

EQUAL OPPORTUNITIES CALENDAR

22 January:

Meeting on "Mobility and the Family within the European Community".

25-26 January:

Meeting of the Advisory Committee on Equal Opportunities

25 January:

Meeting in Brussels of the Women's Committee of the European Trade Union Confederation (ETUC)

25-26 January:

Meeting of the Women's Rights Committee at the European Parliament

28-30 January:

Seminar on Women in Eastern Europe, Florence

30-31 January:

European Women's Lobby, Bureau Meeting

1 February:

A delegation of representatives from Ireland's Council for the Status of Women met the new Commissioner for Social Affairs, Padraig Flynn, on St Bridget's day.

4 February:

Meeting of the "Solidarity Network of Women Officials in European Community Institutions"

11 February:

Selection committee for new equal opportunities audio-visual productions

12 February:

As part of the European Student Fair held in Brussels, the European Commission's Equal Opportunities Unit organized a round table on extending women's career choices. The Unit was represented on the European Commission's stand throughout the Fair.

12-13 February:

"Evaluating and Classifying Women's Work - towards a Community Memorandum". Conference organized in Milan by the Centre for European Initiatives, under the aegis of the European Commission's Milan Bureau and DG X.

17 February:

Meeting of the Women's Rights Committee at the European Parliament.

18 February:

Public hearing organized by the European Parliament's Women Rights Committee on the rape of women in ex-Yugoslavia.



WOMEN OF EUROPE NEWSLETTER

Dear Readers,

Today, on the EC's doorstep and at the very heart of Europe, human rights are being systematically abused. Flagrant and massive violations of these rights have become an everyday occurrence in ex-Yugoslavia, with the rape of women becoming a veritable instrument of war, a new form of terror. A sense of horror at these acts committed against women and children has aroused the deepest indignation in Europe and all over the world. Various missions, primarily to Bosnia-Herzegovina, have confirmed these atrocities. European Commissioner Mr van den Broeck, in a message to the coordination committee of a protest campaign against the rape of women in Bosnia-Herzegovina, declared himself to be "deeply horrified by the reports brought back by recent missions on the crimes committed against women and children there". He ensured the campaign of his support and that of the European Commission. In turn, European Commissioner Ms Scrivener expressed her support for all solidarity initiatives in support of women victims in Bosnia-Herzegovina. In particular she expressed her sense of revolt and declared that "modern men and women cannot accept to allow such crimes to take place. On the humanitarian level, the Community is ready to support specific, concrete action to assist women rape victims. This type of action is difficult to organize and coordinate. But the need is urgent."

The European Parliament also sounded an alert by adopting a resolution on the rape of women in ex-Yugoslavia. Parliament is demanding among other things that rape be recognized as a war crime and that those responsible for such crimes be brought to justice and victims indemnified. The resolution also underlines the importance of undertaking international investigations leading to the arrest and condemnation of war criminals. It also calls on Member States to open their doors to war victims.

The Women's Rights Committee of the European Parliament, the President of the Advisory Committee on Equal Opportunities, Rena Lampra, the European Women's Lobby and numerous personalities and organizations have joined in denouncing the horror of these acts committed against women and children.

It is important that men and women throughout the world condemn this barbarism. Their condemnation must be shouted from the rooftops so that this brutality can no longer be a part of tomorrow's world, and so that victims can receive material and psychological assistance.

Anne-Blanche Haritos

Anne Blanche Haritos

COMMISSION OF THE EUROPEAN COMMUNITIES

BIRMINGHAM CONFERENCE

How do we make equal opportunity a reality of business life? This was one of the questions addressed at the "Equal to the Task" conference, organized by the UK Ministry of Employment in Birmingham from 6 to 8 December to mark the British presidency of the European Community. At the conference, delegates were able to take a global look at the problems of discrimination - by sex, race, age or handicap - at work.

Different strategies to change attitudes, set specific targets for women's participation, introduce short and long-term pro-active policies and increase flexibility were examined by politicians, both sides of industry and the equal opportunities experts present at the meeting.

Speakers gave examples of positive action measures already being pursued in various countries. Mr Michel Hansenne, Director-General of the International Labour Organization, reminded delegates of his organization's commitment to equal opportunity. Nonetheless, the problem of the under-representation of discriminated groups is not a simple one. Speakers highlighted the cultural differences which exist within Europe, insisting that women, who make up some 40% of the work force, cannot be treated as a "minority group", and pointing to the fact that legislative measures in favour of women are already an integral part of European treaties.

Even so, a stereotyped enterprise culture continues to relegate the majority of women to under-qualified, badly paid and frequently precarious jobs.

This is a question of economics, and goes to the heart of the way business is run. For Zygmunt Tyszkiewicz, Secretary of UNICE, the European employers' federation, companies will only "hire and promote women, disabled people and so on if they perceive them as productive and proficient resources".

Without waiting for the end of the present economic depression, employers need to be convinced that the "male, young and white" model of efficiency does not always pay off. Sally Greengross, speaking on behalf of older workers, reminded delegates of the "demographic time bomb" which is set to go off at the beginning of the next century, and of the lack of young workers which will accompany it. Other speakers insisted that diversity and flexibility are in enterprises' own interest and pointed to the high cost to them of discriminatory employment practices and the

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 poor management of companies' "human capital". Change can only be progressive, and must be supported by the efforts of "parents, schools, enterprises and governments" to improve the professional skills of all workers. Diversity is an added value, something which people currently suffering discrimination should be given a chance to prove, the conference concluded.

Useful address: Equal Opportunities Commission, Overseas House, Quay Street, GB-Manchester M3 3HN, tel. (44.61) 833.92.44, fax.: (44.61) 835.16.57.

ADVISORY COMMITTEE ON EQUAL OPPORTUNITIES

The Advisory Committee held its first meeting of the year in Brussels on 25 and 26 January, with Rena Lampsa (Greece) in the chair. Before turning to the items on the agenda, the Committee spoke about the rape of women in ex-Yugoslavia. It heard reports from several delegations from Member States who have reacted in this matter and decided to prepare a press release (see below).

The Committee noted recent developments in the work of the Equal Opportunities Unit. An evaluation of the Third Action Programme for Equal Opportunities between Women and Men, which is approaching its mid-term stage, is planned. The three axes of the programme will be examined: the legal axis, in particular the revision of the directive on self-employed women, the axis on access to employment and training and the axis relating to the role of the media and improving women's position in decision-making. The Committee adopted a declaration affirming its determination to ensure that national equal opportunities bodies earmark the necessary resources for this assessment of the Third Action Programme and to coordinate the replies to the questionnaire which has been specially drawn up by the Commission and sent to Member States and both sides of industry.

The Committee also noted the work being carried out at the initiative of the Task Force Human Resources, Training, Education, Youth as part of the social dialogue. A representative from the Task Force said that mainstreaming is being achieved and that a joint declaration would soon be published on improving training for women in enterprises.

Reform of the structural funds

The Committee went on to note the work carried out by the sub-committee on the reform of the structural funds. A memo has been written, which will be sent to President Delors and the Commissioners involved. In a press release distributed on 27.1.93, the Advisory Committee expres-

sed its concerns relating to the reform of the Structural Funds. These funds are intended to assist rural and less developed regions and regions in industrial decline. "It is time for equality to become more than just a slogan", Ms Rena Lampsa declared in the press release. Women make up 40% of the European Community's workforce and most of them are stuck in inferior and underpaid jobs. "If the Community fails to take measures to improve the situation, their skills and qualifications will continue to be under-utilized and women's situation will further deteriorate", the Committee explained. The Committee went on to ask President Delors to ensure that the new regulations of the Funds do not neglect women's problems and that regular evaluations be carried out to examine the extent to which the equality dimension is being applied.

Useful address: Renata Lampsa, President of the Advisory Committee, Odos Neofitou Vanva 3, GR-10674 Athens, Tel. (30.1) 36.729. ■

FEMINIST STUDIES

The GRACE project, which was entrusted by the European Commission's Equal Opportunities Unit to GRIF, is now entering its third phase. The report on phase one of the project was published in May 1991 under the title "Feminist Studies in the European Community". Phase two, which ran until mid-1992, set itself the tasks of publishing a "students' guide to feminist studies in the European Community", preparing thematic publications from information on the GRACE database and organizing seminars. A report on these activities was recently published under the same title (phase two), accompanied by a glossary of key words used in the GRACE database. This database can be consulted either by contacting GRIF directly or through the network centres which are being set up in the different Member States. Phase three of the project will be devoted to publicizing and updating the database and to preparing three publications (Image and Media, Science and Technology, Inequality and Opportunities). This year, three seminars will be organized on new trends in feminist studies, epistemology and methodology, and the future of feminist studies. The first of these will be in March.

For information on the phase two report and all other activities, please contact the GRACE Project Coordination Office, GRIF, 29 rue Blanche, B-1050 Brussels, tel.: (32.2) 538.84.87, fax: (32.2) 537.55.96.

WOMEN AND DECISION- MAKING

The European "Women in Decision-making Process" network has prepared a document of statistical information, published by the EC Commission's Equal Opportunities Unit, on women's participation in political and public decision-

making. This valuable working document, consisting of 14 annotated tables of data on the place of women in decision-making bodies in the 12 Community countries, provides a panorama of women's representation in national and European Parliaments, in standing committees (broken down by political party), in government, in regional and local bodies, in advisory bodies, in trade unions, employers' associations and joint consultative bodies, as well as in public authorities.

Coordinator: Sabine de Béthune, 33A rue Mercelis, B-1050 Brussels, Tel. (32.2) 512.77.23.

AUDIOVISUAL PRODUCTIONS ON EQUALITY

The European Commission's Equal Opportunities Unit has undertaken an initial selection of projects for audiovisual productions presenting a positive image of women. The selection committee, made up of equal opportunities and audiovisual policy representatives of the European Commission, of the Steering Committee for Equal Opportunities in Radio and Television and a media expert, examined 25 applications. 13 were turned down, five carried forward to the next selection round (July 1993), two have been asked to provide further information and five have been accepted. These five projects (from Germany, Spain, France, Ireland and the Netherlands) will each receive co-financing to an amount of ECU 25,000 for producing a documentary, a film and a video.

Information: Nathalie Davies, Equal Opportunities Unit, Commission of the European Communities, 200 rue de la Loi, B-1049 Brussels.

EQUAL OPPORTUNITIES IN CENTRAL AND EASTERN EUROPE

A conference on "Women's Daily Life and Equal Opportunities Policies: Central and Eastern European Societies in Transition" organized by the European University Institute of Florence (Italy), the Commission of the European Communities and the Research and Information Group on Family and Womanhood (Griff) was held on 28 to 29 January 1993 in Florence (Italy). Participants included experts from universities in the European Community, Central and Eastern Europe and Russia. Further information: *Instituto universitario europeo, Via Roccettini 9, San Dominico di Fiesole, Florence, Tel. (39.55) 509.22.77, 48.07.11.*

WOMEN IN THE RURAL ECONOMY

The Commission's Equal Opportunities Unit is carrying out a study on the role of women in the rural economy in Member States. The study sets out to identify, gat-

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her and analyze information available at regional, national and European level with a view to producing a document summarizing clearly the economic position of women in the rural environment, how this position differs from region to region and current trends. Publication of the final report is planned for the end of 1993.

For more information please contact Mary Braithwaite, rue Valduc 296, B-1160 Brussels, Tel/Fax.: (32.2) 672.29.20.

WOMEN OF EUROPE PRIZE

Created in 1987, the Women of Europe Prize is awarded every year by a European panel of judges to a woman selected from candidates put forward by national selection panels. The woman selected should have distinguished herself by her vision, her commitment and her activities to promote the European ideal. In 1992, the prize was opened for the first time to women from Poland and Czechoslovakia, with the prize going to Zuzanna Sztatmary. Now that the prize has become an established part of the Community scene, a working party has been set up to examine its objectives, the selection and award criteria, and the rules governing the composition of national and European selection panels.

Various proposals have already been made to improve the prize. Candidates must have a long-term vision of Europe and strong convictions which they place at the service of other women, in their own and other European countries. They must also be ready to accept the press coverage and public engagements which go with the prize.

National selection panels must meet strict criteria and be widely representative of political and institutional life, women's organizations, economic and academic milieu and the media. The new rules will be applied in the selection of the "1994 Women of Europe" prizewinner.

Information: Angèle Verdin, Women of Europe Prize, Secretariat-General, 193 rue Américaine, B-1050 Brussels or: Women's Information Unit, DG X, Commission of the European Communities, 120 rue de Trèves, B-1049 Brussels, tel. (32.2) 299.94.11/ 299.94.16.

EUROPEAN WOMEN'S LOBBY

The Bureau of the European Women's Lobby met on 30 and 31 January. Consisting of 20 members elected by the General Meeting, the Bureau set out the Lobby's work plan in the light of the 1994 European Parliamentary elections: the Lobby is looking to stimulate as many women's candidatures as possible and to encourage both female and male citizens to vote for women. In this task the Lobby will join forces with the European "Women in Decision-Making Process" network. The Lobby will also continue to play a liaison and catalyst

role towards groups of immigrant women and women from ethnic minorities.

With regard to the situation in ex-Yugoslavia, the Lobby's President, Barbara Helfferich, announced that she would be participating in the International Women's Tribunal in Zagreb on 7 February, where she would present a message of solidarity. The Lobby expressly demanded that the Council of Ministers of the European Community act to halt violence towards civilians. Finally, the Lobby is following closely the results of the new directive on the protection of pregnant workers and workers who have recently given birth or who are breast feeding, adopted in 1992, and is working actively on the reform of the social funds. It has sent a letter to President Jacques Delors, demanding that priority be given to equal opportunities in the Community's structural policies.

Information: Barbara Helfferich, Secretary-General, European Women's Lobby, 22 rue du Méridien, B-1030 Brussels, Tel.: (32.2) 217.90.20, Fax. (32.2) 219.84.51. ■

WOMEN IN EUROPEAN INSTITUTIONS

Meeting on 4 February, the "Women Officials of the European Communities" Network listened to presentations on equal opportunities policies within the European Community and within the Commission, in particular the positive action plan (PAP) for the European institutions. The network announced that it was organizing a round table on "Equality: women, men and management - Category C women officials" on 8 March, International Women's Day, at 53 rue de la Loi (room A, ground floor), from 13.00 to 14.30.

Information: "Solidarity Network of Women Officials of the European Institutions", Elisabeth Pouchous, Commission of the European Communities, 200 rue de la Loi, B-1049 Brussels, Tel. 295.19.00. ■

1993 - EUROPEAN YEAR OF THE ELDERLY

The European year of the elderly and of solidarity between generations was officially inaugurated on 20 January in Brussels by the new European Commissioner for Social Affairs, Pádraig Flynn. To mark this year, a large number of seminars, symposia and cultural events will be organized throughout Europe. A complete programme of these events has just been published. "We want this European year to stimulate people of all ages to take part in a debate concerning society as a whole", the Commissioner said. More than 60 million Community citizens are aged 60 or over.

Attitudes towards aging

The European Commission has recently published a report on the attitude of Europeans towards aging and the aged. Based on surveys carried out by Eurobarometer

in 1992 in the 12 Member States, the report presents a series of questions relating to the financial resources of the elderly, relationships between generations, elderly workers, health care and nursing facilities, and national policies in this area. The report highlighted the major implications of the growing numbers of elderly people requiring care for both families (women in particular) and governments. Moreover, unlike men, women are less likely to receive help from their spouses (18% compared with 53% of men).

Statistics also reveal considerable differences between countries: 68% of elderly people in Denmark are satisfied with the life they are leading, compared with 43% in the Netherlands, 25% in Spain, 6% in Greece and 3% in Portugal.

Age and Attitudes - the main results from a Eurobarometer Survey, DG V, Employment, Social Affairs and Industrial Relations, Commission of the European Communities, rue de la Loi 200, B-1049 Brussels.

EUROPEAN WOMEN AND EUROPE

The last edition of Eurobarometer (no. 37) shows that women are generally less positive towards the idea of "Europe" than men. The survey also indicates that awareness of the Community varies from country to country according to social variables, in particular exposure to the media (men as a whole are more exposed than women).

Only 56% of women have a positive attitude towards the European Community compared with 64% of the men surveyed, but their attitude is more often one of "don't know" (39% compared with 28% for women). They are also more negative towards the Single Market with 34% of positive responses and 50% "don't know", compared with 43% and 48% for men respectively. In general, attitudes are more positive at higher levels of income and leadership.

Eurobarometer no. 37, June 1992, DG X Information, Communication and Culture, Rue de la Loi 200, B-1049 Brussels.

EUROPEAN PARLIAMENT

WOMEN'S RIGHTS COMMITTEE

During its first meeting of 1993, held on 25 and 26 January in Brussels, and following the traditional exchange of good wishes for the new year, the Women's Rights Committee immedi-

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tely examined the alarming news on the situation of women in ex-Yugoslavia (cf. editorial).

Jean Thomas Nordmann (LDR, France) presented his draft report on women and shared family responsibility, pleading that both parents take an active role in educating their children following a separation or a divorce. Given the increasing number of mixed nationality marriages as a result of the free circulation of persons within the European Community, he called on all European Member States to ratify international conventions on the care of and the rights of children, to put an end to the frequently contradictory decisions of national courts.

The Representative of the Commission's Equal Opportunities Unit gave a general outline of the Unit's equal opportunities activities for 1993. These include an initial evaluation of the Third Action Programme for Equal Opportunities between Women and Men and a heavy legislative programme (Memorandum on equal pay, Communication on mainstreaming, revision of the Directive on the protection of self-employed women, examination of whether to maintain or withdraw draft directives on the reversal of the burden of proof and on parental leave). The Unit will also pay particular attention to the reform of the structural funds which is scheduled to come into force on 1 January 1994, to ensure that "Equal Opportunities Policy is taken into account in the new funds".

The representative from the Commission's Women's Information Unit outlined the planned reorganization of the Commission's services. She also sketched out the main items of the 1994 work programme: the revision of the Women of Europe Prize (see the article above), extending the NIKI prize to include Eastern European countries and setting up a European network of women journalists and a women's network in Central and Eastern European, the Baltic and CIS countries.

MEPs heard Mrs Carmen Gomez de Enterría, President of the Committee for Equal Opportunities between men and women in the Community institutions (COPEC), who outlined the difficulties which women encounter in building careers. Mrs Crawley reminded delegates of the need to act firmly and rapidly and to "sweep in front of our own doorsteps".

The Committee went on to examine the draft opinion on vocational training prepared by Doris Pack (EPP, Germany) and adopted a series of amendments emphasizing the importance of training for women, the need for specific complementary actions to improve access to employment, and demanding that existing women-specific training instruments (such as IRIS) be recognized and funded accordingly.

Useful address: European Parliament, 97-113 rue Belliard, 1047 Brussels, Tel. (32.2)284.21.11 or Plateau du Kirchberg, L-1919 Luxembourg

ERRATUM: In the last issue of the *Women of Europe Newsletter* (no. 30) please read *Marlène* (and not *Monique*) Lenz (EPP, Germany). Our apologies to the rapporteur on the condition of women in Central and Eastern Europe.

ECONOMIC AND SOCIAL COMMITTEE

"We must tackle unemployment in a coordinated fashion", said Jytte Andersen, Danish Minister of Labour, during a visit to the Economic and Social Committee (ESC) in Brussels on 28 January 1993. Mrs Andersen, who has recently taken up this post, emphasized the importance which the new Danish Presidency of the European Community attaches to dialogue with the ESC. Exclusion and equal opportunities between men and women will also be top priority during this period. *Useful address: Economic and Social Committee, Rue Ravenstein, B-1000 Brussels, Tel. (32.2) 519.92.80/519.92.07.*

SEMINARS

"Equal Opportunities in the media, the role of trade unions", 12 March, Brussels. This seminar will examine trade union equal opportunities policy at national level, mainstreaming strategies in this sector and equal opportunity negotiations. *Information: Kate Holman, Coordinator of the Steering Committee for Equal Opportunities in Radio and Television, Geneesheerstraat 9, B-1560 Hoeilaart, Tel. (32.2) 657.37.26 OR Nathalie Davies, Equal Opportunities Unit, Commission of the European Communities, 200 rue de la Loi, B-1049 Brussels.*

"Equal Opportunities in the Future: a share of everything", Aarhus, 12-14 May 1993. Seminar on equality organized by the Danish Government as part of its presidency of the Community. The seminar will look at mainstreaming, public perception of equality and women's participation in the decision-making process. Journalists will be invited and will be called on to participate actively in the debates. This seminar will include representatives from countries which have applied for EC membership (Austria, Finland and Sweden).

"Men as carers for children", technical seminar held from 21 to 24 May 1993 in Bologna (Italy). This seminar, organized by the EC Commission's "Child care" network, will examine research into paternity and the role of men in caring for children, against the background of the proposal for a Council recommendation on the care of children and parental leave, which takes up the question of the sharing of family responsibilities.

Information: Peter Moss, Network Coordinator, Thomas Coram Research Unit, University of London, Institute of Education, 22 Woburn Square, UK-London WC1H 011, tel.: (44.71) 312.69.54, fax: (44.71) 612.69.27.

PUBLICATIONS

Information and Documentation on Equal Opportunities between Men and Women in the European Community, IIAV and KVINFO (this document, already published in English, is now available in French also).

European Community Structural Funds and Child Care, V/2311/92-EN, published by the European childcare and other measures to reconcile family and professional life network. Available in English.

Segregation in Male and Female Employment in the European Community, V2146/92/EN, summary report by the network on the position of women on the labour market.

Statistical Data on Women's Participation in Political and Public Decision-Making, V/5145/93-EN, Panorama, report by the network on women in the decision-making process.

These publications can be obtained from the Equal Opportunities Unit, DG V, Commission of the European Communities, 200 rue de la Loi, B-1049 Brussels.

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