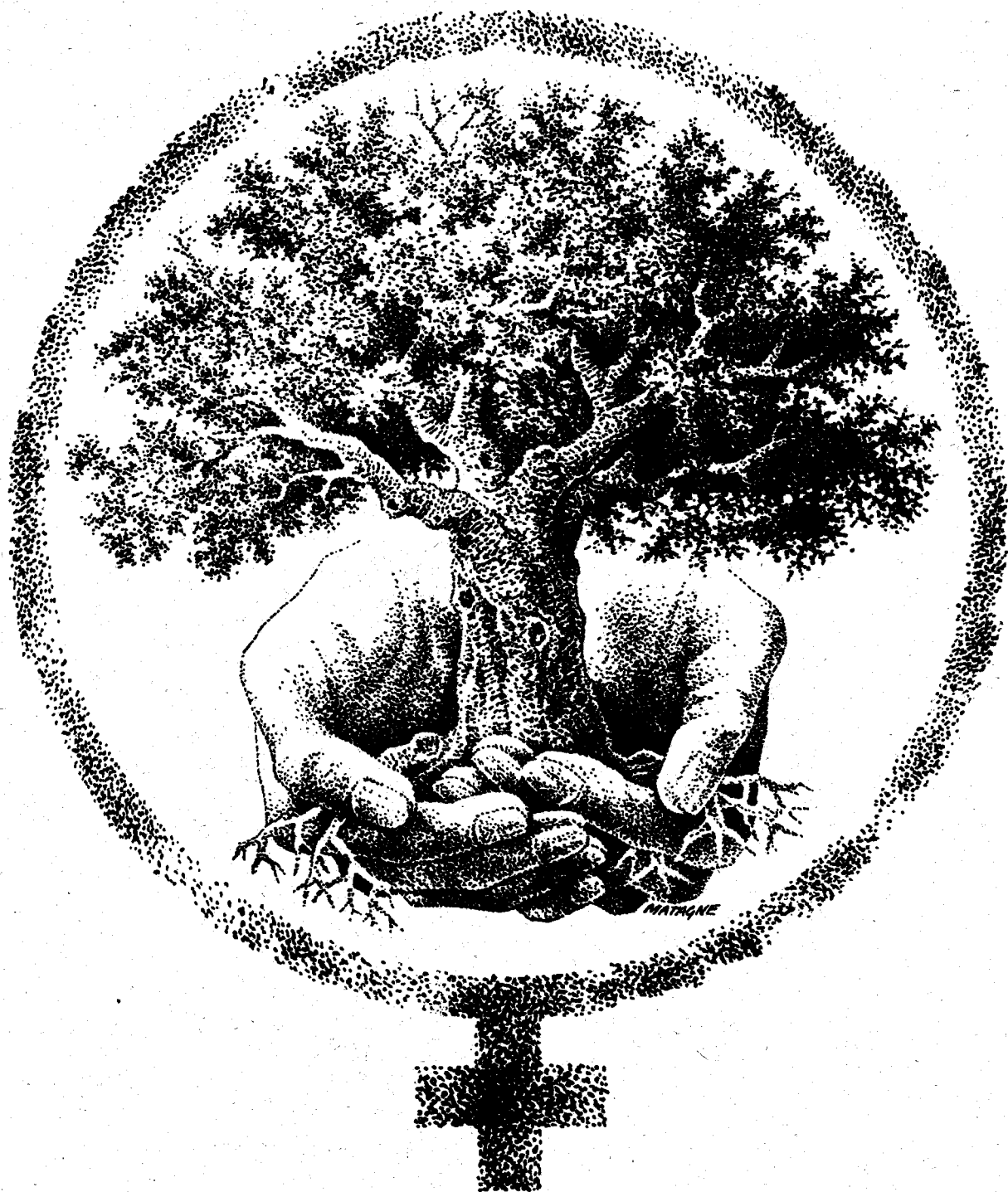


# Women of Europe

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**T H E   C H A N G I N G  
E U R O P E A N   C O M M U N I T Y**

**Council for Social Affairs adopts the directive on equal treatment  
for self-employed women**

At its mid-December meeting, the Social Affairs Council adopted the directive on implementing the principle of equal treatment for self-employed women, including women farmers. The purpose is to abolish any regulations contrary to the principle of equal treatment for women setting up or expanding businesses or establishing or extending any other type of self-employed activity, including equal treatment concerning financial facilities. Without prejudice to the specific conditions applying to equal access to certain jobs and activities, the directive states that the conditions governing the establishment of a business by a married couple should be no more restrictive than those applicable to individuals. The directive also includes provisions permitting the spouse of a self-employed person to contribute to a social security scheme on a voluntary basis. On the recognition of the work done by a self-employed person's spouse who is neither an employee of nor partner in the business, the directive merely suggests that Member States consider how encouragement could be given for such recognition. On the question of women married to self-employed men or who are self-employed themselves and who stop working to have children, the directive also proposes that Member States consider ways of improving their access to temporary replacement staff, social services and social security allowances (see Official Journal of the European Communities L359/55-58 of 19 December 1986).

Some of the provisions of the directive are not legally binding and the Council has asked the European Commission to submit new proposals for 1993.

The European Commission has published the findings of its **survey on working women who are not employees**, covering women who are self-employed or participate in their partner's business in the Member States (excluding Spain and Portugal, where similar surveys are now being conducted).

The figures show that within the Community there are 5 million women who are self-employed or employ others and 8 million women who work for or with their husbands (a total of 13 million).

Most of these women enjoy their work; only 2 out of 10 said that they would prefer another job.

Of these women, 31% thought that they had more problems in leading a normal family life than their male counterparts.

The most vulnerable categories are women in agriculture and those helping their husbands in the professions, whose situation may change suddenly and drastically if they are widowed or divorced.

Questioned as to their aspirations, the women said they would like more support from the social services (particularly as regards pensions), greater equality both in law and in practice, fairer taxation, better training and a better solution to the problem of maternal leave.

**Useful address:**

Bureau for questions regarding employment and equal treatment for women  
Commission of the European Communities, 200 rue de la Loi, 1049 Brussels.

**European Year of the Environment**

Writing in the first Environment Year newsletter (which will be followed by further bi-monthly newsletters in the 9 Community languages), Environment Commissioner Stanley Clinton Davies said that European Environment Year, launched under the policy to create a People's Europe, will produce far more positive results if the citizens of every Member State play an active role in its promotion. The newsletter, available from "European Year of the Environment", 200 rue de la Loi, 1049 Brussels, is edited by Amarylli Gersony and published by Agence Rédactionnelle, 8 place Meiser, 1030 Brussels. An outline calendar of events, demonstrations and official meetings is now available. It will be updated to reflect the events proposed by the national committees.

There are just three women on the national environment committees: Dr Yvonne Scannell (Ireland), Dr Concepcion Saenz-Lain (Spain) and Simone Veil, who is chairing the French committee.

Simone Veil has also recently been appointed to chair the steering committee for the **European Year of Cinema and Television** being launched in 1988. Speaking for the European Commission, Carlo Ripa di Meana welcomed the appointment of such an eminent European woman as chairperson, reflecting the importance attached to this scheme which, it is hoped, will boost and expand the European film and TV industry.

**Family policy in the Member States of the European Community**

The Confederation of Family Organizations in the European Community (COFACE) has conducted a study of family policy in EC Member States which, in comparing and combining the data gathered, builds up a picture of general trends and highlights problems calling for action at Community level. The next phase is to study the main issues in greater depth.

The COFACE study concentrates on subjects such as the distribution of power (who makes the decisions on family policy?), families' standard of living (family allowances, tax relief, etc.) and their way of life (apportionment of time between work and the family), welfare and social amenities.

The research findings have been published under the title "Family policy in the Member States of the European Community" in the Coface Documents series (available from 17 rue de Londres, Brussels).

**Positive actions: practical examples**

The Bureau for Questions regarding Employment and Equal Treatment for Women (Directorate-General for Employment, Social Affairs and Education, European Commission, 200 rue de la Loi, 1049 Brussels) recently set up a very useful survey of positive actions in favour of women in the public and private sectors within the Member States. These experiments, which may serve as examples for authorities and employers wanting to put the policy of equality into action, are described in a report (unfortunately only a limited number of copies are available). Positive actions are grouped by type:

- . Promoting the recruitment and advancement of women in sectors in which women are under-represented (Belgium, France, the Netherlands, the United Kingdom and Sweden).
- . Qualitative and quantitative studies and analyses of women's situation on the job market (Belgium, France, Ireland, Netherlands, UK and Sweden).
- . Information and awareness campaigns on the need to promote equal opportunities for women in their working lives (Ireland, Netherlands, UK).
- . Diversification of career choices and more relevant vocational skills and qualifications, particularly through appropriate training. This section examines actions in all the Member States (with the exception of Spain and Portugal) and in Canada and Sweden.
- . Women's active involvement in decision-making bodies, including associations representing workers, employers and the self-employed (Belgium, France, Ireland and UK).
- . Steps to ensure that placement and guidance services can tackle the problems of unemployed women (Denmark and Sweden).
- . Greater flexibility in working conditions and the organization of working hours (France, Belgium, Germany, Netherlands and UK).
- . Research into action encouraged by the European Commission which will improve women's position in certain sectors (e.g. banking) in Belgium and the UK. The situation in Canada and the United States has also been studied.

Positive actions have been undertaken by large firms and organizations, including Sabena, Dow Corning, Moulinex, Société Générale (Belgium), SNIAS, CFDT, Nina Ricci (France), Pieroth, Munich Textiles (Germany), IBM (Netherlands), Rank Xerox, Thames Television (UK), Air Rianta (Ireland), the local authority of Aarhus (Denmark), the Emilia-Romagna computerization programme (Italy) and the public electricity company in Greece.

**The European Commission is about to launch positive action in the media.**

### Specialist networks to encourage the application of equality directives

Community policy on equal opportunities is based on directives and equal opportunities programmes. The Advisory Committee on Equal Opportunities, the two sides of industry and government experts are regularly consulted by the Commission. In addition, however, to ensure that directives are applied and action is launched at Community level, it has been decided that it would be useful to set up six "specialist networks" coordinated and run by one or more experts. The list below indicates the area covered by each network and gives the names of the coordinators.

The three networks created under the 1982-85 Community Action Programme concern:

- the application of equality directives. Coordinator: Dr Ferdinand von Prondzynski, Lecturer in Industrial Relations, University of Dublin, Trinity College, Dublin 2. This network has already published three reports.
- the diversification of career choices. Coordinator: Evelyne Sullerot, President and Founder Member of "Retravailler", 14 rue du Mail, Paris. Members are drawn from a wide range of fields and the network intends to combine research and action.
- women's employment. Coordinator: Rita Knudsen, 2 Frihedsvej, 2960 Rungsted Kyst. This network is studying the compatibility of economic measures and policies for women.

Three new networks, covering both research and practical action, are:

- women and television. Coordinator: Margaret Gallager, 7 rue du Docteur Roux, 75015 Paris. Members will be appointed by television companies rather than by the Commission as independent experts.
- local job creation schemes. Coordinator: Annie May, Cooperative Women Training Society, Glan Nant, Llanfo Road, Llwynygroes, Tregaron, Dyfed. Coordinator's adviser: Rebecca Franceskides, Centre for Research on European Women (CREW), 38 rue Stévin, . The network aims to encourage new initiatives with the help of a national team.
- child care. Coordinator: Peter Moss, Thomas Coram Research Unit, University of London, Institute of Education, 41 Brunswick Square, London WC1N 1AZ. The task of this network will be to examine the present situation and create new (and alternative) facilities.

These networks have been set up by the Bureau for Questions regarding Employment and Equal Opportunities for Women, Directorate-General for Employment, Social Affairs and Education, Commission of the European Communities, 200 rue de la Loi, 1049 Brussels.

In a resolution proposed by the European Commission and passed by the Development Council at its November meeting, the Member States confirm their willingness to **support population programmes and policies in developing countries**, provided that countries submit requests for support and that programmes are neither coercive nor discriminatory, respect the basic rights of couples and individuals, are appropriate to local conditions and are an integral part of development policy.

### **The People's Europe: some interesting schemes**

A "European Community of Chefs" has come into being: "Eurotoques" ("toque" is the French word for a chef's hat) is an association of the great chefs of Europe, whose watchword is "quality". President of the European Commission Jacques Delors has received the founding members of the association at his office in Brussels. "Eurotoques" is chaired by Belgian chef Pierre Romeyer and includes one woman - Irish chef Myrtle Allen - amongst its 11 members.

The European Commission has distributed 650,000 free copies of its small **map of the European Community** to schools. A larger version can be purchased from the Office for Official Publications of the European Communities, 2 rue Mercier, 2985 Luxembourg.

#### **SPECIAL NOTE!**

We regret to announce that Supplement 14 to Women of Europe, "Women in figures", is now out of stock in every language except French.

### **The Commission replies to MEPs**

Manuel Marin answered a question from Johanna Maij-Weggen (Netherlands, EPP) on family allowances in the Member States by referring her to the comparative tables published by the Commission (latest edition issued on 1 July 1984, ISBN 92-85m, ref. 5657-3 in English and 5658-1 in French). He explained that in some countries (France, Germany, Italy and Spain) parents have the right to choose who should receive allowances, in others payments are made to both parents, but the majority of systems pay family allowances to the mother.

Lorenzo Natali replied to Belgian Socialist Anne-Marie Lizin's question on a declaration by the President of Burkina Faso (an ACP country) on a policy for the emancipation of women there. Even before the declaration, the European Commission had been contributing to the training of women working on the land in Burkina Faso.

The problem of handicapped women was raised in a meeting at Rocca di Papa (Italy) last autumn by the Bureau for Actions in favour of Disabled People (Directorate-General for Employment, Social Affairs and Education, Commission of the European Communities). A European study on the subject was proposed during the meeting.

The 1986-1990 Equal Opportunities Action Programme states that the European Commission will be suggesting guidelines for Community actions in favour of groups with particular problems, specifically mentioning physically and mentally handicapped women.

**Solidarity with South Africa in the struggle against apartheid.** The December meeting in Brussels of the Committee against Colonialism and Apartheid was supported by the European Commission (Jacques Delors addressed the meeting) and attended by MEPs Anne-Marie Lizin and Barbara Simons.

As part of its Rapid Reports series, EUROSTAT is publishing a statistical review of **regional unemployment in 1986**, including a breakdown of unemployment figures by sex. Women are bearing the brunt of the employment crisis almost everywhere, although fewer women than men are unemployed in 9 out of 11 regions in the UK, in Galicia (Spain) and in Estremadura (Portugal).

**Elise News**, the European network for exchanging information on local projects and job creation schemes (ISSN 0733-8366, April-June) has information on many schemes for women wanting to do different kind of work. Women are invited to join the network as regular correspondents, "resource people" or occasional correspondents, or as subscribers.

Useful address: 38 rue Vilain XIII, 1050 Brussels

The European Commission has awarded 24 grants for **university research on European integration**, after sifting through 200 applications from 28 countries. Only 3 women applicants were successful: Dolores Rufian Lizana and Maria Jesus Calatrave Escobar (for research on the accession of Spain to the European Community) and Sabine Steppat (European Parliament and external relations). There was a glaring absence of proposals for research on equality or the general problem of women's rights. How about it, researchers - men or women?

Useful address: University Information, Directorate-General for Information, Communication and Culture, 200 rue de la Loi, 1049 Brussels

<p><b>AT THE COURT OF JUSTICE OF THE EUROPEAN COMMUNITIES</b></p>
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The Dutch Federation of Trades Unions (Federatie Nederlandse Vakbeweging) has won its case against the Dutch Government; the European Court of Justice recently found in its favour in a case concerning equal treatment for men and women. A Dutch law had abolished the discriminatory practice of refusing to grant married women who were not heads of households an unemployment allowance which is payable to people who cannot claim standard unemployment benefit. The Dutch unions had taken proceedings against the Government because the new law would affect only married women in this situation. By ruling that this was in direct contravention of the EC Directive on Equal Treatment, the European Court has ensured that all married women in the Netherlands who are not heads of households have the right to draw this unemployment allowance.



EUROPEAN PARLIAMENT
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**November Session** During the November session, European Parliament adopted the resolutions contained in a series of reports on employment, training in new technology (Dutch Liberal Jessica Larive-Groenendaal) and social security (Dutch Christian Democrat Johanna Maij-Weggen).

The problems caused for women by changing patterns on the labour market were analysed in a report drafted by German Christian Democrat Ursula Braun-Moser, German Socialist Heinke Salisch and Italian Communist Lalla Trupia. This somewhat controversial report was extensively amended before being passed by 160 votes to 123, with 14 abstentions. Parliament was very divided in its views on a paragraph stating that family allowances and other support should not be geared to encourage women to stay at home and that a wage for housewives is not desirable. Most of the Right (including the European People's Party, to which one of the report's authors belongs) voted against, but Simone Veil expressed the approval of the majority of Liberals who, whilst not entirely satisfied with the report's recommendations, felt that they did take account of the desire among women, particularly younger women, to reconcile family and working life.

The accident at the Sandoz factory in Switzerland which seriously polluted the Rhine in November aroused concern and indignation among MEPs of all political leanings. (There have in fact been further incidents since.) Environment Commissioner Stanley Clinton Davis addressed Parliament on the matter at both the November and December sessions. He had attended a meeting of the countries and firms involved in the accident and suggested some measures that could be taken to prevent such a catastrophe in the future: alarm systems to compensate for human error, emergency plans to deal with accidents, international aid and laws prohibiting the emission of waste into rivers. Questioned by MEPs, the Commissioner admitted that the "Seveso directive" (which makes special provision for international aid) was not being properly applied by all Member States; cases against some of them were being brought before the European Court of Justice.

**December Session** During the December session, Parliament adopted the resolution contained in Italian Socialist Gianni Baget Bozzo's report on the Community's information policy. Mr Baget Bozzo stressed the importance of providing certain target groups, including women, with adequate information.

COMMITTEE ON WOMEN'S RIGHTS
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The November meeting of the Committee on Women's Rights was chaired by British socialist Christine Crawley and attended by 40 delegates of women's associations in the German 'Land' of Hessen, who were on an educational visit to European institutions in Brussels.

The Committee discussed reports and draft reports on:

- **women in European institutions** (Dutch Socialist Ien van den Heuvel). The report's proposals included the creation of a standing body within European Parliament, similar to the Equal Opportunities Committee within the European Commission, to monitor the situation.
- **women and sport** (British Conservative Beata Ann Brookes). This report decried the discriminatory practices of some sports federations and called for better publicity and the expansion of women's sports activities.
- **scientific abuse of embryos and fetuses** (German Christian Democrat Ursula Braun-Moser). Emphasis was placed on the need to ensure that research involving the use of embryos and fetuses is justified and in strict accordance with clear-cut priorities.
- **surrogate mothers** (Dutch Liberal Jessica Larive-Groenendaal). The rapporteur insisted that surrogate mothers should receive no financial reward and there should be recourse to surrogate motherhood in only very exceptional cases.

Chaired by Marlene Lenz, the Committee on Women's Rights closed the year with a public meeting in London, attended by some 40 representatives of the media, women's associations, universities and trades unions. One of the main items on the agenda was a report presented by Marlene Lenz on **the image and role of women in the media**.

Marlene Lenz had prepared a highly critical report in the light of the findings of a public hearing in February 1986. One of the main points was the lack of women holding top posts in the media. Ventures must be launched at all levels (by governments, employers, women's associations and recruitment agencies) to encourage the recruitment, training and promotion of women and improve their working conditions. Speaking of the image of women in the media, she said that any available government subsidies should be spent on measures presenting a balanced image of women. She suggested that an annual prize be awarded for the best radio programme broadcast in each of the Member States.

The Chairwoman's address was followed by a long and lively debate on the problems of women's role and image. Some of the aspects discussed were the idea of male/female quotas for editorial and technical posts at all levels and the need to reinforce and harmonize regulations on publicity and to devote more attention to information on women.

COUNTRY TO COUNTRY:FACTS, INSTITUTIONS AND LAWSAND MILITANT ACTIVITIES

B E L G I U M
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**Emilienne Brunfaut**, the pioneer of feminism in Belgium known and loved by so many women in Belgium and throughout Europe, has died. Fired by her warmth and generosity, her tireless efforts in the area of employment bore rich fruit.

As Chairwoman of the Women's Committee at the Ministry of Labour, she was a source of both inspiration and pressure, one of the driving forces behind the first Community directives on equal opportunities. "Women of Europe" has lost a friend and colleague.

The office of the **Secretary of State for Social Emancipation**, Miet Smet, has issued a publication entitled "Les femmes dans le plan de Val Duchesse" (women in the Val Duchesse plan - a package of social measures named after the place where it was signed), which contains information on unemployment, illness and disability, maternity allowances and early retirement incentives.

The Val Duchesse plan has alarmed many Belgian women, who feel that they will create discrimination against married women living with their husbands, in matters concerning social security, unemployment and disability. The Women's Liaison Committee (Comité de Liaison des Femmes, la place Quetelet, 1030 Brussels) and many other women's associations, including a trades union, have lodged a complaint against the Government with the European Commission, which is examining the case.

Miet Smet has recently formed an **Emancipation Council**, whose members represent the whole spectrum of French- and Dutch-speaking women's organizations. She said that the Council was "an advisory body which will be able to offer advice on all matters directly or indirectly linked to the social emancipation of women; its task will be to warn women of any threat to their emancipation".

A leaflet produced as part of the Secretary of State's **campaign against sexual harassment** gives ten pieces of practical advice for both men and women and contains the addresses of all union representatives and women's groups. React immediately, warn colleagues and lodge a complaint are just three of the courses of action. The leaflet, entitled "Sexe-collègue? Ex-collègue" (Sex-colleague? Ex-colleague), car stickers, posters and an information pack are available from the Secretary of State.

Miet Smet has also been working with the Minister of Defence to revise the physical standards for acceptance of women in the Army. It is hoped that women as a percentage of Army servicepeople (currently 6%) can be raised to 12% in 1987. Not all women agree with this move; some feel that military service should be abolished altogether.

Useful address:     Secrétaire d'Etat à l'Emancipation  
                          rue de la Loi, 1040 Brussels

The **Committee on Women's Employment** (Commission du Travail des Femmes) has issued a statement on physical criteria for recruitment and promotion, pointing out that recourse to such criteria is permissible only if it is strictly justified by the nature of the tasks. Due account must be taken of the technical aids to employment that exist today. Copies of the statement can be obtained from the Committee.

Useful address:      Commission du Travail des Femmes  
                                 Ministère de l'Emploi et du Travail  
                                 51-53 rue Belliard, 1040 Brussels

**Mme Drèze-Lebon**, already the first woman member of the Court of Auditors, has been appointed President of its French-language Chamber.

The theme of the 15th Women's Day celebrated in Courtrai by the Vrouwen overleg Komitee (women's consultative committee) on 11 November was "**hope creates work, work creates hope**".

Useful address:      Sofia van Neste, Vrouwen overleg Komitee  
                                 29 Liedtstraat, 1030 Brussels

The **Marie Popelin prize** for 1986 was awarded to Renée van Mechelen, who started up the Rosa library for works on women and society. Marie Popelin founded the National Council of Belgian Women (Nationale Vrouwenraad) in 1905.

Useful address:      Centre de Documentation Rosa, 78 Gaillatstraat, 1210 Brussels

The housewives' association **Femmes au Foyer**, whose aim is to give women a genuine choice between staying at home or working outside, celebrated its tenth anniversary with a European conference on the family in modern Europe. The association is calling for legal recognition of the work that a woman does in the home and an end to the present situation in which a woman's right to benefits depends on whether her husband pays social security contributions.

Useful address:      Femmes au Foyer, 59 avenue Georges Henri, 1200 Brussels.

A woman has been appointed to a top-grade technical post in the Ministry for Water and Forestry. Minister Daniel Ducarme presented **Nicole Gerckens** with the symbolic tools of her trade: a small axe for marking trees and a map of the forestry areas for which she is responsible. She used to be a writer on the "Telegraphe de Eupen" before giving up her job to have children. After studying silviculture and passing her exams with brilliant results (she came third out of 200 candidates), she has now launched into her new career.

The **Reach to Recovery** Association aims to help women who have had breast cancer operations to cope with their traumatic experience by providing them with information and practical and moral support.

Useful address:      Reach to Recovery, 223 avenue Louise, Brussels.

The **Flemish women's association** "Federatie van Vlaamse Vrouwengroepen" arranges social and cultural events and publishes a newsletter, "Wij Vrouwen" (We women).

Useful address:      Federatie van Vlaamse Vrouwengroepen  
                                 2 Bennesteeg, 9000 Ghent

It is now over a year since the children's telephone line in Brussels, "Kindertelefoon Zone 02", was introduced. The problems youngsters want to discuss are mainly sex (boys) and personal relationships (girls). Boys seem more concerned than girls about poor performance at school.

D E N M A R K
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The Danish Equality Council (Ligestillingsrådet) has brought out a publication entitled "Ligestillingslovene" (laws on equal rights for men and women) to explain the content of Denmark's two main equality laws: the 1976 Equal Pay Act and the 1978 Equal Treatment Act.

It identifies a series of problems in the practical implementation of the legislation. For example, although all sexual discrimination at work is illegal employers are not bound actively to promote greater equality.

The Council has more than once had to deal with cases of discrimination, often involving women who are under threat of dismissal because they are pregnant.

The report was drawn up by the Council's Secretary Agnete Andersen and lecturer in financial and commercial law, Ruth Nielsen.

Useful address: Ligestillingsrådet, 21 Frederiksgade, 1265 Copenhagen.

Denmark's second largest town, Aarhus, has decided to introduce **positive discrimination** to increase the number of women in senior local authority posts (women currently hold only 22 of 201 such posts). Equal treatment has not led to the desired improvement and the local authority has now obtained permission to word job advertisements to appeal specifically to women, provided that they satisfy the technical and professional requirements for the jobs.

Another scheme to end **sexual segregation in employment** has been launched in Denmark and the other Nordic countries. The BRYT scheme, whose aim is to encourage women to choose a wider range of careers, will set up local projects to analyse the situation.

Some 70-80% of Scandinavian women work in the services and health sector, education and commerce; the same percentage of men have jobs in agriculture, forestry, fishing, industry, transport and administration.

The Danish authorities have decided to base the scheme on a large steel company and two banks in a region of particularly high female unemployment, although other employers will eventually be involved. Training schemes to give girls access to male-dominated areas of employment are also to be launched.

Useful addresses: Inge Maerkedah, Socialforskningsinstituttet  
28 Borgergade, 1300 Copenhagen (for Denmark)  
Drude Dahlrup, Institut for Statskundskab  
Aarhus Universitet, 8000 Aarhus (for all Nordic countries)

**Nordic intimate couples with children**, published by Hans Reitzels Forlag, reviews the general and working position of families in the five Nordic countries between 1950 and 1985.

Useful address: Hans Reitzels Forlag, 4 Snaregade, 1205 Copenhagen.

FRANCE
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**The Family Bill** currently under debate in the French National Assembly is a follow-up to the tax measures passed last July. The aim is to encourage couples to have a third child by introducing a series of reforms in family allowances, including a new home-help allowance. The bill was drafted by the Minister responsible for Health and Family Affairs Michèle Barzach. The Institut National d'Etudes Démographiques (French Institute for Population Studies) claims that the fall in the birth rate is due mainly to sharp drop in the number of couples having a third and fourth child over the past 15 years, as well as a rise in the number of women who have no children at all. In the generation born in 1940-45, 8.4% of women have no children. The proportion may be as high as 14% for the 1960s generation.

**Dispute over allowances for the voluntary termination of pregnancy:** politicians, unionists and women's organizations have protested vigorously against the amendment tabled by the National Front, which is also trying to have the Veil law repealed. Among the activists who protested were former Minister for Women's Rights Yvette Roudy (who drafted the law of December 1982 introducing allowances for voluntary terminations) and Gisèle Halimi, who chairs the association "Choisir". The amendment was rejected by a huge majority, with both the Socialist opposition and the RPR-UDF parliamentary majority parties voting against.

**Two women were appointed as rectors** in November: Denise Flouzat, professor of economics at Paris I, is the new rector of the Académie d'Orléans-Tours and Nicole Ferrier, professor of literature at Paris XII, has been appointed rector of the Académie de Dijon.

A seminar on **"women and retirement: preparing for successful re-retirement"** was held last autumn by the Delegation for Women's Status (Délégation à la Condition Féminine).

The Delegation has published a leaflet stressing the importance of the regional structure established in 1986, with 26 regional delegates implementing Government policy and keeping the national delegate informed of specific problems in their area. The Delegation's 1986 budget totalled FF 108 million: FF 34 million for administration and FF 74 million for activities.

Useful address: Délégation à la Condition Féminine  
14 boulevard de la Madeleine, 75008 Paris

### **Women and development, women for Europe**

The Women's Committee of the French section of the European Movement, chaired by Janine Lansier, is pressing on with efforts to decentralize European information services so that they are available throughout France. The Anjou branch held a conference in Anjou last December entitled "Vivre au féminin les accords de Lomé" (bringing the Lomé agreements to life among women), briefing the 400 people who came to the conference from throughout the country on the unique agreements signed in Lomé, creating close ties between the 12 Member States of the European Community and 66 Third World countries.

The paper by Mauritian Ambassador to the European Commission Raymonde Chasle showed that due consideration was given to the cultural and social aspects of the new agreements, complementing their economic provisions and emphasizing the significant role of women in development policy.

Women's role was further highlighted by the round-table discussion, in which three African women took part: former Minister of Mauritania Aïssata Kane, former chairwoman of the Union of Mali Women Sira Diop and Anne-Marie Bourreau-Tapsoba from Burkina Faso.

Cooperation between the Anjou "Women for Europe" group and the women's cooperative of Kabala in Mali, which has led to the installation of a solar pump in the village of Kabala, was cited as a practical instance of ties between European women and women in the ACP countries. Two women from Kabala who had never before left their village were at the conference. They expressed the wealth of this experience in their own language and in dance.

Closing the conference, National Delegate for Women's Status Hélène Gisserot confirmed her Ministry's interest in promoting cultural exchanges and helping African women to participate in the development of their own countries.

Useful address: Danielle Senet, Les Durelleries  
Bouchemaine, 4900 Angers

The **Femmes et Développement** (women and development) association aims to make people aware of women's role in Third World development and to improve the financial situation of these women and their families. It hopes to promote cooperation, development projects, training, research and communication.

Useful address: Association Femmes et Développement  
18 rue de Verenne, 75007 Paris

The Southern Pyrenees association for the **development of women's business schemes**, "Association Initielles", whose slogan is "entreprendre au féminin, c'est possible!" (women can run businesses, yes they can!), has launched a "professional newsletter" with a section for members and a section for the general public. It calls on everyone interested to join the association, send in information and launch projects.

**The newest museum in Europe is the work of a woman** - Italian architect Gae Aulenti has transformed the Gare d'Orsay in Paris into a museum of the 19th century. It is also run by a woman (Françoise Cachin) and has a woman curator (Caroline Mathieu). The idea was backed by President Giscard d'Estaing and was translated into reality under François Mitterand's Presidency. The museum opened its doors to the public in December.

The 1986 **Chivas trophy for achievement in business** has been awarded to a **woman**: Simone Veil presented the trophy to Dany Breuil, marketing director for Smoby, a company producing toys for tots. Dany Breuil successfully negotiated a major manufacturing licence with a large international toy company, enabling a French firm to break into the American market.

**The French Association of Women Restaurant-owners and Chefs** (Association des Restauratrices-cuisinières) now has some 90 members. Founded 11 years ago after a woman restaurant-owner was refused membership of the Society of Chefs (Société des Cuisiniers), it is now chaired by Gisèle Crozier. Its aim is to defend and promote "women's cuisine". Members, some of whom work in the great restaurants, reject culinary fads, gimmickry and high-faluting names for new dishes. Instead they advocate quality, simplicity and tradition, which does not necessarily preclude the use of imagination. Honorary president Simone Lemaire says that the quality of food is far more important how the menu is worded.

Useful address: Association des Restauratrices-cuisinières, Paris; tel.45-55-15-29

**The Centre for Women's Research, Studies and Training** - Centre de Recherches, de Réflexion et de Formation Féministes - has devoted the 10th issue of its journal to women's research in Brazil.

Useful Address: | Centre de Recherches, de Réflexion et de Formation Féministes  
10 rue des Fosses-Saint-Jacques, 75005 Paris

## G E R M A N Y

All records were broken in the 9 December local elections in Hamburg: **32.7% of the candidates elected to the regional parliament were women.** This was due largely to the fact that all 13 candidates put forward by the Green/Alternative Party (GAL) were women; 18 women Socialist candidates were also elected.

The law on **protecting the victims of crime** has been amended to include women rape victims. Federal Minister for Youth, Family and Women's Affairs and Health Rita Süßmuth welcomed the decision as an important step in the right direction.

A new association, Mädcheninitiative, has been set up to promote **schemes in favour of girls and young women.**

Useful address: Mädcheninitiative, 1 Ollenhauerstrasse, 53 Bonn

The German research institute EMNID has published the findings of a survey of 1,061 men and women over the age of 14. Questioned on their main interests in life, men put their careers first (80%), followed by their families (53%) and leisure activities (48%). Women's order of priorities was rather different: family (72%), leisure (47%) and career (42%). Politics comes fourth in the list for both sexes (25% men and 12% women), followed (at 16% for men and women) by voluntary work in the community.

**Delegates for Women's Status** in the German "Länder" attending a conference at the end of last year said that training guidance and opportunities should be improved and that steps should be taken to increase facilities for women wanting to return to work after a break in their working lives.



Federal Minister for Youth, Family and Women's Affairs and Health Rita Süßmuth stated that a recent report drafted by her ministry shows that women are taking shorter breaks in their working lives, due mainly to the continuing training programmes now available for women on maternity leave.

A booklet produced by the Federal Ministry for Youth, Family Affairs and Health describes the new law on allowances for parents who decide to devote their whole time to their children during the first 10 months of their life, without running the risk of losing their jobs. (The law, known as "Bundeserziehungsgeldgesetz", was introduced in January 1986.) The booklet provides a clear picture of the situation (demonstrating the desire for equal treatment for mothers and fathers), giving a detailed explanation of measures and a list of regional bodies responsible for implementing the law.

Useful address: | Bundesministerium für Jugend, Familie, Frauen und Gesundheit  
| 105-107 Kennedyallee, 5300 Bonn.

Federal Minister for Education and Science Dorothee Wilms recently presented a report on **training opportunities for girls and young women** (Chancen für Mädchen und junge Frauen in Ausbildung und Beruf), which includes some encouraging figures: some 60% of training placements created since 1982 have been taken up by young women, the number of women at work (8.3 million) is higher than ever before, and the percentage of young women without jobs has fallen from 14.1% to 9.3% in the last year.

Useful address: Bundesministerium für Bildung und Wissenschaft  
Postfach 20 01 08, 5300 Bonn 2

**Barbara Schäffer**, Minister for Social Affairs and Women's Status in the German "Land" of Baden-Württemberg, has announced that measures to help women over 35 enter or return to work were achieving positive results.

Useful address: Sozialministerium, Pressestelle, 7000 Stuttgart.

Svea Kuschel has founded the **first women-only insurance company** (Versicherungsagentur für Frauen) to help women insure themselves against all eventualities, now and in the future.

Useful address: Svea Kuschel, 4 Athener Strasse, Munich 90

The papers given at the international conference on "action and identity: women and their organizations in science and politics" (Einmischung und Identität: Frauen und Frauenbewegung in Wissenschaft und Politik) are now available in published form. The conference was held in Munich under the auspices of the Women's Academy, the European Commission and the Federal Ministry for Youth, Family and Women's Affairs and Health.

Useful address: Verein zur Förderung der Frauenakademie München  
c/o Institut für Soziologie der Universität München  
8000 Munich 40.

The Institute for Women and Society (Institut Frau und Gesellschaft) has published the findings of a survey on **the social and political role of women in the region of Hanover**. Rita Süßmuth commented that, although women are playing an ever more important role in social and political life, more women candidates must stand in elections, including European Parliament elections. She also said that women already holding public posts should set an example for others to follow.

Useful address: Institut Frau und Gesellschaft, Hanover

Rita Süßmuth was one of the main speakers at the second **annual conference of the European Women's Management Development Network** (see Women of Europe n° 47). Speaking of women's role in the economy, she said that women were creative, committed and capable of innovation. The latest issue of EWMD News announced that Cees Schiemen is now working on a comparative study of women in top management jobs.

Useful address: EWMD, c/o Helga Stödter, 7 Golfstrasse, 2057 Wentorf

The "IG Metall" engineering workers' union has launched a scheme to promote women officials (currently only 12.8% of its trade union officials are women). IG Metall's officer for women's status Gudrun Hamcher hopes to increase the percentage to 21.5%, in line with union membership figures. At least one woman should be employed at each of the union's nine regional offices.

Useful address: IG Metall, Frauen-Referat  
Georg-Leuschner Strasse, 6000 Frankfurt

In an attempt to **protect women against violence**, the local authority in Fribourg has decided to reserve parking spaces in the centre of town for women only.

**Of Hessen's 174 women police officers** (Schutzpolizistinnen), 79% are happy in their job and 96% feel that they are favourably regarded by the community.

A department store saleswoman has gone to the Supreme Industrial Tribunal in Kassel and won the right to receive benefits under the store's pension scheme.

Useful addresses: Arbeitsgericht, Kassel; Bundesarbeitsgericht, Kassel

The National Council of German Women (Deutscher Frauenrat) and Herta Däubler-Gmelin, vice-chairwoman of the SPD in German Parliament, have protested against booklets produced by Baedekers Allianz which advertise **sex holidays** in Bangkok.

Useful addresses: SPD Fraktion, Bundeshaus, 53 Bonn 1  
Deutscher Frauenrat, 125 Südstrasse, 53 Bonn 1

**In the Saar**, the Government is offering a prize of DM 10,000 to the local authority with the most successful equal opportunities programme. The prize will be awarded every two years, starting in 1988.

The very active women's department of the Hessen Regional Government has published the findings of a study on **young women and youth employment**. Secretary of State Marita Haibach's summary conclusion is that youth employment means employment for boys, not girls ("Jugendarbeit ist überwiegend Jungenarbeit").

Useful address: Bevollmächtigte der Hessischen Landesregierung  
für Frauenangelegenheiten  
1 Gustav-Freytag Strasse, 6200 Wiesbaden

Again in Hessen, the Secretary of State to the Ministry of Science and Art (Hessische Ministerium für Wissenschaft und Kunst) has published a survey of **women's studies and positive actions** in schools in the region.

Useful address: Hessische Ministerium für Wissenschaft und Kunst  
10 Luisenplatz, 6200 Wiesbaden

During question time, German Parliament discussed problems concerning women, particularly their representation in politics. The Government is against the "open list" system used in Bavaria, as being advocated by the German civil servants union (DBB).

Useful address: Informationsdienst des Deutschen Beamtenbundes  
Bundesfrauenvertretung, 36 Dreizehnmorgenweg, 5300 Bonn 2

The prize awarded by the Hans Böckler Foundation has for the first time been given to women. The prize, given on the grounds of their committed work to **improve the position of women employees** within their firms, has gone to Mine Moray, vice-chairwoman of Saba, and Renata Stähler, chairwoman of Leonberger Bausparkasse.

## G R E E C E

**Women in local government: disappointing results in 12 October elections.** In the run-up to the recent local elections, many women, including the Secretary General for Equality, fought determinedly for an increase in the number of women candidates. But the results were poor despite all their efforts: only 5 of 29 women standing for election as mayor were successful (and 4 of them were not new candidates but were re-elected to office). Only 25 women (as opposed to 26 in the last elections) were appointed to top-level local government posts, and there is hardly any change in the number of women councillors. This can be blamed partly on the electoral system.

Two curious facts are worth mentioning in connection with the elections: 5 of the 20 women elected as chief executives come from Santorini (and 1 from the Cyclades), and a small village in the centre of Greece elected an all-female council, something that would have been inconceivable just 10 years ago.

**Silva Acrita**, one of the founding members of Pasok (Greek Socialist Party), has been appointed Under-Secretary of Health and Social Security. Ms Kaklamanki and Ms Kypriotaki, who were also in the Ministry of Health and Social Security, are no longer in Government.

The second Pan-Hellenic conference of **women working in the countryside** (smallholders, members of cooperatives and local officials), held in central Greece, examined the role of these women in family and working life and in leisure activities.

Useful address: Kentro Gynekon Ypethrou, 12 Lekka, GR-105 62 Athens

Greece's first **home for battered wives** has been opened in Athens, after months of preparations. The 20 women (from all parts of Greece) who are to run the home have taken a three-month training course consisting of 300 hours of classes.

Useful address: General Secretariat for Equality  
2 Mousseou, Plaka, 105 - 55 Athens

I R E L A N D
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**Implementation of EEC Social Welfare Directive causes stir.** The long-awaited integration of the EEC Equality Directive into the Irish Social Welfare Code has caused a good deal of comment and debate, as it is believed that some 20,000 people will lose benefits as a result. It should be remembered, however, that the aim is to correct an anomaly whereby a whole range of allowances is payable to married men but not to married women. It is estimated that 46,000 Irish women will benefit from implementation of the Directive.

Useful address: Social Welfare Ministry, Government Buildings, Dublin 2

Minister of State for Women's Affairs Nuala Fennell has promised **new legislation to end discrimination** in other areas, ranging from bank loans and mortgages to membership of certain clubs and groups.

Useful address: Office of the Minister of State for Women's Affairs  
Government Buildings, Upper Merrion Street, Dublin 2

Speaking at a seminar, Nuala Fennell said that the **Women in Business Enterprise Campaign**, launched last April to encourage women to set up or develop their own businesses, was proving extremely successful. Over 3,000 women, most of whom were interested in setting up businesses in the services sector, had made use of the Freefone Advice service.

**The Council for the Status of Women** has produced an information pack describing the history, aims and activities of the Council, listing names of members and useful contacts, and explaining its work (publications, research, projects, etc.). The pack includes the autumn issue of Council News (published quarterly), which is devoted to women and education.

The Council also concerns itself with political issues: it welcomed the news that the Irish Government would be supporting EEC sanctions against South Africa. It has also issued a statement recognizing that women were playing a major role in resistance to apartheid.

Useful address: Council for the Status of Women  
64 Lower Mount Street, Dublin 2

**The Employment Equality Agency** recently launched the first issue of a newsletter entitled "Equality News", which is to have a wide circulation among trade unionists, employers and careers guidance counsellors.

The Agency has also published a 130-page document on "Women in the Labour Force" which tells you all you ever wanted to know about Irish working women. While the figures reveal that more women are entering the labour force, the numbers remain low in relation to other Member States: only 24.7% of Irish women have paid jobs. Generally, women are still working in female-dominated areas, although the number of women in higher education has grown considerably - a good sign for the future.

Useful address: Employment Equality Agency  
36 Upper Mount Street, Dublin 2

The **Youth Employment Agency** collaborated with the Employment Equality Agency to organize a seminar on youth employment, at which Minister for Labour Ruairi Quinn said that it was essential to train more women in non-traditional skills.

Useful address: Youth Employment Agency  
3 Upper Pembroke Street, Dublin 2

The latest figures on average industrial earnings again reveal a **wide gap between men's and women's earnings** in Ireland: average male earnings for a 42-hour week were Ir£200, whereas women's earnings were only Ir£120 for a 37½-hour week.

Useful address: Central Statistics Office, Earlsfort Terrace, Dublin 2

Opposition leader Charles Haughey has promised to **reform the rape laws** if he is returned to office in the coming elections. There has been mounting pressure to introduce legislation to provide for the concept of rape within marriage.

Useful address: Fianna Fail, Mount Street, Dublin 2.

Recent statistics produced by the Department of Health show a rise in the number of **illegitimate births**: almost 1 in 10 births is illegitimate, the highest incidence occurring in the 17-25 age group.

The Minister for Health recently introduced a **new adoption bill** which provides that, in certain circumstances, children not properly cared for by their parents may be adopted.

Useful address: Department of Health, Customs House, Dublin 1

**The Society for the Protection of the Unborn Child**, one of the major pressure groups behind the passage in 1983 of Ireland's anti-abortion Constitutional Amendment, is seeking to close down the agencies that refer Irish women considering abortions to clinics in the UK. The defendants claim a constitutional right to give full advice to women who seek it and the right of women to travel freely within the European Community to avail themselves of services there.

Speaking at an International Conference on Mental Health Education, leading psychiatrist Professor Anthony Clare said that he saw nothing wrong in **sex education at school**, provided it was not limited to the mere mechanics of sex.

Useful address: Mental Health Association of Ireland, 2 Herbert Avenue, Dublin

A new **Family Mediation Service** for couples wanting to separate was set up last July by the Department of Justice to help couples limit their legal costs and deal with each other amicably.

Useful address: Family mediation Service, Department of Justice  
72 St Stephen's Green, Dublin 2

A local initiative by a group of Dublin women looks likely to become a nationwide **association for women who have had hysterectomies**.

Useful address: Darndale Family Centre, 80 Primrose Grove, Darndale, Dublin 17

ITALY

The Italian Ministry of Labour has decided to introduce **equality counsellors** under its programme of "urgent measures to support employment".

Useful address: Ministero del Lavoro e della Previdenza Sociale  
6 via Flavia, Rome

**Positive action in the world of music:** the National Equality Commission's "Podio donna" - "women on the podium" - is a series of concerts conducted by women. The Commission has also asked the Rome opera house to include operas directed by women in its future programmes.

Useful address: Commissione nazionale per la realizzazione della parità  
tra uomo e donna, Presidenza del Consiglio dei Ministri  
Palazzo Chigi, 00187 Rome

There were **ceremonial awards** recently for **56 women**. Nominated by the Equality Commission (chaired by Senator Elena Marinucci), they are a shining example of women's outstanding contribution to all sectors of Italian society. The Commission feels that their decoration represents a positive step towards correcting an imbalance: very few women have received this type of official recognition in the past.

**Voluntary military service for women:** the Government has introduced a bill enabling women to enter the armed forces, though they would not be allowed to do combat duty. The bill has yet to be debated in Parliament, but is already being discussed throughout Italy.

A 60-page programme entitled "Carta delle donne" (women's charter), which contains proposals concerning **employment, institutions, sex and motherhood**, has been presented to the press by Livia Turco, head of the women's section of the Italian Communist Party. Drawn up with the help of some 700 women, the charter is seen as "mobile" in that it will change and develop over the years. The first section on women as a political force is hardly encouraging: women account for only 28% of the labour force, 52% of students and 7% of MPs - little change since 1946.

Useful address: PCI, via delle Botteghe Oscure, Rome

**The divorce law**, now 12 years old, may be reformed: one of the main changes would be to reduce the period of legal separation before a decree nisi can be granted from 5 to 2 years. Guarantees may also be introduced to protect the partner who is worse off financially.

**Women dare to sue**, and find that they have the support of many of the local inhabitants. A group of women (housewives and factory and office workers) in Cornigliano, near Genoa, were so concerned by pollution from the COGEA steel works that they formed a health and environment committee, collected 1,500 signatures on a petition and took COGEA to court.

Useful address: Noi Donne, 12 via Trinità dei Pellegrini, 00186 Rome

The first international conference on **women's studies in universities** to take place in Italy was held in Rome. It was organized jointly by Istituto di Studi Storici dell'Università (institute for university history studies), Progetto Donna and Il Club delle Donne, with the backing of the European Commission, and was attended by women researchers from Eastern and Western Europe and the United States. The conference concluded with a call for the creation of new Chairs in Women's Studies and interfaculty liaison centres. In September 1984, "Women of Europe" published the first index of Women's Studies in EC Member States (supplement n° 18, "Women and Research").

Useful address: Progetto Donna, 46 via del Tritone, 00187 Rome

The **Prix Minerva** ("for science, activity and quality") is judged each year by a panel of men and women from various fields (such as literature, the arts and liberal professions). The prize, just one of the many ventures launched by Il Club delle Donne, is awarded to women who have shown genuine commitment in the world of employment, politics, the arts, culture, science or other related areas, and men who have contributed to the improvement of women's status. The 1987 prize for "social and political commitment" has been awarded to Fausta Deshormes La Valle "for her work in the service of information on and for women and their emancipation".

Useful address: Anna Maria Mammoliti, Il Club delle Donne  
151 viale Giulio Cesare, Scala B, int. 5, 00192 Rome

**A single European market for women too:** the Italian association of women electricians (Associazione Nazionale Donne Elettrici - ANDE) is organizing a series of meetings in Italy's major towns on the future for and challenge of a wider European market, which should promote economic growth and job creation for women as well as men.

Useful address: ANDE, 267 via del Corso, 00187 Rome

**Practical application of environmental technology: tentative cooperation between German and Italian women.** "Ecology, manual skills and the art of living" is the title of a project launched with the help of the European Social Fund by a group of women anxious to make a real contribution to the protection of the environment and the vocational training of women in areas involving the use of technology to protect the environment. The scheme is the brainchild of an international women's school, Casa Balena, which was set up in 1983 by a group of Italian and German women.

The scheme is based on theoretical and practical training courses for young unemployed women which are offered by Casa Balena in Italy and by Landesarbeitsamt (Berlin placement agency) and Technische Universität Berlin (Berlin University of Technology) in Germany. The courses concentrate on the development of pollution-free technology, such as solar and wind power, the use of biomass, energy-saving and water recovery. The ultimate aim is to set up a business or cooperative in Italy or Germany.

Useful address: Casa Balena, 51 via Torre Grosso  
06044 Castel Ritaldi, Perugia

Entitled "**Le Donne al Centro**", the first national conference of women's documentation and research centres (Centri di Documentazione e Ricerca delle Donne) was held in Sienna last autumn. The main topic of debate was the new style of intellectual feminism or "feminism in the 1980s". The first of these centres was set up in Turin in 1976 and there are now more than 100 throughout Italy. The magazine "Noi Donne" published surveys of the centres in 1984 and 1986.

Useful addresses: Centro di Documentazione, Ricerca e Iniziative delle Donne  
4 via Galliera, Bologna  
Noi Donne, via Trinità dei Pellegrini, Rome

As in previous years, "Noi Donne" has produced a 1987 calendar illustrated with portraits of twelve women who have helped to change society.

Useful address: UDI Calendario, 41 via Colonna Antonina, Rome

Following a suggestion from the Committee for Civil Rights, the Milan local authority has set up a **new centre to deal with women's affairs**. Chaired by Agata Cappiello, "Azione Milano Donne" will provide a centre for documentation, research and studies to promote positive actions in favour of women in Milan.

Useful address: Centro Azione Milano Donne, 41 via Tibaldi, Milano

#### **Women on top**

Francesca Rotondi, 25, is the first Italian woman to take part in the toughest competition in the sports world - the triathlon, or Ironman Championship - which consists of a combination of swimming, cycling and a marathon.

Lucia Bassotto and Maria Bianca Sironi have won the prestigious Prix Feltrinelli for engineering mathematics and geology.

#### **Books**

I paradossi della disoccupazione - "the paradoxes of unemployment" - by Aris Accornero and Fabrizio Carmignani, published by Il Mulino, contains some surprising information on women. Their arrival on the labour market has had a profound impact: between 1973 and 1985 women were given 90% of new jobs. Despite this, unemployment figures have increased and the number of unemployed women has more than doubled, whereas the number of men looking for work has hardly risen at all.

Politica ed economia, the monthly magazine on politics and the economy produced by CESPE (13 via della Vite, 00187 Rome) also contains articles on unemployment.

Uomo/Donna, progetto di vita, is a report on research carried out by Centro Italiano Femminile (25 via Carlo Zucchi, 00165 Rome), with the help of numerous experts, on the man/woman/family relationship. The report stresses the value of "the differences" between men and women.

ASTREA (Casa Editrici Giunti, Florence) is a new collection of women's books edited by Roberta Mazzanti. The aim is to rediscover forgotten and neglected women writers and publicize the works of African and Oriental women. Titles in the collection include Misteri di un chiostro napoletano by Enrichetta Caracciolo and An African Farm by Olive Schrener.



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Autrici-italiane - catalogo ragionato dei libri di narrativa, poesia, saggistica di 1945-1985 and La stampa periodica delle donne in Italia, 1861-1985, published by Commissione Nazionale per la Realizzazione della Parità tra Uomo e Donna (Presidenza del Consiglio dei Ministri, Palazzo Chigi, 00187 Rome), fill an important gap. The former is a catalogue raisonnée of the novels, poetry and essays by Italian women in the post-war period, the latter an account of women's periodicals over the past century.

Le donne nel Parlamento della Repubblica, published by Fondazione Cesira Fiori (68 piazza Navona, Rome) discusses the contribution of women Parliamentarians to Italian democracy, starting with the struggle against Fascism.

In Apulia, 300 women farm workers have revolted against the "dictatorship" of their employer and set up their own cooperative. One of them told the magazine Noi Donne (via Trinità dei Pellegrini, Rome) that "men's attitudes are beginning to change".

## L U X E M B O U R G

**The Women's Rights department** (Service des Droits de la Femme) was the subject of a debate organized by women socialists. Speaking at the debate, Lotti Prüssen (who runs the department) said she had encountered with a great deal of resistance, particularly from lawyers afraid of losing clients; many women use the service to obtain information on their rights in divorce cases. It can offer advice on a wide range of problems.

Useful address: Service des Droits de la Femme, 1 place de l'Etoile  
boulevard de la Foire, 1528 Luxembourg

**A training centre for single-parent families** was set up recently by "Femmes en Détresse"; this association had already decided to launch a pilot project of this kind but has taken advantage of the support offered by the Ministry for Family Affairs to open a training centre offering practical assistance, advice on job-seeking and free vocational retraining courses.

Useful address: Centre de Formation pour Familles Monoparentales  
47 avenue de la Liberté, Luxembourg

**Family allowances:** unmarried civil servants within the civil service section of the association for the defence of the interests of single people (ADIC) are in dispute with the authorities and the Government. The dispute is over the fact that they are denied the right to allowances payable to widowed, divorced and separated civil servants without families.

Useful address: Astrid Lulling, Chambres des Deputés  
rue du Marché-aux-Herbes, Luxembourg

To promote **alternative and preventive medicine** is the aim of Dispensaire des Femmes, a section of the Women's Liberation Movement set up in Geneva in 1978. A conference was held recently on "women's health, a feminist experience".

Useful address: Dispensaire des Femmes, Casino de Bonnevoie  
rue de Bonnevoie, Bonnevoie

The National Council of Luxembourg Women (Conseil National des Femmes Luxembourgeoises) recently celebrated the anniversary of Luxembourg's first woman politician, Countess Ermesinde, who lived 800 years ago and spent her whole life working for peace and equality by granting privileges to her vassals and rights to her citizens.

Useful address: Conseil National des Femmes Luxembourgeoises  
BP 160, 2011 Luxembourg

## NETHERLANDS

The **1985 annual report of the national arbitration body**, Stichting Landelijke Ombudsvrouw, includes sections on application of the "10% rule" (women's reintegration into paid employment, which should command 10% of the Department of Employment's budget), family assistance, action in favour of elderly single workers and the problems of primary school headmistresses, and useful information on legal matters and a wide range of other subjects.

Useful address: Stichting Landelijke Ombudsvrouw  
Postbus 82222, 2508 EE The Hague

The Netherlands has 714 local authorities but **only 27 women mayors**; women account for only 19% of counsellors and 13% of municipal magistrates. These figures were published in a report on women in local government (vrouwen in het lokaal bestuur) drafted by the Association of Dutch Communes (Vereeniging van Nederlandse Gemeenten).

Useful address: Vereeniging van Nederlandse Gemeenten,  
12 Nassaulaan, The Hague.

The Lower House, the Tweede Kamer, recently heard a report by Social Affairs Minister Jan de Koning which offers a disheartening picture of **collective labour agreements and equal treatment**: many labour agreements are in breach of equality laws.

The Minister did, however, have some good news: the law on **parental leave** will come into full force in 1988. Following the birth of a child, a mother or father will have the right to work a maximum of 20 hours a week for 6 months, though he or she will not be paid for the hours not worked.

A significant new concept in the area of child custody is that divorced parents will from now on be able to have joint custody of their children, which will put an **end to the concept of parental authority**.

Another news item of interest to divorced couples is that the Emancipatieraad (Emancipation Council) has officially commented on the law on the payment of pensions to divorcees, suggesting that **pension contributions be shared between divorced couples**.

Useful address: Emancipatieraad, 10 Lutherae Burgwal, 2512 CB The Hague.

As part of its Inforeeks 15 series, the **National Council of Dutch Women** (Nederlandse Vrouwenraad) has brought out a publication entitled "Vrouwenbeweging: eenheid of tweetrijd" (the women's movement: unity or disunity) which offers an exhaustive analysis of the results achieved by women's associations. Its publications include a booklet on the Council's activities and its 40 member organizations, and a book on emancipation, aimed particularly at the media.

Useful address: Nederlandse Vrouwenraad  
30 Laan van Meendervoort, 2517 AL The Hague

The Dutch radio and television corporation (Nederlandse Omroepstichting) has issued directives on **sexual harassment at work**. Its recent report on the subject (Ongewenste intimiteiten op het werk) states that employers must spearhead the campaign against this very real problem by providing staff with information, appointing people to whom staff can turn and penalizing offenders.

Useful address: Nederlandse Omroepstichting, Commissie Coördinatie  
Arbeidsvoorwaarden, Postbus 10, 1200 JB Hilversum

**Free management courses for women** are being offered by the administrative training centres for adults (Centra voor Administratieve Vakopleiding van Volwassenen) run by the Ministry for Employment and Social Affairs. The courses are aimed particularly at skilled jobseekers who have been out of work for several years.

Useful address: Ministerie van Sociale Zaken en Werkgelegenheid  
73 Zeostraat, 2518 AA The Hague.

A drive in the province of Drenthe to **employ women in male-dominated areas** (e.g. as drilling and lifting machine operators) has failed. From 1980 to 1986, a research team led by Professor Clason of Groningen University traced the paths of 240 women in 24 firms and 4 State bodies and found that most of them left their jobs. The women were regarded with suspicion by fellow employees and their work was not properly appreciated. There is still a long way to go...

#### **Women in the arts**

. Writer Josepha Mendels has been awarded the Anne Bijns Prize for the best book on women by a woman author. The prize was awarded for the first time last year.

. The Foundation for Women in the Visual Arts (Stichting Vrouwen in de Beeldende Kunst), founded in 1977, has set up a library and documentation centre, produces a magazine (Ruimte), is running an oral history project and can provide all sorts of information related to women in the visual arts. The foundation is to hold a symposium at Amsterdam Museum in September.

Useful address: Stichting Vrouwen in de Beeldende Kunst  
10 Keizeregracht, 1015 CN Amsterdam.

. Piano 5, a series of concerts to be held at the Concertgebouw in Amsterdam, has been organized by Marianne Herzberger and Joy Mabus and will present women pianists only. Pianists will include Cécile Dusset, Imogen Cooper, Mitsuki Ushida, Belle Davidovich and Maria João Pires.

In answer to criticisms by Vice-Admiral Brainich van Brainich Pelth, Defence Minister Mr van Eekelen said that **women crew members** in no way cause tension on board ship. The Minister has no intention of going back on the principle of mixed-sex crews in the navy.

A journal for outworkers, *Thuiswerkkrant*, appearing 5 times a year (in Dutch and Turkish), aims to combat isolation and improve the status of women working at home. It is published and distributed free of charge by the Stichting Staunpunt Thuiswerk (home-working aid foundation).

Useful address: Stichting Staunpunt Thuiswerk  
28 Deldnerstrasse, 7551 AG Hengelo

**Women over 50 are discriminated against for 3 reasons:** because they are women, because of their age and often because they live alone (135,000 widows and 55,000 divorcees). The "Vrouwen 50+" group warns against this problem in a report entitled "Nobody cares" (Het zal onze zorge zijn).

Useful address: Vrouwen 50+, c/o Nederlandse Federatie voor Bejaardenbeleid  
114 Eisenhowerlaan, 2517 KM The Hague

## P O R T U G A L

A briefing session on the European Social Fund (ESF) was arranged in November by the Comissão da Condição Feminina (Committee for Women's Status), with support from of the European Commission's Women's Information Service. In addition to a seminar, there was an exhibition (of photographs, documents and crafts) on current projects being funded by the ESF. A large audience of representatives of official bodies, vocational training centres, unions and women's groups was given invaluable information on EFS funding methods and terms. Current projects mentioned during the day bore witness to the ESF's efforts to cover a wide geographical area (schemes in Northern, Southern and Central Europe are being subsidized) and fund a variety of training schemes, including training in management and traditionally male skills.

Immediately afterwards, in December, the hard-working Committee for Women's Status held a seminar on women, higher education, scientific research and new technology in Portugal. Some 30 papers were presented on history, the arts, linguistics, philosophy, sociology, education, medicine, psychology and science.

Useful address: Comissão da Condição Feminina  
32-1ª avenida da Republica, 1093 Lisbon Cedex 66

France recently awarded the Prix Florence Gould (a great patron of the arts who died in 1983) to the famous Portuguese artist **Maria Helena Vieira da Silva**, who lives in France.

## S P A I N

**Women's work in Spain** (El Trabajo de la Mujer en España) was the subject of a touring exhibition last autumn, accompanied by a series of round-table discussions to arouse critical thought of an employment policy directed towards women. The representative of the Instituto de la Mujer (Spanish Women's Institute) described the methods used by the authorities to encourage women who want to work, take up vocational training or create jobs.

The October issue of the Instituto's monthly magazine "Mujer" was devoted to maternity and population trends, and the November issue to women in Latin America. Issue 13 includes the text of the Second Community Programme for Equal Opportunities.

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

The European Community is backing a **pilot project against discrimination at school** which will run for the academic year 1986/87, involving all the secondary education establishments that opted for educational reform. The aim is to broaden the range of subject choices made by girls and promote a fairer sharing of household tasks between men and women.

**Women's centres within local organizations:**

- Centro Asesor de la Mujer, C/Mesones, 18001 Granada.
- Centro Asesor de la Mujer, 32 C/O Mallorca, 12002 Castellon (Valencia).
- Casa de Acogida, Ayuntamiento, Castellon (Valencia).
- Centro Recreativo y Cultural de Mujeres "La Nostra Illa",  
3 C/Reig y Bonnet, 08024 Barcelona.
- Centro Asesor de la Mujer, Calle Iriarte, Santa Cruz de Tenerife.

**Women's Rights information centres:**

- 36-1º c/o Almagro, Madrid; 22-4º av. de la Constitucion, Seville;
- 57 C/Miguel Servet, Saragossa; 11-1º C/Portela, Palma de Mallorca;
- s/n Zona Birloque, Poligono de Elvina, Corunna; 2 Doctor Fleming, Caceres;
- 8 plaza del Instituto, Gijon; 1-1º pasage Partida, Santander;
- 2 C/Casado del Alisal, Valencia;
- 31 C/Juan de Quesada, Las Palmas de Gran Canaria.

These information centres (Centros de Informacion de los derechos de la mujer) offer free help and advice on legal, professional, social and health problems and to women wanting to set up associations. In September, the centres helped 4,442 women - evidence of how much they are needed and appreciated.

A new police service for **women victims of violence** has been set up in six Spanish towns: Madrid, Barcelona, Valencia, Saragossa, Gijon and Seville. It is hoped that similar services will be launched in other places.

The Spanish section of the International Council of Women, "Consell de Dones", which is also a member of the European Centre of the International Council of Women, has published the 4th issue of its newsletter "Boletin de noticias", covering the second half of 1986.

Useful address: Consell de Dones, 306 pral., Barcelona.

**Books** (further information from Instituto de la Mujer)

- Democracia e Igualdad de Derechos Laborales para la Mujer, by Begona San José.
- Efectos de la Crisis Economica sobre el Trabajo de las Mujeres, by Pilar Escario and Ines Alberdi.
- Mujer y Sociedad en España, 1700-1975, compilation.
- Ocho de Marzo, a collection of 7 books on topical subjects.
- Ser mujer: el fin de una image tradicional, by Victoria Sau.
- La question del aborto, by Concha Cifrian, Carmen Martínez Ten and Isabel Serrano.
- Las mujeres podemos: otra vision politica, by Judith Astelarra.
- Come se enseña a ser niña: el sexismo en la escuela, by Monserrat Moreno.
- La jornada interminable, by Maria Ageles Duran.

**Women as protagonists of social change, 1975-1986 and new ideas on the behaviour and health of women** are the themes of a series of courses offered by Universidad autonoma de Madrid, in cooperation with Instituto de Ciencias de la educacion fisica y el deporte and under the auspices of Instituto de la Mujer.

Useful address: Seminario de Estudio de la Mujer, Edificio rectorado  
Universidad autonoma de Madrid, 28049 Madrid

The first national one-day seminars on **hostels for battered wives** were put on last December by the committee of enquiry into the problem, with the cooperation of the Directorate-General for Social Affairs.

Useful address: Instituto de la Mujer, 28 Almagro, 28010 Madrid

## UNITED KINGDOM

The Labour Party expects to field a **record number of women and black candidates** to fight the next general election. So far, 81 women candidates have been selected, 26 of whom are expected to win their seats. Labour's largest number of women MPs was 21 in 1945. Of the 14 black candidates, 4 are women.

Useful address: The Labour Party, 144-152 Walworth Road, London SE17

**Future of the Equal Opportunities Commission (EOC) in Northern Ireland under threat.** The Department of Economic Development's recent consultative paper entitled "Equality of Opportunity in Employment in Northern Ireland: Future Strategy Option" proposes the creation of a new Equal Employment Opportunities Commission to combat discrimination on the grounds of religion, sex and disability, or a single Fair Employment Commission concerned only with religious discrimination. EOC Chairwoman Mary Clark-Glass expressed the Commission's deep disappointment at the Government's proposals.

The "Equal Opportunities" leaflet recently published by the EOC provides detailed information on Ireland's two equality laws, the 1970 Equal Pay Act and the 1976 Sex Discrimination Order.

Useful address: Equal Opportunities Commission of Northern Ireland  
Chamber of Commerce House, 22 Great Victoria Street, Belfast BT2 2BA

**You and the European Community: Making Equal Opportunities Work** was the title of a successful conference organized by the Equal Opportunities Commission and the London Office of the European Commission. Held in Birmingham, the conference was attended by some 80 people, including 3 MEPs (Socialists Carole Tongue and Christine Crawley and Conservative Michael Welsh) and representatives of the European Commission.

Items on the agenda included the Commission's Equal Opportunities Action Programme, the role of the Community in promoting equality, the problems of working parents and the role of European Parliament.

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

On 1 January 1987, the Equal Opportunities Commission opened its **Equality Exchange** to employers, training bodies, consultants and all organizations committed to equal opportunities at work. Subscribing organizations are required to show an active interest in the development of equal opportunities and nominate one of their members as a contact for the Commission.

To complement its Code of Practice (published in April 1985), the EOC has produced a video and three useful publications: "Guidelines for Equal Opportunities Employers", "Men's Jobs? Women's Jobs?" and "Fair and Efficient: Guidance on Equal Opportunities Policies in Recruitment and Selection Procedures".

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

**The Women into Public Life Campaign** (see "Women of Europe" n° 47) has got off to a good start: at a packed London conference, the Fawcett Society and the 300 Group announced the names and qualifications of a further 600 women available for appointment to public posts (only a fifth of the 40,000 public posts in the UK are held by women). The most important step is for Government departments to recognize the need for women to play a more active role in public life.

Useful addresses: Fawcett Society, 46 Harleyford Rd, London SE11 5AY  
300 Group, 9 Poland Street, London W1V 3DG

### Women defend their case

- Susan Darling-Rogerson, assistant head of the United Nations Department at the Foreign Office, claimed that she was discriminated against when she applied for a top overseas posting as Deputy High Commissioner in Zambia because there was already 1 woman on the staff of 12 at the British High Commission in Lusaka and another would be too many.

The Foreign Office admitted that it had "made a mistake" and agreed to a settlement without taking the case to tribunal. Mrs Rogerson (whose case was backed by the Equal Opportunities Commission) has been promoted and the Foreign Office has agreed to review its appointments procedure to ensure that it does not contravene the Sex Discrimination Act.

- Donna Todd, a laboratory assistant at Tennants Textile Colours Ltd, was the first woman in Northern Ireland to win an equal pay claim. Her salary will be increased by £15 a week (to bring it into line with the earnings of male laboratory technicians within the firm), with the increase backdated to March 1984.

Industrial Tribunals in Northern Ireland are considering a number of other claims for equal pay.

Useful address: Equal Opportunities Commission,  
Chamber of Commerce House, 22 Great Victoria Street,  
Belfast BT2 2BA.

**The position of women in banking** will continue to deteriorate unless banks make positive changes in favour of female employees, claimed Sheffield City Polytechnic's Dr Fergus Murray at a conference organized jointly by the European Commission and the United Dominions Trust. He said that women in banking faced an increasingly uncertain future in marginal and part-time jobs.

**Parental leave: an appeal to employers.** Speaking at a joint conference of the Confederation of British Industry and the Equal Opportunities Commission, Junior Employment Minister John Lee called on employers and employees to "determine their own arrangements, taking into account each other's priorities, needs and circumstances". The Government, he said, "is totally committed to equality between the sexes in employment".

EOC Deputy Chairwoman June O'Dell urged employers to introduce maternity leave so that women with young children could return to work.

The Institute of Personnel Management (IPM) has launched its own **Equal Opportunities Code** to help combat discrimination at work. While the Code covers principally sexual and racial discrimination, it also deals with discrimination on the grounds of age and disablement.

Useful address: Institute of Personnel Management, IPM House  
Camp Road, London SW19 4UW

**The third TUC Women's Action Day** was an opportunity for women to discuss their experiences, listen to a concert and see an exhibition on the history of women in the trade union movement. The 120 participants were welcomed by Secretary of the TUC Women's Committee Anne Gibson and TUC General Secretary Norman Willis.

Useful address: TUC, Congress House, Great Russell Street  
London WC1B 3LS

**Network**, an association for women in the professions, commerce, industry and the arts, provides a forum for successful women (who must have at least two years' experience in their field) to meet and exchange ideas. The Scotland West branch of Network has been going for almost 3 years.

Useful address: Linda Aitcheson, Secretary, 15 Carrbridge Drive  
Flat 6b, Wyndford Estate, Glasgow G20 8JS

**The Women's Education Project** is aimed particularly at women who have never had the chance to study, women working at home and mothers, and offers courses on health, women's rights, education ??? and self-assertion. Courses are also provided for instructors.

Useful address: The Women's Education Project  
143 University Street, Belfast

**The Women's Education Group** has launched a six-month programme (in English and Welsh) to provide information on equal opportunities.

Useful address: Sylvia Jones, Bodelwyddan Technical Vocational Centre  
Bodelwyddan, St Asaph, Clwyd, LL18 5YA

Writing in **Medical Woman**, a young female doctor claims that women working in general practice will always have more problems than men. Honor Merriman notes that a study in Newcastle found that only 65% of women GPs obtained the job they wanted, compared with 97% of men. Some 83% of the men, as against 35% of the women, said they wanted to remain in their present posts.

Useful address: Medical Woman, Medical Women's Federation  
Tavistock House, Tavistock Square, London WC1H 9HX

### Books

Strangers and Sisters: Women, Race and Immigration, with an introduction by Selma James, reviews the results of a conference held in London in 1982 and attended by 350 women, most of them black. Published by Falling Press, 75 West Street, Old Market, Bristol.

Women in Society, a feminist catalogue by Jo Campling, lists a whole series of books published in September, including "Women in Ireland, Voices of Change" and "Caught up in Conflict: Women's Responses to Political Strife". More information from Malgorzata van der Westerlaken, pub. MacMillan, 4 Little Essex Street, London.



EUROPE AND THE WORLD

**Women challenge technology** was the subject of a conference held in Elsinore (Denmark) last November. Delegates reached various general conclusions, the most surprising being that industrialized countries sometimes discriminate more than do developing countries against women in the field of technology.

Practical recommendations on how to increase cooperation included the creation of a European network. Members of the steering committee have already been appointed: Annette Kolmos and Mona Dahms (Denmark), Christine de Panafieu (France), Libje Hiekendijk (Netherlands) and Beatriz Ruivo (126 avenida Carlos I, 1200 Lisbon, Portugal).

The conference was organized by the Institute of Electronic Systems (Aalborg University Center, Aalborg, Denmark) with the help of the European Commission.

**Their nickname is "Mama Benz"** but at least one of the most prosperous of them drives around in a little French car. Issue 97 of The Courier (200 rue de la Loi, 1049 Brussels) includes an article on the African women entrepreneurs of Benin who do business as well as or better than men and do so in a modern spirit (cooperating with banks and abiding by tax regulations) and excellent results. The Government estimates that there are tens of thousands of these businesswomen.

After 40 years of debate, the Synod of the Lutheran Church in Finland has voted in favour of **women pastors** by 87 of a possible 108 votes. It is now up to Parliament to ratify the decision. Finland has some 2,000 pastors and 1,000 women have passed their theology exams.

The coordinating committee of **European Federations of Business and Professional Women** held its fourth conference in Ostend last autumn. A new committee was elected and Livia Ricci has taken over from Marian Watts (28 via 4 novembre, 37126 Verona, Italy).

**The European Centre of the International Women's Council** (13 Stadionkade, Amsterdam) met in Oslo last autumn and discussed European affairs and the problem of test-tube fertilization.

**The International Federation of Women in the Legal Profession** recently organized some open days to enable Spanish-speaking members to meet and exchange views. Recommendations were made regarding discrimination in the workplace, husband's authorization, home-working, the black economy and sexual equality.

Useful address: Federacion internacional de Mujeres de carreras juridicas  
283 calle Mallorca, Barcelona

**Women in the development process** was the subject of a seminar held in Athens last autumn and is also the title of the seminar volume published by the YWCA.

Useful address: YWCA, 94 avenue Brugman, 1060 Brussels

The third 1986 issue of "Femmes du monde entier", published by the **International Democratic Federation of Women** (13 Unten den Linden, 1080 East Berlin), included an article on the world conference of women, a column on women's rights and children, and reports from national correspondents. The Federation covers 136 women's organizations in 118 countries.

In the recent US elections, **a woman was elected to Senate** in her own right, rather than as the widow of a dead Senator. She is Barbara Mikulski, a Democrat from Maryland. There are now 2 women in Senate and 23 in the House of Representatives, which means that there has been no change either for the better or the worse.

In Australia, the **Pope spoke out in defence of working women:** women, he said, must use their talents both at home and work, and the family is "a community made possible by work". He went on to add, however, that the role of mother should be revalued and that mothers should not be penalized financially for their choice.

**Chinese women must fight for equality** claims the monthly magazine "Women of China" (50 Deng Shi Kou, Beijing), illustrating its point by describing not only the new opportunities open to women but also the difficulties caused for women by economic reform. It states that working women devote three times more time to housework than their husbands do. The magazine is published in English.

The Federation of Chinese Women, which publishes "Women of China", sent us the following greeting, which we should like to share with all the women of Europe:

*The Federation of Chinese Women would like to wish you a very happy New Year. May 1987 bring you success in all you do and may there be eternal peace and friendship between all the women of the World*

# EUROPEAN COMMUNITIES

Commission of the European Communities

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