

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**NEW LAW:** The Italian Parliament has approved a string of measures to eliminate discrimination in work and employment, boost female employment and ensure true equal opportunity for the sexes. Three specific types of action are involved: affirmative action, reversing the burden of proof in discrimination cases and the creation of a national Committee for equal pay and treatment for male and female workers (*Comitato Nazionale per l'attuazione dei principi di parità di trattamento ed eguaglianza di opportunità tra lavoratori e lavoratrici, Ministero del Lavoro, Roma*).

**PARENTAL LEAVE FOR ADOPTIVE FATHERS:** Following a court ruling, the adoptive father who, with the mother's consent, decides to take care of an adopted child may take a paid three-month leave of absence from work at 80% of his salary. The Parliament is also working on a bill to give natural fathers wishing to do so the right to take parental leaves.

**LAST RESPECTS:** Angelina Guidi Cingolani passed away on 11 July. A militant antifascist, member of the Constituent Assembly and Christian-Democratic MP in the last legislature, Guidi Cingolani was the first woman in Italy to hold office in the national government, for she was appointed Under Secretary of Industry and Commerce in 1951 in the seventh De Gasperi Cabinet.

**WOMEN IN POWER:** Margherita Boniver of the Italian Socialist Party has been appointed Minister of Immigration. This is the first time that there are two women ministers in an Italian Government. The other woman is Rosa Russo Iervolino, Social Affairs Minister.

**FIRSTS:** Franca Malfatti Spinola, physician and Vice-President of the Grosseto Farmers' Union, is the first woman president of an Italian Chamber of Commerce. She presides over the Chamber of Commerce, Industry, Crafts and Agriculture of Grosseto, which has more than 16,000 names in its register.

**WOMEN WITHOUT BORDERS:** *Donne senza Frontiere* is a new association created by Italian and foreign women from outside the EC to improve knowledge of immigrant women, break through cultural borders and eliminate stereotypes. The association wants to develop concrete cultural initiatives and help achieve equal rights for immigrant women. For registration and information: Marta Ajo, President, via di Trastevere 40, Roma. Tel.: (06) 839-3660.

**WOMEN AND THE ENVIRONMENT IN THE THIRD WORLD:** "*Donne e ambiente: un legame determinante per uno sviluppo sostenibile*" (Women and Environment: a determining link for sustained development) is the title of the campaign launched by the women's development association AIDOS (*Associazione Italiana donne per lo sviluppo*) with the financial support of the European Communities. The goal of the campaign is to shed light on the connection between Third World women and their environment (desertification, water, fuel, arable land, trees, urban environment) and the important role that women can play to maintain the ecological balance. The campaign includes the publication of a book and a film, "*Terra Donna*", that explain the problems clearly. The campaign will wind up in the autumn with the publication of a book of photographs and the holding of various meetings on this subject in several Italian cities (Roma, Torino and Messina).

**RESEARCH:** CISDOS, the Inter-university Centre for the Study of Women in History and Society (*Centro interuniversitario per gli studi sulle donne nella storia e nella società*) is the brainchild of the University of Rome "Sapienza" and Cassino's "Studies University". This inter-university centre wishes to promote and coordinate research on women in history and their role in society and facilitate information exchange on these subjects with other Italian and European universities. It also plans to set up a specialised documentation centre and a library.

**Useful address:** Prof. Ginevra Conti Odorisio, Facoltà di Magisterio,  
Università degli Studi di Cassino, Cassino (43043Fr)

**ITINERANT EXHIBITION:** The Italian Union of Marriage and Prenuptial Education Centres UICEMP has organized an itinerant exhibition of the posters that it has published over its twenty years of information activities. The message put across by this exhibition, which is sponsored by the province of Milano and has been circulating since April, is that responsible parenthood is still a topical question that affects the health of the woman, couple, family and society.

Useful address: *Unione Italiano Centri Educazione Matrimoniale Prematrimoniale*, via E. chiesa 1, 20122 Milano. Tel. 02-783-915

**SCHOOL IN HOSPITAL:** In Rome, children who are ill may henceforward take first-cycle courses. The health administration of the Hospital of Infant Jesus (*ospedale del Bambin Gesù*) and the Virgilio secondary school or, to be more precise, the hospital's vice-president, Doctor Daniela Collina, and the school's president, Professor Lucia Ruggero are behind this initiative. Such a possibility already existed for elementary school classes.

Useful address: *Direzione Sanitaria dell'Ospedale del Bambin Gesù*, Piazza S. Onofrio 4, 00165 Roma.

**CIVIC EDUCATION:** ANDE, the National Association of Women Voters, that has been working for years to improve the image of civic education has launched a prize for secondary school pupils. First and second prizes of 1 million and 500,000 lire will be awarded to the two best compositions on the duty to oppose violence in order to defend human dignity and prevent young people's living in a climate of crime.

Useful address: *Associazione Nazionale Donne Elettrici*, via E. Quirino Visconti 8, Roma.

**ANDOS:** The National Association of Breast Surgery Patients (*Associazione Nazionale Donne Operate al Seno*) held its sixth national meeting in Trieste. This meeting, which revolved around the subject "a new spring of life", gave women who had gone through a painful experience to break out of their solitude by talking and exchanging experiences.

Useful address: ANDOS, via Udine 6, 34132 Trieste.

**PDS CONFERENCE:** The PDS or Democratic Party of the Left held a national conference in Rome for elected officials on the theme of rights and powers for a friendly city (*Per una città amica : tempi, diritti, poteri*). The conference was attended by female elected officials, representatives of women's associations and women working in the field and debated various issues concerning city life and political and institutional reforms.

Useful address: PDS, via della Botteghe oscure 4, 00186 Roma.

**COMMUNES OF EUROPE:** Female representation was boosted by the elections held during the 10th National Congress of the Italian Association of the Council of Communes and Regions of Europe, AICCRE. There are now 24 women on the 185-member National Council, 5 on the 47-member National Executive Board, and 3 in the 16-member national "*giunta*". The congress also adopted a document in support of the sexual equality policy.

Useful address: AICCRE, Piazza di Trevi 86, 00187 Roma. Tel.: 06-684-0161. Fa: 16-679-3275.



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L U X E M B O U R G

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**TECHNICAL FOUNDATIONS FOR GIRLS:**

- \* Luxembourg's technical *lycée* of arts of trades offered its first introduction to technical skills course for 14- to 16-year-old girls in order to raise their interest in technical careers, for which there is an offer. A total of 340 girls from ten different schools attended.
- \* Within the framework of the PETRA and IRIS programmes the technical *lycée* offered three days of lectures and workshops for women in July.

Useful address: *Lycée technique des Arts et Métiers*, 19 rue Guillaume Schneider, L-2522 Luxembourg. Tel.: 474-891.

**WOMEN'S WORK:**

- \* Luxembourg's women are particularly interested in part-time jobs. That, in any event, is the case of 70% of the women respondents in a recent survey. Of the women interested in working part-time 25% gave financial reasons and 25% cited the growing isolation in the home, where they do not have enough to do, as reasons for seeking part-time work.
- \* According to the Labour Minister, Jean-Claude Juncker, Luxembourg's economy cannot do without the contribution of women, for the job market is expanding steadily. Currently, 17,500 working women are married. It is nevertheless interesting that two-thirds of Luxembourg's women, who make up about one-third of the country's workforce, earn the minimum wage, which was increased (from 33,414 to 35,922 francs/month) on 1 April.

**Useful addresses:**

- *Centre de formation professionnelle continue*, Walferdingen.
- help and advice on going back to work: *Initiative Rem Schaffen*, 6 rue de Trèves, L-2631 Luxembourg. Tel.: 472-811.
- special help for unwed mothers: CFFM (*Centre de formation pour familles et familles monoparentales*), 95 rue de Bonnevoie, L-1260 Luxembourg. Tel.: 490-051. This centre can also send an aide to the home to take care of a sick child: ask for the "Krank Kanner Doheem" Service.
- *Pro Familia*, 5 rue de Zouftgen, L-3598 Dudelange, Tel.: 517-272, also offers guidance for families, especially single-parent families, and offers emergency lodgings.
- Private organizations such as "Mammen hellefe Mammen" (Moms Helping Moms) offer childminding services for a few hours or an entire day in the following localities: Sanen, Walferdingen, Niederanven, Roodt/Syr, Steinfort, Mondercange, and Contern.

**HELP FOR THE ELDERLY:**

- \* To make life easier for women with dependent elderly relatives the country's communes are tending more and more to organize daycare for the elderly. A minibus picks up the senior citizens in the morning to drop them off at the centre where they spend the day. The centre serves meals at low-income prices and offers them various occupations and entertainment. The senior citizens are dropped off at their homes in the evening.

\* A geriatric care benefit of about 10,000 francs has been instituted for families with dependent senior citizens who cannot live alone. It should be added that one must wait months to enter a retirement or nursing home for the elderly in Luxembourg.

\* To provide temporary relief for people with elderly dependents, nursing homes can take in the elderly for short stays of from two to six weeks.

Useful address: *Ministère de la Santé*, Boulevard de Pétrusse, L-2935 Luxembourg. Tel: 408-01.

**BIRTH PREMIUM:** As requested by the Social-Christian People's Party, the CVS, maternity leaves are no longer granted to wage-earners alone, but have been extended to homemakers and self-employed women. So is the child-rearing benefit, which is now granted to homemakers and women with low incomes for two years.

Useful address: *Caisse nationale des prestations familiales*, la Bd Prince Henri, L-1724 Luxembourg. Tel.: 477-1531.

**INCREASE IN CHILD-REARING BENEFIT:** The Minister for the Family, Fernand Boden, has announced a string of measures designed to improve the compatibility of family life and a career. These include extending and raising the child-rearing benefit, flexible hours, improved measures for returners, and more childcare facilities.

**PENSIONS:** The CSF (Confederation of Social-Christian Women) has decided to examine the current pension bill. It regrets that the bill does not provide for splitting pension rights in the event of divorce. On the other hand, it applauds the fact that leaves occasioned by young children and during which the State pays the employee's pension contributions has been extended to 2 years (instead of the previous 1-year period). The CSF hopes that this rule will also apply to women who gave birth before 1 January 1988, for it is difficult for such women, if they stop working, to work long enough to be eligible for a full pension. For the same reason the CSF believes that pre-retirement at 57 years of age for people who have worked 40 years discriminates against women.

Raising widows' pensions was also welcomed. From now on widows will receive the complete statutory pension and 75% of the contributions-based pension. Thanks to the raise in the orphan's benefit a widow with one child will receive 100% of the pension to which her husband would have been entitled.

Useful address: CSF, 4 rue de l'Eau, L-1449 Luxembourg.

**TAX REFORM:** The tax reform contains several measures that help families, including an increase in the non-wage income rebate from 48,000 to 180,000 francs for spouses if one is a wage-earner. This measure is particularly favourable for part-time work and low incomes and erases much of the discrimination between married and unmarried persons.

Useful address: Ministère des Finances, 3 rue de la Congrégation, L-2931 Luxembourg.

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T H E   N E T H E R L A N D S

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**HEALTH:** The DES Action and Information Centre has produced a video film called "*Des-geschiedenis nog geen historie*" (the story of DES is not yet history) about the medical consequences of DES (a fertility drug) for the women who used it and their daughters. The 45-minute film may be obtained upon request from DES *actie- en informatiecentrum*, Wilheminapark 25, 3581 NE Utrecht. Tel. 030/518-160.

**STERILISATION:** The insurance company *Centraal Beheer de Apeldoorn* paid a sterilised woman who had a child after her operation 75,000 guilders in compensation for the expenses she will have to make up for in the coming years. This is the first time that an insurance company has decided to pay such compensation without first going to court.

**EDUCATION:** 77.3% of women university graduates feel the need for continuing education, but half of them do not have the opportunity. This is revealed by a survey conducted by the Association of Women Graduates (*Vereniging van Vrouwen met een Academische Opleiding*). According to the respondents, employers tend to sign up men rather than women for such courses. That is why the association proposes that the government give more subsidies to firms that practice affirmative action.

**POLICEWOMEN:** A survey conducted by the Management Research Centre of Nijenrode University reveals that 36% of women police officers leave the force early not because of the male environment or because they have children but because they have few possibilities of career advancement. The second leading reason is the distance between the home and place of work and the difficulty of combining a regular schedule with family life.

**SURNAMES:** A bill put forward by the Secretaries of State for Social Affairs and Justice would allow parents to choose whether their newborn children will bear the father's or mother's surname.

**WOMEN AND MEDICATION:** The Women and Medication Foundation (*Stichting Vrouwen en Medicijngebruik*) has been using many ways, include mutual help groups, since 1975 to prevent and overcome addiction to tranquilizers. Useful address: *Stichting "Vrouwen en Medicijngebruik"*, Poeyersstraat 50, 5642 Eindhoven.

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P O R T U G A L

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**EQUAL OPPORTUNITIES:** The General Workers' Union UGT has filed a suit with the EC Court of Justice against the discriminatory policy of the Portuguese commercial bank *Banco Comercial Portugues*, which has only 16 women (most of them secretaries) amongst its 2,300 employees. The bank's labour union had filed a complaint with the Commission for Equality at Work and in Employment without success. The same subject came up in a question put to the Government by Parliament. The Government was willing to intervene if the discrimination could be proved.

Another private bank, *Banco Borges e Irmao*, has also been brought up on charges of excluding women on maternity leaves from getting a share of the bank's profits. The *Provedor de Justiça* has already given his opinion on these cases and stressed that it is incumbent on the Government to take the necessary measures, given that Portugal has ratified the ILO's anti-discrimination convention.

Useful address: *União geral de Trabalhadores*, Comissão Mulheres, Rua Buens Aires 11-1°, Lisboa. Tel.: 676-503.

**FAREWELL:** Dr. Elina Guimaraes, a tireless, tenacious defendant of women's rights, has died. A member of the first generation of women to obtain law degrees (1926), Dr. Guimaraes was a member of many international women's organizations (International Council of Women, International Alliance for Women's Suffrage, International Federation of University Women, *Fédération internationale des Femmes diplômées en Droit*). She was awarded the International Woman's Prize and was inducted into the Portuguese Order of Liberty in 1985. She was nominated Portugal's candidate for the 1988 Women of Europe Prize.

**WOMEN'S STUDIES:** The Portuguese women's studies association *Associação portuguesa - Estudos sobre Mulheres* was created at the instigation of the Commission of Equality and Women's Rights (the former Commission on Women's Status) to support and promote studies about women in politics, economics and the social sector.

Useful address: Verginia Ferreira, av. Infante Santo 63, 1° esq. 1300 Lisboa.

**WOMEN ENTREPRENEURS:** The second exhibition of women entrepreneurs' activities was held in January during Lisbon's international trade fair. This exhibition was sponsored by the Portuguese federation of women entrepreneurs *Federação das Mulheres Empresarias Profissionais de Portugal* and boasted some 150 stands representing a wide range of activities from microfilm to agriculture, furniture to construction, advertising, journalism, etc.

Useful address: *Associação de mulheres Empresarias*, rua Vitor Cordon 37, 1°, Lisboa.

**WAGES:** According to data published by SITES (*Sindicato dos Trabalhadores de Escritorio, Comercio e Serviços*) going back to November 1990, women earn more than men in three sectors, namely, fishing (+3,000 Esc. = +16 ECUs), the footwear industry (+1,000 Esc = +5.5 ECUs) and glassmaking (+12,000 Esc. = +66.8 ECUs). In contrast, the difference in wages in favour of men is much greater in the following three sectors: tobacco (+37,000 Esc. = +205 ECUs), pharmaceuticals (+36,000 Esc. = +200 ECUs) and graphic art (+30,000 Esc. = +166.7 ECUs). These figures apply to office workers only.

**JOURNALISTS:** The number of women in the media in Portugal has risen 5.6% over the last three years, but three-quarters of the country's professional journalists are still men. These facts were revealed at the last national meeting of journalism, held by the Journalists' Union in March.

Useful address: *Sindicato dos Jornalistas*, rua dos Duques de Bragança 7-2°, 1200 Lisboa. Tel.: 346-7175.

**PRIZES:** The non-governmental organizations on the Advisory Council of the Commission for Equality and Women's Rights have set up two prizes to promote creativity and research to improve the status of women. The 500,000-Escudo (2,778 ECU) "*Mulher Investigação*" (Woman Research) Prize was awarded to research into the life of a woman cork industry worker (*História da vida de uma operaria da industria corticeira - Construção das identidades através de diferentes processos educativos*) by Maria José de

Sous Magalhaes, Maria Laura Fernandes and Olga Oliveira. The 250,000 Escudo (1,400 ECU) "*Mulher Divulgação* 1990" (Woman Broadcasting 1990) Prize was awarded to Ana Aranha, Joao Coelho and Maria José Dionisio for "*Dra Cessina Bermudes*" in the "Portraits" (*Retratos*) series.

Useful address: *Comissão para a igualdade e direitos das mulheres*, Av. da República 32-1°, 1093 Lisboa Cedex. Tel. (01) 797-6081/4.

**WOMEN AND VIOLENCE:** The Portuguese Parliament approved in May the creation of an office to provide assistance to women who are the victims of violence. According to Borges Soeiro, Deputy Justice Minister, the Government will put forward a bill requiring the State to compensate the victims of violence if the assailant is unable to do so.

**WOMEN IN THE HOTEL INDUSTRY:** Characterising the main problems of women in the tourist industry was the goal of a meeting held by the Federation of Hotel Industry and Tourism Unions of Portugal. The problems mentioned included unequal pay (17% lower than men's pay), the great instability of employment, working hours, and the conditions of hygiene of the establishments.

Useful address: *Federação dos Sindicatos de Hoteleria e Turismo de Portugal*, Esadinhas da Barroca 3-A, 1100 Lisboa. Tel.: 873-844.

**SUBSIDY:** The Portuguese Parliament has approved a proposal by the Subcommittee for Equal Rights and the Participation of Women to include a line in the budget of the *Comissão para a igualdade e direitos das mulheres* to support NGOs' activities. This is the second year that such support has been given. The support granted in 1990 enabled NGOs to carry out many activities, most of which were in vocational training.

**MOTHERHOOD AND WORK:** TAP female cabin crew members are the victims of a procedure that infringes existing labour laws. When they are pregnant they are employed temporarily in ground jobs, which practice is accompanied by a significant salary cut.

Useful address: CITE, av. da Republica 44-2°, 1000 Lisboa. Tel.: 778-963.

**NURSERY SCHOOLS:** The Portuguese Parliament approved recently a tax scheme to set up and keep up crèches and nursery schools. This scheme is part of a comprehensive policy to encourage companies to create childcare facilities and in doing so make it easier for women to work. There are almost no companies in Portugal that offer childcare facilities.

**EMIGRATION:** The European Social Fund-supported Migrant Women programme has entered its second phase. Created at the initiative of the Emigration Support Institute (*Instituto de Apoio á Emigração*) and the Commission for Equality and Women's Rights, the programme focusses on training and vocational guidance for unemployed emigrant women. Portuguese emigrant women often have trouble getting access to training in the host country because of their lack of basic education. The programme tries to correct this through training dispensed by Portuguese women instructors. The programme also supports the creation of small crafts enterprises and the dissemination of Portuguese female culture.

Useful address: *Instituto de Apoio á emigração e ás comunidades portuguesas*, av. Visconde Valmor 19, 5°, Lisboa. Tel.: 731-675.

**WOMEN IN POLITICS:** A debate held in Lisbon in March by the "Debate and Colloquium" working party discussed the reasons for the small number of women in politics. The debate, which was attended by women MPs and members of women's organizations of all political leanings, showed that the main causes are socio-cultural conditioning, living conditions (working hours, organization of mass transport, family support infrastructure, etc.) and a political institutional model built on a masculine image.

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S P A I N

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**GOVERNMENT RESHUFFLE:** Two women ministers kept their portfolios during the last reshuffling of the Spanish Government in which seven ministers were affected. They are Rosa Conde (Spokeswoman) and Mathide Fernandez (Social Affairs Minister).

**FIRSTS:**

Purificación Gutierrez, a lawyer, was appointed Directress-General of the *Instituto de la Mujer* (Women's Institute) in April to replace Carmen Martínez Ten.

Useful address: *Instituto de la Mujer*, Almagro 36, 28010 Madrid

Carlota Bustelo, former directress of the Women's Institute and formerly Under Secretary at the Social Affairs Ministry, has won the women farmers' association *Asociación Agora Feminista's* annual prize.

**WOMEN OF ASTURIA:** Asturia's Secretariat for Women's Affairs (*Secretaria de la Mujer del Principado de Asturias*) organized a series of activities concerning women in March and April. These activities concerned both political and administrative issues as well as education, health, culture, and employment.

Useful address: *Secretaria de la Mujer, Consejería de la Juventud des Principado de Asturias*, c/ Marques de la Vega de Auto 1.3°, 33007 Oviedo, Tel.: 22 72 00.

**WOMEN'S MUSIC:** Madrid's Directorate-General for Women's Affairs (*Dirrección General de la Mujer*) has produced a collection of records of classical musical composed and played by women. This achievement was made possible by the collaboration of the *Radio Nacional d'España*.

Useful address: *Dirrección General de la Mujer*, Paseo Castellana 60.6°, 280 Madrid. Tel.: 563-6775. Fax: 563-6741.

**LOCAL ELECTIONS:** During elections held recently in 13 autonomous communities a quarter of the PSOE (Socialist Party) candidates were women, whereas 36% of the IU Coalition candidates were women. Before the elections there were 248 women mayors, 4,795 councilwomen, and 74 women MPs from the autonomous regions (3.2, 7.31 and 6.41% of the respective totals).

**FILM:** The film *Como ser una mujer y no morir en el intento* (How to be a woman without dying in the attempt) is the work of three women: Singer/actress Ana Belen makes her debut as a film director; Carmen Rico Godoya, the author of the book on which the screenplay is based, wrote the screenplay; and the famous actress Carmen Marua plays the leading role.

**ILLEGAL ALIENS:** According to a study by sociologist Antonio Izquierdo for the Commission of the European Communities, there were between 72,000 and 124,000 illegal aliens in Spain at the start of 1990. The study reveals some other interesting statistics. For example, women make up 89% of the illegal aliens from the Dominican Republic, 76% of the Cape Verdeans, 71% of the Filipinos, 62% of the French immigrants, 61% of the Brazilians, 59% of the Guineans, and 58% of the Germans whose papers are not in order. Two major factors explain this phenomenon: the demand for specifically women's work and immigration for the purposes of family reunification.

**WOMEN AND THE QUALITY OF LIFE:** The conclusions of an international symposium on women and the quality of life (*Mujer y Calidad de vida*) held in Barcelona were the catalyst of a series of recommendations (set down under the heading "*de la queja a la propuesta*") by Barcelona's women's associations to improve the quality of life of Spanish women. The recommendations cover improving information and contraception to prevent teen-age pregnancies, preventing smoking, getting women to take more responsibility for their own health in order to avoid chronic diseases, improving the law on abortions, measures to avoid menopause-related disorders, and the promotion of more egalitarian family models.

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THE UNITED KINGDOM

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**WOMEN AND DECISION MAKING:** At a five-day seminar held near Edinburgh in May women working in adult education and training from all over the EC got together to discuss the under-representation of women at decision making levels and to lay the foundations for a support network for women aspiring to hold senior posts in adult education and training. The seminar was organized by the Scottish Institute of Adult and Continuing Education (SIACE) and funded by the European Commission.

Useful address: Margaret McIntosh, Chair, SIACE Women in Education Committee, 30 Rutland Square, Edinburgh EH1 2BW.

**CHILDCARE IN RURAL AREAS:** A recent report published by the Rural Development Commission shows that childcare provision in rural England is patchy and limited, despite current demographic trends and the need to provide childcare support for women who wish to return to work. The report recommends partnership projects to provide childcare in rural areas, conversion and improvement of buildings to house daycare facilities, more resources for research and development and the promotion of a vigorous dialogue with public authorities, voluntary organizations and employers to convince of the urgent need for childcare in rural areas.

Useful address: Rural Development Commission, Research Branch, 11 Cowley Street, London SW1P 3NA.

**LABOUR PLANS MINISTRY FOR WOMEN:** With a UK general election due this year or in 1992 the Labour Party has outlined its plans for a Ministry for Women if it wins power. The Minister for Women would be a member of the Cabinet and there would be a new House of Commons Select Committee on Women. The proposals are intended to shake up the Whitehall civil servants and ensure that women's issues are given consideration.

Labour's programme for women includes fair representation for women in political and public life, improving women's status and earning power, fair access to health, education and training, and support for women in their caring roles. The Labour Party has also promised to give women 40% of the seats on its new policy-making forum and has guaranteed that 40% of the seats on its National Executive Committee will be reserved for women by 1996.

**PENSIONS:** After a five-year court battle six women pensioners have finally won the legal right to compensation for being forced to retire at 60 from their jobs with British Gas. The House of Lords ruled that the company must compensate the women under EC law because they had been compulsorily retired at 60 when men in the company do not have to retire until they are 65. Their case went all the way to the EC Court of Justice before returning to the House of Lords.

**WOMEN LESS COMPETITIVE?:** According to a new report by Professor Richard Lynn of the University of Ulster, Northern Ireland, women do not get the top jobs because they are less competitive than men, not because of sex and marital discrimination. Professor Lynn's conclusions are based on a survey of 10,000 university students in 43 countries. Critics, however, point out that women more than men look for a balance between career and family and that today's successful businesses respect and need women's less competitive, more consensus-seeking style of management.

**SAFETY ADVICE FOR WOMEN DRIVERS:** Scotland Yard has launched the third in a series of videos giving safety advice to women. The new video, "Positive Driving", gives women advice about how to remain safe when driving or if the car breaks down. The video is available at all local police stations.

**WOMEN AND THE ARTS:** The Arts Council of Great Britain is undertaking a two-year project to analyse women's access to the arts as practitioners, users, administrators, etc., in Great Britain. The goal is to produce a policy paper to be presented for decision and implementation after 1992. The present consultation process shall culminate in an international symposium for women in the arts in 1992. In preparation for the symposium three areas outside the UK will be approached: women in the arts in Europe, the USA and the Commonwealth.

Useful address: Alexandra Ankrah, Women in Arts/Cultural Diversity,  
Planning Department, The Arts Council of Great Britain,  
14 Great Pepter Street, London SW1P 3NQ. Tel.: (071)  
333-0100.

**NAWO:** The National Alliance of Women's Organizations is an independent organization created in May 1989 to give local and national women's organizations a chance to come together and network. NAWO also offers its members a voice to reach Government and other decision-making levels.

Useful address: NAWO, 279-281 Whitechapel Road, London E1 1BY. Tel. (071)  
247-7052.

**WORKING FOR WOMEN:** is the name of a project supported by the Economic Development Unit in Gateshead (north-eastern England) to encourage the provision of training opportunities for women that develop skills and self-confidence as a means to seeking employment. Started in 1989, it offers advice, guidance and support and works closely with employers, training instructors and training agencies.

Useful address: Working for Women, John Haswell House, 8/9 Gladstone Tce,  
Gateshead, Tyne and Wear, England NE8 4DY.



**SEXUAL HARASSMENT:**

- \* An Industrial Court has fined an employer 3,200 pounds sterling in compensation for sexual harassment. The 17-year-old employee involved was forced to leave her first job after two weeks in order to escape improper advances. The Equal Opportunities Commission for Northern Ireland, which backed the young woman, applauded the decision, in which the court deemed that the plaintiff had sustained serious injury because of her employer's behaviour.
  
- \* The Equal Opportunities Commission held a seminar for employers on sexual harassment that included Michel Rubinstein, European Commission expert on the Code of Conduct Against Sexual Harassment, among the participants.

CENTRAL AND EASTERN  
EUROPE

**WOMEN'S ASSOCIATION IN HUNGARY:** The Women's Information and Research Network was created in Hungary in 1989 to bring together the various initiatives to improve the status of women. The network is a reference point for women's associations and has ties with international organizations worldwide.

Women of Europe Supplement No. 32  
focuses on  
the women of Hungary

**THE STATUS OF WOMEN IN CZECHOSLOVAKIA:**

- \* The switch to a market economy in Czechoslovakia raises special problems for women, who make up 51% of the country's workforce. Although they enjoy economic independence and higher skills, the status of Czechoslovakia's women is not truly equal to that of men, due to their family duties and responsibilities. Galloping inflation (+40% since January) is making life difficult for single-income families. Single mothers, young women and elderly, underqualified women are particularly vulnerable during these years of transition to a market economy.
- \* There are few women in the Czechoslovak government. The Federal Government has one woman minister and only 9% of the Parliament's seats are held by women.
- \* In a switch from the single women's organization that existed under the Communist regime, women's organizations are mushrooming. Their structures, representation and influence are in constant flux, but the Equal Rights Movement of the women and Bohemia and Moravia might serve as a model for the other organizations.

Useful address: Eleonora Slavickova, Na Pandraci 55, 14000 Praha 4,  
Czechoslovakia

**WOMEN'S RIGHTS IN POLAND:**

- \* Visiting the European Parliament in April, Lech Walesa, Poland's President, answered a question put to him by Jean-Pierre Cot (Soc., F) concerning the repressive abortion bill that Poland was getting ready to put to a vote and that Cot felt strayed considerably from Community values. "Christianity," Walesa said, "is our business. Poland would not exist without the Church. The Church and State had a close symbiotic relationship for centuries." Answering Richard Balfe (Soc., UK), he explained that the lack of women in Poland's Government had nothing to do with the legal situation. "Polish women are responsible. They do not want to run politics; they want to raise their children..."
- \* In May the Diet (Poland's Parliament) finally adopted by a large majority a Democratic Union motion to drop the study of three abortion bills, *i.e.*, the anti-abortion bill, the counter proposal to allow voluntary termination of pregnancy in certain cases, and the proposal for a referendum on this matter.

- \* Anna Popowicz, Secretary of State for Women and the Family in the Polish Government, declared in June, during a brief visit in Paris, that she did not accept Pope Jean Paul II's likening abortion to the genocide carried out by the Nazis and. "Such comparisons are shocking and make solving this complex and difficult problem more difficult." Although not a champion of the 1956 law authorising abortions without limitation, Popowicz also opposes the bill that bans all abortions. She advocates better sex education and better access to contraception.

NEWS FROM  
WESTERN EUROPE AND THE WORLD

**EUROPEAN NETWORK FOR POLICEWOMEN:** This network was created in the Netherlands in 1989 to improve the position of women officers in the police force. To this end it has contacts in all the countries of Europe, exchanges information and experience concerning the status of female officers and holds a biannual European Conference. The next conference will cover the theme of "quality through equality". It will be held at the Police Staff College of Bramshill, UK, from 23 to 27 March 1992. Some 400 people are expected to attend.

Useful address: European Network for Policewomen, Postbus 2365, NL-3500 GJ Utrecht, Netherlands. Tel. (30) 962062.

**INTERNATIONAL WOMEN'S COUNCIL:** The International Women's Council/*Conseil International des Femmes*, an umbrella NGO for the national councils of more than 70 countries, will be holding a seminar and conference in the coming months. The seminar, which will run from 25 to 29 November 1991, is being organized with the help of the World Health Organization and EC support. It will cover the problem of sexually transmitted disease and Community financing possibilities for multilateral projects. An international conference, "Changing Families in a Changing Society", will be held on 8-10 February 1992. This conference will be organized with the United Nations and the Flemish and French-speaking Belgian Women's National Councils.

Useful address: CIF, Rue Belliard 62, 1040 Brussels. Tel (02) 238-2740.

**SWITZERLAND:**

- \* Projekt Datenbank is a project to set up a data bank for women who want to make themselves known in professional circles. It is the brainchild of eight Swiss women's organizations that are currently applying for subsidies from the Federal Ministry for Industry, Business and Labour (BIGA). These organizations would also like to enlarge the network through contact with other women's organizations and sponsors so as to reach the goal of 700 women by August 1991. The registration fee for individuals is 125 Swiss francs.

Useful address: cd/91, Country Data Datenbanken, CH-9517Mettlen.

- \* The Canton of Geneva's Equal Rights Office for Men and Women sponsored a day on "poor women in a rich city" in April during which a survey of 500 women was presented to the public.

**GLOBAL WOMEN'S CONFERENCE:** The 5th Global Women's Conference, which is organized every four years by the International Confederation of Free Trade Unions, was held in Ottawa, Canada, in April. The theme of the conference was "Equality: Constant Challenge - Strategies for Success". Some 300 women trade union activists from developing countries, industrial countries and, for the first time, Eastern European countries discussed the specific problems that they encounter in their countries. The goal was to find practical answers, to develop instruments to achieve sexual equality and, finally, to prove that women union members are a force that must be reckoned with.

Useful address: CISL, Montagne aux Herbes potagères 37, 1000 Brussels.

**AMNESTY INTERNATIONAL:** Women raped in front of their husbands, parents, children; pregnant women subjected to torture jeopardising their health and that of the unborn child; humiliated women, insulted women, battered women used as a way to get at their menfolk...the list of atrocities perpetrated on women reads like a bloody litany. Over the last ten years more and more women have decided to shatter the wall of silence and demand that their most elementary rights be respected. In some countries they are even more exposed because they have started to demand loudly measures to protect themselves. In El Salvador, Guatemala, South Africa, the Philippines, Turkey, etc., they have formed associations to defend themselves. Some have paid for their resistance with their lives. Amnesty International, which celebrates its 30th birthday this year, is fighting so that women may enjoy the same basic rights as any other member of society.

**THE TRIBUNE:** The sixteenth issue (March 91) of The Tribune, put out by the Centre of the International Women's Tribune, is devoted to women and law in various parts of the world.

Useful address: Centre of the International Women's Tribune, 777 United Nations Plaza, New York, NY 10017, USA.

**EUROPEAN CHRISTIAN WOMEN'S OECUMENICAL FORUM:** This forum has served to bring together women's groups of different backgrounds and denominations from all over Europe since 1965. The theme of "Forum Day" (1 December 1991) this year will be reconciliation and solidarity in Europe. To prepare for this event the Forum's May 1991 publication is devoted to the situations of women in Poland, Hungary and the former GDR, whilst the October issue will focus on women in the USSR, Romania, Czechoslovakia and Yugoslavia.

Useful address: Dr. Elisabeth Raiser, Dr. Kolbe Straße 1, D-5810 Witten Bommern, FRG.

L A T I N   A M E R I C A

**CHILE:** The Association of progressive women for equal opportunity "Alba" (*Asociación de mujeres progresistas pro-igualdad de oportunidades "Alba"*, Santiago de Chile, 16-1°B, 15702 Santiago de Compostela) has just published its 1990 activities report *Memoria de actividades 1990*.

**EL SALVADOR:** CORAMS (*Centro de Orientación Radial para la Mujer Salvadoreña* - Centre of Radio Guidance for Salvadoran Women) was founded in 1989 to counteract radio broadcasts for female audiences that reinforce the subordinate status of women. The goals of this apolitical organization are the advancement and development of Salvadoran women. It has received aid from UNICEF to produce a radio programme called *Entre ella y el* (Between her and him) broadcast three times a week by YSAX.

**VENEZUELA:** The Second Venezuelan Women's Congress was held in March 1991. Organized by the *Comisión femenina Asesora de la Presidencia de la Republica* (Women's Condition of the Presidency of the Republic), the congress brought 3,850 women together to examine the issues of "women and power".

**Contact:** Gladys Parentelli, Comunidad Europea, Servicio de Información para America Latina, Apartado 67076, Las Americas, 1061-A-Caracas 1060, Venezuela. Tel: 915-133, 915-398 and 915-966.

**SOCIALIST WOMEN:** 56 delegates from 14 South American countries attended a regional meeting of Social Democratic Women in Valparaiso, Chile, in March. Representatives of Chile's other political parties attended as observers. The Social Democratic women adopted a position paper in which they agreed to work to strengthen the political parties and labour unions to achieve democracy with a better distribution of economic and cultural wealth. They asserted that it was indispensable to increase the presence of women at work, in politics and social affairs, and in associations in order to improve the quality of life and and their participation in public life.

**MUJER/FEMPRESS:** This is the title of a women's monthly giving information on the women's movement in Latin America. The women's alternative communication network, *Red de comunicación alternativa de la mujer*, has put out a special issue on fear.

**Address:** FEMPRESS - ILET Casilia 16-637, Santiago 9, Chile. Tel. (56-2) 232-2557. Fax: (56-2) 232-5000.

P U B L I C A T I O N S

**In German:**

- Issue 1 (March 1991) of *DLV Informationen*, magazine of the association of German Women Farmers, looks at the situation of women farmers in the five new Länder.
- *Mit Seidentuch und Ohne Schlips - Frauen in Management* (with a silk handkerchief and no tie - women in management) by Sonja Nerge and Larina Stahmann, European University Publications, Sociology Series, Peter Lang, Ed., Frankfurt-am-Main. This book shows that if women in management do not want to imitate men but conserve their own female identities, the reform of management structures and norms will require a redefinition of the roles of men and women in society.

**In Danish:**

- *Ligestillingsradet* (the Equality Council) has published report on the Government's 1987-1990 equality action plan. This report describes the progress made in the public sector and includes a catalogue of ideas to achieve equality. *Godt Begynt* (Well Begun) by Agnete Andersen and Soren Carlsen, 187 pp., Ligestillingsradet, Tordenskjoldsgade 27,3, 1055 Kobenhavn, K. Tel. (33) 923-311.
- The Equality Council's annual report (*Ligestillingsradet årsberetning*) gives some interesting statistics as well as a review of the work done by the council. It also contains a reprinting of the country's equality legislation and a summary in English. The report may be obtained from the council (see address above).

**In Dutch:**

- *Informatie- en Documentatiemateriaal rond Diversificatie van de Studiekeuze van meisjes* (information and educational materials about the diversification of girls' educational choices) is a publication created at the instigation of Miet Smet, Belgian Secretary of State for Social Emancipation. It gives an overview of the documentation available for schools, guidance counselors and other groups that tend to encourage girls to break with typically feminine educational and vocational choices. This material includes brochures and information packets, survey reports, posters, slides and videos, and how to obtain this documentation.  
Useful address: *Staatssecretaris voor Leefmilieu en Maatschappelijke Emancipatie, Ministerium voor Volksgezondheid en Leefmilieu, Rijksadministr. Centrum, Esplanadegebouw, 4e verdieping, Kantoor 427, 1010 Brussels. Tel. (02) 210-4517 or Office of Miet Smet, Staatssecretaris voor Sociale emancipatie, Quêteletplein 7, 1030 Brussels. Tel.: (02) 219-0119.*
- The national women's council *Nationale Vrouwenrad V.Z.W.* has devoted issue 32 (1st quarter 1991) of its publication to the violence inflicted on women and prospects for women in post-1992 Europe. A special edition has been put out on women and work (*Vrouwen en Arbeid*). Publisher: Lily Boeykens. Publications office: de Meeussquare 28, 1040 Brussels.
- *Het gewicht van de directrice* (the directress's weight), by Agnes Verbiest, explores sexism in language, notably the linguistic behaviour of women managers. Uitgeverij Contact, Publishers, Amsterdam.

- Issue 2/91 of *A propos*, the magazine of the Dutch Emancipation Council, is on sexual intimidation. (*Bureau Emancipatieraad*, Postbus 90806, NL-2509 LV Den Haag)
- *Mv. ir. op de arbeidsmarkt, plannen van een loopbaan* is a brochure put out by the Dutch Institute of Agricultural Engineers (*Nederlands Instituut van Landbouwkundig Ingenieurs*) and alumni association *Stichting Maatschappelijke Plats Wzgeningse Afgestudeerden* to help women agronomists to reintegrate the job market after career breaks.
- *Vrouwennetwerken*, by Yolanda van Doeveren, Christel van Eijnatten and Gosewien van der Zalm, is a publication on women's networks that includes, among other things, a list of networks with their addresses. It is published by *Stichting Burgerschapskunde, Nederlands Centrum voor Politieke Vorming*, Postbus 349, NL-2300 AH Leiden.

**In English:**

- *Sex Equality, Community Rights and Irish Social Welfare Law: the Impact of the Third Equality Directive*, edited by Gerry Whyte, law lecturer at Trinity College, Irish Centre for European Law, Dublin 2.
- *Mobility of People in the European Community*, proceedings of the conference of the Irish Centre for European Law on the freedom of movement of people in the EC. Irish Centre for European Law, Trinity College, Dublin 2.
- *Training 2000 News* is put out by the Scottish Alliance for Women's Training. The March 1991 issue contains a list of useful names and addresses for European lobbying. Published by Training 2000, 30 Rutland Square, Edinburgh EH1 2BW.
- *Practical Solidarity* is a magazine published by the Commonwealth Trade Union Council, an umbrella organization for the trade unions of some 40 developing countries that was set up in 1979.  
Address: Congress House, GT Russel Street, London WC1B 3LS.
- *European Women and the Second British Empire*, by Margaret Strobel, traces the role of colonial women in the British Empire from 1880 on. The European women who tried to better the conditions of the native populations belonged themselves to the category of ethnocentric Europeans. Margaret Strobel is a history professor at the University of Illinois in Chicago and winner of the Herskovits Prize. Indiana University Press, Bloomington and Indianapolis, Indiana, USA.
- *Torture survivors - a New Group of Patients*, by Lone Jacobsen and Peter Vesti, The Danish Nurses' Organization, 1990, describes the multidisciplinary rehabilitation of torture victims undertaken by the Copenhagen Rehabilitation and Research Centre.
- *Leading Lady*, by Inger Bengtson, published by the Swedish Employers Confederation, recounts the initiatives taken by a dozen firms that have tried to make better use of women's abilities and potential and are thereby helping to achieve equal opportunity.
- *Free Women of Spain: Anarchism and the Struggle for Emancipation of Women*, analyses the Free Women of Spain (*Mujeres Libres de Espana*) movement from 1936 to 1939 (the movement came to an end with Franco's victory) and its significance for the women's movement and democracy.

## In French:

- Les Associations en Europe, a special report by the Civic and Social Women's Union, describes the associative movement in France and Europe and the roles of associations in the social economy. The report may be obtained from the *Union féminine civique et sociale*, 6 rue Béranger, F-75003 Paris, for FF40.
- Etudes féministes (Women's Studies) is the bulletin of the National Association of Women's Studies (ANEF) founded to promote women's studies and research.  
Useful address: *Association nationale des Etudes féministes*, 9 bis rue de Valence, F-75005 Paris.
- L'apprentissage précoce des langues en Europe (early language teaching in Europe), proceedings of a colloquium organized by Messieurs Bianciotto, Rector of the Academy of Rouen, and Fosse, Regional Council President, Rouen.
- Les violences conjugales (marital violence) is a brochure published by the Secretary of State for Women's Rights and the National Information and Documentation Centre on Women and Families. It covers various situations that women who are the victims of violence in the home may encounter and practical information on the steps that they can take. *Centre national d'information et de documentation des femmes et des familles*, 7 rue du Jura, F-75013 Paris. Tel.: (1) 4331-1234.
- Ces femmes qui nous gouvernent (The women who govern us) is a compilation of interviews by journalists Catherine Mangin and Elisabeth Martichoux. Albin Michel, Publisher.
- Regards, femmes d'ici et d'ailleurs is a cross-cultural women's bulletin put out by *Femmes Inter Associations* and *Inter Service Migrants* (FIA-ISM). The April 1991 issue (No. 60) covers the issue of polygamy. FIA/ISM, 12 rue Guy de la Brosse, F-75005 Paris. Tel. (1) 4337-6128.
- "Parlez-moi d'amour" (speak to me of love) is the title of a brochure put out by the Luxembourg Association of Liberal Women (*Association luxembourgeoise des Femmes Libérales*, 46 Grand-Re, L-1660 Luxembourg).
- Crise de la société - Féminisme et Changement, by the Feminist Studies Group (GEF) of the University of Paris VII, Editions Tiercé, Publishers, is the title of the proceedings of a colloquium on "feminism and change - a crisis of society" held in April 1988. The publication traces the history of the women's movement from the seventies and tries to evaluate the impact of the women's movement on society.
- The European Association against Violence against Women at Work (AVFT) has devoted a special issue of its magazine Cette violence dont nous ne voulons plus to prostitution. (AVFT, 71 rue Saint Jacques, F-75005 Paris).
- Hommes et migrations, France's first magazine on immigration issues, has devoted its issue 1141 (March 1991) to women on the move and women's movements. (Mensuel, 40 rue de la Duée, F-75020 Paris).



**In Italian:**

- A.R. is a research and technology magazine put out three times a year by AIDDA and the Research Park of Trieste for the purpose of becoming a liaison bulletin between research and SMEs. This is a difficult task that women entrepreneurs have taken upon themselves to have access today to the instruments that research offers for the future. Address: *Area di Ricerca*, Padriciano 99, I-34012 Trieste.
- Percosi is a magazine published by the Equal Opportunities Office of Parma. The third issue--on problems of the status of women--is intended to be of practical assistance to all those who wish to raise consciousness in favour of women and equality. Address: *Comune di Parma, Assessorato alle politiche giovanili et delle pari opportunita*, Parma.
- Economia del Lavoro, a quarterly magazine about the economy and the labour market put out by CERES, has published a special issue on the family and female employment (*Famiglia e lavoro femminile*) by Renata Livraghi and Luigi Frey. It covers economic and social changes and their effects on middle-aged women.
- Il tempo per amare (Time for Love) is a publication of the Italian Union of Matrimonial and Prematrimonial Education Centres that accompanies a poster exhibition. UICMP, via E. Chiesa 1, Milan.
- I diritti umani e la scienza is a compilation of articles by university professors and scientists about scientific progress, especially biotechnological advances, and human rights and responsibilities. Published by the Trieste chapter of ANDE (Association of Women Voters) in 1988 to coincide with the 36th national meeting.
- Memoria is a magazine that examines the history of the status of women. Issue 30 (3/1990) explores female labour. (*Memoria*, Fondazione Basso, via della Dogana Vecchia 5, I-00186 Roma)
- Lavoro e Salute in gravidanz - Come la società si prende cura delle donne incinte (Work and Health during Pregnancy - How Society Takes Care of Pregnant Women) is a book by Patrizia Romito, M.D. and Ph.D. in psychology, published in the GRIFF collection (Franco Angeli, Milan, 1990). This book shows how society takes rather poor care of pregnant women due to gaps in legislation and inequities at work and in the home. The author concludes that effective social and health policy measures may be taken only if the need for equality that is still lacking in the home and at work is taken into account.
- Giulia Filipetti o le cronache italiane della procreazione responsabile, by Marcelle Bernardi, Unione Femminile Nazionale, Milano, 1990, 163 pages, describes the history of Italy from 1900 to the present seen from the angle of changing mentalities and laws concerning sexuality, contraception, abortion and divorce. It is also the story of a woman, Giulia Filippetti, who supported courageously the principles of responsible parenthood and fought to defend the dignity of everyone, in Italy, in Europe and in the Third World.

- Antigone, perennità di un mito, by Maria Ciaia and Giulia Paola di Nichola, published by *Centro Italiano Femminile della Sicilia*, Agrigento, February 1990, 126 pages. The myth of Antigone, daughter of Oedipus who was sentenced to death, despite the king's defence, for having buried her brother, is special in that it can be interpreted differently down the ages. Today Antigone, both faithful and conflictual, feminine and combative, is a symbol of oppression but also women's will to react to this state of affairs.
- I rapporti sociali di sesso in Europa (1930-1960), l'impatto delle politiche sociali, by Alisa del Re, is a compilation of articles on the influence of the social policies conducted in Western European countries from 1930 to 1960 on male/female social relations and the situation of women with a view to the coming European unification.
- Il tempo per amare is a collection of reproductions of the posters created by UICEMP over the last 20 years. The accompanying text is written by a gynecologist, Emilio Arisi (see also the section on Italy).

#### In Spanish:

- Drets de la Dona, guia de recursos juridics (women's rights - guide to legal action) is a publication in Catalan by the Catalan Women's Institute designed to serve as a women's rights handbook for associations and other nonjuridical bodies that have to deal with women's issues; *Institu Catala de la Dona, generalitat de Catalunya*, Fontanella 21-23, planta 3a, 08010 Barcelona. Tel.: 412-1773. Fax: 412-1424.
- Emakunde is a bilingual magazine (in Spanish and Basque) put out by the Basque Women's Institute. It sells for 260 ptas.  
Useful address: Emakunde, Institu Vasco de la Mujer, Manuel Iradier, 36, 01005 Vitoria-Gasteiz. Tel.: (945) 132-613. Fax: (945) 248-104.
- Escritos sobre Europa by Carmen Llorca Vilaplana. The author, MEP for the EPP group and historian, relates her travels in Europe as a member of the parliamentary committees and analyses European events in the '90s. She also turns the spotlight on a number of leading women and includes four lectures on historical subjects.

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A N N O U N C E M E N T

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*The next issue (issue No. 70) of Women of Europe will mark  
THE END  
of this publication.*

*However the Women's Information Service will continue to publish  
the Women of Europe Supplements in all of the Community languages  
and the Women of Europe Newsletter (news about equal  
opportunities policies in the EC), which is currently published  
in German, English and French and will be available in other  
languages in 1992.*

