

# Women of Europe

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The drawing on the cover page was inspired by an Agence Belga photograph, used as a badge for those attending a public hearing on young women's employment arranged by the Youth Forum.

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EUROPEAN PARLIAMENT

The ad hoc committee on women's rights

Right from the start of its work in December 1979, the ad hoc committee has felt the need to gather information by any means at its disposal, but especially by the most direct and exhaustive means. With this in mind, it generated the idea of holding a public hearing, since there is no substitute for human contact and for discussions with well qualified representatives.

There were two subjects that, because of their complexity, called for more detailed investigation: the position of women in the social security systems in their respective Member States; and the difficulties encountered by women in small and medium-sized concerns - in agriculture and trade, in industry and crafts.

Milan was the venue chosen for the ad hoc committee's hearing on 20 and 21 October. The full account of the meeting has been brought out in 176 close-printed pages (document EP 68.457) and it would be impossible to summarize it here. Twenty or more experts told their listeners about their concerns. The information provided during the hearing will be embodied in the general report on the status of women in Europe being prepared by Ms Maij-Weggen.

Even at this point, the committee realises that there must be a very broad-ranging Community plan of action, covering:

the provision of information to women on the EC directives that touch their lives;

the position of girls in education, to remedy a situation in which they leave school too early and are given little choice of courses of study;

policy on basic and advanced vocational training and on retraining;

the harmonization and improvement of social legislation within the EC Member States.

As part of a series of meetings with members of the European Commission, the ad hoc committee members arranged an exchange of views with Mr Natali, one of its Vice-Presidents, the focal issue being the position of women in Greece, Spain and Portugal (the full text of Mr Natali's statement is given on pages 25-29).

In the meanwhile, the ad hoc committee has been continuing its work on the draft report on women's status in the Community.

Discussion of the report by European Parliament is now scheduled for the plenary sitting in Luxembourg in February 1981.

To help the earthquake victims in the South of Italy, each member of the committee is to donate the equivalent of one day's allowance. Suggested by Ms Marie-Claude Vayssade (French Socialist), it is hoped that the gesture will be copied by all members of European Parliament.

Paola Gaiotti de Biase, Magdalene Hoff and Anne-Marie Lizin were with the chairman of the ad hoc committee, Yvette Roudy, when she helped to open the public hearing on employment for young women, arranged by the European Youth Forum. "Times are hard for women today," said Ms Roudy, "with structural factors and economic trends combining to reinforce the restrictions that we are trying to ease so that women are no longer on the fringes of society."

#### Plenary session of Parliament

During the European Parliament October session, Ms Christiane Scrivener (French, Liberal Group) submitted an oral question on consultation of the consumers, producers and distributors of goods and services, a question that was considered in association with discussions on Mr O'Connell's report on the Commission's second consumer action programme.

Ms Scrivener said that the Commission was right in placing the dialogue between producers, distributors and consumers high on the list of points discussed in the second programme, as it is needed if we are to retain the market economy and freedom enjoyed by European consumers and manufacturers. Nevertheless, it must not be just a way of testing each other's strength, nor of laying down the law for others, nor of gaining time. According to Ms Scrivener, the recent case of hormones in veal shows how undesirable it is to let a situation deteriorate for lack of discussion. On the subject of boycotts, she argued that consumers would do a service to the economy if they had the courage to "boycott prices" on occasions.

Ms Scrivener stressed the importance of consulting consumers, especially on the subject of the Common Agricultural Policy. Consumers must be kept informed about price formation and they must be able to participate in the management of agricultural markets. More funds are needed to ensure that an adequate number of consumers can play a useful role as partners in this field, and Christiane Scrivener approved the Commission proposal to increase aid to consumer bodies. Discussing the establishment of true codes of contact, however, she expressed her fear that the European Commission was "dreaming". In conclusion, she pointed to the two-fold need: to inform and to educate consumers, without any constraint.

Among the many women taking part in the debate was Vera Squarcialupi (Italian, Communist Group), who pointed out that only 40% of Europeans interviewed by the Commission in 1974 considered consumer protection to be important, but that by last year this percentage had risen to 83%. She called for truly European legislation in this field and for a consumer policy implying a compulsory review of Common Agricultural Policy. The French Liberal, Simone Martin, agreed with Ms Scrivener that we should learn our lesson from the veal/hormone affair, as it proved the need for wider consultation, but she thought that boycotting is a dangerous weapon and should be used only in the last resort when all other methods of consultation have been tried and found wanting. Ms Martin appealed for allowance to be made for certain agricultural producers, especially young farmers. She raised the wider issue of the quality of food products, although she acknowledged that in some cases higher quality leads to higher prices. Finally, she called for a permanent body for consultation among producers, consumers and distributors. Having responded to the appeal to "produce more", she thought, Europe should now "produce better".

European Parliament gave its backing to measures planned by the Commission to deal with the state of "manifest crisis" in the steel industry, using the powers conferred under the 1952 Treaty of Paris setting up the European Coal and Steel Community, in particular by imposing production quotas. In the debate, Norvella Forster from the UK explained the position of her group, the European Democrats (Conservative). If the steel industry founders, she said, all the other sectors that depend on the industry may well go under too. Her group was not usually in favour of intervention in the free play of market forces; it supported action now because of the social effects of the crisis. She expressed the hope that the social aspect of restructuring the steel industry would not be overlooked and that Community funds would be made available to facilitate early retirement (a measure that is particularly vital in the United Kingdom) and to help re-house workers forced to move as a result of redeployment.

There were many women speakers in the European Parliament debate on the Madrid conference, part of a review of compliance with the principles of the conference on security and cooperation in Europe held in Helsinki. Winifred Ewing from Scotland, the spokeswoman for the Group of the European Progressive Democrats, laid special stress on human rights; she supported participation by non-government bodies such as Amnesty International in monitoring the application of the Helsinki agreement and pleaded for the right to visit political prisoners and exchange correspondence with them. She had herself worked for the release of a Jewish prisoner of Siberia, but none of the letters she had sent him before his release had reached him. She was in favour of cultural exchange with every country but thought that theatre or music groups visiting countries where human rights are not respected should publicly demonstrate their opposition to such infringements.

Ms Boserup (Danish, Communist) raised another question: poverty in the Third World, just as grave a menace to world peace as the military threat from the Soviet Union. The Italian Radical, Ms Macciocchi, regretted that Europe seems to have opted for a policy of "minor detente" at European level. She thought the Madrid conference might be a testing ground for European identity, which is currently in a state of crisis; it can assert its existence by projecting its image as a third pole in a world dominated by the two great powers. She said that Madrid must call for the protection of union freedoms in Eastern Europe, a factor whose importance has been confirmed yet again by the events of Poland. The right to union freedom had been asserted by the members of European Parliament's political committee even before those events, in the public hearing on the conference on security and cooperation in Europe before the summer.

The role that Europe could play was also emphasized by Ms Gaiotti de Biase (Italian, Christian Democrat), who wanted Europe to go to Madrid in a constructive spirit, on two conditions: first, the overall spirit of the Helsinki agreement should be observed, without placing so much stress on any one of the three factors (security, economic cooperation and human rights) as to detract from the other two; second, the Soviet Union should understand that the adoption of an independent stance does not mean that Europe has interests that do not coincide with those of the United States in the broadest sense. She asked for the security of the Mediterranean to be discussed in Madrid. It is a matter that cannot merely be solved by achieving a military balance between the groups; it will require a political, economic and cultural dialogue between them.

Maria Antonietta Macciocchi (Italian, Radical) spoke in the debate on the acts of terrorism in Antwerp, Bologna, Munich and Paris, asking the Commission on Culture and Education to take an in-depth look at the problem of racialism. Without wishing to minimize the horror of other attacks, she pointed out the gravity of the attack on the synagogue in Paris. The historical roots of racialism must be seriously studied so that the "barbed wire" surrounding certain people can be cut through. The European Parliament Committee on Culture could play a useful part by studying the question of racialism and anti-semitism from the cultural as well as the political angle.

Conservative amendments were made to a motion tabled by the French Socialist, Yvette FUILLET, on the fate of little girls in Southeast Asian refugee camps who are being exploited for the purpose of prostitution. Although the reference to this trade in human lives was deleted from the resolution, Mr. Ortolini - speaking for the European Commission - said that it could accept Ms FUILLET's request, i.e. that it should take up the matter with the High Commissioner for Refugees and see what could be done to combat the exploitation of children.

At the end of the session, Parliament approved two technical reports submitted by women:

the report by the Italian Communist, Carla Barbarella, on European Community action to assist farmers in Northern Ireland;

the report by the French Socialist, Edith Cresson, approving European Commission proposals on the development of agriculture in French overseas departments.

During its October session, European Parliament adopted the resolution put forward by Yvette Roudy, chairman of the ad hoc committee on women's rights, reaffirming that it is essential for women to be properly represented in the new European Commission due to take office in January 1981.

Mr Gaston Thorn, as President of the Council of Ministers, has received many letters asking for women to be included at last in the Commission that he will be chairing. Sent by various women's groups within the Community, the letters reflect the wishes of many million women. Mr Thorn may concur in those wishes but he is not in a position to bring them to fruition: it is the responsibility of individual governments to propose the names of those appointed to the Commission.

During the November session of European Parliament, women made their voice heard many times in the course of debates on a wide range of issues, from the death penalty to nuclear power stations and the social consequences of the crisis in Europe's steel industry. Two women were also rapporteurs on these subjects.

The first woman rapporteur was Mechtild von Alemann (German, Liberal), whose subject was the siting of nuclear power stations in border areas. Taking the broader European view, she called for procedures to be established for consultation when they are sited near frontiers. She believed that the Commission has a decisive role to play in this field. Of the many women speaking in the debate, several would have liked to go further in arguing against nuclear energy: the German Socialist, Beate Weber, was one of these, as were Suzanne Dekker (Netherlands, Democratie 66) and the Belgian Socialist, Anne-Marie Lizin. The latter said she merely wanted to back her woman colleague's report and, in particular, she proposed that steps should be taken to ensure that the consultation machinery administered by the European Commission would work even if the Commission's conclusions are negative. She quoted the case of the Belgian Government's powerlessness against the French Government in the matter of the siting of power stations in Chooz. The case is the strongest argument for the creation of a Community "line of last resort". Hanna Walz (Germany, PPE), who chairs Parliament's energy committee, argued in favour of nuclear energy but stressed the need for agreed standards for the building of nuclear power stations. She would also like to see negotiations with the Eastern European countries on this subject.

The second woman rapporteur, Fabrizia Baduel Glorioso (Italian, Communist Group), had produced a report on the closure of Consett steel works in the United Kingdom. Having conducted the enquiry on the spot, Ms. Baduel had seen for herself the tragic situation that arises in a region whose livelihood is based on a single industry in the absence of any realistic redevelopment plan, leading to a sort of damaging "wildcat restructuring". The rapporteur asked that governments make their redundancy schemes subject to redevelopment plans and that the European Commission use the financial measures at its disposal to encourage investment in new sectors.

Ms. Baduel was speaking in the debate on various aspects of the steel crisis, in which other women MEPs intervened: Marie-Claude Vayssade (French, Socialist), who deplored the existence of an anti-crisis policy essentially based on cutting production, and the British Conservative, Norvella Forster, who accepted the measures suggested by the European Commission, given the state of "manifest crisis", but hoped that we would look to the future, restructuring the industry to ensure that it will be competitive. Although she recognized the potential dangers of third country exports, she still believed in the principle of freedom of trade: agreements to be negotiated with countries like Japan, Spain and Australia should be on a voluntary basis.

After a heated debate (and a vote by roll call) that Parliament included a resolution on the death penalty in its agenda, at the request of Yvette Roudy, French Socialist. She was not asking for the basic issue to be discussed during this session, as it was scheduled for debate in the light of a report now being drafted by Ms Vayssade, but she wanted Parliament to take into account the new fact that three people found guilty by the French courts had been condemned to death.

According to the motion tabled by Ms Roudy, which was passed with 81 votes in favour, 31 votes against and 10 abstentions, Member States which have retained the death penalty are asked not to apply it in practice until a more searching debate has been held.

The subjection of women is to be condemned, wherever it is to be found. European Parliament agreed with Paola Gaiotti de Biase (Italy, Christian Democrat) who, together with her colleagues Anne-Marie Lizin, Belgian Socialist, Antoinette Spaak, Belgian FDF and Maria Antonietta Macciocchi, Italian Radical) put forward a resolution addressed to the Soviet authorities calling up them to abide by the principles of the universal declaration of human rights. The reason for this resolution was the attitude adopted by the Soviet authorities to feminist militants, who are being arrested, persecuted and sent into exile.

Parliament then turned to a happier subject, the designation of 1985 as "European music year". The proposal was supported by Paola Gaiotti di Biase, although she would have liked the Community to adopt a less symbolic and more practical policy in the field of the arts. She had noted the growing interest of young people in music, one aspect of the "leisure revolution" that sets such a challenge to our society. This celebration should afford an opportunity to reflect on the future of young musicians and ways of helping them. The need to support music and music-makers here and now was pointed out by Ms Macciocchi, who favoured a festival of contemporary music, with the participation of the Community. Ms Pruvot (France, Liberal Group) regretted that good intentions are too often divorced from reality; there is never-ending talk of a European policy for the arts, but when it comes to the point they are not given the means of subsistence.

Early in November, Parliament embarked on the budget debate, which continued in December. Ms Gaiotti and Ms Pruvot criticised the cuts made by the Council that affect proposals for the cultural field. Ms Gaiotti regretted that so little help is given with the provision of information to young people and women. Barbara Castle (British Socialist) attacked the surpluses arising from the Common Agricultural Policy, while Ms Cresson (French Socialist) called for help for farmers suffering loss of income. Luciana Castellina (PDUP, Italy), the rapporteur stating the opinion of the committee on development and cooperation, in turn criticised the swingeing cuts made by the Council in the field with which she was concerned.



FACTS, INSTITUTIONS AND LAWS

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1981, International Year of Disabled People

"Full participation and equality": the claim has a familiar ring to women's ears, but now it is the watchword of the International Year of Disabled People, the preparations for which have been made by Ms N'Kansa, the Executive Secretary to the International Year of the Disabled.

In UNO, the Committee on Women's Status had already drawn attention to the condition of handicapped women and called for special measures to prevent disability by educating parents in general and young mothers in particular.

Of the 450 million human beings numbered as handicapped, it may be assumed that half are women, added the Committee. The international community in general, particularly women, must be aware of the fact that women who are also handicapped are often the victims of two-fold discrimination.

A regular news bulletin is issued by the Secretariat to the Year of the Disabled reporting on progress with its work, and can be obtained on request.

Useful address: Secretariat, International Year of Disabled People  
International Centre, Vienna  
Post box 500  
A-1400 Vienna

Development: the position of women

Planners must be made more aware of the problems of women: this is the essence of the conclusions stated by a report commissioned by the United Nations Development Programme on the subject of the participation of rural women in development. It appears that planners are poorly briefed on the position and role of women in society, while women are hardly ever asked to take part in the decision-making process.

The report notes that there is a particularly urgent need for new ventures to help rural women in areas such as farming, technology, the provision of drinking water, hygiene, elementary health care, education and training.

For additional information, write to Mary Lynn Hanley at the New York office of the U.N. Development Programme.

Useful address: United Nations Development Programme  
1, United Nations Plaza  
New York 10017

Free Woman

A sculpture with this name has been created by Edwina Sandys and is to be sited in front of the United Nations International Research and Training Institute for the Advancement of Women, in Santo Domingo in the Dominican Republic.

A booklet describing the Institute, its background, the way it works and its projects can be obtained from UNO.

Temporary address: International Research and Training Institute  
for the Advancement of Women  
United Nations Plaza  
DC 1010, New York, N.Y. 10017

B E L G I U M

Women in Government

The new Government formed by Mr Martens at the end of October, like its predecessor, numbers four women members, although none with ministerial rank.

Rika De Backer and Rika Steyaert are Secretaries of State for the Flemish Community, while Cécile Goor and Lydia De Pauw are Secretaries of State for the Brussels Region.

In Belgium, women have had the vote since 1949, but it was not until July 1965 that the first woman was given government responsibility. As things now stand, there are 16 women in Parliament out of a total of 212 members (7.5%). In the upper house, the Senate, women number 20 out of 181 (11.1%).

Female unemployment

By a vote of 106 to 1, with 12 abstentions, Belgian MPs passed a motion "regretting the absence of women from the Council of Ministers and demanding special attention to be given to any measures that the Government may decide to take to alleviate female unemployment".

The "economic and social recovery plan" drawn up by the Belgian Government includes an amendment to the country's unemployment rules which would severely affect women. The Government intends to reduce unemployment benefits to people who are not heads of the family, as is the case with 90% of the 210,000 unemployed women (out of a total of 320,000 jobless).

Useful address:   Chambre des Députés, Palais de la Nation  
                  4 Rue de la Loi  
                  1000 Brussels

School of Seamanship

In the light of an opinion expressed by the committee on women's work, and following pressure from MPs, girls are now allowed to enroll in courses at the Antwerp Senior Seamanship School. They will be allocated separate premises in the buildings on the new campus, but nobody goes so far as to promise girls that they will be offered a job on graduation.

Useful address:   Hogere Zeevaartschool  
                  Noordkasteel - Oost 6  
                  2030 Antwerp

A woman president

For the first time in Belgian parliamentary history, a woman has been elected president of a legislative assembly.

Her name is Irène Pétry, and she is a member of the Socialist Party and a former minister of development cooperation. The assembly is the Council of the French Community, an institution newly introduced to Belgium.

### The Order of Leopold

The civil decoration of "Chevalier de l'Ordre de Léopold" has been awarded to Ms Yvonne de Wergifosse by King Baudouin, the first time in the history of Belgium that a woman has received an honour "in recognition of services rendered to Europe".

The decoration is a homage to Ms de Wergifosse's work in the International League of Economic Cooperation. She has also chaired the international women's committee and the Belgian women's committee in the European Movement for many years, displaying the utmost energy and devotion in her task.

### A Dilemma

Sabena, the Belgian airline, is facing a dilemma: to discriminate against women or to infringe the law.

The source of its problem is a law that requires employers to give women at least eleven hours between the end of one day's work and the time of starting work again. With some of its long distance flights, Sabena cannot comply with that law unless it decided to employ men only. The committee on women's work has recommended that an exception to the law be made in the case of Sabena air hostesses.

Useful address: Comité du Travail des Femmes  
Rue Belliard  
1040 Brussels

### Civil Status

"May I remind you that the fact of changing your personal status does not affect your legal capacity. If your signature is required, your maiden name only must be given in the document. This means that the signature you have been using up to now is valid. If you wish, there is no reason why you should not add your husband's name to your own."

Anne-Marie Lizin-Vanderspeeten, a member of European Parliament and also the Registrar in the city of Huy, unfailingly explains the extent of their rights to young people getting married. To reinforce her reminder, she gives them a present: two books, one the text of the law on marriage (law of 14 July 1976) with a commentary, the other a book by E.M. Belotti entitled "Du côté des petites filles" ("on the little girls' side), published by Editions des Femmes.

Useful address: Anne-Marie Lizin  
Echevin de l'Etat Civil  
Maison Communale  
5200 Huy

D E N M A R K

Greenland and the Faroe Islands

Greenland and the Faroe Islands have separate legislatures, though there are of course close links and cooperation between them and Denmark. This is the reason for the great interest shown by Danish women in their counterparts in Greenland and the Faroes, and why they share their concern regarding the small number of women represented in local government. There is no woman in the upper house in Greenland, and there are 15 women in local authority bodies. Greenland has a population of only 50,000, but its women's groups number 1,500 members; this must be very close to a world record.

During the elections for the Lagting, its legislative body, which took place recently in the Faroes, one of the two women members lost her seat so that now there is only one left, as opposed to 31 men. On 1 December, local elections were held in the Faroes, and women's organizations worked very hard to increase the rate of representation.

For the purpose of comparison, women account for 23% of the members of the Folketing in Denmark, while the national average for women candidates returned at local elections is 17.4%. The Copenhagen municipal area is outstanding in that 50.9% of successful candidates are women. Before the devolution of power to Greenland and the Faroes, Denmark's representative to those countries was never a woman.

Useful address: Danske Kvinders Nationalraad  
Niels Hemmingsengade 8  
1153 Copenhagen K

Finding out about Denmark

To mark the occasion of the "Copenhagen meeting", the Danish Ministry of Foreign Affairs have brought out booklets on women and employment, women and education and women and health. The copies we have here at "Women of Europe" are in French, but no doubt they have been produced in the other official languages used at the Women's Conference.

Useful address: the Danish Embassy in  
your own country

F R A N C E

Women and local elections

According to legislation passed by the National Assembly, a quota of 20% of the candidates at local elections in communes with a population of over 2,500 will be assigned to women.

In introducing the Government bill, Monique Pelletier, Minister for the Family and Women's Status, stated: "There is no doubt that the quota is not a desirable method in principle, but in this specific case I felt that it is the best way of accelerating a development which still far too often comes up against reluctance or even barely veiled opposition. Habits must be changed, behaviour patterns made more flexible; women themselves should be encouraged to assume responsibility..... Why give this quota only at local elections? Because local councils are the 'basic cell' of our administrative structure. If there are more women on the councils, it will have an encouraging effect and will set an extremely important example."

Useful address: Ministère délégué à la Famille et à la Condition  
Féminine

39-43, Quai André Citroën  
75739 Paris Cedex 15

The President welcomes 300 women

The President of the French Republic has received the chairwomen of three hundred women's groups at the Elysée. During his speech of welcome, he said: "The period of great legislative and statutory reforms in the status of women is approaching its end; the future lies more in our minds than in the statute book, more in our conviction than in constraint".

Women and public office

In the French civil service, there are two women with the grade of director (out of 149 established positions), 17 with the grade of department head (out of 467) and 140 working as head of external departments (out of 1,827).

Three reasons are given for the low representation of women at senior levels of the civil service:

professional training (at the University-level colleges traditionally attended by those aspiring to public office, such as the Ecole Nationale de l'Administration and the Polytechnique) has catered little for women until recently;

a given length of service (about eight years) is needed before taking up such office;

the position of director is not governed by statutory regulations; in other words, appointments are not based on seniority but may be influenced by political considerations, although this factor may work in favour of women.

Some of the figures are discouraging: in 1979, 300 women held the rank of "civil administrators" out of a total of 2,500. Out of 103 appointments to positions as department heads and deputy directors, only 4 were women.

Useful address: Ministère délégué à la Famille  
39-43, Quai André Citroën  
75739 Paris Cedex 15

School textbooks

Monique Pelletier, the Minister for the Family and Women's Status, last year drew the attention of the national publishers' association to the image of women as projected by certain textbooks and children's books. A working group was set up to look into the question, its members including publishers of books used in schools and children's books, experts in education and child psychology, officials from the Ministry of Education and local elected representatives.

In the light of this group's findings, M. Pidoux-Payot, the president of the association - the "Syndicat National de l'Edition"- has sent out a circular to his colleagues recommending that they "convey to their young readers an image of women that is as close to reality as possible, with due allowance for the changes that have been occurring over the past few years".

Useful address: Ministère délégué à la Famille et à la Condition féminine  
39-43 Quai André Citroën  
75739 Paris Cedex 15

Diversifying women's employment

Regional Prefects (the administrative authority) and Rectors (the academic authority) have been sent a ministerial circular signed by Ms Nicole Pasquier, Secretary of State for Women's Employment. The circular outlines plans for the establishment of a permanent specialist body within each Regional Committee for Vocational Training; its terms of reference will be to promote diversification in women's employment within the region, from the time of careers guidance to the stage of integration in the world of work.

The new regional bodies will include representatives from the worlds of education, vocational training and employment, as well as representatives of employers' and employees' organizations.

Useful address: Secrétariat d'Etat à l'Emploi Féminin  
25 Avenue Charles Floquet  
75700 Paris

Equality at work, and the law

The Comité du Travail féminin - "women's employment committee" - and the two sides of industry are being consulted on a bill relating to the equality of men and women at work.

Ms Pasquier has reported that there are signs of a levelling off in the disquieting rise in female unemployment. Between January and August 1980, the rate of increase in the number of women seeking work was halved. An additional factor is that the net amount of jobs created over the past five years has consistently been of greater benefit to women than to men. From 1974 to 1979, after the number of redundancies had been deducted from the number of new jobs held by women, the balance was 387,000. The corresponding figure for 1979 was 70,135 jobs held by women, 22,810 by men. Even so, the growing number of women seeking employment shows that the rapid growth in the size of the female working population has outstripped the creation of new jobs.

Useful address: Secrétariat d'Etat à l'Emploi féminin  
25 Avenue Charles Floquet  
75700 Paris

Being a father today

A seminar is being held on the theme of "Fatherhood today" in Paris on 17, 18 and 19 February next. It is being arranged by the Conseil supérieur de l'Information sexuelle, de la Régulation des Naissances et de l'Education familiale (the higher council for sex education, birth control and family planning), under the chairmanship of Ms Monique Pelletier, Minister for the Family and Women's Status.

The seminar will consider changing male roles and attitudes in the European Community states. Who are these "new fathers" of whom we hear so much? What part can men play in family planning? How do they react to women in their new role? How do they share in their partners' experience of pregnancy and childbirth? What does "fathering" entail? In what way are these developments linked with women's working lives? And, finally, what are the legal consequences of these major social changes?

Useful address: Conseil supérieur de l'Information  
Sexuelle  
29 Boulevard Raspail  
75007 Paris

**G E R M A N Y**

*In the national elections, the unexpected rise of the Liberals has worked in favour of women: the number of successful Liberal women candidates has risen from 3 to 7, a remarkable achievement considering the size of the party. The Socialist Party (SPD) has one more woman, while the CDU/CSU group (Christian Democrats and Social Christians) has the same number as before.*

*For the first time in the political history of Germany, one out of four candidates was a woman. The percentage of women members of the Bundestag now stands at 8.6%. It is also of interest that women are moving higher up on the lists of candidates, but it will probably not be until the next elections that they will reap the fruits of their protracted political labour.*

*The representation of women in the Government formed after the elections has not changed.*

A woman Chancellor?

The British Government has a woman leader; how would Germans feel about a woman in their Federal Chancellery? According to a survey conducted before the election in the autumn of 1980 by the EMNID institute, 38% of German citizens of voting age have no preference as to sex, 53% would prefer a man and 9% would prefer a woman.

Nevertheless, the view that politics is still a man's business is generally held not just by men (67%) but also - more surprisingly - by 58% of university graduates, 60% of those who live in large towns, 61% of blue-collar workers, 68% of farmers and the self-employed and 61% of Bavarians.

Women seem to be more flexible: while 40% would opt wholeheartedly for a male chancellor, 45% have no special preference and 14% come out unashamedly for a woman.

Regional institutions

Three regional governments have set up (or are about to set up) bodies with special responsibility for women's concerns.

In Bade Württemberg, Ms Mehrle is to head the "Frauenreferat", which will be directly answerable to the Minister of Social Affairs. In Bavaria, in response to demand from women's groups as a body, the Prime Minister has promised to set up a body attached to the Ministry of Social Affairs and Employment. In Schleswig-Holstein, the new body is a committee on women's matters, coming under the Secretariat of State for Women's Affairs.

Useful addresses: Frau Mehrle (Bade Württemberg)  
Arbeits- und Sozialministerium  
7000 Stuttgart 1

Frau Schuster (Schleswig-Holstein)  
Arbeits- und Sozialministerium  
2300 Kiel 1

A party for women

The Frauenpartei (women's party) has held its first federal congress in Kiel, at which it elected its committee: Eva Rath (chairman), Hannelore Wohlers (vice chairman), Frauke Winkler (treasurer) and Gabriele Storm and Helga Heidbüchel (members).

The Federal Finance Minister has agreed to recognize the Frauenpartei, which means that its members may deduct their subscriptions from their taxable income.

"At the moment we are at the phase in which we are building up the party," say its leaders, who call themselves "pacifists". Note that men are entitled to join the organization.

Useful address: Frauenpartei  
Bundesgeschäftsstelle  
Hasselkamp 26  
2300 Kiel 1



Women in society

This was the theme assigned to a board of enquiry appointed by the Bundestag, which has now published its findings (document 8/4461). Ursula Schleicher, its chairman, is also a member of European Parliament.

The board has drawn up more than a hundred recommendations, and it would obviously be impossible to print them in full here. Two main ideas underlie their conclusions: that nothing has changed in concepts of the respective roles of men and women; and that the structures and infrastructure of our society must be improved still further to give women greater scope.

Almost ten million women have a job, but 72% of them still have to do the housework when they come home in the evening and only 16% of their male partners give them a hand with the chores.

Among the measures recommended by the board of enquiry are an increase in part-time working, reintroduction to the world of work, a larger number of full-time schools and the establishment of "good neighbour" mutual aid schemes. It has also called for the establishment of a "Gleichberechtigungsstelle" (an equal rights commission), with the right to take the initiative and to be consulted on all proposed legislation affecting women.

According to a journalist writing in the Hannoversche Allgemeine, at the very time when the board was meeting the press, in a rural district of the Rhineland every single women candidate for a job in the administration was being disqualified from applying on the grounds of sex alone.

Useful address: Ursula Schleicher (CDU/CSU - Chairman)  
Helga Timm (SPD - Vice-Chairman)  
Enquête Kommission Frau und Gesellschaft  
Bundeshaus, 5300 Bonn 1

Careers: changing attitudes

Nothing can be done unless attitudes change: the conclusion has been reached many times before, but this time it is put forward in a report published by the Federal Ministry of Education (no. 5 in the Werkstattberichts series).

Although the same school education is available to boys and girls almost everywhere, the proportion of girls among school-leavers without jobs is 66%. The way in which the labour market is split between men and women still reflects the segregation of sexes in vocational training. Although 40% of young people as a whole receive training in a craft skill, only 22% of trainees in this group are girls. Girls tend to find jobs in the sectors in which they have traditionally worked: three quarters of girls leaving school go into retailing, the food sector and hairdressing. In the manufacturing industry, which trains more than 50% of apprentices, only 6% of trainees are girls.

The report by the Education Ministry stresses that not only must attitudes change but encouragement should also be given to a fairer apportionment of household duties within the family. Knowing that their future husbands will be of little help with the chores, girls prepare for the worst: working double time.

Useful address: Bundesministerium für Bildung und Wissenschaft  
5300 Bonn 2

A job: an impossible dream?

According to IG-Chemie, the German chemical industry union, 30% of women's jobs have already disappeared and once business and the service industry are rationalized the number of jobs taken by women will be cut still further.

This being so, will it become an impossible dream to work? There are good grounds for the fear, especially as the "protectionist" legislation on employment still prevents women from gaining access to the traditional male jobs in many cases. The reasons quoted are often health and hygiene, as in the case of employment for women on building sites. There are plans for reformulating the laws that prevent women from doing men's jobs during the forthcoming session of Parliament.

Useful addresses: Frau Mechtild Immenkötter  
Ministerium für Arbeit und Soziales  
4000 Düsseldorf 1

DGB - Frauen  
Hans Böckler - Haus  
4000 Düsseldorf

Drop in the birth rate

In an analysis of the fall in the size of the population, the Berlin Wirtschaftsforschungsinstitut (economic research institute) has found that more than 30% of households have a monthly income of not more than DM.2,000. The Institute believes that these low incomes act as a brake on the birth rate. It recommends an increase in family allowances in proportion to the parents' income.

For the time being, family allowances amount to DM.50 for the first child, DM.140 for the second and DM.340 for the third child and each child thereafter.

Equality: a provisional law

The date on which equality between men and women at work became law was 13 August 1980. Very prudently, the Bundestag has decided to review the law in 1982 in the light of its first two years of application. The law is the legal basis for equal pay and equal status in employment. Two of its provisions are that employers should not specify one sex or the other in job advertisements and that they should display the text of the law at the workplace.

Women's groups have pointed out that a vast majority of employers have failed to display the law, and that in their job vacancy columns the newspapers themselves still make a distinction between men and women. The groups claim that the absence of any effective sanctions means that employers do not take the problem seriously.

Useful address: Bundestagausschuss für Arbeit und Soziales  
Bundeshaus  
5300 Bonn 1

I R E L A N D

Equality and taxation

Miriam Hederman-O'Brien has been elected chairman of the Coimisiún um Chanáchas (taxation commission). As is well known, the taxation of husband and wife is a controversial point in Ireland's emancipation policy, but the commission's terms of reference extend to all tax problems.

Useful address: Taxation Commission  
88/89 Merrion Square  
Dublin 2

Women ...

... in the unions

Inez McCormack, a trade unionist, has become the first woman to be elected to the Executive of the Irish Congress of Trade Unions.

... in the courts

Miss Justice Carroll, a distinguished Irish barrister, has become the first woman Judge of the country's High Court, on the nomination of the Government.

... in politics

Senator Gemma Hussey has been appointed spokesperson on women's issues for the opposition party, Fine Gael, the first such appointment by any political party in Ireland.

Senator Hussey has been prominent in the Women's Movement for a number of years. She introduced a Private Member's Bill on Rape to the Senate last June, she was involved in the reform of the taxing of Irish married couples and, more recently, she headed a group reporting on the role and portrayal of women in Irish radio and television.

Useful address: Gemma Hussey  
Seanad Eireann, Baile Atha Claith  
Dublin 2

Guiding the guidance teachers

Career guidance teachers may not be entirely to blame for young people taking up jobs in sex-stereotyped areas; after all, their responsibility is to direct school-leavers towards realistic fields of opportunity. But perhaps in recent years opportunities have been changing: that would seem to be the thinking behind Ireland's Employment Equality Agency's decision to seek out the guidance teachers themselves and to talk.

A two-day residential seminar in November saw the two sides tackle a four-pronged programme: assessing the strength of sex stereotyping, looking at changes in job opportunities, examining economic and social trends to identify a strategy and working out a programme to combat traditional sex demarcation lines.

Useful address: Employment Equality Agency  
Davitt House, Mespil Road  
Dublin 4

### Family Planning Legalized

Amid confusion and controversy, contraceptives are now legal in Ireland.

According to <sup>some</sup> the new family planning regulations that came into effect on November 1st, which seek to regulate and control the distribution of contraceptives, may make them more difficult and certainly more expensive to obtain. Before the law, family planning clinics and, indeed, mail order agencies operated without such restrictions; now they must apply for registration. All contraceptives, including non-medical devices such as condoms, will now have to be prescribed by a doctor to married people only and dispensed by an authorized pharmacist.

At least one clinic, the Well Woman Centre, has declared that it will not seek registration and is willing to risk prosecution.

The battle for family planning began in the early 1970s with the setting up of an illegal clinic (others followed). The Supreme Court declared that a legal ban on importing contraceptives for personal use was unconstitutional. Yet another Supreme Court victory, following a challenge to the censorship rules, made it possible to distribute information about family planning.

### I T A L Y

### Mourning in Italy, mourning in Europe

After El Asnam, the South of Italy: earthquakes know no frontiers; nor does solidarity in grief and mourning. Throughout the European Community, people have come together to help the Italian victims, with women not unrepresented among the helpers. The immediate gesture was to collect clothing and blankets, the first sign of sharing in the pain.

In the joint efforts to achieve a more just and equal society, Italian women have created links of close friendship in all the rest of Europe, and the tragedy they are living through is felt by us as if it were our own.

### A new woman member of Parliament

Carla Gravina, the actress, has entered the Chamber of Deputies, taking the seat of Mr Luigi Longo, the chairman of the Italian Communist Party who died recently.

L U X E M B O U R G

Colette Flesch in the Government

In the Luxembourg Government, Colette Flesch has succeeded Gaston Thorn on his appointment as the President of the European Commission.

As the chairman of the Democrat Party and as burgermaster of the City of Luxembourg, Colette Flesch has already made a name for herself in European circles, especially as she had been an official on the EC Council of Ministers before, on assuming political responsibility, being chairman of the European Parliament development committee until 1979 and the quaestor in the Parliament that resulted from the European elections in June 1979.

Like Gaston Thorn, Colette Flesch will hold several portfolios: the economy, foreign affairs, middle classes and justice. In addition, Colette Flesch chaired the European Community Council of Ministers in December, since it was the turn of Luxembourg to hold this responsibility in the second half of 1980.

A law against discrimination

In pursuance of the directive of the Council of the European Communities issued on 9 February 1976 regarding the implementation of the principle of equal treatment for men and women as regards access to employment, vocational training and promotion, and working conditions, the Luxembourg Minister of Labour and Social Security has introduced a bill which, if passed, will translate the spirit of this directive into national law. It is a piece of legislation that will require all the formal discriminatory measures based on sex to be eliminated and, in addition, it will imply an obligation to create a positive right to non-discrimination.

While transposing the spirit of the directive intact, the Luxembourg bill goes into further detail on certain points. Its article 3, for instance, states that it is "forbidden to refer to the worker's sex in offers of employment and in advertisements pertaining to employment and vocational advancement, or to use any information in those offers or advertisement which might, without making explicit references, indicate or imply the worker's sex".

Here the law-makers have touched on a weak point in women's current position on the labour market. Sexist offers of jobs are common in the daily press and there are few people or, more important, few women who object.

Some professional bodies, including the chamber of commerce, have opposed this specific article on the grounds that "there will always be preferences that are justified by objective physical and psychological factors, if not by the constraints specific to a given occupation or a given job".

Useful address: Ministère du Travail  
Boulevard de la Pétrusse  
Luxembourg

N E T H E R L A N D S

Sharing the whole workload

In 25 years from now, all work in the Netherlands must be shared equally between men and women. By "all work" is meant every form of work needed to ensure that society runs smoothly, both paid employment and housework, both the care and education of children and voluntary work.

This is the essence of an opinion expressed by the Emancipatiekommissie (Emancipation Commission), which says that the distinction now made between paid and unpaid work prolongs the discrimination between men and women.

The Commission sees three ways of sharing out work and earnings:

strict and absolute limits should be placed on the number of hours worked in the day (five hours, for example), with flexible working times being made possible by keeping workplaces open longer;

every worker should have access to social security and have his or her own independent status in the tax system, and more public money should be made available to help with the cost of bringing up children;

services for housewives and for child care should be extended.

The Commission has calculated that about 800,000 more jobs might be created for women over the next ten years. Any employment policy must be an essential and effective part of emancipation policy, to help women make up for their delay in coming on the labour market.

In the short term, according to the Commission, the creation of part-time jobs might be a step in the right direction on condition that they do not do away with other jobs or give rise to a parallel labour market for women. In the long term, restricting the working day is the only way of making it possible for unpaid work to be shared. It is true that average earnings will fall when there is a five-hour day, but on the other hand everyone will have his or her own pay packet.

Useful address: Emancipatiekommissie  
Sir Winston Churchilllaan 366-368  
Rijswijk

Girls at school

The foundation named "Marie, wordt wijzer" (Marie becomes wiser) has devoted itself to improving educational opportunities for girls for many years. Up to now, its efforts have been directed towards girls in the final year of primary education, but now they are going direct to the parents.

The foundation has brought out a booklet urging parents and teachers to encourage girls to choose a career out of which they can make their living later in life. The kind of statements made to parents is: "together you determine what choice your daughter will make, through your own roles in the household".

The booklet, "Waar zou ze het voor doen?" (why should she do it?), is on sale in the bookshops.

Better opportunities in the university

For many years now, Dutch universities have operated a system known as "numerus clausus" in their admissions. Since more young people want to enroll in university than there are places available, a sort of lottery is held, in which better end-of-year results will confer a better chance of going to the university, although they will not guarantee success.

The Government is now proposing a bill to the effect that three quarters of admissions will be based on good academic results, although the rest of the places will be drawn by lot. By adopting this system, Mr Arie Pais, the Education Minister, hopes to improve the chances for girls, since half of the places drawn by lot will be earmarked for them. In practice, this means that girls will be slightly more likely to obtain a place, as the number of would-be girl students has been smaller than the number of boys up to now.

Useful address: Ministerie van Onderwijs en Wetenschappen  
Nieuwe Uitleg 1  
The Hague

Housewives and the unions

The Dutch trade union congress's women's union (Vrouwenbond van het Nederlands Verbond van Vakcentrales) has produced a booklet on housework, the aim being to spark off debate on the housewife's status and rights. Some of the points for which the Vrouwenbond pleads are: the extension of family aid services, social security for housewives, more education and education at a higher level and paid leave during the illness of a member of the family. Through this debate, unionized women hope that housework will be recognized as a socially valuable form of work and that the lives of housewives will be improved.

The booklet, entitled "De huisvrouw maakt er werk van" (the housewives takes her fate in her hands), may be obtained from the NVV, which has, incidentally, brought out a booklet on its own history.

Useful address: Vrouwenbond NVV  
Plein '40 - '45 nr. 1  
Amsterdam

U N I T E D      K I N G D O M

Why not 300 women in the Commons?

With only 2.9% women members, the House of Commons is the parliament in which women have the lowest representation. To change this situation, Lesley Abdela, Liberal candidate for East Hertfordshire, has launched the "300 Group".

A public meeting has been held in the Commons to put this simple question: "Why can't we get 300 women into the House?". As a reminder, there are 635 seats in the Commons.

It is still not easy to be a woman in politics. A former MP, Helene Hayman, quotes a comment from a male selection officer who said he was on her side since "frankly, we need a gimmick". Even when elected, a woman MP finds it difficult. She describes the House as "somewhere between a men's club, dizzy with gossip, and a debating society, not welcoming to women, who are treated with jocular ribaldry and clear contempt".

Useful address: 300 Group - c/o Ms Lesley Abdela  
The Mill House, Burford, Oxfordshire

Chairman of EOC reappointed

Baroness Lockwood, whose term of office as chairman of the Equal Opportunities Commission ended on 12 November 1980, has been reappointed by the Home Secretary for a further two years. She was first appointed chairman in 1975.

Useful address: Equal Opportunities Commission  
Overseas House, Quay Street  
Manchester M3 3HN

Women losing ground

In the United Kingdom, women's pay is falling by comparison with men's, their unemployment rate is higher than men's and very little progress has been noted in the recruitment of women staff in the public sector: these are the conclusions of the Equal Opportunities Commission's fourth annual report.

It is pointed out that the hourly rate of pay for women was at its highest in 1977, when it stood at 75.5% of the average rate for men. Since that time, women's wages have been slowly but steadily declining in percentage terms: to 73.9% in 1978 and 73% in 1979. Equal Pay legislation has had little effect. In the meanwhile, the female unemployment rate rose by 5% between December 1978 and December 1979, and the number of women in the public sector has increased only slowly. According to the report, economic problems have contributed to slowing down equal opportunities policy, since equality is seen as a luxury beyond society's means. This has increased frustration and resentment among many women.

The Commission is particularly concerned about the effect on women's employment of the closure of day nurseries, the excessive number of part-time workers and the inadequacy of vocational training for women.

Useful address: Equal Opportunities Commission  
Overseas House, Quay Street  
Manchester M3 3HN

Gerry the Mascot

The Equal Opportunities Commission of Northern Ireland has a new mascot - Gerry the Giraffe - which it is using with the slogan "Stick your Neck out for Equality" to publicize its work in a campaign aimed at the people of the province. Posters, tee-shirts and carrier bags featuring Gerry have been on display in various town centres, with members of the EOC staff to give advice.

"It is important to take the Equal Opportunities Commission out of Belfast and to show that it serves the whole province," says Naomi Wayne, Chief Enforcement Officer; "some people think that equality is a boring subject which does not concern them, but it is vitally important to all of us, and there is no reason why it should not be fun as well."

Useful address: Equal Opportunities Commission for Northern Ireland  
Lindsay House, Callender Street  
Belfast BT1 5DT



WOMEN IN AN ENLARGED COMMUNITY

Mr Lorenzo Natali, the Member of the European Commission with special responsibility for problems of enlargement, has addressed the ad hoc committee for women's rights in European Parliament, discussing the position of women now that the Community is to expand from nine to twelve member states.

It is not just States which are affected by enlargement, but their organizations and their citizens as well. The issues raised by Mr Natali will no doubt be the subject of discussion by women's groups and will lead to many developments. For this reason, "Women of Europe" feels it will be valuable to set out the full text of his address to members of European Parliament.

Greece's entry into the Community on 1 January next marks the first stage in its further enlargement, a process on which we have embarked now that Greece, Portugal and Spain have regained their status as democratic nations. They have now been able to satisfy their legitimate aspirations to become an integral part of our Community, a Community in which they can claim a natural part by virtue of their geography, history and civilization.

Their integration undoubtedly raises problems, not only because of the differences between the level of economic development which they have each attained by comparison with existing Member States, a factor that must be measured in the light of our objectives of integration, but also because at the same time we are having to cope with problems created by the economic and social situation in the Community as a whole, which is facing a crisis without precedent since the end of the second world war.

In preparing for further enlargement, the Commission has been engaged in substantial analytical work, of which the "Fresco" gives a relatively full picture. As we are pressing ahead with negotiations, we are also continuing to give more detailed thought to the issue and clarify our guidelines.

In the case of Greece, we have arrived at solutions that will promote the smooth integration of this country into our Community. The agreements that have been reached are for a transitional period, without affecting the principles that underlie the policies and rules that the Community has evolved over the years.

I should like to stress that one of the basic factors underlying the negotiations that have been conducted with Greece and that are now going on with Portugal and Spain is the fundamental principle laid down by the Community: that countries applying for membership should accept what has been achieved by the Community as it stands at the time of joining. The applicants have agreed to that condition. As a result, solutions have to be found, as in the case of Greece, in the form of transitional measures whose content and duration are being negotiated. When these negotiations are finalized, the agreements will be set out in the acts of accession.

Why is the principle of acceptance of the Community patrimony - the decisions taken at the time of signing the treaties and since then - so vital? In general, it is the very foundation of the Community, but I should also like to point out here that it is of great importance to women as well. The role of women in the Community is a very broad-ranging theme. The thoughts I should like to express here represent only one facet of the series of problems that arise, of whose diversity and complexity I need not remind you. I should like to say, however, that I feel we have arrived at a milestone: law and practice coincide to create a climate in which a qualitative improvement can be made in the way we think of women's place in our society and in what we should like that place to be.

In law, the time is right, for the principles of equality have long been enshrined in our constitutions, like so many other generous concepts that have remained in the abstract: in practice, the time is also right, for women, especially in our Community, have for many years been acutely aware of the gap that has yawned between themselves and men in widely differing respects, and they have started organizing themselves with a view to taking up the position in society to which they are entitled as citizens.

In these efforts to achieve equality, a dominating factor in our times, what is the position of the 28 million or so women who are to join our Community?

1. Legally, I note that all three countries have the instruments they need in order to achieve equality. Their recent constitutions have embodied the principle and laws enacted since then have defined procedures.

In Greece, the principles of equality and the right to work were established by the 1975 Constitution. Equal pay was made a requirement by a 1978 law and, in theory, has been in force since February 1980. Access to employment in Portugal was first governed by law in 1964, but equal access became a right with the 1976 Constitution. A law enacted in 1979 prohibited the many forms of discrimination that were still practised. In Spain, a preliminary law was brought in in 1961 to regulate equality in working conditions, and the arsenal of anti-discrimination measures has gradually been built up since then, for instance in the new Constitution of 1978 and in the 1980 Workers' Statute.

I feel that two points should be made here: the parallel between the legislative achievements in the field of equality between the Community states and the states applying for membership and the similarity of their legal measures, which are concentrating on the abolition of discrimination in employment.

2. Economically, there are a few significant aspects of the position of women vis-à-vis employment that I should like to discuss:

Rate of employment - This is still relatively low in all three countries (about 20% to 25%), but the trend has been rising fast, especially since 1968, apparently as a result of implementing legal measures for the protection of women's employment and the onset of the economic crisis, which has meant that the contribution made by a wife's earnings to the family income has become essential.

Concentration of female employment - In Greece and Portugal, the number of women employed on the land is particularly high, although in Spain more than half of working women are employed in the service sector. Within this sector, in all three countries women hold most of the jobs in the following areas, in order: office work, household and domestic work, retailing and teaching. In Spain, one quarter of the unskilled jobs in industry are done by women, while the corresponding figure for Greece is 3%.

Unemployment - The economic crisis and the slowing down in the growth rate have increased unemployment in every sector to varying degrees. The latest figures available are for the end of 1979:

Portugal	8.75%
Spain	10.14%
Greece	3.0%

It has been estimated, however, that the true rates of unemployment are far higher, especially in Greece. Among the unemployed, the proportion of women is higher than the national average. According to other information, in particular the reports made to the OECD's conference on women's employment, 3.6%, 12.6% and 12.62% of working women were jobless in 1978 in Greece, Portugal and Spain respectively. As you know, however, the figures give little idea of the true situation. We need statistics that include the number of women seeking their first job, and we do not have them now.

Training and social infrastructure - All the information I have quoted testifies to the continuing lack of training, a grave handicap in their employment in general. All due homage should be paid to the efforts being made in Greece to help women gain access to the jobs traditionally done by men: service as merchant navy officers, the upper echelons of the civil service and forensic science, for instance.

One major explanation for the position of women as I have outlined it, however, is the lack of social infrastructure. Its creation will be an even more determining factor than training in the move towards true equality between men and women.

Earnings - Here I must confine myself to a few brief comments on forms of discrimination. According to the information available, good intentions of ending discrimination, as embodied in the laws I have mentioned, are coming up against deeply-rooted and entrenched opposition. People are less ready openly to state the centuries-old belief that women's work is less important than men's, that their place is in the home and that their duty is merely to bring up the children and run the home, but discrimination in the form of unequal pay continues all the same, despite the right to equal pay laid down by law.

There are substantial differences everywhere. In Greece, the authorities are trying to remedy the situation through the negotiation of collective contracts of employment. In Spain, some of the existing collective contracts themselves aggravate the difficulty of eliminating discrimination.

Greece introduced an identical minimum wage for men and women in 1978, following the example set by Portugal in 1974. In that country, the gap narrowed by half in non-agricultural sectors between 1973 and 1977, although the average wages paid to men and women in paid employment on the land still differed considerably. I have no figures on this subject for Greece and Spain.

However meagre, these figures reflect a practical situation which, I feel, is not unfamiliar to ourselves; there are striking parallels with the position of women in our own Community.

There is, I believe, another comment that should be made at this point: the lower level of economic development in these three countries and the crisis that they have been facing have not made women vocal less focal in claiming equality. It is clear to me that over the next few years the conquest of economic independence will be the central issue in women's struggle, both in the new members and in existing member states.

I shall not try to under-estimate the enormous difficulties still to be overcome. In particular, I am thinking of the women who are so numerous in the rural world, representing a substantial portion of the population in all three countries. Considerable effort will be needed to help them achieve equality, even equality with women in the towns who have so many more ways of making their presence felt and obtaining a hearing for their needs.

3. On education, I have a few facts and figures: in Greece, Portugal and Spain, the number of girls attending university has increased markedly over the past few years, standing at 38%, 40% and 43% respectively in those countries. The signs are very encouraging, but it should be borne in mind that girls are still opting for the arts side on the whole. They seem to be taking a marked interest in biochemical science, however. One major concern is the level of illiteracy in Portugal, a country which is making a very special effort to eradicate an evil from which women in particular suffer.

The statistics are only fragmentary and they can give information on general trends at most. One of those trends - and this will be my third comment - is that women have been breaking down the barriers of centuries in gaining access to education at every level, something that is a major factor in their liberation and their preparation for working life.

4. Finally, let us take a brief look at women's place in the echelons of political power.

In our own countries, the participation of women in politics is notoriously inadequate, but I do not wish to go over the causes here, for they are linked with factors very familiar to us all.

The monopoly in political power held by men even today has hardly been shaken. Progress has been made since women fought for and won the right to vote, eligibility for elected office and equality before the law. Here and there, women have been elected to parliament and have become ministers and even heads of governments, but the tough battles waged by women have still not won them the terrain that is rightfully theirs. They still have to win their equality, day by day.

The same process has begun in the countries applying for membership, but here again progress has been uneven. In Portugal, for instance, a woman headed the Government during a part of 1979, and there are three women with the rank of Secretary of State in the present Government. No women are to be found in Greece's executive authority, but women are represented at the political level as testified by the number elected to Parliament: ten out of a total of 300 MPs. Spain has 21 women in Parliament out of 350, Portugal 17 out of 250.

At local authority level, the picture is disappointing: you could count the number of women mayors on the fingers of one hand.

A comment should be made on the absence of women holding responsible posts in the trade unions, reflecting the low rate of participation in union life, although there are differences in individual countries and economic sectors. I do not have detailed information on this subject.

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At the end of this brief review, I should like to point out that the exercise is incomplete. We still have far too few facts and figures to justify any clear-cut statement of ideas on the position of women in the "City". For my part, I have merely singled out the signs of a desire gradually to create ways of changing women's lot. These signs also show the amount of effort which is still needed.

I have no doubt that enlargement will provide an irreversible impetus for such effort. One essential reason for my belief is that the condition that countries must accept the Community's patrimony of established rights and decisions on becoming members will give the women of those nations a trump card up their sleeves, as they can then press their claims to equal pay through legal channels, both in their own courts and before the Court of Justice.

In the same way, the two directives on equal pay issued in 1976 and 1978 will provide the women in these countries with a powerful weapon in speeding up the process at national level; they will be able to avail themselves of the wealth of experience acquired in our nations in their attempts to bring practice in line with law.

In conclusion, I should like to point out that the directives will come into force in Greece on 1 January 1981. It is our firm intention to ensure that Portugal and Spain, in turn, apply them from the date on which they join the Community.

G R E E C E

Some facts and figures

At work

According to recent statistics (1978) published by the National Research Centre and the National Statistical Service, the working population of Greece is 905,408 women and 2,329,588 men. The breakdown by age group is:

	<u>men</u>	<u>women</u>
10 - 14	40,156	24,956
15 - 19	156,956	90,952
20 - 24	159,448	112,132
25 - 29	218,504	86,684
30 - 34	270,960	102,380
35 - 44	607,076	215,884
45 - 54	412,104	141,944
55 - 64	330,815	94,516
65 and over	133,568	35,960

Part-time jobs were held by 511,000 women and 1,480,000 men; the number of hours worked per week ranged widely:

	<u>men</u>	<u>women</u>
1 to 9 hours	2,200	1,700
10 to 19	11,000	10,000
20 to 34	7,000	59,000
35 and over	1,340,000	418,000

Political, economic and social life

Number of women in Parliament	10
Women mayors	3
Women in the mass media	13,016
Women teaching in universities	2,071
Girls attending primary school	450,769
Girls in secondary education	269,563
Girl students at university and college	38,369

"The Community of Ten: welcome to Greece" is the title of a booklet in the "European Dossier" series published by the European Commission. It provides a brief introduction to Greece, outlines the 20 year history of "association" between Greece and the Community and describes the procedure for membership and the problems that will have to be tackled.

Useful address: Commission of the European Communities  
 Directorate General - Information  
 200 Rue de la Loi  
1049 Brussels

M I L I T A N T   A C T I V I T I E S

I N T E R N A T I O N A L   O R G A N I Z A T I O N S

Women: the future

"Woman's social position, the prospects for the future" was the theme of the international gathering held in Rome by UFISAS (International Women's Union for Research and Social Action), with the backing of Italy's National Research Council.

The women at the gathering (representing women's committees from political and union organizations and women's movements and groups) took as the starting point for their discussions the ambitious work of research done by Gaetana Cazora Russo on "women's social status", as well as three reports: "new family models in Europe" by J. Trost (Uppsala University), "social stereotypes and their influence on behavioural models" by Dora Van Loo (Commission of the European Communities) and "relations between women, work and the family" by R. Bernard (Union Nationale des Associations Familiales, Paris).

During the discussions, emphasis was placed on the vital need for women to direct their own futures, not to be the passive recipients. To achieve this end, they must take part in the decision-making process, and there must be a more equitable sharing of roles in both public and private life.

UFISAS is to publish the proceedings.

Useful address:   UFISAS  
                  Via Lago di Lesina 20  
                  R o m e

A computerized index

CEFRES (the European women's centre for studies in a changing society) is to set up a micro-computerized index of the women in Europe who are "qualified to take an active part in the development of society".

The names and addresses of the women indexed by CEFRES will be made available to a wide range of bodies. CEFRES believes that the index will be self-financing by 1982, through subscriptions.

The questions put by CEFRES are designed to elicit a full picture: address at work, marital status, languages spoken, periods spent in other countries, activities outside work, the names and addresses of other women, etc. The questionnaire ends with the query: "Will you tell us whether you would like the particulars in this questionnaire to be treated as confidential?".

Useful address:   CEFRES  
                  55 Rue de Varenne  
                  75007 Paris

Liberal International

At the Liberal International congress held in Berlin in the autumn, member parties were urged to encourage women to take a part in political life, starting in their own ranks. In this way, the Liberal International hopes that their women members will receive systematic political training.

The congress set out the major topical objectives in a resolution devoted to women: improved vocational training for women, fairer tax legislation, social security for women working in their family business, better community facilities for child care, etc.

Women's press congress

The A.I.J.P.F (International Association of Women's and Home Page Journalists) congress singled out three challenges face the news media :

the challenge of new technologies, the challenge of the democratization of information and the challenge of humanity, in other words the social role of journalist.

In the course of the discussions, those attending the congress pointed out that women today want far more general information than ten years ago, and they seem to be using it in different ways; information now helps women to take their place in society, not to conform to stereotypes.

Useful address: A.I.J.P.F.  
Boulevard Charlemagne 1, Boîte 54  
1040 Brussels

B E L G I U M

Women's Day

In Belgium, 11 November - a public holiday to commemorate the armistice in 1918 - was the date chosen for Women's Day, and in Brussels special emphasis was placed on violence in all its forms, including the violence of keeping women down in their traditional role. While "voluntary and charitable" men looked after the children, women raised the issue of the physical and psychological constraints by which they are bound. One particular target for criticism was advertising and the way in which it confirms prejudice. That very day, the message used to advertise an automatic camera was that "even a woman can handle it".

In Louvain, where Dutch-speaking militants gathered, the main concern was women's employment and the unemployment benefits that are under threat from Government bills. A resolution passed at the meeting calls upon the Government to implement an active employment policy, especially for the groups most severely affected by the crisis.



Women's work: what of the future?

The "Conseil National des Femmes Belges" - the French-language branch of National Council of Belgian Women - met for a one-day seminar at the end of November to discuss the question of the future for women in their working lives.

According to those taking part, the most constructive attitude would be to promote vocational training and guidance leading to sectors of the economy in which there will in fact be jobs: in the computer field, for instance, in careers associated with providing service to people and in sectors of employment that will not be affected by automation.

Useful address: Conseil National des Femmes Belges  
1a Place Quételet  
1030 Brussels

Sixtieth anniversary of "Vie Féminine"

Sixty years ago, a small group of women whose conscience had been aroused by the living conditions endured by working class women came together to form a movement which they called "Vie Féminine" - "women's life". They arranged "social training" courses, at first for the benefit of working class women, although very soon they were also attended by women who had been forced to stay in their own home, isolated and overburdened with family cares and responsibilities.

Little by little, the Movement started to provide other services: milk for babies, advice about young children, mutual aid services, help with savings, family helps and joint efforts and research in matters affecting women in their everyday lives.

Calling itself a "Christian movement of cultural and social action", Vie Féminine takes care that the people concerned think about their own position, ensuring that women come together to take a clear look at the problems they are facing and suggest solutions which will also help to achieve equality and solidarity.

To mark its 60th anniversary, Vie Féminine has brought out a booklet introducing the movement and its history. It has also produced a publication on young immigrants and vocational schools, and another entitled "Après la soixantaine, vivre chez soi?", discussing the question of living at home after the age of 60. Over the next few months, Vie Féminine is to concentrate on the theme of "money and purchasing power".

Useful address: Vie Féminine  
111 Rue de la Poste  
1030 Brussels

United Feminist Party

In issue 13 of "Libre", the magazine of the "Parti Féministe Unifié", the Party takes a good look at itself. In a feature by Suzanne Blaise, it reviews the arguments often advanced against feminist parties and refutes them in detail.

"A party can't be built up on the basis of sex"; "structure is power"; "why not work within the framework of other parties?"; "you're only aping men"; "the party system is discredited": comments such as these have been heard a thousand times. The writer of the article takes each one in turn and argues the case against it. The P.F.U. has now been in existence more than seven years and its views are backed by experience.

Useful address: Parti Féministe Unifié  
74 Rue des Aduatiques  
1040 Brussels

Olivia's poem

Elle a peur de mourir à vingt ans	She is afraid of dying at twenty
Elle a peur de s'endormir sur un banc et de ne plus revoir le jour	She is afraid of going to sleep on a bench and never seeing the light of day again
Elle a peur que la guerre éclate	She is afraid that war will break out
Elle a peur de faire des chauchemars toute la nuit et que le jour cela devienne réalité	She is afraid of having nightmares all night long and that they will come true when morning comes
Elle a peur de pleurer devant les autres	She is afraid of crying in front of others
Elle a peur de se promener dans le noir	She is afraid of walking in the dark
Elle a peur de trouver un jour son sosie assassiné dans son lit	She is afraid that one day she will find her double murdered in her bed
Elle a peur de mourir à vingt ans et de ne pouvoir jamais écrire qu'elle est une femme angoissée.	She is afraid of dying at twenty and never being able to write that she is a woman in anguish.

This poem by Olivia (aged 13) is in itself justification for the creation of a women's group to combat all forms of violence. "We must defend the life that we have given". Standing up against violence, understanding aggression: these are the primary concerns of the women in search of a solution.

"Women's movements for peace are being created in Ireland, Denmark and France; we wish to join those women of good will" is their cry.

Useful address: Rachel Hainaut  
85 Rue Marconi  
1180 Brussels

A women's information centre

"L'une et l'Autre" is an information centre open to the public on Tuesday and Wednesday afternoons or by appointment. It houses a whole set of documents on every issue of concern to women: memoirs of women's lives, accounts of their struggles and problems, as well as:

a subject catalogue, with special prominence being given to women's concerns such as feminism, women in politics (both Belgian and European), consumer affairs, health, abortion, ecology, energy, women's employment, education and young people;

an alphabetical card index of articles in magazines and journals, the full text of which is kept in the centre;

press cutting files covering the national press;

a card index of novels, practical manuals, publications on women's lives, etc., cross-referenced by their authors and titles.

"Situation reports" have been published or are being drawn up on various themes: women in the glass industry, women in Europe, social security, crèches, etc.

The centre also has its own photo library with more than 5,000 photographs to provide a graphic record of women working in factories and workshops, strikes, demonstrations, women artists, politicians and life in the regions.

Useful address: Brigitte Verdière  
99 Boulevard de Waterloo  
1000 Brussels

D E N M A R K

Women's sociology: a research centre

In August 1980, a group of women specializing in sociological research set up a "women's sociological research centre", the purpose being to create a structure specifically designed for research into sociology as it affects women, promoting contact between women research workers inside and outside Denmark, providing a channel for communicating the findings of research on women's problems and, in the longer term, encouraging the integration of certain aspects of research pertaining to women with other types of research.

The centre is to hold seminars and publish working notes. The first series of seminars is on the theoretical and methodological problems of women's research, and is being held from December 1980 to May 1981. Further information can be obtained by writing to the centre at the address given below; the centre has not enough money yet to be able to afford a telephone or some of the practical installations it needs.

There are plans to combine an information centre with the research centre. Its leaders - Else Christensen, Kirsten Hvidtfeldt, Kirsten Jørgensen, Mette Mønsted and Ruth Nielsen - will be grateful for reports, journals and stencilled or similar papers on the subject of research into women's sociology, possibly on an exchange basis.

Useful address: Center for Samfundsvidenskabelig  
Kvindeforskning  
H.C. Andersens Boulevard 38, mezz  
1553 Copenhagen V

The arguments against part-time work

In the name of the Danish federation of female workers of which she is president, Ruth Lojbert has called for part-time work to be ended by the negotiations that are to be conducted on the new collective contracts.

The fact that such a demand is being made by the leading group representing working women has been viewed with great surprise and has sparked off lively debate. In general, part-time workers are women, and most of them do it because they can look after their homes and children as well as earning some money. At first sight, it would appear that job opportunities for women would be restricted by the elimination of part-time working.

The Federation does not share this view; it says that the goal is to allow women to choose a full-time job on the same terms as men.

Ruth Lojbert admits that it is not very realistic to believe that part-time employment could be ended immediately. The reason why her federation is making the claim is because its aim is to reduce the working week for both men and women. During a time of crisis, there is too great a risk that women engaged in a part-time job will be given short shrift on the labour market. Women who are the wage-earners of the family are often very severely affected, finding it impossible to make ends meet with a smaller wage packet. And women will never be on truly equal terms with men, either on the labour market or in their homes, while they have to work outside the home without any change in the relative roles of man and woman in the family.

"Part-time - woman's time" is the translation of the title of a recent publication analysing social conditions in part-time employment and its effects on women. It shows that women do not choose part-time work, they are chosen for it. Most women do two jobs: they work in the home and they work on the labour market. This is why the part-time arrangement is a necessity for many women if they are not to be worn out before the age of 40. The choice of a part-time job is not a free choice but something imposed on them. They need such work partly because the task of looking after home and family is not shared out fairly and partly because full-time work is too long in practice and too exhausting in most of the jobs that women do. Finally, as things stand now, more and more of the jobs usually done by women call for no more than part-time work, so that they are forced to accept shorter hours if they want to find employment at all.

Someone who has a part-time job in fact spends the whole of the time working, unlike a full-time worker, making it more viable for the employer. The fight for an end to part-time, therefore, is a struggle against the interests of employers and a struggle to change the roles of men and women within the family.

Useful address: Danske Kvinders Nationalraad  
Niels Hemmingsensgade 8  
1153 Copenhagen K

F R A N C E

Secretaries organize their own affairs

The initials AFSAD stand for "Association française des secrétaires et assistantes de direction" - French association of secretaries and personal assistants. The new group intends to speak up for secretaries at every level of their careers, to promote and publicize their work and to negotiate a specific and practical status for them.

AFSTAD's concerns include providing information to young people on training today and helping to make that training more effective and realistic.

Useful address: AFSTAD  
7 Rue Rémy de Gourmont  
75019 Paris

Women candidates at the elections

Véronique Neiertz, of the national secretariat for women's campaigns, has proposed steps that will promote the choice of women as candidates by the selectors, and the French Socialist Party steering committee has agreed.

In each department where there are four seats to be filled, at least one will be earmarked for a woman candidate. In the Rhône Department, for instance, where there are 13 constituencies, the Socialist Party will be presenting a minimum of three women candidates.

Useful address: Parti Socialiste  
Secrétariat National aux Luttres des Femmes  
10 Rue de Solférino  
75333 Paris Cedex 07

Art and women

The association named "Art et regard des femmes" provides a meeting place for women interested in drawing and painting. It is also a studio, open every Wednesday from 8 to 10 p.m. and every Saturday from 2.30 to 5 p.m., as well as a forum where poems written by women can be read out and discussed.

Useful address: Art et regard des femmes  
22 Rue du Faubourg du Temple  
75011 Paris

Women film-makers

An association of women film-makers has been founded in Paris, with the aim of producing, promoting and supporting films by young women, especially when they are about women.

Useful address: Femmes cinéastes  
24 Rue Falguière  
75015 Paris

Towards a non-sexist school

"Pour une école non sexiste" is the name of an association formed to combat the traditional image of male and female roles as conveyed by the illustrations and text of school books.

In practical terms, the association arranges for parents and teachers to read textbooks through with a critical eye and then uses their findings and comments to put a case to the publishers. The association strongly recommends publicizing the recommendations made by the American publisher, MacGraw Hill, to its textbook authors. It also advises placing pressure on the local authorities, which - under the French system - buy books for elementary schools, and also on school heads responsible for their selection.

Useful address: Pour une école non sexiste  
14 Rue Cassette  
75006 Paris

Friendship teams

Founded in 1953, "Equipes d'accueil et d'amitié" is an association that provides welcome and friendship for girl (and boy) students in Paris. Its activities are wide-ranging: contact with French families, meetings, discussions and visits to places of cultural interest.

A Christian association, it has adopted one of Gandhi's thoughts as its watchword: "the royal way is to number all men as one's friends and to look on them as members of a single family". Every Monday from 10 a.m. to 9 p.m., the association has an open day at 56 Rue Gay-Lussac, right next to the Sorbonne.

Useful address: Equipes d'accueil et d'amitié  
29 Boulevard Victor Hugo  
92200 Neuilly

No more war

The name adopted by an organization based in France is a programme in itself: "Résistance internationale des femmes à la guerre" - international women's resistance to war.

As the first practical step to this end, the women who have formed the group suggest that children should not be given warlike toys at Christmas; they argue that we should not accept the kind of upbringing that conditions boys to make war and girls to acquiesce.

The organization hopes to create an international school of thought among women of every age, race and religion, all standing out against war. And it declares: "if our indignation is echoed by any man, let him join us".

Useful address: Résistance internationale des femmes à la guerre  
Boîte postale 52  
94210 La Varenne

Women and employers

Biba, which calls itself the "monthly magazine for women who work", is awarding an "Oscar" for companies introducing measures or making arrangements that will promote women's integration into working life.

According to the editors, women and employers are partners, and a fresh look should be taken at how women seeking to improve their status and companies trying to solve their problems can help each other.

Useful address: Biba  
5 Rue des Morillons  
75015 Paris

A correction

Ms Huguette Cormier, the president of the Association française des femmes diplômées des Universités, has pointed out that Ms Josette Cachelou is the chairman of the Cercle des femmes ingénieurs - the "women engineers' circle" - within her association of women university graduates, not Ms Becarud as reported in issue 16 of "Women of Europe". Another point: correspondence for the women engineers' circle should be sent to the headquarters of the association, AFFDU.

Useful address: Association française des femmes diplômées des Universités  
4 Rue de Chevreux  
75006 Paris

G E R M A N Y
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Plans for 1981

Under the chairmanship of Marlène Lenz, Member of European Parliament, the "Europe Committee" of CDU/CSU women (the Christian Democrat and Christian Socialist Parties) met to plan for the Madrid Conference on Security and Cooperation in Europe and to consider the aftermath of the UNO women's conference in Copenhagen.

In 1981, the "Europe Committee" will be responsible for organizing the general assembly of European women's organizations that are members of the European Women's Union and the Union of Christian Democrat Women.

Three major themes have been adopted for 1981: the position of women in Europe, the lot of migrant workers' wives and human rights.

Useful address: Frauenvereinigung der CDU/CSU  
Friederich-Ebert Allee 73-75  
5300 Bonn

Women's image in the media

The German women's council (Deutscher Frauenrat), in common with many of its member groups, is angry at the false image of women projected by the media.

Why is it that the same old clichés are perpetuated when 39% of the people who work in the media are women? It must be admitted that women do not hold the key posts: not one is a general manager, there are hardly any editors and, even today, only 10% of journalists are women. Except in the women's press and magazines designed for women, only in local and regional newspapers have women made their presence felt.

At the seminar arranged by the Deutscher Frauenrat with the title "Schema F - Frauen in den Medien" (Scheme F - Women in the Media), a strategy was suggested. An appeal has been sent out to the people at the top in the media, asking them to ensure that men and women are not depicted in stereotyped roles. Women should not be shown as if they were a luxury object; more responsibility for the making of programmes should be given to women; and the theme of the "war of the sexes" should be discarded and a truer picture conveyed of how things are today.

For their part, women are asked to write as often as necessary to programme producers and the publishers of posters, newspapers and magazines to make their feelings known when the media try to project a caricature image of women.

Useful address: Deutscher Frauenrat  
Augustastrasse 42  
5300 Bonn - Bad Godesberg 1

Salesgirls on the alert

Despite scientific research and clear-cut regulations, few employers worry about their salesgirls' working conditions. Poor circulation, sore feet, curvature of the spine: saleswomen pay dearly for having to stand all day long.

In the town of Moers, several women's groups (led by the Liberal Party women, women unionists in the retailing, banking and insurance sector and Arbeitskreis Emanzipation) have aroused public opinion by pointing out that a salesgirl who is sitting down is not necessarily lazy. Launched by Jutta Henke, a petition is circulating to ask for chairs to be made available to sales staff at the counter.

Useful address: Arbeitskreis Emanzipation Moers  
c/o Jutta Henke, Kornstrasse 18  
4130 Moers

A birth strike

At a "summer university" arranged in Berlin, women students expressed the view that population growth policy works in favour of a patriarchal system. They felt that a "birth strike" could make its mark on both the political and the ecological level.



In the short space of time since October 1979, 1,350 women have undertaken to go on a birth strike as a protest against pollution and the destruction of natural wealth world-wide.

Useful address: Frauenökologiegruppe  
Frauzentrum, Stresemannstrasse 40  
1000 Berlin 61

#### Prostaglandins

An active campaign is growing in Berlin against a drug that contains prostaglandins. Women have already drawn the attention of the German federal health department, the Bundesgesundheitsamt, to the drug, which is already banned in the United States because of its side effects.

They demand that the authority stop allowing prostaglandin-based drugs to be prescribed, and protest against the careless way in which doctors hand out drugs that have not yet been authorized.

Useful address: Bundesgesundheitsamt  
1000 Berlin

#### Preparing for the 1984 elections

The Deutsche Frauenring (German women's organisation) one of whose aims is to promote civic education for women, is devoting special attention to European problems, with a "Europe committee" arranging lectures and discussions on the theme in each Land (region).

A day's briefing in Hanover provided an opportunity for the Deutsche Frauenring to plan its work for 1981 in the light of lessons learned during 1980 and the latest developments in Community policy.

The women who came to the Hanover briefing commented on the signs that the public is losing interest in Europe. They pointed out that the media rarely give a positive picture of the Community debate and that there are no well-established channels of communication have been established between the elected members of European Parliament and the men and women who voted them there.

In 1981, Deutsche Frauenring is to embark on its preliminary contact with Euro-MPs with a view to the 1984 elections. The organization will be doing all it can to help women gain a foothold in the political world. It will also make sure that it wields more influence on the Government to ensure that the directives on equality are properly applied.

Useful address: Deutscher Frauenring e.V.  
Westanlage 46  
6300 Giessen

I R E L A N D

Optimism in the 1980s

Monica Barnes, the administrator of the Council for the Status of Women, reports on a "whole new mood of optimism" for the 1980s.

Already the Council has taken occupation of new spacious offices. Earlier this year, the Council delegation met the Taoiseach, Mr. Charles J. Haughey, in a bid for funds which would put the organization and its work on firmer ground. The Taoiseach agreed there and then to Government payment of the first year's rent on the new premises (up to now the Council has shared accommodation with the Irish Council of the European Movement) and to a Government review of the Council's financial needs every year thereafter, based on yearly budget projections.

The Council set to work immediately, drawing up a plan of action for the coming year which includes extending the staff from one to three. There is to be a series of conferences and workshops, the first of which was held in mid-November to discuss the Copenhagen findings. A major research project is being initiated on child care, in conjunction with the Women's Studies Unit of the Irish Foundation for Human Development. There is also to be a scheme for associate membership open to women who are not members of women's groups but who can offer commitment, skills and experience. This will also bring in subscriptions, enabling the Council to implement plans for the creation of a newsletter and communications network.

The Council reports that emphasis for the Eighties is to be on extending its reach to rural women. This policy, they say, seems close to the heart and mind of Mr. Haughey and may well have contributed to the success of their meeting.

Useful address: Council for the Status of Women  
54 Merrion Square  
Dublin 2

Women in prison

In 1978, the average daily total of women in Irish prisons was 22; why then, does the Government plan to build a new £5 million women's prison with 160 cells?

Women's View, a new feminist quarterly published by the National Women's Committee of Sinn Fein, the Workers' Party (a party without a seat in Irish Parliament), has put this question in its second issue. It points out that a total of 414 women were sent to prison between 1933 and 1946. The crimes for which they were committed then were no different from the crimes being committed by women today; far fewer offenders actually end up in prison now.

The Council for the Status of Women is also opposed to the building of a large women's prison. It urges the setting up of small units which would provide re-training and supportive facilities (especially for women with children) under conditions of proper supervision and care, for those women convicted of petty crime.

Useful address: Women's View  
30 Gardiner Place  
Dublin 1

No holiday from housework

If the readers of one Irish magazine are typical, almost a quarter of Irishwomen have never had a holiday which does not involve housework. This is just one interesting fact to emerge from a series of questions posed by the pressure group AIM in its quarterly recently.

The results also show that:

- over 9% of women never go out socially with their husbands;
- over 20% of women do not know what their husbands earn;
- but 96% of readers said they make up their own minds on who they vote for, without necessarily voting as their husband do;
- and 86% said they have spending money for their own personal use.

It is disappointing that only 58% of readers admitted to owning their homes jointly, despite four years having elapsed since the introduction of a law giving spouses the opportunity to transfer homes from single to joint ownership without paying stamp duty.

Useful address: AIM Group Women's Centre  
14, Upper Leeson Street  
Dublin 4

"Equality for women"

This is the title of a 58 page booklet produced by the Research Department of the Irish Transport and General Workers' Union, Development Services Division.

Presented as a working document to the 1980 annual conference, the booklet sets out the latest information on Irishwomen and employment, describes the successes and setbacks of the recent law on equality and tries to map out a route for the practical application of the principle of equality.

Useful address: ITGWU, Development Services Division  
10 Palmerstone Park  
Dublin 6

Pregnancy

The "Women's Right to Choose Group" has opened a pregnancy counselling centre in Dublin which aims to give "non-directive" advice to pregnant women.

In its first twelve weeks of operation, 250 women sought information; three were the victims of rape, two thirds were single and the majority wanted information on terminating their pregnancies. The nine-member group say that although they realised the need for such a centre they were surprised at the large number of enquiries. In fact it is estimated that, by the end of 1980, 11,500 Irishwomen will have travelled to Britain for abortions. This claim is based on British estimates that 3,500 women giving Irish addresses will avail themselves of abortion facilities in England this year, and on unofficial guesswork that for every one woman who gives an Irish address another two do not.

Useful address: Irish Pregnancy Counselling Centre  
3 Belvedere Place, off Mountjoy Square  
Dublin

I T A L Y

Debate on quotas

The advantages and disadvantages of the quota system were reviewed at the 27th annual meeting of the Consiglio Nazionale delle Donne Italiane (National Council of Italian Women), which adopted the subject of "women and local authorities" as its main theme.

The system whereby women are allocated a quota of seats on local councils should be no more than a temporary arrangement, although it is vital if more women are to make their presence felt in every sector of public life.

Women members of local, provincial and regional councils spoke in the debate, stressing the vital importance of giving the half of the electorate who have never influenced politics the chance to make its voice heard.

The meeting also passed a motion addressed to the Minister of Foreign Affairs, calling upon him to persuade the Italian Parliament to ratify the U.N. Convention on the abolition of discrimination as soon as possible, following Italy's signature of the Convention in Copenhagen.

Useful address: C.N.D.I.  
Via Ennio Quirino Visconti 55  
00193 Rome

The image of women on television

Several women's groups met by agreement in front of Italian Radio and Television's headquarters to protest against the way in which abortion is depicted on television.

The protestors called for accurate information that will help women to find out about their own bodies and explain why the pregnancy termination counselling centres are not working properly. Television has a part to play in informing and educating women so that they can cope with the problem of abortion, which is always a crisis to any woman faced with the decision.

Diplomat's wives

Diplomats' wives do not always have an easy life. Whatever level their husbands have reached and wherever they are posted, they have to assume what is sometimes a difficult public role.

An association of wives of Foreign Ministry staff - "Associazione fra le consorti dei dipendenti del ministero degli Esteri" - has now been formed in Rome.

Useful address: Giuppi Pietromarchi  
Chairman, Associazione fra le consorti dei dipendenti  
del Ministero degli Esteri  
Ministero degli Affari Esteri  
Rome

Television takes a more searching look at women

"Io donna" - "I, a woman" - is the title of a series of programmes being shown on Italian television's channel 1 for the first time, the aim being to give a different kind of picture of women.

The producers point out that anthropologists and ethnologists engaged on research on the values of distant or minority cultures are unaware of this vast and silent culture under their own noses: women's culture. It seems that women talk only to other women, telling each other about events, their experiences, their feelings; in this programme, what they say is judiciously filtered through pictures.

Useful address: RAI - TV  
Viale Mazzini 14  
Rome

A woman jet pilot

In 1967, Fiorenza De Bernardi was the first Italian woman to join a flight crew as first officer. Since that time, she has been the captain of a Beechcraft twin engine aircraft. Having worked as a pilot for the Italian national air line for many years, she has passed the technical and theoretical examinations on a DC 8 flight simulator and is now waging a courageous campaign to become a pilot on the long-haul routes for which the DC 8 is used.

Six centuries of music

A surprising lecture-cum-concert has been given by Rosaria Marciano in Rome: with practical examples, she has described the complex relationship between music and women - as performers, creators and muses.

From St. Thomas to Franz Liszt, men have been unanimous in their verdict: women are unable to create. Rosaria Marciano has proved they are wrong, backing her arguments by taking the examples of women like Margaret of Austria, Clara Schumann and Anna Amalia of Saxony, with many musical quotes.

A exhibition of the work of women painters has already been held in Italy, pointing to the same conclusion: artistic creation has not been the sole province of men, even if women are only becoming famous for their work today.

L U X E M B O U R G

Women's education

"L'Ecole des Femmes" is the title of a play by Molière, but it is also the name that a group of young women - with a nod of recognition to the great French playwright - adopted in deciding to work for the education and training of women.

Lectures, debates, reviews of social and economic problems, the pooling of views on everyday reality: a broad-ranging programme is available for all those women anxious to learn more.

Useful address: L'Ecole des Femmes  
c/o Tilly Jung, -16 Rue de Luxembourg  
L - Bridel

N E T H E R L A N D S

Legal experts look at women and work

Women and work - "Vrouw en Arbeid" - is the theme of the special issue of *Ars Aequi*, the journal of legal studies (no. 29/7, July/August 1980). In a report signed by the jurists who cooperated on the research, a detailed review is set out not just of the legislation on the subject but also of how the principles are being put into practice. At the price of Fl.3.50 per copy, the article is the work of experts and, at the same time, a gesture of friendship.

Useful address: Mw C.J. Mouton-Visser  
Bloemstede 69  
3608 TH Maarssen

A review of women's movement literature

Under the name of "Lover" - which does not mean what it sounds like to the English ear, but is short for "Literatuuroverzicht voor de vrouwenbeweging" (review of women's movement literature) - a quarterly journal has been in existence for seven years now, giving a wealth of reviews of women's publications that have appeared in all four corners of the globe, as well as critical articles on a whole range of subjects linked with women's information, literature and image.

"Lover" will be grateful for a copy of all magazines, journals and reports produced by women.

Useful address: "Lover"  
Fred. Hendriklaan, 75  
2582 BS Nuenen

U N I T E D K I N G D O M

Women reject anti-discrimination quotas

More than 200 women trade unionists have agreed not to press for legally enforced quota systems to ensure that woman hold a certain percentage of jobs in any company.

At a London conference organized by the TUC, the chairman of its Women's Advisory Committee, called for firmer support for women from the trade unions themselves.

Fearing a "backlash" effect if the quota system were to be applied, the representatives of more than 50 trade unions agreed to draw up a strategy involving proposals for legislative measures designed to improve opportunities for women in education, training, promotion, recruitment and family responsibilities.

Useful address: TUC Women's Advisory Committee  
Great Russell Street  
London WC1

WIRES

WIRES, run by a collective of six women, acts as a national information network for the Women's Liberation Movement. Housed in Nottingham, it will put you in touch with the nearest women's group or women's theatre, help with articles on women's rights or furnish information on women's aid.

It was set up by the 1975 National Women's Liberation Conference to be a central point of contact for the Women's Movement, so that all groups could report their activities and keep in touch with what other groups were doing, and so that isolated women could find out what was going on in their localities.

WIRES issues a fortnightly newsletter containing information, articles, reviews, letters and news of campaigns. It is for women only, on the grounds that women need to be able to communicate independently of men. It is financed by individual or group subscriptions, and is always looking out for new subscribers.

Useful address: WIRES  
32 A, Shakespeare Street  
Nottingham

Women's Action Day

Representatives of at least a million women, ranging from local liberation workshops and women's aid centres to organizations such as Women in Industry, the UK Asian Women's Conference and the National Federation of Women's Institutes, gathered in the Central Hall, Westminster, on 27 November to discuss women's priorities for the Eighties.

The conference, organized by the Fawcett Society and Women in Media, for Women's Action Day, not only discussed a wide range of subjects of importance to women, such as their role in education, work, public life, the law, the family and the media, but at regular intervals went in groups of two and three to the Houses of Parliament to put their case to MPs. A special letter was taken to Mrs. Thatcher, the Prime Minister.

The object was to draw the attention of the media, public and Parliament to the fact that "women of all parties and views have many aspirations in common about women's opportunities, responsibilities and place in society which have not yet been fully understood or catered for by any Government".

Useful address: Fawcett Society  
Parnell House  
25 Wilton Road  
London SW1

Housing: Improving Women's Role

While women's rights as tenants and home owners have improved considerably in recent years, women have had little success in influencing housing policy and design. This contrasts with the past, when many of the pioneers of housing management in Britain were women.

Today there are few women in important positions, although there are many in posts of lesser responsibility. Among directors of housing in local authorities, only 4% are women, and women represent only about one fifth of chairmen of local council housing committees. Because there are so few women architects, flats and houses are usually designed by men, often with little understanding of family needs or women's work in the home.

These are the findings of Marion Brion and Anthea Tinker, two researchers who have published their conclusions in a book entitled "Women in Housing". Women - particularly divorcées, single parents and the elderly - are disproportionately dependent on public sector housing, says Marion Brion. There should be more women in positions of authority who can understand their needs.

Useful address: Women in Housing  
The Housing Centre Trust  
62 Chandos Place  
London WC2

National Child Care Campaign

A campaign to improve child care facilities in Britain was launched by the National Child Care Campaign at the Trades Union Congress in September. The campaign is stressing that child care facilities are absolutely necessary and central to women's equality.

The campaign wants the Government to set up one department to coordinate provision for children. It could make resources available to local authorities to provide a free child care service based on the assessment of the local community as to what those needs should be.

Useful address: National Child Care Campaign  
c/o Surrey Docks Child Care Project  
Dockland Settlement, Redriff Road  
London SE16



THE CHANGING EUROPEAN COMMUNITY

Women and the European Social Fund

In 1980, the amount earmarked for women in the European Social Fund budget was 20 million units of account.

What 1 European unit of account (EUA) is worth in other currencies (rate in October 1980)			
-----			
Bfr/Lfr	40.4722		Dkr 7.82280
DM	2.53405		Ffr 5.87764
F1	2.75049		Lit 1207.64
£	0.587199		£Ir 0.675378

Applications for assistance from all Member States this year numbered 22, a total of slightly more than 71 million EUA more than double the figure for the previous year.

Under the European Social Fund objectives, as in 1979 special favour was given to training programmes designed to help women take up new professions or occupations in which they have previously been under-represented; as a second priority, preference was accorded to operations helping women to become more highly qualified.

The volume of applications exceeded the budget three and a half times. All the first priority operations were funded, amounting to 14 million EUA. The balance of 7.1 million EUA was not enough to finance second priority projects and the total funds granted for this category had to be cut.

	Value of applications million EUA	Value of projects approved million EUA	No. of women affected
Belgium	0.48	0.48	165
Denmark	0.45	-	-
France	4.75	3.67	3,055
Germany	61.21	14.08	4,469
Ireland	0.23	0.23	281
Italy	2.95	2.36	1,798
Luxembourg	-	-	-
Netherlands	0.95	0.17	741
U.K.	0.46	0.10	68
	----- 71.48	----- 21.09	----- 10,577

The sum of 21.09 million EUA includes 1.09 m EUA paid back by Member States in respect of previous years.

The variations in different country do not necessarily reflect any lack of interest in the vocational training of women over 25; in most cases, they are due to differences in their administrative procedures and the variety of training and retaining systems. For instance, some countries apply to the Fund for aid to "youth" or "regions in difficulty", sectors in which programmes are designed for both men and women regardless of sex.

Women's employment: how to innovate

CEDEFOP, the European Centre for the Development of Vocational Training, has held a major seminar in Brussels on the theme of innovation in women's vocational training.

All the EEC Member States have conducted pilot experiments in the vocational training of girls and women, and CEDEFOP has reviewed and inventoried those innovations in the belief that the time has come to take due note of the efforts being made, evaluate them and try to promote the ideas that prove successful; all too often, they remain one-off solutions.

In thirty or so sectors, trades and jobs, 297 new experiments in vocational training for women have been made, ranging from the driving of heavy vehicles to horticulture, from the police to joinery. As is inevitable, the degree of success has varied. In Denmark, for reasons which need to be investigated in detail, young women showed little interest in a programme of training in building techniques devised in Viborg. In Ravenna, Italy, on the other hand, women who have trained in the same industry, building, and have acquired skills in tile-laying, structural steelwork or crane-operating have found work and, in most cases, have held down their jobs. In the Netherlands, a training course on the provision of help to old people was so successful in Amsterdam in 1977 that it has been extended to ten other cities since that time.

It would be presumptuous to generalize as to the overall results as each experiment has its own special features, but a few lessons can be learned:

women's motivation is a key factor in determining the success of a project;

in courses designed for both men and women, the instructors must have received special training to make them aware of the problems specific to women;

efforts should be made to brief those working in traditionally male workplaces to overcome prejudice on the part of future employers and workmates.

Useful address: CEDEFOP  
Bundesallee 22  
D - 1000 Berlin 15

A helping hand for Italy

Following the earthquake in the South of Italy, the European Commission has proposed granting special aid to Italy, in two parts: emergency aid, and help with reconstruction.

Within a few days of the disaster, the sum of 1.5 million u.a. was released (about £900,000). In addition, the Commission has decided to allocate 40 million u.a. from the 1980 budget as emergency aid. The way in which the money is to be used will be decided by the Italian Government, whose representatives are in contact with the Commission. Most will help to pay for vehicles and temporary accommodation as well as the cost of foodstuffs already made available to Italy: 15,000 tonnes of cereals, 1,000 tonnes of meat and 900 tonnes of olive oil.

To assist with rebuilding, the Commission proposes that the Community should grant Italy a special loan of as much as 1,000 million u.a. A 3% interest rebate would be borne by the Community budget over the whole term of the loan, twelve years.

#### The Irène Scizier Prize

The SOROR Foundation has made a grant of Bfr 75,000 towards the Irène Scizier Prize, to be awarded every two years for research specifically linked with agricultural information, the common agricultural policy or information policy on Community matters.

Many women who are active in agricultural associations will have happy memories of Irène Scizier, who was responsible for agricultural information on the Commission of the European Communities. With her stocky figure and hoarse voice, she was as unbureaucratic as could be: she was down-to-earth and in touch with the everyday lives of men and women farmers. In a Community introducing the new idea of solidarity, Irène Scizier contributed the strength of her conviction and her human warmth; those qualities will not be forgotten.

Useful address: Irène Scizier Prize  
Commission of the European Communities  
200 Rue de la Loi  
1049 Brussels

#### Life-long education and training

Permanent education and training were the focus of concern at a seminar arranged in Berlin by the European Commission, working with CEDEFOP. Three related themes were raised for discussion:

- the development of literacy and basic education for adults;
- the role of permanent education and training in preparing people for new forms of employment and development;
- the problems of older workers and the transition from working life to retirement, and their effects on permanent education and training.

Where should our priorities lie in embarking on new projects, bearing in mind the social and economic problems facing us over the next decade?

Shirley Williams, the former British Secretary of State for Education, and Jacques Delors, chairman of the European Parliament Committee on Economic and Monetary Affairs, were among the specialists from many fields (industry, agriculture, trade unions, charitable associations) who contributed their thoughts on the subjects.

Among the ideas suggested at the seminar, those arousing special interest were on integrated local ventures. Devised and implemented "at shop floor level" to meet specific needs, the projects make use of imagination, resources, analysis and achievements whose implications go far beyond the local circumstances.

At a time when educational systems as a whole are suffering from a sort of crisis of credibility and when funds are dwindling, permanent education and training will help society to cope with the problems of the economic crisis.

Useful address: Commission of the European Communities  
Directorate-General for Research, Science and Education  
200 Rue de la Loi  
1049 Brussels

The Youth Forum: young women's employment

The topic chosen by the Youth Forum of the European Communities for its first major public event was "the employment of young women". Not without reason: at the end of October 1980, more than 41% of the 7.4 million unemployed in the Community were under 25 and more than 45% were women.

A group played music to open the session, there was an "information fair" in the basement of the Berlaymont building, and a "forum theatre" was set up to debate the future of girls in the Fourth World: rarely is so much imagination displayed or such a straightforward, free line taken within the walls of the European institutions.

Even so, it was in a serious mood, armed with the facts and figures on the different countries and thoroughly prepared that over 150 representatives considered ways of improving young women's lot.

The Forum was divided into six work groups, whose members included representatives from the unions, employers, research institutes, etc. A set of recommendations was formulated by these groups and presented at a round table meeting in the presence of Mr. Vredeling, Vice-President of the Commission, and members of European Parliament.

It is hard to summarize the series of over 50 recommendations addressed to youth associations, governments, European institutions, trade unions and employers, but the work groups made it obvious that there is still much to be done in the field of information. The kind of information provided should be on training, vocational guidance, job opportunities, social security, legal rights and new technologies. It should reach young women not only through the main channels of communication but also as a result of systematic campaigns arranged at every level. This implies closer cooperation between schools and youth associations on the one hand and, on the other, the trade unions, to help children gain their first contact with the world of work.

Laws should be enacted on equal pay, equal social security and pension rights and equal maternity and paternity rights (parental leave when a child is born). The authorities should provide an adequate number of nurseries and day care units. Special information bureaux and legal advice centres should be set up.

Some of the ways of creating new jobs suggested at the Forum were: the expansion of social services; the development of crèches, adult education facilities and facilities for leisure and the arts; developing alternative forms of energy; and the reorganization of public transport.

The Youth Forum also called for the new technologies to be used to improve the quality of life, saying that those technologies should become an integral part of youth organizations and schools so that young people could become familiar with them.

In short, youth organizations claim that women have the right to be workers in their own right and should no longer be a "marginal labour force" as at present.

Useful address: The Youth Forum of the European Communities  
66 Avenue de Cortenberg, Boîte 10  
1040 Brussels

The age of retirement

In Great Britain, Belgium and Italy, men and women retire at a different age. The question put by Mr Provan, a member of European Parliament, is whether this is not a form of discrimination and whether it should be ended.

In its reply, the European Commission pointed out that the EEC directive on equality for men and women in the field of social security gives Member States the right to exclude the matter of retirement age from the subjects to which the directive applies. Nevertheless, States must notify the Commission of the reasons for continuing to make exceptions and say whether they may be reviewed at a later date.

On the subject of coordination of Member States' policies on retirement age, the Commission has sent a statement on flexible retirement to the Standing Committee on Employment, one of the main points being that in the future legislation should not set a compulsory retirement age but give greater freedom of choice to individuals. For instance, both men and women might have the right to decide to stop working from a given age, say 60, and take their pensions. The statement stresses that this arrangement would have many social benefits and would provide a solution to equality in this domain.

A few publications

"Les finances de l'Europe" is a weighty tome of 600 pages, written by an expert in the field it covers, European finance: Daniel Strasser, Director General for Budgets in the Commission of the European Communities.

Considering that it covers such a complex theme, the work is of unusual clarity. The author explains his philosophy in these words: "Knowing that the facts are not always born free and equal in law, I have tried to give them their true meaning". The figures reveal economic and social reality, and no citizen of the Community should be indifferent to them. Published in French as part of the "Europe" series by Labor (Brussels) and Nathan (Paris).

EUROPE: TEN PLUS TWO

To mark the second enlargement of the European Community, a new map has been published. It shows the new Community with its ten member countries and the two applicant countries, as well as 13 countries around the Community (in less detail).

On sale in every Member State, the map shows regions and administrative units, capitals, waterways and territories that may be far away but are still part of the Community, such as the French overseas departments and Greenland. Inserted in the map are 78 diagrams giving basic statistics for the Community, the United States and the Soviet Union.

Useful address: Official Publications Office of  
the European Communities  
Box no. 1003, Luxembourg

Cultural Action in the European Community (European Documentation Series - 3-1980) reviews a domain not invaded by armies in time of war or covered by statistics in peacetime. For centuries, culture has spread with superb indifference to frontiers and barriers. Regardless of divisions, it has forged links between cities and centres of creative activity. What is the Community doing, and what could it do? One point clearly made by the book is that there is still a good deal of work to be accomplished.

Useful address: Office for Official Publications of  
the European Communities  
Boîte Postale 1003  
Luxembourg

SURVEY: European Women in Paid Employment

European Parliament's ad hoc committee on women's rights asked for a sample survey to be made on the forms of discrimination encountered by women in paid employment in the course of their work. The European Commission has commissioned this research, and the conclusions are set out below. It should be pointed out that this is the very first time that an international survey has been conducted on the subject and it would be unwise to look on the conclusions as definitive. Taking them at face value, however, they provide food for thought and a stimulus for action.

CONCLUSIONS

The task facing the men and women whose efforts are devoted to the cause of equality between men and women at work is not an easy one.

Although in theory thirty million European women in paid employment are affected by the problem, women's public opinion as a whole has not yet been mobilized.

It is estimated that there is a hard core of about 13% of wage-earning women who have personally experienced discrimination and who believe that at work they are at a disadvantage compared with men in most fields: pay, hiring, promotion, training, etc. It should be borne in mind that this 13% amounts to almost four million people, a far from negligible minority.

In a previous European survey ("European Women and Men in 1978"), a very similar question was put to working men and women: "Has the fact that you are a man/woman worked to your advantage or disadvantage in your working life?".

	<u>Men's replies</u>	<u>Women's replies</u>
advantage	63%	38%
disadvantage	3%	13%
no effect	<u>34%</u>	<u>49%</u>
	100%	100%

There is a striking similarity between these replies and the findings two years later.

A roughly equivalent number of women believe that women are at a disadvantage at work in most points, even though they have not experienced discrimination in person. The others - the very great majority - say that they have found no difference between men and women at work, or even that women are at an advantage.

Why is opinion among the majority of women wage-earners so little mobilized? No doubt the weight of tradition counts. It is a plausible theory, but impossible to measure accurately. Two factors have become evident from the findings of the survey. A large proportion of women's jobs (one third) is to be found in the public sector, and these jobs generate much less discrimination than others, as is made clear in all the analytical tables included in the report. In addition, many women work in a female sphere and therefore have no experience, perhaps not even the concept, of competition with male wage-earners. Where competition does exist - and this is the case with more than half of women in paid employ - awareness of discrimination is far more common.

In which areas do women mainly feel that they are at a disadvantage? To take them in order, first of all in the level of wages, then promotion, then the opportunity to acquire additional training. Disparities between men's and women's pay have long been the subject of repeated articles and comment in the press. Women also see the signs of such disparity in the family environment. Finally, in a period of economic hardship, pay is the subject most likely to be mentioned as a sore point, whatever the context.

The survey also reveals the degree to which women are aware of discrimination in promotion opportunities and in a parallel field, further training. Even more important, it clearly establishes for the first time that, in the eyes of women who work in an atmosphere of real competition with men, inequality in matters of promotion is a grievance more keenly felt than differences in pay. It is only fair to add, however, that promotion in most cases is the only way of achieving higher pay levels.

Should we need reminding that as things stand today - in 1980 - 68 women out of a hundred in paid employment have men as their immediate superiors? If we exclude jobs in which only women are employed, the figure for women working for a male boss is 80%. The stereotyped image that people sometimes smugly retain of women finding it hard to get on with each other is unrealistic: the survey clearly shows that women who work for a female boss are far less likely to meet with discrimination in their job, whatever the sex of their colleagues - women only or both men and women - and whatever the form of discrimination being reviewed.

Is it possible to take the survey data and to arrive at a sociological definition of an underprivileged group of women with cumulative handicaps - women with a low level of education, without training, doing a job that implies no responsibility for which they receive low pay - who are at the same time aware of negative discrimination in their work? No; the position is not so simple.

The great majority of female wage-earners display a strong commitment to their work. Even among purely manual workers, most women feel that their work entails responsibility, a feeling that extends to groups with the lowest level of education or those at the bottom of the wage ladder. In the same way, the feeling that one's work is below one's ability - a feeling that is not very common - does not seem to be closely aligned with the sociological criteria measured in the survey. At most, a slightly lower degree of satisfaction is to be noted among the younger women workers.

Previous surveys have shown that women derive almost as much satisfaction from their work as do men. More specifically, when asked the question "If you had enough money to live in all the comfort you wished, would you go on working all the same?", a clear majority of the women replied in the affirmative. In the light of the widespread research that has been conducted, it is apparent that the attitudes and values of working women come half-way between those of non-working women and men's. From a sociological viewpoint, work in itself seems to narrow the gap between men and women.

On the other hand, an analysis of the data points to the importance of psychological factors in women's attitude to discrimination. Not much information is available, but what there is is convincing. On the one hand, the women who look on themselves as the victims of discrimination, above all others, are the widows and divorcées, in other words those who have to cope with difficulties outside their work as well. On the other, attitudes to discrimination seem to be linked with the level of career ambition previously harboured. For example, among women who have left full-time education early, those expressing greatest bitterness are not the women without any diploma at all but those whose education, however short, culminated in a diploma; the qualification probably aroused hopes that were not to be fulfilled. Once again, we should point out that discrimination in matters of promotion is a sensitive point to many women, all the more so when they have completed a lengthy course of study. Once again, it is the gap between the level of aspiration and the reality of their daily lives that is the cause of bitterness.

A detailed report on the survey is to be published in the near future as a special issue of "Women of Europe".



RESEARCH, MEETINGS, BOOKS AND BURSARIES

UNESCO

"Girl or boy, the same education?" is the subject of a research project carried out by Béatrice Dupont for UNESCO. Curricula in the secondary school in the seven countries reviewed (Afghanistan, Jamaica, Jordan, Madagascar, Mongolia, Portugal and Turkey) could be a powerful influence in bringing about equality of opportunity for children of both sexes. Nevertheless, schools reflect the values of the society in which they exist and they help to pass traditional roles from one generation to the next. All our societies are in a process of change, and education finds it hard to keep abreast of that change.

Another publication of note is the booklet on "Half of the World", which reviews efforts within the UNESCO structure to promote female emancipation. Incidentally, UNESCO takes this opportunity to make a confession: only two out of its 60 directors in 75 departments are women.

Useful address: UNESCO  
7 Place de Fontenoy  
75700 Paris

Sheba Feminist Publishers is a brand-new publishing house which brings out works that reflect on feminism as well as non-sexist children's books, poetry and novels. For £11, carriage paid, English-speaking readers of "Women of Europe" can obtain a parcel containing "Sourcream", a collection of cartoons, "The Ten Woman Bicycle", a children's book, "Women and Russia", a feminist book published clandestinely in the USSR, "Smile, Smile, Smile, Smile", short stories, poems and drawings by British feminists, and "For Ourselves", a book on sex by the Dutch author, Anya Meulenbelt. Sheba, 488 Kingsland Road, London E8.

Emerging Women - Des femmes s'affirment - Las mujeres progresan - each of the posters designed by the U.N. International Research and Training Institute for the Advancement of Women has text in three languages and photographs illustrating some of the projects recently initiated by women. Enquiries to U.N. information offices (see "Women of Europe" no. 16 of September/October 1980).

The world economic crisis and the impact of new technologies on women's employment and status was the theme chosen for the second international forum of women in positions of responsibility - FOIME, or Forum International des Femmes Responsables. For information, contact Ms Gloria Salas de Calderon, president of FOIME, Bosque del Molino 54, Mexico 10 D.F. (Mexico).

Women Returning to Work is published in the United States but is a report on the research done by several women in Germany, France, Sweden, the United Kingdom and the U.S., edited by Alice Yohalem. The systems may differ, but women in industrialized countries face the same basic problems. Publishers: Allanheld, Osmun & Co. Inc., 19 Brunswick Road, Montclair, New Jersey 07042.

Les chiffres clés de l'emploi féminin en France (key figures on female employment in France) is a book commissioned by the Secretariat of State for Women's Employment that has been published by La Documentation Française. In a summary review, the main facts are marshalled and an incentive provided for further effort.  
La Documentation Française, 29-31 Quai Voltaire, 75340 Paris, Cedex 07.

A "Bibliographie analytique sur les femmes immigrées - 1965-1979" has been produced by Louis Taravella, published by CIEMM (Centre d'Information et d'études sur les migrations méditerranéennes - information and research centre on Mediterranean migration) and introduced by a preface by Jacqueline Nonon. This analytical biography of women immigrants from 1965 to 1979 covers employment, working conditions, vocational training, health and the socio-psychological aspects of integration in the host country, as well as legal status.  
CIEMM, 46 Rue de Montreuil, 75011 Paris. 63 pages, Fr20.

Das Europa-Parlament - Eine Chance für mehr Demokratie (European Parliament - an opportunity for greater democracy) by Christa Randzio-Plath, has now been published by Amt für Staatsbürgerliche Bildung (the civic education authority) in Schleswig-Holstein. Christa Randzio-Plath takes a look at how Parliament works, the party programmes and the difficulties faced by democracy, concluding with a comparison between democracy in the European Community and a snail: it makes slow progress, but it least it moves forward.  
Amt für Staatsbürgerliche Bildung, Kleiner Kihberg 4, 2300 Kiel.

L'occupazione femminile: problema regionale, nazionale, europeo (women's employment: a regional, national and European problem) was the title of a conference arranged in Verona in December 1979 by the National Council of Italian Women and the Istituto di Studi Politici e Amministrativi (Institute of Political and Administrative Studies). The proceedings have now been published under the same title, together with graphs and statistical tables that are still topical now.  
C.N.D.I., Via E. Quirino Visconti 55, 00193 Rome.

Travail professionnel des femmes et mutations sociales (women's employment and social change), by Huberte Hanquet, was written several years ago (1972), but the thought to which it gives rise is even more relevant today. In 400 closely-printed pages, the author considers the human and social significance of women's work from several angles, as well as its impact on women and their environment. Published by Editions Vie Ouvrière, 305 Avenue Van Volxem, 1190 Brussels.

Work and employment: society of the future was the ambitious choice of theme for the first seminar arranged by the Centre européen féminin de recherche sur l'évolution de la société (CEFRES - European Women's Research Centre on the Evolution of Society) in Lisbon in 1979. The proceedings have now been published, reflecting the upsurge of ideas and the mass of preparatory work. Enquiries to CEFRES, 55 Rue de Varenne, 75007 Paris.

The German Marshall Fund Equal Opportunity Internship Programme

The German Marshall Fund has announced an internship programme promoting equal opportunity for women. Through the placement of European specialists in American organizations with similar concerns, the Fund hopes to encourage the transfer of experience in developing and implementing legislation, action strategies and programmes aimed at improving the status of working women.

The Fund will cover travel and living expenses for a period of at least six weeks and up to three months.

Applications should be submitted by 1 March 1981 at the latest to Christina Graf, Associate Program Officer

The German Marshall Fund of the U.S.

11 Dupont Circle, N.W.

Suite 900

Washington D.C. 20036

U.S.A.

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