

COMMISSION OF THE EUROPEAN COMMUNITIES

FAUSTA DESHORMES RECEIVES THE "EUROPE AND LIBERTY" PRIZE

"My dream today, and my wish, is that women participate fully and increasingly in the construction of Europe by entering political life in large numbers and on equal terms...", said Fausta Deshormes La Valle in a farewell to her colleagues and friends from the European institutions and representatives of women's associations, on her retirement from the Women's Information Service. "An in-depth reflection on identity and citizenship, on the new society and its values, on the changes and developments under way in a Europe not only without internal boundaries but also without the walls of division and fear is not possible without the participation of one half of those involved", she added.

A journalist, Italian by birth and Belgian by marriage, and the mother of two children, Fausta Deshormes entered the European Commission's Information services in 1961. Her commitment to young people led to the creation of the Youth Forum. Serving the cause of women, she was the founding spirit behind numerous publications ("Women of Europe", "Women of Europe Files" and, since 1988 "The Women of Europe Newsletter", currently published in French, English and German) as well as the creation of the European Women's Lobby.

For 15 years, Fausta Deshormes proved her constant commitment to women's issues. As head of the European Commission's Women's Information Service since 1977, she is now taking her well-earned retirement in March 1992. The "Newsletter" editorial team send her their very best wishes.

With great skill and devotion, Fausta Deshormes built up links between the European Institutions and women of Europe. Her activity won her numerous prizes (Mimosa d'Argento, "Minerva", Targa d'Argento). On 19 March she was awarded, in Brussels, the "Europe and Liberty" prize, a major recognition of her contribution towards developing European citizenship. This prize, created in Brussels in December 1991, is awarded for work in promoting awareness of Europe's cultural, scientific and technological heritage. The



WOMEN OF EUROPE NEWSLETTER

NEWS
ON THE EQUALITY POLICY
OF THE EUROPEAN COMMUNITY

International Women's Day

8 March, International Women's Day, gives us an opportunity to remind women and men of our society's continuing inability to create the conditions in which women can play an equal part in economic, social and political life. Despite legislation and positive action, women's unemployment in the Community is running at 11.5%, compared with 7.5% for men, whilst differences in pay reach 30%.

1992 is a crucial year for Europe and for women.

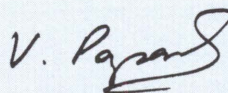
The Community has led the fight against inequality through developing a modern legal framework, implementing positive action programmes and supporting efforts to raise awareness of equality issues.

Equal opportunities are vital to economic and social cohesion. That is why we will be continuing and intensifying our action.

Nonetheless, we believe that real equality of opportunity cannot be achieved without a more representative participation of women in decision-making processes at every level of social and political organization. Women themselves must fight for equal participation in trade unions, the media, local government, political parties and parliaments, governments and Community institutions. Our thoughts turn particularly to women from the Third World and to women living in countries which are going through internal upheaval or moving along the difficult but promising path to freedom.

The worldwide respect of human rights must go hand in hand with full equality for men and women. The European Community will, I believe, be the first to deliver that message to women throughout the world.

Vasso
Papandreou



Grand Prix d'Honneur for Europe and Liberty was awarded in Paris to Mr Javier Perez de Cuellar, the former United Nations Secretary-General, for his activities for peace throughout the world.

92 NIKI PRIZE: "Encouraging more and better quality programmes"

This was the main message of Mr Jean Dondelinger, European Commissioner for Audiovisual, Information, Communication and Culture at the NIKI prize-giving ceremony on 8 March in Amsterdam.

"What we see on our screens", he said, "does not reflect the diversity of women's lives, the value of their experiences...". Television reflects a world in which real inequality between men and women continues to exist", the Commissioner affirmed.

The prize-winners

Children's category: ZDF (Zweites Deutsches Fernsehen): "Starke Mädchen" (Strong Girls), aimed at 4 to 8 year-olds, which raises questions of equality and women's roles in a form appropriate for this age group. The film was produced by Irène Wellershoff and directed by Karl-Heinz Kafer.

Fiction category: the UK's ITV-Granada channel, with "Prime Suspect". This programme shows a woman police officer who asks for and obtains permission to lead a criminal inquiry. The television film illustrates a woman's difficulties in what is perceived as a male environment. The film was written by Lynda La Plante, produced by Don Leaver and directed by Christopher Menaul.

Documentary category: Channel 4 Television (United Kingdom) with "Rites (of passage)", illustrating the practice of female genital mutilation. At present, such mutilation is practised in 26 non-European countries but also affects Community countries. The film was produced and directed by Penny Dedman.

The three 1992 NIKI Prize winners received the "Victories of Samothrace" and 5000 ECU for this two-yearly European prize awarded to directors of programmes which contribute to changing the image of women on television and in society.

Created in 1988 by the European Commission, the popularity and success of the



At the NIKI-prize-giving ceremony (from left to right): Mr. Craig McNeil (ITV), Mr. Dondelinger (Commissioner), Mrs Penny Dedman (Channel 4), Mrs Hedy d'Ancona (Dutch Minister of Culture, Welfare and Health) and Mr Albert Schafer (ZDF).

NIKI Prize continues to grow: 46 television channels took part in the 1992 competition, against 16 in 1988 and 33 in 1990. Almost half a million television viewers watched the prize-giving ceremony on 8 March at 5.00 p.m. on the Dutch NOS television channel.

Information: Women's Information Service, Directorate-General for Audiovisual, Communication, Information, Culture, Commission of the European Communities, 200 rue de la Loi, B-1049 Brussels.

Television seen from a different angle

On 6 and 7 March, NOS organized a conference in Amsterdam, marking the award of the 1992 NIKI Prize, with support from the European Commission's Equal Opportunities Unit. As well as promoting the NIKI Prize, the conference sought to give producers a forum at which to discuss and analyze steps to be taken to change the image of women on television. Aimed in particular at producers, the conference highlighted the need for training and for increasing awareness on these questions. NOS is preparing a brochure containing the conclusions of this conference. ■

JULIET LODGE ELECTED "WOMAN OF EUROPE"

The "1992 Woman of Europe", elected in early April by a jury of European personalities and journalists meeting at the European Parliament in Brussels, is British

woman Juliet Lodge. She was selected for her contribution to developing knowledge and popular awareness of the European Community and the impact of the 1992 Single Act, particularly in her home country. As the Jean Monnet Professor at the University of Hull, she is also the first British woman academic to hold a Professorship in Politics.

The prize-giving ceremony will take place at the end of June in Portugal. The "Women of Europe" prize, created in 1987 under the patronage of the European Commission, is awarded every year to a woman or group of women who have contributed to promoting the image of Europe or European integration (see **Women of Europe Newsletter no. 23**).

Last year, the prize was awarded to Greek campaigner Niki Goulandris for her action in defence of the environment. The President of Ireland, Mary Robinson, is also a former prizewinner. ■

NEWS FROM THE NETWORKS

Women's local employment initiatives

The programme supporting local employment initiatives (LEIs) for women (see

Women of Europe Newsletter no. 23) has got off to a good start. Under this programme, initiatives are eligible to receive financial support according to the number of jobs created (1,500 ECU per full-time job), with a maximum of 7,500 ECU, and priority is given to certain categories. Projects are selected in three phases on 1/2, 1/6 and 1/10. Exceptionally, the 1 February deadline was postponed this year to 31 March and was a big success: 942 applications were submitted, including 298 from the 5 new Länder, for which a special budget has been earmarked.

Information: LEI Programme Management, CNA, Av. de la Joyeuse Entrée 1, B-1040 Brussels, OR Eva Eberhart, Equal Opportunities Unit.

Position of women on the Labour Market

The women at work network of experts met on 27 March in Brussels. Experts exchanged information on recent developments at Community level in this area and reported on preparatory work on labour market segregation. The consolidated report on "Women's Position on the Labour Market: Developments between 1983 and 1990" will be available shortly. A 60-page summary version will appear in the "Women of Europe Files" series.

Coordinator: Jill Rubery, Manchester School of Management, UMIST, P.O. BOX 88, GB-Manchester M60 1QD. ■

EUROPEAN WOMEN'S LOBBY

The European Women's Lobby, which brings together many women's associations in the European Community, expressed its concern at the position taken by the Irish courts in prohibiting a 14 year-old girl rape victim to travel to England for an abortion. The Lobby sent a letter to the Irish Prime Minister, expressing its concern at the consequences for women who are victims of rape or sexual abuse and who in future may hesitate to approach the police or social services. This concern was also expressed by the European Parliament which, on 12 March, adopted a resolution reminding governments of the importance of respecting the principles of free movement of citizens within all Member States.

European Women's Lobby, 22 rue du Méridien, B-1030 Brussels. ■

EUROPEAN PARLIAMENT FORUM:

Equal pay in Member States

The Women's Rights Committee devoted its third forum, held on 23-24 March in Brussels, to the problems of applying equal treatment legislation in Member States. This forum was attended by MEPs, delegations from national parliaments and experts from the twelve Member States. A new note was struck with the participation of representatives from the Nordic countries and Central and Eastern Europe, as Mr Egon Klepsch, President of the European Parliament, pointed out in his opening speech. On the eve of European Union, we must, he said, create new solidarities.

Considerable differences in pay

Like Egon Klepsch, who emphasized the insufficiency of Community legislation in the area, Christine Crawley (Socialist, United Kingdom) and President of the Women's Rights Committee, reminded those present that, after 20 years of equal opportunities legislation, we are still faced with a 30% difference between men's and women's salaries. The situation of women is certainly worse than the figures show. Women still continue to occupy most part-time and lower positions, with the labour market offering only limited possibilities.

Although presentations by national MPs showed how much progress has already been made in this area, they also highlighted how far we still have to go. In general, Europe remains divided between the north, where legislation is in place but needs to be better applied, and the south, where many countries are still a long way from basic implementation of Community legislation in the area of equality. Nonetheless, Europe has got things moving: in 10 years, the gap between men's and women's salaries in Portugal has reduced from 30 to 22%. But, as the Greek delegate pointed out, "mentalities have not yet caught up with legislation".

Discrimination at various levels

Indirect discrimination remains a major problem. Parliamentarians insisted on the need for better job descriptions and categorization, which is essential for determining fairer levels of pay.

Equality should not take the wrong direction: Yvette Roudy, French MP and one-time President of the European Parliament's Women's Rights Committee, strongly opposed the downward harmonization constituted, in her opinion, by access to night working.

Parliamentarians also stressed conditions which can improve women's professional situation: education and better guidance, infrastructures to alleviate family responsibilities (nurseries etc.), parental leave, retirement, reversal of the burden of proof, the incorporation of equality in collective agreements, information exchange, etc.

The situation elsewhere

During the panel discussion, Professor Berit As of the University of Oslo blew the lid off certain "clichés". In fact, despite their substantial participation in the labour market and long-established legislation, Scandinavian women face the same problems as European women: differences in pay between men and women with equal qualifications and jobs.

Participants listened attentively to Elena Ershova, a representative of Russian women's associations, describing the situation in her country. The old system had protective legislation of which women were only rarely aware and which was seldom put into practice. Right now, there is a legal vacuum. Certain legislation from the former-USSR is still applicable, like maternity leave, but this does not make it any easier to get one's job back afterwards. There is a need now to negotiate new progressive legislation. However, Elena Ershova highlighted women's lack of experience in defending their rights.

The situation gives rise to serious concern. Women are the first victims of a new phenomenon, unemployment and the introduction of a market economy is having very negative effects, like the end of free child care facilities, whilst the excessive feminization of certain professions (medicine, engineering, etc.) has reduced their value and salary levels have fallen. Women in Russia share the same sad statistics as Europe, with salary differences of about 30% between the sexes. She launched an urgent appeal not only for humanitarian aid from the European Community, but also for moral support: equal opportunity is not foremost on the agenda of rights to be guaranteed in today's Russia.

The way forward

Concluding the two-day discussion, Christine Crawley summarized the principal obstacles to equal pay:

- job segregation on the labour market and difficulties in applying the principle of work of equal value;
- the low status accorded to the job categories occupied by women;
- differences in access to training between the public and private sectors;
- limited access to justice;
- absence of national collective agreements which include the concept of equality;
- lack of control on the application of equality within enterprises.

The Forum drew up a (non-exhaustive) list of demands to be addressed to national and Community institutions and to both sides of industry:

- consolidation of Community legislation on equal pay and its improved integration into national law;
- increasing the transparency and clarity of legislation;
- application of the European Community's Social Charter (parental leave, protection of part-time employment, child care, respect of the dignity of women and men at work) and the Third Community Action Programme for Equal Opportunities;
- reduction in delays in courts and the European Court of Justice; better legal training;
- revision of minimum salaries;
- introduction of equal opportunities bodies in all Member States;
- defining European guidelines for job classification;
- research into reasons why the labour market is genderbiased;
- more conferences providing information for and exchange between national members of parliaments and the ministries responsible for equality.

The conclusions of this Forum will be published by the Women's Rights Committee.

The European Commission will take note of them in preparing its memorandum on equal pay to be presented before the end of the year.

Information: Women's Rights Committee, European Parliament, 97-113 rue Belliard, B-1040 Brussels OR Plateau du Kirchberg, L-1919 Luxembourg

MEETING BETWEEN WOMEN FROM THE MAGHREB AND EUROPE

The Forum of European Community Women and UMA (Maghreb Arab Union), meeting on 29 February in Tunis, adopted a resolution stressing the "need to mobilize women everywhere" against "all forms of extremism, and in particular intolerance based on religion, race and sex". The resolution was sent to Jacques Delors, President of the European Commission and to Abel Matutes, European Commissioner in charge of relations with Mediterranean countries. Meeting under the co-presidency of MEP Simone Veil (France), Neziha Mezhoud, President of the National Union of Tunisian Women and Anne-Marie Lizin, former Belgian State Secretary for Europe 1992, the Forum examined the situation of Maghreb women in Europe. The resolution recommends adopting a charter to protect their interests, establishing a more equitable form of cooperation between the Community and Maghreb countries and increasing the budget for promoting women in these countries. The Forum decided to create a permanent working group. The next meeting is scheduled for May.

TRAINING FOR WOMEN IN THE EUROPEAN COMMISSION

To mark International Women's Day, the European Commission's Women's Solidarity Network organized a meeting-debate on 6 March on key issues and realities in training. The meeting, chaired by Françoise Mulfinger, an instructor for the European Institutions, listened with interest to presentations by Janet Hemsley from the Equal Opportunities Unit, Claudia De Angelis, a member of COPEC (Joint Community Committee for Equal Opportunities) and Roger Vancampenhout, training coordinator at the European Commission's Translation Department Training Unit.

Information: "Solidarity between Women European Institution Officials" Network, Elisabeth Pouchous, Commission of the European Communities, JECL 77/A, 200 rue de la Loi, B-1049 Brussels. ■

WOMEN AND WORLD SECURITY

A second Women's Conference on Security and Cooperation in Europe (CSCE), held on 7/8 March in Brussels, emphasized the need to involve women in the decision-making process. The conference, organized by some 20 European and national women's organisations and NGOs with support from the European Commission's Equal Opportunities Unit, drew up concrete proposals to be submitted to the CSCE prior to its 24 March 1992 meeting in Helsinki. These include a "special CSCE meeting" dealing with women's rights and concerns, women's presence at all levels, and the creation of an information exchange centre and a databank which can publish women's viewpoints on security and cooperation. The first women's CSCE meeting took place in November 1990 in Berlin.

Information: Paula Rose, Secretariat, Women's CSCE, 115 rue Stévin, B-1040 Brussels. ■

SEMINARS-CONFERENCES

28-30 May, Lisbon: **Constructing equality**, an "equal opportunities" seminar of the Portuguese presidency, organized by the Committee for Women's Rights and Equality in Portugal in collaboration with the European Commission.

30 September-3 October, Louvain-la-Neuve, (Belgium): **Access to equality between women and men in the European Community**, legal seminar.

7-10 October, Brussels: **IRIS Forum on Women's Vocational Training in Europe**, exhibition, practical workshops, debates.

19-21 October, Athens: seminar on the **Three European initiatives, NOW, HORIZON, EUROFORM**, with the European Social Fund.

2-3 November, Athens: **Women in the decision-making process**.

Information for these conferences: Equal Opportunities Unit, Directorate-General, Industrial Relations, Employment and Social Affairs, Commission of the European Communities, 200 rue de la Loi, B-1049 Brussels.

PUBLICATIONS

Equal Opportunities between Women and Men, special edition of **Social Europe**, 3/91. Available in English, French and German.

Resources for providing information and documentation in the field of equal treatment for men and women in the European Community, V/602/92-EN. Research carried out by IIAV and KVIN-FO for the European Commission. Available in English; a French translation is in preparation.

Equal Opportunities Unit, V/397/92-FR. A description of the unit and its work programme, available in the 9 European Community languages, from the Equal Opportunities Unit.

Eurobarometer: Family and work in the Europe of the Twelve, Eurostat, December 1991. Available in the 9 European Community languages.

Professional mobility in Europe – the family dimension and business practice, V/419/92-FR and: **Families and policies – trends and developments in 1989-1990**, V/2293/91-FR (available in English and French), Commission of the European Communities, "Social Security and Activities in the Social Area" Division. Directorate-General, Social Affairs and Industrial Relations.

The Role of Education and Training in the Life Cycle, H.C. Jones, Director of the Task Force Human Resources, Education, Training, Youth: Presentation to the conference on Human Resources in Europe, Luxembourg, 27-29 November 1991.

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