

WOMEN OF EUROPE



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IN THIS ISSUE

THE CHANGING EUROPEAN COMMUNITY.....	3	
European Social Charter.....	3	
THE EUROPEAN PARLIAMENT.....	5	
EC COURT OF JUSTICE.....	6	
 COUNTRY TO COUNTRY		
Belgium (13)	Greece (15)	Netherlands (23)
Denmark (10)	Ireland (16)	Portugal (24)
France (11)	Italy (18)	Spain (25)
Germany (13)	Luxembourg (21)	United Kingdom (26)
NEWS FROM EUROPE AND THE WORLD.....	29	
LATIN AMERICA.....	32	
BOOKS, STUDIES, MEETINGS.....	34	

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THE CHANGING EUROPEAN COMMUNITY

EUROPEAN SOCIAL CHARTER: At the end of November the European Commission adopted the action programme designed to implement the Community Charter of fundamental social rights in the areas of employment, industrial relations, social affairs and training. Under this programme, the Commission will draw up workable draft directives in forty-five areas over 1990, 1991 and, if need be, 1992. The Council will then be asked to vote on these proposals in the 18-24 months following their adoption by the Commission. Seventeen of the forty-five draft *directives* concern health and safety in the workplace, unconventional forms of employment (temporary work, contracts of set duration), pregnant women, minimum requirements for school leavers and firing. The Commission has not yet chosen the legal instruments for handling equal treatment following the opening of public procurement markets and in the case of sub-contracting. Six draft decisions to help local employment initiatives, women, the handicapped and other groups with special needs have also been put forward.

The Charter, although it was adopted at the Strasbourg European Council, was far from achieving unanimity. Europe's trade unions feel that the Internal Market will be a reality long before the new legal and social instruments are set up. The MEPs also sulked because the European Parliament had not been consulted during the Charter's drafting. A number of key items - references to a minimum wage, consultation and workers' participation - were simply dropped from the new version. Consequently, the European Parliament made a point of being included in future social policy negotiations.

Will the Social Charter adopted in Strasbourg over British reluctance merely be an official statement without legally binding the Member States? Whatever form it takes, it is nevertheless a first step, a political signal, and, as Vasso Papandreou, EC Commission for Employment and Social Affairs remarked at the October 1989 European Trades Union Confederation (ETUC) congress, it will be up to public opinion, labour and management and the European Parliament, as well as the Economic and Social Committee of the European Communities (ESC), to monitor its implementation.

ECONOMIC AND MONETARY UNION: The high-level group set up at the request of the Presidents of the EC's General Affairs and Eco-Fin Councils has drawn up a list of key issues to be discussed by the Inter-governmental Conference for a treaty on the proposed Economic and Monetary Union. The group, which consists of the personal representatives of the Ministers and European Commission, was chaired by Elisabeth Guigou, official representatives of the President of the French Republic.

WOMEN ENTREPRENEURS: A dynamic information policy is essential for the short period that separates us from 1993. In this spirit, 110 women entrepreneurs from the twelve Member States met in Naples, Italy, on 26-28 October to take part in a seminar held jointly by the Women's Information Service and the World Federation of Women Entrepreneurs. This seminar provided the participants with a maximum amount of information to enable them to master the changes and foresee the challenges of 1992, notably by making use of Community programmes to help SMEs.

UNEMPLOYMENT: The latest Eurostat statistics show that overall unemployment in the Community is stable at 9.3% (14 million registered unemployed). Women continue to be harder hit, with an unemployment rate of 12.2% versus 7.3% for men. This trend is more pronounced in Belgium, Spain, France, Italy, the Netherlands and Portugal. Only the United Kingdom escapes the rule with an unemployment rate of 6% for women and 7.1% for men! As usual, young people are the major victims of unemployment. The unemployment rate for women under 25 is 20.6% versus 15.3% for men under 25. The situation is particularly serious for women in Italy and Spain, where the female unemployment rates are 38.5 and 43.1%, respectively. The best results were reported in Luxembourg (3.8%) and Germany (5.8%).

AGEING OF THE POPULATION: Europe's female population is ageing very quickly. In 1981 the proportion of women over 55 (50%) was already well above that for men. Women will be especially affected by the major social, economic and health problems raised by the growing numbers of the elderly, especially as the majority of older women are alone (18% of women between the ages of 55 and 64 and 65% of women over 75).

EDUCATION:

- * 53.7% of the credits allocated under ERASMUS to inter-university cooperation programmes in 1987-88 went to women.
- * 32% of the participants in ARION (programme to encourage exchanges between education experts and decision-makers) in 1987-88 were women.
- * Female participation in YOUTH FOR EUROPE's 28 projects to improve and step up youth exchanges in 1989 was an admirable 47%.
- * Many young workers took advantage of the "Young Workers' Exchange" programme in 1987 and 1988. Half of them were women.

EUROPE 1992: TEAM 92, launched at the EC's instigation, trained more than 350 speakers and lecturers on 1992-related subjects over the winter of 1988-89. These teams have been operational since the spring. The speakers are invited to lecture by the Commission's various offices. To cite just one example, more than 32,000 people have already attended TEAM 92 presentations in Denmark.

NIKE PRIZE: The biennial Nike ("victory" in Greek) Prize was created by the Commission of the European Communities at the behest of the European Parliament to give recognition to the television broadcasts that portray the roles performed by women in modern society as realistically as possible. The 1990 Nike Prize will be awarded in three categories: documentaries, fiction/entertainment, and broadcasts for children or teenagers. For the conditions for eligibility contact the Women's Information Service, 200 rue de la Loi, B-1049 Brussels, Tel.: (02) 235-9772 or 235-2860.

WOMEN OF EUROPE AWARD: This award was created three years ago by Angèle Verdin, Chairwoman of the Equal Opportunities Committee of the European Union of Federalists. It is bestowed on a European woman or group of women that has contributed to the building of the European Community. The jury of European journalists chose Héléne Pastoors, human rights advocate, as the recipient in 1987 and Marianna Rombola, founder of the group of Italian women against the mafia, in 1988. This year the winner was Rosanna Benzi, a self-taught 41-year-old woman who has spent the last 28 years in an iron lung. Despite her handicap, she has been committed for years to the fight

against all forms of social exclusion (of women, the handicapped, Third World nationals, etc.). Her philosophy can be summed up in two brief sentences: "Freedom of movement also means dismantling the barriers that prevent the handicapped having independent lives. If Europe means equality for its citizens and respecting human rights, it must put the person at the centre of the integration process".

PEOPLE'S EUROPE: The European Commission has proposed a single emergency phone number, "112", to be used in all twelve Member States by 1992. Most of the Member States are perfectly able to make a Community-wide emergency number operational well before 1992. The only problem concerns the operators' language skills. For example, Danish is not commonly spoken in Naples. 112 could co-exist with the other emergency numbers already working, at least in the beginning.

PUBLICATIONS: Equal Rights, Equal Opportunities. The European Community and Women, a 20-page brochure published by the Women's Information Service, reviews the initiatives taken by the European Community to achieve recognition of women as full partners of men at work and at play. (Women's Information Service, rue de la Loi 200, B-1049 Brussels)

EUROPEAN PARLIAMENT

According to the Interparliamentary Union, women have lost considerable ground in the world's legislatures, accounting for 12.7% of MPs in June 1989 versus 14.6% in January 1988. Luckily, the opposite trend has been seen in the European Parliament, where 96 women were voted in in June.

KIDNAPPING: EP President Enrique Baron confirmed French Socialist Marie-Claude Vayssade's appointment as European mediator in the kidnappings of children of parents of different nationalities. The MEP has been involved in these disputes since the "Mothers of Algiers" case, under the coordination of the Committee on Petitions.

COMMITTEE ON WOMEN'S RIGHTS:

"Your baby is welcome, madam MEP!" is how Christine Crawley, Chairwoman of the Committee on Women's Rights, greeted a Belgian Green MEP and her 7-month-old boy. It is very difficult, even for our elected officials, to combine politics and family life. That is why the Committee has called for the opening of a "family room" in the European Parliament's Brussels building.

The women MEPs are worried that the European Social Charter will be emptied of all substance as negotiations proceed. Already, the changes made to date will be particularly detrimental to women. The Committee on Women's Rights considers the Social Charter to be a minimum; the Community will have to define further social rights afterwards. The Committee demands minimum incomes, sufficient welfare and measures to help people without jobs to go to work.

"Europe most not be built on women's backs" is how Michèle André, French Minister of State (*Secrétaire d'Etat*) summed up her position to the Committee. André described the situation in France, where 43% of women work but the average differential between women's and men's salaries is still about 30%. Two out of three jobless people are women, while women who work are still too often relegated to positions on the receiving end of the hierarchy.

At the Committee's last meeting of the year (28-29 November 1989) Commissioner Papandreou described the Commission's plans for 1990. She announced that a draft directive on protection for pregnant women in the workplace is on the drawing board, together with a code of conduct for maternal protection. Special attention will be paid to part-time employment, jobs that are not typically filled by women, parental leave, differentiated taxation and childcare. During the debate that followed, many committee members called for better dissemination of information on the EC Court of Justice's jurisprudence with regard to women's rights. Revising school curricula would speed changes in mentalities.

The Committee adopted its programme of work for 1990, which includes the convening on 19-20 March of a forum on employment in Brussels called "The Internal Market and Female Employment", by a unanimous vote. The Committee will also hold hearings on childcare and violence against women (including from the standpoint of urban architecture).

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

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

MALE/FEMALE EQUALITY AND MATERNITY: On 17 October 1989 the EC Court of Justice heard the cases of two women, one Danish, the other Dutch, who both contested the decisions of their employer/future employer as violating the EEC Directive on equal treatment for men and women. * The Dane, Ms. Hertz, who worked as a cashier in a supermarket (Aldi Marked), had to take 100 days of sick leave in the year following the birth of her child due to complications. The company fired her on 27 June 1985 for extended absence. Danish law allows the firing of a salaried employee after 120 days of absence (week-ends included) subject to four months' notice. Ms. Hertz appealed the decision of Copenhagen's Industrial Court (*So-og Handelretten*) in the Danish High Court (*Hojes Teret*). The latter has asked the EC Court for its opinion on the possibility of limiting the protection given to women with pregnancy-related or post-natal complications to a certain number of days. * The Dutchwoman, Ms. Dekker, applied for the position of educator at a youth training centre. She was rejected for the job because she was pregnant. The centre's director had decided, based on information obtained from the social security office, that the cost of her inability to work would be too high.

EQUAL TREATMENT: The Court of Justice handed down a very important ruling on wage discrimination on 17 October 1989. In its decision concerning a Danish brief it ruled that if a wage scheme is not transparent and the cases of discrimination between men and women are numerous, the employer must provide proof of the contrary. The Court also spelled out the criteria of the existence of such discrimination.

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

B E L G I U M

ABORTION: The procedure for adopting the Lallemand-Michielsens bill to decriminalise abortion (see Women of Europe N° 60) has entered the second stage in the Senate with the opening of the plenary debates on 24 October 1989. A real document has finally been produced for Senate approval after 15 years of failure and the rejection of some 30 drafts. The legislation currently in effect dates back to 1867. The "criminals" themselves are punished under laws that are older yet (1804). Voluntary terminations of pregnancy - i.e., abortions - are termed crimes against public morality and family order. The Criminal Code is completely divorced from reality, for, despite their illegality, close to 15,000 abortions are performed in Belgium each year.

The Senators could not buck public opinion, as 87% of the population was calling for revision of the law. The Flemish Social Christian Party (CVP) has used numerous delaying tactics. For example, the State Council, which was called in by CVP Frank Swaelen (who is also President of the Senate), came out against the proposed legislation. The judges of the Legislation Section felt that the notion of "distress" was ambiguous and encouraged abortions upon request. The authors of the bill for partial legalisation nevertheless whipped up a large enough majority (Socialists, French-speaking Social Christians, "Ecolo" and Liberals) to adopt the bill by a vote of 102 "ayes", 73 "nays" and 7 abstentions in early November. The bill then went to the Chamber of Deputies, where it will first have to be examined by the Chamber's Justice Committee.

WOMEN OF THE YEAR:

- * Lucienne Herman-Michielsens, Flemish Liberal Senator, has been chosen "woman of the year" by a jury of journalists for the French-speaking *Conseil National des Femmes Belges* (National Council of Belgian Women - CNFB). A native of Ghent, mother of two, with a doctorate in law and degrees in criminology and notarial procedures, Herman-Michielsens introduced the first of her four bills to legalise abortion in 1977. The CNFB, which is a federation of French-speaking women's associations, created the prize 7 years ago. (CNFB, rue de la Prévoyance 60, 1000 Brussels, Tel.: (02) 514-4949)

- * The King recently appointed Jo Walgrave Chairperson of the National Labour Board (*Conseil national du travail*). The board, which was created in 1952, is composed of representatives of trade unions and management organisations. It advises the Government and Parliament. National collective bargaining is also carried out within the board. Johanna Walgrave, who has a *licence* in law from the Flemish-speaking Catholic University of Leuven, was the only woman amongst the Ministry of Labour and Employment's industrial arbiters. She is also Chairperson of the Women's Labour Committee and the EEC Advisory Committee for Equal Opportunities, which is attached to the Commission of the European Communities. She takes on her new duties on 1 January 1990.

IMMIGRATION: 400,000 immigrant women live in Belgium. The Belgian population often has a distorted, unflattering image of these women, i.e., women cloistered in their homes, mothers of large families, illiterate women who speak only their mother tongue, etc. The periodical *Tribune immigrée* has put out a special issue on immigrant women nuances this vision. Today's immigrant women are mostly Moroccans and Turks. Thirty years after their arrival they still have not been integrated into Belgian society due to the lack of a policy to help the family adjust to its new environment. This phenomenon affects primarily the first-generation immigrants, who have access to the unskilled jobs disdained by Belgian nationals. However, they do have their own structures for solving their material and emotional problems, namely, networks of relations for the exchange of goods and services. (*Tribune immigrée : special Femmes de l'immigration*, rue du Méridien 15, 1030 Brussels, Tel.: (02) 217-9782)

RAPE: Senators Dardenne and Nelis (Ecolo) and Deputies Henri Simons (Ecolo) and Mieke Vogels (Agalev) have introduced a bill to change the statute of limitations for rape cases. The bill would allow the resumption of judicial action if the victim were a minor and the crime had been committed by a relation of a previous generation, a person who had authority over her, or any person coming under Indent 1 of Article 377 of the Criminal Code. In such cases, the statute of limitations would take effect and run for the same period of time once the victim attained legal majority.

CONTRACEPTION: Cilag Laboratories has taken the initiative of carrying out a survey of the means of contraception used by Belgian women. The Marketing Unit surveyed 1,050 women between the ages of 15 and 44. The majority of this sample (68%) used contraception. The use of contraception (1,400,000 women in all) is distributed rather uniformly across the country's 9 provinces. The pill - used by 2/3 of the women surveyed - leads the way. Those women who do not use contraception cite religious or moral grounds, are not engaged in sexual relations, or want children. (Cilag S.A., Ms. H. Daems, Atealaan 1, 2410 Herentals, Tel.: (014) 21 98 79)

MEDIA: Women experts are not a rare commodity, but their statements often are not found outside women's magazines. To correct this situation, the emancipation office of Belgium's Flemish broadcasting network, BRT, working in conjunction with the Office of the Secretary of State for Emancipation, has decided to provide journalists with a directory of women - complete with addresses - willing to speak on the air or write articles for the press in their areas of expertise.

EUROPEAN CREATIONS: A new company of professionals of the theatre - actors and actresses, decorators, playwrights, directors, musicians, painters, producers, technicians and translators - of both sexes has been created to counterbalance the imbalance of the sexes in the arts. Its theatrical activities, which were organised under the auspices of the Bicentennial of the French Revolution, were kicked off in London with a monologue by the American author, Joseph Bush, called "French Gray", which describes Marie-Antoinette's last night in the *Conciergerie*. Patricia Niedzwiecki, who staged the production, has written another play called "*Madame Antoine ou la mémoire de Marie-Antoinette*" in reaction to Bush's partial portrait. Her play, which will be performed at Le Théâtre du Botanique in March, will then embark on a European career. It will be performed in France at the Carnavalet Museum, in Paris, at 't Klein Raamtheater in Antwerp in its Dutch version, "*Antonia*", and in Germany, Italy, the Netherlands and Denmark. The posters of this young company are by Hélène de Beauvoir. (Patricia Niedzwiecki, rue de Roumanie 50, 1060 Brussels).

FESTIVAL: A Mediterranean Film Festival was held in Brussels on 17-26 November. More than 50 films from 15 countries were shown at the Botanique Cultural Centre. Two North African women film-makers attended the showings of their films. Izza Genini (Morocco) presented a series of musical portraits called "*Maroc, corps et âmes*" (Morocco, bodies and souls), a very sensitive documentary on different groups of musicians. "*La trace*", by Nedja Ben Mabrouk (Tunisia), is an autobiographical tale, related with finesse, of a girl's road to independence, which necessarily passes through study abroad. The festival was sponsored by the Commission of the French-speaking Community of the Brussels-Capital Region.

EVENTS: Twenty years ago a second wave of women rose up to fight for their emancipation. They were led by such groups as Dolle Mina and PAG. Few traces of the first women activists' action remain. On the other hand, the feminist movement, armed with the experience of its elders, has many documents covering this first generation's activities. This quest for information was one of the driving forces of RoSa (*Rol en Samenleving*). RoSa is organising three lunch-time meetings to celebrate this anniversary, the first one on 24 January 1990 with Rika De Backer-Van Ocken, Ida Dequeecker, Rita Mulier, Hilda Uytterhoeven and Marijke Van Hemeldonck; the second one on 21 February 1990 with Lily Boeykens, Chantal De Smet, Sara Masselang, Hilde Masui and Paula Semer; and the third one on 21 March 1990 with Ireen Daenen, Lea Martel, Cecile Rapol, Miet Smet (subject to change) and Tilly Stuckens. Marleen Bergen (BRT Radio) will guide the discussions, which will take place at the American Bar of the Ancienne Belgique (Bd Anspach 114, 1000 Brussels) from 12 to 2 p.m.

PUBLICATIONS: The French-speaking National Council of Belgian Women (CNFB) has published the proceedings of the colloquium on social security that it sponsored in Brussels in April. The speakers discussed the problems raised by the Single Market and the harmonisation of social conditions in Europe. (*Colloque européen, une autre sécurité sociale?*, CNFB, rue de la Prévoyance 60, 1000 Brussels, Tel.: (02) 514-4949)

D E N M A R K

EQUAL OPPORTUNITY: A report on "personnel policies in the public sector" published by the Ministry of Finance shows that the egalitarian ambitions of legislative reforms (e.g., the April 1988 revision of the equal opportunity law) have not yielded any effects. An equal opportunity action plan was adopted by the Government in January 1987. The Council for Equal Opportunity is currently examining how the ministries are implementing this plan and the Government will have to give account of its itself to the Folketing (Parliament) later in 1990. A survey on recruiting applicants to senior management positions carried out between January 1987 and June 1989 proves that women have more than held their own against men. They constituted 16.2% of the applicants and 21.6% of the personnel recruited.

UNITED NATIONS: Jytte Lindgard, President of the National Council of Danish Women ("DKN"), and Aggi Kjaer, a member of the DKN's executive, will be the DKN's representatives to the United Nations this year.

VOCATIONAL TRAINING: An experimental vocational training scheme for women without specialisation was begun in 1988. The year-long courses are given in technical schools and are reserved exclusively for "women apprentices". They focus on the metalworking and processing industries, land transport and storage. Tourism and the environment are also covered since October 1989. Additional training is provided for the instructors of these types of courses, which remain dominated by men. This initiative, which was launched by the Vocational Training Office of the Ministry of Labour, will run three years. A provisional report has already been drafted. (AMU-direktoratet, Hejrevej 43, 2400 Danmark, Tel.: (01) 332200)

IMMIGRANTS' WIVES: "Soldue" is the name of the association of immigrant women in Denmark born of the Nordic Conference that took place in Oslo in the summer of '88. A privileged meeting place for these uprooted "citizens", the association spreads information about the cultures and ways of life in its members' respective countries. It offers recreational activities for children and helps young people in their searches for jobs. It also takes part in the debates and other events concerning the expatriate community. The expatriates' wives suffer terribly from discrimination; they are the most fragile and least integrated link in this population. (*Indvandrerkvindene foreningen "Soldue"*, Nansensgade 1, 1366 København K, Tel.: (33) 144519)

PUBLICATIONS: *Forum for Kvindeforskning*, the KVINFO quarterly, has turned over a new leaf for its ninth anniversary. It has adopted a new format and a more attractive layout. The regular columns will include "Friends-enemies", which will cover relations between women on and off the job; "Childless Women", which will discuss modern reproductive techniques, voluntary or involuntary childlessness, and theories about maternity; "Women and Politics", which will monitor female involvement in politics; and "Which is the second sex?", describing male/female relations. (KVINFO-Center for tvaerfaglig information om Kvindeforskning, Nyhavn 22, 1051 København, Tel.: (33) 135088)

FRANCE

Jacqueline de Romilly, professor and authority on Greek literature and civilisation, has been inducted into the *Académie française*. In her induction speech she mentioned the "boldness" of the prestigious institution's decision to open its doors to a woman for the second time in its long history. Alain Peyrefitte replied with this encouraging message, "Our first lady [Marguerite Yourcenar] could not be our only lady. You will be not the second and last, but the second in a mathematical progression of women academicians."

WOMEN AND POLITICS: Jeanne Mazel, Deputy Mayor of Marseilles, has been put in charge of consumer affairs and the decentralisation of information in addition to her previous responsibility for women's affairs. A town councillor for 13 years, she considers information to be a factor of progress and participation for each person.

RACIAL AND SEXIST DISCRIMINATION: Film-maker Claude Autant-Lara's verbal swings at Simone Veil have triggered a general outcry in France. The media and politicians have denounced his racist declarations, which gave Justice Minister Pierre Arpaillange grounds for prosecuting Autant-Lara for racial insults, racial slander and provoking racial hatred. However, no one mentioned the sexist slant of his remarks, as seen in "The worst that I can think of a little woman who goes into politics..." and "...She should stick to her kitchen..." For lack of anti-sexist legislation, the message slipped through without difficulty. The Women's Alliance protests against this lack of public awareness and has drawn up a petition that has already collected 3,500 signatures. (*L'Alliance des Femmes pour la démocratisation*, 5 rue de Lille, 75007 Paris, Tel.: (01) 4548-8380)

SECURITY:

* Martine Monteil, 39, mother of one, has been appointed to head the "Mondaine", as the Brigade to eliminate procuring (of women) is known. Granddaughter and wife of a police chief, she was also the first woman police chief in France. She joined the police force in 1975 and spent 7 years fighting drug traffickers in the streets.

* Georgina Dufoix, former Health Minister and President of the Red Cross, has been appointed head of the fight against drugs. The Interministerial Commission to Control Drug Abuse is under her authority.

WOMEN ENTREPRENEURS: The difficulties encountered while trying to get a job in one's area of competence or use one's know-how and skills in existing companies have led increasing numbers of people to set up their own businesses. The prospective entrepreneur is often helped by the State (various bonuses, subsidies, etc.) and a number of managerial information centres, associations, and other organisations, including *CNIDFF-Entreprise* and the Institute for International Industrial Cooperation (*Institut de coopération sociale internationale* - ICOSI). These two entities recently published a special issue designed as a resource directory for women entrepreneurs. Called *La création d'entreprise et les femmes : un inventaire de ressources*, the magazine contains a directory of very useful addresses in the different Member States, especially France, as well as a list of the various measures being considered by the European Commission.

(CNIDFF - *Centre national d'information et de documentation des femmes et des familles*, 7 rue du Jura, 75013 Paris, Tel.: (01) 4331-1234; ICOSI, 4 avenue du Colonel Bonnet, 75016 Paris, Tel.: (01) 4525-6883, 4224-5628)

CHILDCARE: How does having children affect female employment? A recent report by the University of Paris X (Nanterre) commissioned by the *Caisse nationale d'allocations familiales* and the European Commission says a great deal about the situation of women in the different Member States. Motherhood and employment still remain incompatible far too often. In many cases, society's "masculine structures" actually send working women back to their homes. (*Activité et composition des familles, comparaison entre pays de la CEE*, M.-L. Delacourt and J. Zighera, Commission of the European Communities, V/1795/88-FR, Directorate-General for Employment, Social Affairs and Education, rue de la Loi 200, 1049 Brussels)

HEALTH: Breast cancer currently causes 10,000 deaths in France each year. If detected early enough, it can easily be cured. Free breast cancer screening will soon be offered in various *départements*. The experiment will then spread gradually to the rest of the territory. This measure, which was announced at the 11th congress of the *Société française de Sénologie* in Tours, will soon be made official by a ministerial order.

SPORT:

- * Cycling: Jeannie Longo broke her own speed record for 3 km in Mexico on 5 October. Her new time is 3' 38.190".
- * Equitation: Since Janou Lefebvre's silver-medal-winning performances in Tokyo and Mexico City, French jumping is once again an all-male domain. However, Alexandra Ledermann placed eighth by team in the 1988 European Jumping Championship for Young Riders in Belgium. What is more, three horsewomen - Adeline Wirth, Eugénie Legrand and Alexandra Ledermann - distinguished themselves in French and international jumping competitions in 1989. It seems that equitation, which is a favourite sport of girls, is gradually dropped with time as the enthusiasts reach adulthood and opt for a profession or family life.

PUBLICATIONS

- * The European Association against Violence towards Women at Work (AVFT) has published a brochure that denounces all the forms of "assault" on women (pornographic hoardings, sexism, various types of discrimination, etc.). *Cette violence dont nous ne voulons plus* is available at the AVFT's headquarters (72 rue Saint-Jacques, 75005 Paris, Tel.: (01) 4628-7408).
- * The *Union régionale des centres de documentation et d'information des femmes et des familles* (UR-CEDIFF) is a union of the women's and family information and documentation centres of the Loire. These centres offer documentation on women's affairs that may be consulted on their premises, hold training courses, and publish and send out a variety of documents: press reviews, liaison newsletters, monographs on specific subjects, etc. (UR-CEDIFF Pays de la Loire, Bureau de documentation, faculté de Droit, BP 1004, 44036 Nantes cedex 01, Tel.: 4074-4696)
- * *Info, actualité des femmes qui entreprennent*, put out by *Initielles*, contains information, advice and useful addresses for women with plans. (*Initielles*, 17 rue des Arts, 3100 Toulouse, Tel.: 6123-6682, 6123-6890)

G E R M A N Y

WOMEN AND POLITICS:

- * The *Bundesrat* (Federal Senate) has never seen so many women Ministers and Senators in its midst - 17.7% - since 1949. Three of the eleven Federal Affairs Ministers represented in Bonn are women. Still, a woman has yet to become a president of one of the 11 *Länder* (States).
- * Women got one out of five seats up for election in North Rhine-Westphalia's local elections on 3 October 1989.
- * Liselotte Berger passed away at the age of 68. She chaired the Bundestag's Committee on Petitions for 14 years before being appointed Parliamentary Secretary of State under the Chancellor and official representative in Berlin. The Committee is once again in a man's hands.
- * Liberal Deputy Hildegard Hamm-Brücher will retire from politics on 1 January 1991 after 43 years of good and loyal service.

EQUALITY COMMITTEES: In a report to the Bundestag the Federal Government stresses the need for institutional recognition of the federal, state and local Equality Committees (*Gleichstellungstellen*). Issues of equality are currently under the jurisdiction of the Federal Minister for Youth, the Family, Women's Status and Health. These committees have spread like wildfire (there are 460 of them today) since the first one appeared in 1982. In North Rhine-Westphalia, the state with the largest number of Equality Committees (150), these committees have done a remarkable job. They point out all cases of discrimination and encourage women to assert their rights.

AFFIRMATIVE ACTION: North Rhine-Westphalia's civil service will no longer be a male reserve. The *Land* has adopted the first affirmative action law on hiring in the Federal Republic. This law gives women priority over men with equal qualifications as long as they remain under-represented (below the quota of 50%). Ilse Ridder-Melchers, Secretary of State for Male/Female Equality, has stated that more action of this type would soon restore the balance between male and female workers.

- * Volkswagen has been waging a policy to help its female personnel for several years. It consists in a parental leave of up to 3 years with guaranteed rehiring, improved possibilities of promotions in the company, flexible work schedules and increased female participation in training courses. Women make up 13.3% of the company's total personnel in Germany. The company's directors have also decided to set up a "Women's Advancement" division effective 1 February 1990, to be run by Gabriele Steckmeister, currently responsible for equality in the city of Stuttgart. The aims of this division will be to increase the number and quality of jobs held by women.

LABOUR REINTEGRATION FUND: The action of Ms. Geschka, Secretary of State for Women's Affairs of Hesse, was decisive in achieving the granting of 3 million DM for 1990-91 to create a "Reintegration Fund" to enable women to obtain the new skills needed to return to work.

RE-ELECTED: Siglinde Porsch was elected to another four-year term as president of the German Housewives' Association.

RESEARCH: An all-woman research team (9 scientists between the ages of 27 and 34) was slated to leave for Antarctica in December to study climatic changes and their environmental effects. This initiative has the backing of the Ministry of Science and Technology. The Government foresees an increase in the number of qualified female staff in research centres in the '90s.

TRAINING: The Federal Education Minister has undertaken an information campaign on technical trades and professions. The campaign, which is aimed at making women more aware of these new jobs, has a budget of DM 1.5 million. Too often, women limit their choices to 20-odd (better known) types of training amongst the more than 350 types of technical professions available. These facts are laid out in the report by the Secretary of State for Male/Female Equality called *Mädchen, Macht (und) Mathe* that comments on the experiences of young women who chose training in skills generally reserved for men. This report also denounces the discrimination to which girls are subjected in school. (*Landesregierung Nordrhein-Westfalen*, Haroldstraße 4, 4000 Düsseldorf)

VIOLENCE: The Interior Minister of Baden-Württemberg has criticised the police force for the indifference it shows to the victims of abuse and rape. Such women may turn to the Council for Women Victims of Violent Acts that has been set up by Karlsruhe's Councillor for Equality. (*Ratgeber für Frauen, die Opfer von Gewalt wurden*, Rathaus, Am Marktplatz, 7500 Karlsruhe)

HOUSING FOR EAST GERMANS: The Steering Committee of the German Association of women farmers, *Deutschen Landfrauenverbandes* ("DLV"), urges its members and their families to take in the East Germans who have been flooding into West Germany until other lodgings can be found for them. Housing is limited in the cities and the incoming families with young children find themselves in precarious situations. Farmers can easily put one or two rooms in their dwellings at such families' disposal - a new variation on the "holiday on the farm" that is already familiar to many. Offers of aid may be sent to the Red Cross or other charitable organisations. The costs of lodging will be covered by the social services or refugee services. (*Deutscher Landfrauenverband e.V.*, Godesberger Allee 142-148, 5300 Bonn 2, Tel.: (0228) 378051-2)

RE-ENTERING THE LABOUR FORCE: Lower Saxony has kicked off an original programme to help mothers return to work after raising their families. At this stage in their lives women do not always want to resume working in their old professions or begin training. The experience that they have gained in the family rarely weighs heavily in the prospective employer's balance - except in the tourist trade. Using the knowledge that they have gained, many women prove to be excellent guides after a crash training course. These pilot courses are subsidised by the state government. Indeed, Lower Saxony devoted DM 800,000 in 1989 to developing employment possibilities in the service sector. (*Landesbeauftragte für Frauenfragen bei der Niedersächsischen Landesregierung, Staatskanzlei*, Planckstraße 2, 3000 Hannover 1. Tel.: (0511) 120-21678)

EXHIBITIONS: Dr. Ursula Lehr, Minister for Youth, the Family, Women and Health, has inaugurated a travelling exhibition on "40 years of equality" (*40 Jahre Gleichberechtigung*). This event is built around Article 3, Indent 2 of the German Constitution, which declares men and women equal. All visitors are urged to send in their suggestions with regard to partnership and equality.

PUBLICATIONS:

- * A study commissioned by the Federal Government shows that skilled women graduates have a good chance of making it to managerial positions. They give a particularly good account of themselves in mastering the new corporate management technologies. (Volume 240 of the *Schriftenreihe des Bundesministeriums für Jugend, Familie, Frauen und Gesundheit*, Kennedyallee 105-107, 5300 Bonn 2).
- * A new book by Senator Heide Pfarr (Berlin) on discrimination at work with the subtitle "unequal treatment of the sexes in the FRG" analyses the evolution of women's rights in Germany from the Middle Ages to today.

G R E E C E

WOMEN AND POLITICS:

- * Although female participation in the 5 November 1989 was no better than in the June elections, significantly more women were voted into Parliament. There are now 20 women in Parliament instead of 13. The breakdown is 10 for New Democracy, 7 for PASOK, 2 for the Left/Progress Coalition, and 1 for the Greens - the new party's only MP!
- * The new Government includes not a single woman. Neither did the previous cabinet. The letter of protest sent in by women's NGOs has received no reply.

ELECTED: Professor Alikì Giotopoulou-Marangopoulou was unanimously chosen President of the International Alliance of Women in October at the Alliance's meeting in Melbourne, Australia. The Alliance was founded in 1904 to work for equality between men and women. Prof. Giotopoulou-Marangopoulou is also President of the Greek League for Women's Rights. The league's secretary, Terpsi Lambrinopoulou, was elected to the Alliance's Board of Directors on the same occasion. (Greek League for Women's Rights, Solonos 41, Athens 10672)

WOMEN AND EMPLOYMENT: Feminism and Employment in Greece, Today is the culmination of a study conducted by Iris Avdi. In her book the author explains that each chapter could have been the subject of a separate study. Nevertheless, the book gives a rapid but comprehensive overview of working women's conditions in Greece and fills in some of the lines of future developments. This book will be appreciated by all those who, whether alone or in an organisation, would like to take up or continue the fight.

I R E L A N D

WOMEN AND POLITICS: In the new cabinet formed by Prime Minister Haughey following the recent general elections Mrs. O'Rourke remains Education Minister. The Prime Minister also appointed two female Ministers of State: Maura Goeghegan-Quinn (Fianna Fail) and Mary Harney (Progressive Democrats).

EQUAL TREATMENT:

* The leader of the Labour Party, Dick Spring, is to introduce in the next session of Parliament an Equal Status Bill which would end discrimination against women, particularly in the workplace and in institutions such as sports clubs. Spring hopes that his bill will fill in the numerous loopholes contained in existing equality legislation. One of the areas to be tackled by the bill would be the onus of proving discrimination, which now lies with the employee. Under the new bill, the employer would have to prove that he was treating women fairly. Spring cites golf clubs as an example of institutionalised discrimination. Under the proposed legislation, such clubs would not receive government funding if they refused to allow women to become full members.

* The focus of the Employment Equality Agency's work in 1988, whose 1988 Annual Report has come out, was to highlight and presses for effective action to remove the imbalances between men and women caused by disparities in education and training. The report highlights some positive developments with educationalists, trainers and employers in respect of the particular difficulties imposed by such sexual biases. While the EEA will continue to focus its activity in these sectors, it feels that real change in this area must come from the providers of education and training. Other areas highlighted in the report are the difficulties being experienced by claimants in sexual harassment cases and problems encountered at the recruitment stage. (The Employment Equality Agency, 36 Upper Mount Street, Dublin 2, Tel.: (01) 605-966)

EQUAL PAY AWARD: Forty-seven female employees at the Leaf Limited Chewing gum factory near Dublin have been awarded an equal pay award by the Labour Court. The Court ruled that the women were entitled to the same pay as three male employees and backdated the award for a number of years. The award will cost the company an estimated 200,000 Irish punts. (Labour Court, Haddington Road, Dublin 4, Tel.: (01) 608-444)

EDUCATIONAL ANOMALY: Independent Senator Joe O'Toole intends to introduce a bill in the Irish Senate to end a century-old anomaly in relation to girls' education. The bill would remove a clause from the legislation governing post-primary schools that makes education for girls a matter for discretion. This clause is contained in the Intermediate Education Act of 1878, which is one of the few pieces of legislation governing education in Ireland. (Department of Education, Marlboro Street, Dublin 1, Tel.: (01) 717-101)

CHILDCARE: Employment Equality Agency Chairwoman Catherine McGuinness recently called for a comprehensive debate on the provision of childcare facilities for working parents, decrying the fact that the labour market had failed to adapt to the change in women's role in the labour market over the past twenty years. In 1971 there were 289,000 women in the Irish labour force. That figure had grown to 407,000 by 1987. While 39.6% of women in the Irish labour force are married, they have no access to a State childcare programme or employer-supported childcare facilities. (Employment Equality Agency, 36 Upper Mount Street, Dublin 2, Tel.: (01) 605-966)

WOMEN AND POVERTY: Women and Poverty, a new book by Mary Daly published in conjunction with the Combat Poverty Agency, reveals that more than 30% of all Irish women are living on less than 48 Irish punts a week. The main reason given by the author for such widespread poverty is that so few women have independent incomes because only one-third of Irish women work outside the home. The multiple factors involved call for action in many areas, including examination of the idea of paying women for the work they do in the home. Public health services, education and childcare facilities also need to be improved. (Attic Press, 44 East Essex Street, Dublin 2, Tel: (01) 716-367)

ABORTION: The Society for the Protection of Unborn Children (SPUC) was back in the courts again recently, seeking to bar leaders of three student unions from disseminating information on abortion services in Britain. It also sought to have four Trinity College Dublin student leaders jailed for contempt on the ground that they had breached a previous court order by giving out information on abortion services. In a reserved judgment High Court Justice Carroll postponed her decision on the information dissemination case and referred some questions pertaining to the case to the EC Court of Justice for its opinion. The judge also turned down SPUC's application to jail the Trinity College students. It is important to note that the High Court decision not to issue an Order stopping the students giving abortion information does not have any bearing on the 1988 Supreme Court ruling that providing advice on how to obtain an abortion was contrary to the Constitution. This earlier case is being appealed to the European Court of Human Rights in Strasbourg and binds the Dublin Well Woman Centre and Open Line Counselling Service pending the outcome of the appeal.

SEXUAL VIOLENCE: The Dublin Rape Crisis Centre has reported a big increase in the number of rape victims seeking help since the beginning of June. It received 154 new cases of rape and sexual assault on adults between June 1 and August 15, 1989, whereas a total of 300 people had sought assistance in relation to rape last year and, altogether, 1,400 cases of sexual abuse were reported to the Centre in 1988. (The Rape Crisis Centre, 70 Lower Leeson Street, Dublin 2, Tel.: (01) 61 49 11)

ADVERTISING AWARD: The Women's Political Association Advertising Awards were announced recently, and the top award has gone to an advert for the Bank of Ireland by Saatchi and Saatchi Compton Advertising Agency that depicts a woman customer with the caption "I like your awareness". The awards, which are co-sponsored by the Institute of Advertising Practitioners in Ireland, are aimed at highlighting those agencies that use their expertise and creativity to produce high-quality advertising reflecting the roles of women and men in society today. No award was made in a number of categories for which entries were invited from radio, television and outdoor advertising. (Frances Gardiner, The Women's Political Association, Tel.: (01) 979-054)

APPOINTED: Carmel Foley, Chief Executive of the Council for the Status of Women. Foley joined the Council from the Department of Foreign Affairs, for which she had worked in Ireland and overseas. More recently she was responsible for European Community and UN agencies in the Economics Division, where she also had specific responsibility for women's affairs. (Council for the Status of Women, 64 Lower Mount Street, Dublin 2, Tel.: (01) 615-268)

ERRATUM: A mistake was inadvertently made in the paragraph on Women's Studies in issue N° 60 of Women of Europe (p. 21). The The National Institute of Higher Education of Limerick is not offering the first accredited higher-education degree in Women's Studies in England. Our apologies to the Polytechnic of East London, that offers a variety of degrees in this field (see UNITED KINGDOM, p. ..).

I T A L Y

WOMEN AND POLITICS:

- * Romana Bianchi, teacher and long-time Communist Deputy, is minister for Women's Status in the shadow cabinet formed this summer by Achille Occhetto (Secretary-General of the Italian Communist Party - PCI). The shadow cabinet gives the opposition the possibility of presenting an alternative to each of executive branch proposals. Bianchi's room for manoeuvre is vast - the entire field of equal opportunity.
- * Women accounted for a good third of the 319 candidates (on 23 lists) standing for Rome's City Council. Thirteen women were elected: 1 Christian Democrat, 1 Republican, 5 Communists, 2 Socialists and 4 Greens.
- * The 23 lists mentioned above included an independent all-woman list drawn up by a group of feminists under the banner "*La città sessuale*" (the sexual city). According to Elvira Banotti, who headed the list, the city today is built on confinement in houses, the censure and negation of women and the militarisation of public areas. The idea of the group is to shatter this isolation and give women in all neighbourhoods the social space that they need and will be able to manage accordingly.
- * The Communists' women senators have introduced a bill to amend the Constitution, given that the process of "feminising" society necessitates urgent changes in political and institutional structures. The amendments include stating explicitly that men and women hold inalienable rights. The expressions "persons" and "without distinction as to sex" are considered too neutral and would be removed from the Constitution (Articles 2 and 3). Other articles recast the notion of the family, which was previously based only on marital ties, and re-equilibrate the clauses concerning social conditions and labour.
- * The Regional Council of Emilia-Romagna modified its pre- and post-natal strategies this spring. The new legislation recognises both parents' freedom to use birth control, underscores the joint liability of the two partners for their offspring and pays particular attention to single-parent families.

EMPLOYMENT: Job applications from women are rising significantly, as is the number of women on the labour market. Women made up 28.9% of the working population in 1986 and 31.1% in 1988. However, barriers and prejudice still prevent their acceding to positions of great responsibility and pursuing careers in technical fields. These topics were covered at a seminar on women's training needs ("*Esigenze formative delle donne*") coordinated by Tina Anselmi, Chairwoman of the National Commission for Equality (*Commissione nazionale per la parità*), with Labour Minister Donat-Cattin and Social Affairs Minister Rosa Russo Jervolino attending.

WOMEN'S NETWORK: Information on women's rights is still too scarce. That is why the women's coordinating office of the Italian Union of Metalworkers, *Coordinamento Donne UILM (Unione italiana lavoratori metalmeccanici*, Corso Trieste 36, 00198 Roma), has set up a network of telephone help lines in some of the country's major towns. Women can call up to explain their problems to a sympathetic ear and obtain support and advice.

MILITARY CAREERS: By a decision of the judiciary's supreme body, the *Consiglio superiore della magistrature*, women may from now on pursue careers in the military courts. They have proved their talents in ordinary judgeships since 1964. Very shortly they will also be able to serve the flag, for the army's Chief of Staff has stated his willingness to allow women to join the army. He has even already designated the site of the first boot camp for women. The ball is now in Parliament's court.

ENVIRONMENT: Women are particularly aware of environmental problems. Each day, whatever their task (teacher, housewife, etc.), they must make important choices. Their deep involvement in the struggle to conserve the environment was confirmed at the 37th National Congress of the National Association of Women Voters, ANDE (*Associazione nazionale donne elettrici*, Via Ennio Quirino Visconti 8, Roma). The heated debates brought together women from all parts of Italy. The major themes - "Ecology at the crossroads of the economy and politics", "We are all responsible for our planet" - will come up again and again in the coming months.

DEVELOPMENT WORK: In the wake of the United Nations Decade for Women (1975-1985), which culminated in the Nairobi Conference, international development agencies have taken a hard look at women's community, political and economic roles in rural societies. In Italy, the new legislation regulating development aid recognise women's essential contributions to development. Four articles of this law refer expressly to "additional attention" required to study and improve the status of women. To this effect, a consulting office specialised in the drafting of project proposals has been commissioned to investigate the situation of women, integrate them into development programmes, and assess the impact of development projects on this segment of the population.

WAR ON DRUGS: The "mothers of Sarzano Square" have been holding nighttime pickets to express their opposition to the nighttime activities of drug dealers and users in Genoa's historic centre. Their initiative has already produced results: The police has stepped up identity checks in the area; it has also set up an auxiliary patrol composed of police officers and civilian look-outs.

CULTURE:

- * The eighties were dominated by advertising; the nineties will be placed under the sign of interplanetary communication. Satellites and high-definition TV have already zoomed us into a new technological era. The time has come to assemble our collective memory to organise it better under the theme of "feminism". The march of feminism through time and space is the ideal subject for a new audio-visual and film circuit linking Athens, Florence, London and Europe's other major cities. Such a step would make it possible to conserve the European identity in all its physical and cultural diversity. Such is the proposal made by *Laboratorio immagine donne* (Via San Gallo 32, 50129 Firenze, Tel.: (055) 474-680/661-852).
- * The association *Spazio immaginato* held a colloquium in mid-November on thirty years of stereotypes of the European woman (*L'immagine femminile europea dal 1960 al 1990 : sullo stereotipo*). The event was sponsored by the *Commissione nazionale per la realizzazione delle parità tra uomo et donna* (National Commission for Male/Female Equality) set up under the Presidency of Italy's Council of Ministers and the Women's Information Service of the European Commission. It was also supported by various local bodies and institutions. The diversity and number of talks made it possible to paint a much different picture of women from that to which we are accustomed in book illustrations, contemporary art and advertising. (Melita Rotonde, *Spazio immaginato*, Cso Vittorio Emanuele 421, Napoli, Tel.: 217-293)
- * A meeting was held by the National Coordinating Office for Bookshops, Libraries and Women's Homes at the *Libreria delle donne* in Florence on 4 July 1989. The aim of this meeting was to weave a network of exchange of documentation and information concerning or produced by women. The need for such action was felt during an international colloquium on this subject, *Perleparole. Le iniziative a favore dell'informazione e della documentazione delle donne europee*, held by the Center for the Study of the History of the Women's Liberation Movement in Italy with the help of the European Commission's Women's Information Service in Milan in the summer of 1988. The numerous areas touched upon included training for librarians, the creation of a directory of women's documentation centres, and the standardisation and application of a common computer programme (CDS/ISIS) to the entire network. (*Centro studi storici sul movimento di Liberazione della donna in Italia*, Via Romagnosi 3, 20121 Milan, Tel.: 874-175)

DEVELOPING POTENTIAL: *Donna & Sviluppo* puts the expertise of experienced women at the service of women who want to start their own businesses (shops, craft studios, research centres, etc.). The first group will help the second to avoid the pitfalls and stumbling blocks that they encountered. D & S helps women achieve self-fulfilment, gain skills and take their place in the professions and production. The association participates in the Incubator and WITEC-UTEP projects. Incubator provides a structure to monitor young companies, which will be left to fend for themselves once they have cut their teeth. D & S provides its services - setting up headquarters, consulting, family services - at competitive prices, following the example of the proven American model. Women in Technology-University Enterprise Training Partnership (WITEC-UTEP) was created under the European Commission's COMETT programme. It is a network of centres to improve the synergism between academia and enterprise and highlight women's contributions to science and technology. WITEC-UTEP now covers all of Europe. WITEC-Italia's activities are coordinated by D & S. (*Donna & Sviluppo*, Viale Colli Aminei 21, 80131 Napoli, Tel.: 741-6451)

PUBLICATIONS:

- * The Milanese Women's Action Centre has just published a directory of all the women's organisations in Italy. The organisations are listed by region and followed by a brief description of their activities or aims and interactions with other associations. This is a practical and useful reference. (*Le organizzazioni delle donne, Centro Azione Milan Donne, Cisem-Osservatorio Donne Istruzione, Viale Tibaldi 41, 20316 Milano, Tel.: 832-4067/832-3775*)
- * *Gli studi sulle donne nelle universita : ricerca e trasformazione del sapere* (Studies of women in the universities: research and transformation of knowledge) is the title of the proceedings of the 1st International Congress of Women's Studies that was held at the Central National Library of Rome in December 1986. The volume includes an alphabetical list, by university, of studies about women. Women involved in research provided facts and information about their activities. (Available from *Ginevra Conti Odorisio, ESI, Napoli, 1988.*)

L U X E M B O U R G

WOMEN AND POLITICS: In an amazing political first, a woman, Erna Hennicot-Schoepgas, has become president of the Chamber of Deputies. In addition, as a result of the recent general elections the Chamber has seven women members. (Chambre des Députés, rue du Marché-aux-Herbes 19, 1278 Luxembourg)

CONTRACEPTION: The *Centre de Pastorale familiale* offers courses for women and couples wishing to master the temperature method of birth control. Women will learn to watch for and interpret the signs of fertility that their bodies regularly emit. This method is very reliable if applied scrupulously. The instructors were trained at a recognised institution. A large part of the course is devoted to accompanying the participants individually during the first few menstrual cycles. All questions and problems that may arise may be discussed during private talks. (*Centre de Pastorale familiale, place du Théâtre 3, Luxembourg*)

WOMEN AND SMOKING: A survey on smoking in the European Community shows that 36% of the population smokes. In Luxembourg, 34% of the population smokes. The survey indicates that more young women smoke than young men (37% versus 28%). The figures are reversed in older age groups (38% of men versus 30% of women). (*Ministère de la Santé, boulevard de la Pétrusse 90, 2395 Luxembourg*)

WOMEN'S SHELTERS/CENTRES:

- * For the past five years "Kopplabunz" has served as a meeting place for women who are raising their children alone and for all those eager to make contacts and exchange ideas. The centre offers a complete range of services. The clothing exchange exists since the centre's creation. It also organises conferences, round tables and instruction in crafts. (Kopplabunz, rue Michel Rodange 46, Luxembourg, Tel.: 20714)

* The association *Femmes en détresse*, created in June 1979, opened a shelter for battered women one year later. This shelter has taken in more than 350 women and 450 children over a total of 8 years. It also has a telephone hot line, backed up by a shelter and mutual-assistance structure. Shelter is provided for up to three months, although exceptions to this rule are becoming increasingly frequent. The shelter receives financial support from the Ministry for the Family. After this initial stay, the battered women may go to a "second-stage home" (the first such home was created in 1981; there are now 4 of them in the country). They then have a year to find a job and housing. They continue to be welcome at the association and may meet at Kopplabunz. We might also add that the European Commission is bearing half of the cost of a project for single-parent families in Luxembourg. This project has allowed the creation of a training centre, now in its fifth year, whose payroll and maintenance costs have been taken over by the Ministry for the Family. Numerous services have been set up: individualised assistance to help the parent organise his or her day; practical workshops; and vocational training courses. Assistance in moving, renovating, or doing other work of this type is also provided. (*Femmes en détresse A.S.B.L.*, BP 1024, Luxembourg, Tel.: 448-181)

T H E N E T H E R L A N D S

WOMEN AND POLITICS: Christian Democrat (CDA) Prime Minister Ruud Lubbers' third cabinet includes five women - 3 ministers and 2 secretaries of State (junior ministers). Hedy D'Ancona (Partij van de Arbeid), who left the European Parliament, where she chaired the Committee of Social Affairs after two years as Chairwoman of the Committee on Women's Rights, is the new Minister of Welfare, Public Health and Culture. Ien Dales (PvdA) is Minister of the Interior and Hanja Maij-Weggen (CDA) Minister of Transport, Bridges and Roads.

UNEMPLOYMENT: Women have been hard hit by unemployment in recent years. The female unemployment rate is 36%, although women make up only 31% of the working population. Some statistics that reveal a regular 1% per annum increase in the number of paid women workers, may give a deceptive picture of the job market. Former Social Affairs and Employment Minister De Koning warns against excessive optimism, for one-quarter of these women work less than 20 hours a week.

AFFIRMATIVE ACTION:

- * The Talent Bank (*Talentenbank*) is the latest achievement of the University of Amsterdam's Affirmative Action Office. Women interested in working for the University may register with the bank. They will then be informed as soon as a situation that matches their qualifications comes up. (Office hours: Monday through Friday, 9 a.m. - 5 p.m., Spui 21, Kamer 101, Amsterdam, Tel.: (020) 525-2028)
- * Former Secretary of State for Education and Scientific Research Ginjaar-Maas recently presided the official opening of the Select Primair "Kandidatenbank" (job applicants bank). This entity is responsible for recruiting and selecting women supervisors for basic education - positions from which women are farther and farther removed. (Tel.: (034-95) 41223/41233; ask for Arina de Heer or Hanneke van Tienhoven)

MATERNITY AND PREVENTION: The Ministry of Welfare, Public Health and Culture has put out a brochure on pregnancy and hepatitis B (*Zwangerschap en Hepatitis B*) to inform pregnant women of the risks to which they may expose their fetuses. One percent of pregnant women in the Netherlands carry the disease. Being seropositive does not affect fetal development during the pregnancy. The risks of contamination exist just before, during or after delivery. (*Centrale Directie Voorlichting, Documentatie en Bibliotheek van het ministerie van WVC*, Postbus 5406, 2280 HK Rijswijk, Tel.: (070) 340-6015)

ABORTION: Stimezo recently published a report dealing with the thorny problem of abortions, *Voorlichting rond abortus provocatus: een verlichting*. This study is based on the comments of women who have voluntarily terminated their pregnancies. The accent is on how the information on abortions is and should be disseminated. (Stimezo Nederland, Pieterstraat 11, 3512 JT Utrecht, Tel.: (030) 312-531)

PROSTITUTION: The Amsterdam chapter of the association Humanitas recently created a department to deal with the specific problems of prostitution. Men and women, whether prostitutes or not, companies and researchers may obtain the information they need on diseases for which some groups are at risk and available assistance.

MEDIA: The radio broadcast "M/V Magazine", a 55-minute programme for women, has celebrated its fifth birthday. Its producers seized this occasion to take stock of their action. Should such specialised discussions of women's affairs be included in other programmes in the radio grid, thereby making feminist discourse commonplace? The experiment will likely continue, for many subjects that it has covered remain and will continue to be topical for years to come. Only the packaging has changed over the years. The programme proposes, among other things, a review of recent events seen from a woman's perspective, debates with special guests, and call-in discussions with listeners. The programme is on the air Tuesday evenings, from 10.05 to 11 p.m. on Radio 1.

P O R T U G A L

VIOLENCE: A "European Women's Parliament" held a session in Lisbon on 27-28 May, the result of close collaboration between the Women's International Democratic Federation (WIDF) and the Portuguese women's democratic movement. The debates focused on the violence of which women are victims at work, in the home and in society. The Parliament was attended by 115 women from 9 European countries, but the Portuguese contingent (100) formed the overwhelming majority. WIDF, the United Nations and the European Association against Violence against Women at Work were also represented. The debates, which were open to the public, ended with the adoption of several resolutions denouncing the violence to which women are subjected and calling for stronger legislation. One motion also stressed the serious problems encountered by couples of mixed nationalities, whether intra- or extra-European.

FAMILY PLANNING: Twenty-five percent of the women of Lisbon and Coimbra have had at least one abortion. More than 50% of the capital's women use unreliable birth control methods. Only 14.5% go to a medical service for contraceptives. Finally, for 12,000 recorded births, teenagers accounted for 9% of the parturients. (*Associação Para o Planeamento Familiar*, Rua Artilharia Um 38 2°, Lisboa)

FOR NON-SEXIST SCHOOLS: Developing new educational strategies to give girls and boys a good education and ease their transition to adult society were the aims of a meeting held by the *Escola Superior de Educação* of Setúbal.

AGRICULTURE: The Portuguese Association of Women Farmers (*Associação de Mulheres agricultoras*, founded in 1987 to call attention to the role of women in agriculture, has drafted a proposal for legislation on the status of family farm undertakings. The text will be presented to the relevant minister shortly. (AMAP, Calçada Ribeiro Santos 19 - r/c, 1200 Lisboa)

VOCATIONAL TRAINING: The situation of rural women, retraining for women textile workers and impact of new technology were the major subjects discussed by the 80 women attending a seminar on women and vocational training to prepare for 1993 that was held recently in Lisbon. The seminar, *Mulheres e mercado de trabalho - Que formação profissional para 1993*, was held jointly by the Portuguese Commission on the Status of Women, *Instituto de Emprego et Formação Profissional* (Institute of Employment and Vocational Training) and several other organisations. (*Comissão da Condição femina*, Avenida da República 32 - 1°, 1093 Lisboa codex)

S P A I N
-----**WOMEN AND POLITICS:**

- * Carmen Romero, the wife of Prime Minister Felipe Gonzales, was elected deputy of Cadix in the 29 October elections. This 42-year-old, fervent Socialist activist, is working to improve Spain's educational and cultural systems. Despite her many activities, she has no intention of neglecting her family life and the raising of her three children.
- * A new women's network *Red feminista: mujer vota mujer* has been set up by a group of feminist associations (*Forum feminista, Agora feminista, Asociación de mujeres separadas y divorciadas*). The network plans to draw up a stable platform open to groups and individuals wishing to develop new strategies for the advancement of women. (*Red feminista, calle Gaztambide n° 11,*)

HEALTH: The Autonomous Government of the Basque Country adopted recently, in a decree, a Charter of Rights and Obligations of Patients and Health Service Beneficiaries. This document lists the specific rights of women. For example, women are entitled to obtain information and all advice needed to help them choose a method of contraception; abortions must be performed under the conditions required by law; abortions shall be performed with the greatest discretion; and, during the delivery, the parturient shall be supported by an individual of confidence.

EDUCATION:

- * The first of two series of courses that include a masters in women's studies (*Estudis sobre les dones*) has been launched at the *Centre d'investigació històrica de la Dona* of the University of Barcelona. The subjects taught cover the roles and positions of women through the centuries: women in Antiquity, the depiction of women in 20th-century and contemporary art, women artists and performers in the 20th century, etc. Professor Mary Nash is in charge of these courses. (*Centre d'investigació històrica de la Dona, Universitat de Barcelona, calle Bruri 61, 08006 Barcelona, Tel.: 2004567-2004389*)
- * Close to 400 women are taking advantage of the classes offered in the women's cultural and advancement centres (*Centros de cultura y promoción de la mujer*) scattered across the twelve districts of Badajoz, Extremadura. The instruction is organised by the *Centro de cultura popular y promoción de la mujer* which, although totally independent, receives subsidies from various institutions, including the National Education Ministry. The teachers and students, most of whom are housewives, meet in rooms put at their disposal by the town hall, neighbourhood associations and sometimes the owners themselves. The subjects taught in this long-duration curriculum (like a regular school) range from fabric cutting and garment-making to family planning to time management.

GIFTED CHILDREN: Between 200,000 and 300,000 gifted children under the age of 16 live in Spain, according to a statement by the president of Credeyte and vice-president of Eurotalent, two organisations responsible for promoting the creation of specific educational networks for gifted children. Girls allegedly make up 40% of the total. These statistics are undoubtedly influenced by the omnipresent phenomenon of women being relegated to the home.

SPORT: Ana Bautista has won gold, silver and bronze medals (a history-making record) at the European rhythmic gymnastics championships.

BOOK FAIR: After London (1984), Oslo (1986) and Montreal (1988), it is Barcelona's turn to host the Fourth International Feminist Book Fair on 19-23 June 1990. The theme will be "Women creators - transmission belts and cultural consumers in the '90s". (*Comite gestor de la IV Feria internacional del libro feminista*, Casa Elizalde, calle Valencia 22, 08009 Barcelona, Tel.: (93) 4872894)

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

EQUAL TREATMENT:

- * Hundreds of women from all over the UK converged on the House of Commons in London to lobby the Government and their MPs for a better deal for women. The women - members of trade unions, voluntary organisations and pressure groups - demanded an end to the taxation of workplace nurseries, more and better childcare, *pro-rata* rights for part-time, temporary and home workers and effective action on equal pay.
- * New figures released by the Equal Opportunities Commission reveal that the pay differential between men and women doing non-manual work is greater now than at any time since 1975, when the Equal Pay Act came into force. Women doing full-time, non-manual work earn only 62% of the average hourly pay of their male counterparts, while full-time manual women workers earn 72% of the male rate. Women part-timers doing manual work earn 64% and those doing non-manual work earn just 49% of their male full-time equivalents. (Women and Men in Britain is available from HMSO for £ 5.90)

WOMEN AND ENTERPRISE: The Women's Enterprise Development Agency is two years old. WEDA provides advice and technical support to women wishing to set up their own businesses. Its action also embraces the Black community, which is too often neglected. WEDA's 1988 Annual Report takes stock of the Agency's achievements and outlines its short-range ambitions. (WEDA, Aston Science Park, Love Lane, Aston Triangle, Birmingham B7 4BJ, Tel.: (021) 359-0981)

SEX DISCRIMINATION RULING: Paula McQuade, who worked as a waitress in the Lobster Pot Restaurant, Strangford, Co. Down, was awarded compensation totalling 2,026.50 by an Industrial Tribunal that upheld her sex discrimination claim. McQuade sued her employer for firing her after she informed him that she was pregnant and enquired about her entitlement to maternity pay. The award covers her loss of earnings and maternity benefit and compensation for injury to feelings. (Equal Opportunities Commission for Northern Ireland, Chamber of Commerce House, 22 Great Victoria Street, Belfast BT2 2BA, Tel.: 242-752)

RECRUITING: In a style reminiscent of the wartime recruitment pitch, "Your country needs you", Britain's armed forces are vying with each other to woo women to offset the growing shortage of good-quality young male recruits. The Royal Navy and RAF have already changed their rules to attract women into the services. Now the Army is to open 10,000 new jobs to women and has relaxed rules to enable women to be based up to 6 (rather than 40) miles from the front line. There are as yet no formal arrangements for maternity leave, but the generals say that a scheme is possible in the future.

WOMEN AND TECHNOLOGY: Too few women are taking computing courses in higher education, says a new report (Women in Computing in Scottish Higher Education) from the Scottish Institute of Adult and Continuing Education (SIACE). Elisabeth Gerver, SIACE Director, says that there is an urgent need for people to become aware of this problem and its serious implications for the future of the computer industry in Scotland. Otherwise, the UK can expect massive skill shortages in the 1990s when the number of young people coming onto the labour market drops dramatically. (SIACE, 30 Rutland Square, Edinburgh EH1 2BW)

TAXATION: John Patten, Minister of State at the Home Office and Chairman of the Ministerial Group on Women's Issues, says that the Labour Party's proposals for a new local income tax to replace in part the Conservative Government's "community charge" (poll tax) will punish working women. He contends that it would penalise families where both parents worked.

ABORTIONS: Doctors in Britain are unhelpful to women seeking abortions, according to the annual report of the Brook Advisory Centre. This organisation was set up 25 years ago to offer advice and counselling on contraception and pregnancy to unmarried women. The report, based on a 3-month survey of callers using Brook's services, says that teenagers in particular are often afraid of acknowledging an unplanned pregnancy and often delay seeking advice. In such situations, lack of support from the medical profession is likely to increase the risk of having an abortion. (Brook Advisory Centre, 153A East Street, London SE 17)

SEXUAL VIOLENCE:

* In a report that is the culmination of many years' work, the Women's Law and Research Group have published their proposals for draft legislation in Northern Ireland that would replace the terms 'rape' and 'indecent assault' by a new offence, 'sexual assault', which would cover all forms of sexual violence; outlaw rape within marriage; allow victims to be represented in court by their own legal counsel; ban references to the victim's past sexual experience except in very restricted circumstances; and guarantee victims complete anonymity. The Group argues that the changes are needed urgently in view of the 216% increase in the number of sexual offences in Northern Ireland between 1976 and 1986. (The Law on Rape in Northern Ireland: Proposals for Reform is available from the Northern Ireland Equal Opportunities Commission, Chamber of Commerce House, 22 Great Victoria Street, Belfast BT2 2BA)

* A survey carried out for Hammersmith and Fulham London Borough Council shows that almost half of the women without formal qualifications living in the borough have been attacked or threatened in their own homes. 30% had been assaulted at least once, 13% had been threatened with death, 13% had been forced to have sex, and 10% had been attacked with a weapon. Many of the women had left home to escape the violence but returned home because they had nowhere to go. Acting on the report, the Council has set up an education programme to counter violence in the home, opened a centre where victims of rape and other sexual violence can get help, relaxed housing allocation rules so that victims may be rehoused, and organised training for Council staff who come into contact with batter women. (Women's Dept., London Borough of Hammersmith & Fulham Townhall, King Street, Hammersmith, London W6 9GU)

CHILD BENEFIT: The Government has announced that it will freeze the child benefit at its current level for the third year in succession. The child benefit, which has remained at £ 7.25 a week per child since 1987, is the only benefit paid directly to mothers. The Child Poverty Action Group, along with other pressure groups working with families, has urged the Government to think again. A number of back-bench Conservative MPs have said that they will vote against the Government on the issue. (Child Poverty Action Group, 1 Batch Street, London EC IV9P4)

MEDIA: The BBC has been implementing a women's emancipation policy since 1983. One facet includes a booklet of guidelines for production office that contains a large number of suggestions and explains how to give an honest portrayal of the women of the '80s. (Images of Women, guidelines for production offices, Continuing Education, BBC Television)

PUBLICATIONS: "Bridging the gap: women and employment", the third paper in the Target Europe Papers series, reviews the situation of women in Britain's labour market, recent trends and the scanty measures proposed by the Government. It is written by Margaret Daly, Conservative MEP. (European Democratic Group, 2 Queen Anne's Gate, London SW1H 9AA)

WOMEN'S STUDIES: The Polytechnic of East London (PEL) offers a modular degree in women's studies. Furthermore, students at PEL will be able to choose a single honours, joint honours or individual unit in Women's studies starting in September 1990. Postgraduate study is also available via an M.A.-by-independent-study programme or individual M. Phil. or Ph.D. registrations. (Dr. Maggie Humm, Coordinator for Women's Studies, SIS, PEL, Livingstone House, Livingstone Road, Stratford, London, E15 2LL, Tel.: (01) 590-7722 ext.)

NEWS FROM
EUROPE AND THE WORLD

WOMEN AND POVERTY: The European Centre of the International Women's Council, which has affiliates in 16 European countries and has advisory status with the Council of Europe, met in Malta on 10-12 November at the invitation of the National Council of Maltese Women, which was celebrating its 25th anniversary. At a seminar on poverty and women that preceded the meeting the various speakers stressed the need for a genuine equal treatment policy to fight poverty. During the meeting itself the discussions dealt with the action to be conducted in Eastern Europe to weld strong ties of collaboration with the women's organisations that are participating in the processes of democratisation. Representatives of such groups will be invited to the next CIF/CECIF meeting, which will be held in Lucerne in March 1990. The next seminars will be held on:

- 17 March 1990 (Lucerne): "The national mechanisms for promoting equality between women and men and the Swiss model of the structure of equality";
- 26 October 1990 (The Hague): "Five years after Nairobi".
- (date to be announced) (Luxembourg): a seminar to assess the achievements of the Second Medium-Term Community Action Programme for Equal Opportunities between Men and Women (1986-1990), put forward proposals for the next programme, and draw conclusions from the debates on poverty and women. (CECIF, 28 chemin vert, 3878 Schiffange, Luxembourg)

WOMEN AND DEVELOPMENT: CHANGE, the UK-based organisation that works to promote understanding of the status and development of women worldwide, is ten years old. Since its founding by Georgina Ashworth, its director, in 1979, it has worked to meet the need for educational materials and information on the lives of women and women's unrecognised contributions to national economies and related issues. Preferring to let the parties concerned have their say, it publishes reports and country profiles commissioned from women in developing countries, as well as handbooks and resource packs (e.g., the Thinbooks and Thinkpacks series) for women's groups and NGOs. Its first "Actbook", *No Short Cuts*, provides outlines of curricula and training courses that are now widely used. CHANGE also has a library that is open to everyone. It is funded by donations, a few subsidies and the proceeds of the sale of its publications. (Change, P.O. Box 924, London SE24 9JX, Tel. (01) 274-4043)

WOMEN AND MANAGEMENT: The economy continues to be an area that stands out for its lack of women in key positions. This situation is gradually being corrected. A new phase has begun with the creation of the *Institut féminin de management* (Women's Institute of Management) by the *Centre romand de promotion du management* (CRPM) in Lausanne. IFMA's goal is to train the working woman of the nineties through a 14-week training programme for women university graduates (or graduates of other schools of higher education) interested in going into management.

INTER-REGIONAL COOPERATION: Since the 1974 meeting of the Nordic Council of Ministers, the Scandinavian countries have laid the foundations of a joint equal opportunity strategy. A number of projects emphasising working conditions, welfare, and other aspects of modern life have been carried out. In 1986 it was decided that the Nordic Council of Ministers would draw up a long-term equal opportunity action plan for 1989-93. The main points of this programme concern women's contributions to the domestic economy and the possibility for workers of both sexes to combine family life and an occupation.

WOMEN AND HEALTH:

* The AIDS (acquired immunodeficiency syndrome) epidemic, no longer confined to "risk groups", appears to be spreading through the population at large. The consequences of this disease are particularly important for women, some 1.5 million of whom are seropositive. Still confined to her role as mother, a woman too often acquires an identity and status only through procreation. How does one escape this rule? How can one have access to means of contraception without being excluded from society? Moreover, the burden of caring for patients lies with women in the vast majority of countries. Overloaded with responsibilities, rejected or imprisoned if they are seropositive, women have nevertheless come to grips with the situation. Mainly under their impetus, self-help associations have been created to halt the epidemic and defend the rights of AIDS victims and their families through adequate information. ("*Effets du SIDA sur la promotion de la femme*" (Effects of AIDS on the Advancement of Women), *Femmes 2000*, N° 1, 1989, Advancement of Women Division, Centre for Social Development and Humanitarian Affairs, Vienna International Centre, P.O. Box 500, A-1400 Vienna)

* Harvest, "a harvest of shared information toward helping women with breast cancer", has been renamed "SHARE". The Belfast-based newsletter for international exchange welcomes articles on research, prevention, care and support in all countries. (Miss B. McCrum, co-editor, SHARE Newsletter, Reach to Recovery - Mastectomy Advisory Service, Ulster Cancer Foundation, 40/42 Eglantine Avenue, Belfast BT9 6DX Northern Ireland, Tel.: (0232) 663281-3)

WOMEN AND AGRICULTURE: The World Food Programme's Executive Board has adopted a series of directives on women and development. It hopes to increase women's productivity in income-generating activities through the provision of food aid. The WFP shall also study more systematically the division of food, tasks and income in the family. (Women News, UN Office to promote the objectives of the United Nations Decade for Women, Advancement of Women Division, Vienna International Centre, P.O. Box 500, A-1400 Vienna, Austria)

WOMEN AND SOCIETY: The October 1989 issue of the English-language magazine Women in China contains statistics on female representation in different sectors of Chinese society. There are 4,826 women in the National People's Congress or high-level regional bodies, giving women 1 out of 5 seats in the country's legislature; 82% of urban women work outside the home; more than 30% of working women hold managerial positions; 2.6 million women are engaged in scientific and technological research; 4.443 million women are highly-skilled technicians; and there are 400,000 women in the army, which boasts five female division generals.

WOMEN AND SOLIDARITY:

- * AURAT, a foundation created in 1860, has opened a women's documentation and study centre containing publications and audio-visual material accessible to all. The foundation recently published its first newsletter. The directors hope that, in doing so, they will attract outside collaboration and make their work in Pakistan known. (R-A, LDA Garden View Apartments Lawrence Road, Lahore, 5400 Pakistan, Tel.: 56961)

- * In the wake of a trip made by a delegation of Frenchwomen to Palestine, the September/October 1989 issue of Regards, a Paris-based women immigrants' magazine, is devoted to the situation of Palestinian women: legal aspects, refugees, the intifada, etc. (Regards, FIA/SIM, 12 rue Guy de la Brosse, 75005 Paris, Tel.: 43.37.61.28)

L A T I N A M E R I C A

WOMEN AND POLITICS:

* You had to have sharp eyes to catch a piece of information published recently in the Bolivian press. The information may have seemed unimportant, for the lay-out editor used it as filler for a corner of the morning edition. This insignificant text, appearing without commentaries or an editorial position, announced the Senate's adoption of a law in favour of women. Bolivia's upper house has thus fallen in line with the UN's 1979 recommendations for eliminating all discrimination against women. It remains to be seen if this legislation will remain a dead letter or, on the contrary, it is the first step towards the recognition of women's rights.

* A major first in Peru: A woman, Ruth Rojas de Villasis, has been named *Director general de gobierno* with the rank of Vice-Minister of the Interior. Teaching specialist, wife of a journalist and mother of four, Rojas de Villasis was sworn in on 9 October. She can count on the presence of economist Ana Chang, Vice-Minister of the Economy and Finance, at her side.

WOMEN AND COOPERATION: Five South American women's groups wrote to Novib and its education department in the Netherlands in May 1988 with the idea of strengthening ties between Latin American and Dutch women to change Western images of the Third World and promote cultural exchange. This initiative lays the foundations of true North/South cooperation. The project was so original that the cooperation agency and its South American organisations decided to start with two areas only, namely, urban problems and women's status.

WOMEN'S RIGHTS:

* As a result of years of unflagging struggle by Brazilian women, the National Council of Women's Rights (*Conselho Nacional dos Direitos da Mulher - CNDM*) was created on 29 August 1985. This federal entity is attached to the Ministry of Justice but is financially and administratively independent. Its existence testifies to the legitimacy of women's demands. The Council issues directives designed to eliminate sexist discrimination. It deals with violence against women, the situation of Black women, and victims of racial prejudice, among other things. (CNDM, Ministerio da Justiça, Governo Federal - Tudo pelo Social)

* Venezuela's Black women have united to fight for their rights. They face two types of discrimination - sexist and racial. The new *Union de la mujeres negras* (Black Women's Union) is composed of social workers, teachers, doctors, journalists, and many others. For the time being they are giving priority to drawing an exhaustive picture of their situation.

WOMEN AND CULTURE:

- * Ines Perez Suarez, a professor of the history of civilization, has been appointed director of the city museums of Buenos Aires, Argentina. She will thus manage the collections of a dozen of the capital's major museums.

- * The third La Mujer y el Cine Women's Film Festival will take place in Buenos Aires on 11-16 April 1990. The films of women film-makers from the entire world will be shown. The Argentine Film Foundation (*Fundacion Cinematica Argentina*) will participate actively in this event and short films and video tapes by Latin American women will also be presented. (*Festival "La Mujer y el Cine"*, Lavalle 1578-9°/B, Buenos Aires, Argentina)

B O O K S , S T U D I E S , C O N T A C T S

WOMEN AND EMPLOYMENT:

- * The OECD is ushering in the new decade with a study of labour market flexibility and new trends in companies. La flexibilité du marché du travail - Nouvelles tendances dans l'entreprise, by J. Rojor, B. Brunhes and W. Wassermann (OECD, 1989) consists of three articles giving detailed information on new job configurations and employee participation in technological change. (OECD, rue André Pascal 2, 75775 Paris cedex 16, Tel.: (01) 45.24.80.89)
- * The ILO publication Work, a Photoportrait is a powerful view of labour on six continents drawn from its most breathtaking picture collections. The book is organised along six themes: workers' rights, equal opportunity and treatment, working conditions, child labour, training, and the changes that have been made in the workplace. (Work, a Photoportrait, text by Aamir Ali, 1989, ILO Liaison Office, rue Aimé Smekens 40, 1040 Brussels)

WOMEN AND DEVELOPMENT:

- * National and international progress will depend on the participation of women in development. How many years has it taken to reach this conclusion and how much energy wasted? The statistics on the potential and economic activities of women are still scarce. A recent ILO publication in its Population, Human Resource and Development Planning Training Series, Assessing Women's Contributions to Development, by Ruth Dixon-Mueller and Richard Anker, analyses some of the methodological problems involved in assessing women's contributions to development. It also recommends ways to improve statistical indicators. (ILO Liaison Office, rue Aimé Smekens 40, 1040 Brussels)
- * Women are the key to change in rural society. Present everywhere, they are the main agricultural workforce and very often control retail trade. Yet their real abilities are seldom acknowledged or recognised. They must clear countless hurdles in their attempts to be emancipated. The cases described in Rural Development and Women in Africa, 2nd Edition (1989), reveal some of the difficulties encountered in various African countries, e.g., getting an independent income, appropriation of the land, selling foods, etc. (ILO Liaison Office, Rue Aimé Smekens 40, 1040 Brussels)
- * Women and Economic Development, by K. Young looks at the same subject from the vantage point of government strategies. (The UNESCO Press, 7 place de Fontenoy, 75700 Paris, Tel.: (01) 45.68.10.00)
- * UNESCO also takes a look at some specific cases (Morocco, Nigeria, Uganda, India and the British Antilles). The data that these studies give will be taken into account in future development plans. (Les indicateurs du rôle nouveau des femmes dans le développement, UNESCO - see above)

- * Finally, the 1983 ISIS publication Women in Development, a resource book for organization and action, is now available in French (*Femmes et Développement, outils pour l'organisation et l'action*). This well-documented book describes the effects of development on women's lives. Women who decided to taken their futures into their own hands relate their experiences. It is divided into five sections: multinationals, rural development, health, migration and prostitution. The book also contains a directory of addresses of groups, organisations, periodicals and documentation centres. It is an excellent reference for enriching the North/South women's communication network. (The French edition is published by Editions d'en bas & L'Harmattan, 16 rue des Ecoles, 75005 Paris)

WOMEN AND SOCIETY:

What prejudices are held against women? How is the myth of equality in Scandinavia - a group of countries famed for their liberal attitudes - perceived in other areas? *Les femmes, de la chasse aux sorcières à la politique* (Women, from Witch Hunts to Politics) contains a selection of articles that shed light on some very specific aspects of women's existence. The approach is entertaining and original! (UNESCO, see above).

- * Countless studies have been written and workshops held on the problems of first-, second- and third-generation immigrants in their host countries. They have never considered the situation of the women that are left behind. These women's fates are often marked by ambiguity, for they no longer belong to a category recognised by society. The situations of the women who are left behind in the Mediterranean are considered in *Femmes au pays, effets de la migration sur les femmes dans les cultures méditerranéennes* (UNESCO, see above).
- * A few years ago, the rural exodus drained South American villages of their men, who left their wives and children, often without hope of returning, on what had become barren land. Now the exodus is mainly female, as the women are forced to leave their native regions. (*Effects of the Rural Exodus on the Role and Status of Women in Latin America*, D. Orlandy and S. Dubrovsky, UNESCO, see above)
- * Two other UNESCO publications of interest: one on women breadwinners in the Caribbean basin; the other on women and employment in Uruguay (*Women as Heads of Households in the Caribbean: Family Structures and Feminine Status*, J. Massiah, 1983; and *Women and Work in Uruguay*, G. Taglioretti, 1984).

WOMEN AND HISTORY:

- * School books have long related the great events of colonial adventurers from the viewpoint of Western society's clear conscience. This vision of things is now being denounced and corrected. However, history still gives little credit to the influence that women have had over changes in their societies. These behind-the-scene influences from the huts and around the cooking pots are described in *La femme africaine dans la société précoloniale* (The African Woman in Precolonial Society) by A.O. Pala and M. Ly, reprinted in 1986. (UNESCO, see above)
- * Women have too often been excluded from the minutes of historical events. *Retrieving Women's History, Changing Perceptions of the Role of Women in Politics and Society*, tries to set the record straight. (UNESCO, 1988; see above)

WOMEN AND EDUCATION:

- * "No!" to stereotypes! - the message is clear. Education and teaching materials are the vectors of the clichéd division of roles between men and women. Mom in the kitchen, Dad in the garage - these pictures are anything but innocent, and school books are in great need of revision. A UNESCO publication describes the findings of studies on this subject carried out in seven countries (China, France, Kuwait, Norway, Peru, the Ukrainian Soviet Socialist Republic and Zambia). (*Non aux stéréotypes, vaincre le sexisme dans les livres pour enfants et les manuels scolaires*, by A. Michel, 1986, UNESCO-see above)
- * Although women make up half of the human population, they continue to be poorly guided, under-qualified and poorly paid. Jobs for Women (G. Borcelle, 1985, UNESCO) describes the difficulties they have getting technical training and integrating the working world.

WOMEN AND THE MEDIA:

- * The new edition of the Directory of Women's Media, compiled by the Women's Institute for Freedom of the Press, is available. WIFP was founded in 1972 to restructure the world's communication systems through research and education. It comprises an alphabetical list of women's information groups, a list of women working for change in communication systems and a list of women working in or monitoring the distributors of information. (WIFP, 3306 Ross Place N.W., Washington, D.C., 20008, USA)
- * *Images, rôle et condition sociale de la femme dans les médias*, by M. Ceulemans and G. Fauconnier (UNESCO, 1987), analyses the interconnections between the mass media and the status of women. The study covers women's roles that have been overlooked as well as those that have been studied systematically, the importance that countries and continents attach to this issue, and other related topics.

WOMEN AND PSYCHOLOGY:

- * Sage Publications is launching a new series, "Sex and Psychology". The books in this series will analyse such themes as social and sexual relations, employment, health, etc., from the viewpoints of both women and men, so as to gain from everyone's experience. The first volume, Subjectivity and Method in Psychology, by W. Hollway, shows how sex and subjectivity influence research in psychology. (Sage Publications, 28 Banner Street, London EC1Y 8QE)
- * *Introduzione alla comunicazione, e ad alcuni strumenti per comunicare nei gruppi*, by A. Cortese, was written for the staff of the CISL of Venezia Province, but is now available to the public at large. After all, isn't communication of concern to all? The author gives us numerous little "tricks" to be used in all circumstances. (Cooperative Editrice Nuovo Progetto arl., Contrada della Fascina 3, 36100 Vicenza, Tel.: (0444) 233692)

WOMEN AND SEXUALITY:

- * Lilia Labidi, a Ph.D. in literature, has written many reference books on North african women (Les origines des mouvements féministes en Tunisie, L'Histoire d'une parole féminine and Qabla, médecin des femmes). This time she has tackled the problem of sexuality and the perception of the woman's body in Islamic Arab society. The last chapters focus on the purely medical aspect of sexuality. Writing with verve, citing numerous examples, this 40-year-old Tunisian woman lifts the veil on some long unknown aspects of Islamic tradition. (Cabra Hachma, L. Labidi, Editions Annawras, 15 rue Mahmoud Bayram Ettounsi, Monfleury, Tunis 1004)
- * The latest edition of the Jaarboek seksualiteit, relaties, geboorteregeling has come out. As usual, it touches on a wide range of subjects, from a study of the sexual behaviour of a species of monkey to men's underwear to a Vlaams Blok speech on the sexual needs of immigrant populations. (Jaarboek seksualiteit, relaties, geboorteregeling '89, CGSO-Brussel, Barthelemylaan 32, 1000 Brussels, Tel.: (02) 512-2860 or 512-2912)

WOMEN'S PORTRAITS:

- * In Back to Home and Duty, Deirdre Beddoe goes back in time and describes women's lives in the inter-war period. Faithful, esteemed companions during the war, women became troublemakers in peacetime. Their vehement calls for emancipation irritated a macho society. While women have definitely come a long way since then, these experiences and rebuffs of the past are still familiar to us today. (Pandora Press, Unwin Cash Sales, P.O. Box 11, Falmouth, Cornwall, TR10 9EN)
- * Efuru, Maïmouna and Fureurs et cris de femmes are three novels that tell the stories of three young women bruised by the demands of traditions that are still well anchored on the African continent. What is the status of an unmarried, childless woman? Nil, whatever her social position.

Efuru, a young Nigerian villager, follows the path set out for her by her mother and generations of women before her. She traverses the different prescribed steps of marriage and childbearing and accepts her fate, that of the eternally self-sacrificing African woman: good cook, gentle wife, hard worker and mother of numerous children. (Efuru, Flora Nwapa, Présence africaine, rue des Ecoles 25 bis, 75005 Paris, Tel.: (01) 43.54.13.74)

Maïmouna will burn like a moth in the fires of Dakar. Made pregnant by a "scoundrel", she is rejected by one sister (stereotype of the woman-object) who is driven only by her desire for jewelry and favours; Called "the star of Dakar" because of her beauty, Maïmouna goes back to her native village, where smallpox disfigures her forever. Her dreams of sumptuous marriage behind her, what is left for this young woman, shorn of both her virginity and her beauty? The author paints a cruel picture of a society in which only men have a choice. (Maïmouna, A. Sadj, Présence africaine, see above).

Director of a State-owned company, more than comfortably well off, Emilienne is still not happy. In fifteen years of marriage she has given her husband only one child, and a girl at that! The child's sudden disappearance strikes the fatal blow in a couple that is already adrift. Deeply wounded, Emilienne seeks solace in drink for months, until she finds the resources needed to start again. Leaving her weak and repentant husband, she revolts against the obsolete, demeaning ways and, little by little, blazes her own trail. This time, this novel takes a critical, woman's look at the hypocrisy and cowardice of men, a cowardice that pushes them, sometimes with twinge of the heartstrings, to accept the dictates of tradition. (*Fureurs et cris de femmes*, Angèle Rawiri, L'Harmattan/collection Encres Noires, 16 rue des Ecoles, 75005 Paris, Tel.: (01) 43.54.79.10)

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