

## COMMISSION OF THE EUROPEAN COMMUNITIES

### RECOMMENDATION ON CHILDCARE

**O**n the initiative of Ms Vasso Pappandreou, European Commissioner for Employment and Social Affairs, the Commission adopted on 3 July a Recommendation on Childcare which will be presented to the Council of Ministers for adoption. The Recommendation includes not only services and infrastructures, but also the structure and flexibility of working hours as well as the equal distribution of family responsibilities between men and women. This is one of the first concrete measures taken under the Commission's Third Action Programme for Equal Opportunities (1991-1995).

The text recommends that Member States take measures in four essential areas: childcare for working and training parents; parental leave; the environment, structures and facilities at the place of work; and the sharing of family responsibilities. The Commission insists that services be flexible, available locally and multi-functional.

### THE FIGHT AGAINST SEXUAL HARASSMENT

**A**gain on the initiative of Ms Pappandreou and in response to a request by the Council of Ministers of the European Community (Resolution of 29 May 1990), the Commission adopted on 3 July a Recommendation on the Protection of the Dignity of Women and Men at Work and proposed a Code of Practice.

Sexual harassment at work is not an isolated phenomenon. It can have devastating effects on the health, morale and performance of victims, as well as, the Commission believes, direct repercussions on the profitability of the enterprise in question. Certain social groups are particularly vulnerable in the Commission's view. These include divorced and separated women, women in their first job or in precarious employment, women in non-traditional jobs, handicapped women, lesbians and women from ethnic minorities.

The Recommendation proposes that Member States take measures to pro-



# WOMEN OF EUROPE NEWSLETTER

NEWS

ON THE EQUALITY POLICY  
OF THE EUROPEAN COMMUNITY



Dear readers,

*In its forthcoming issue, n°69, the "Women of Europe" magazine announces that this publication is to cease with its last edition, n°70, to be published at the end*

*of the year. This will bring to an end a story which was also that of the women in our countries over the last 15 years.*

*"Women of Europe" was created in 1977 at the same time as the Women's Information Service, for which it acted as a special instrument of communication. We held one conviction at that time: information is not an end in itself, but the democratic instrument of a policy. Information nurtures debate and provides choices.*

*In our hands "Women of Europe" was transformed into an example of how information can be used as an instrument to participate in active life and how this instrument accelerates the process under way.*

*"Women of Europe" started out in the form of a newsletter covering European affairs and as a link between women's organisations. But in fact women very soon endowed it with a much more important role. We wished to show that Community issues were not reserved for experts but formed part of the daily life of each and every one of us, both male and female, through the measures proposed by the European Commission, the activities of the Members of the European Parliament and the rulings of the Court of Justice.*

*Moreover, we wanted to denounce discrimination against women and inform them on every aspect affecting their situation in national institutions and legislation, customs, university research, etc. and finally to publicise the many activities, initiatives and projects produced by women and their movements.*

*Thus, "Women of Europe" rapidly became a link in a chain of solidarity, a reflection of the creativity of women, an inexhaustible mine of models and experiences—"a window on Europe", as our readers often describe it in their letters to us. In a way, "Women of Europe" has contributed to making*

(continued on page 2)

mote awareness of the problem and encourage employers and trade unions to implement the measures defined in the Code of Practice drawn up by the Commission.

The Code of Practice has been provisionally adopted by the Commission while awaiting the opinion of the European Parliament before official publication.

The Code starts by defining sexual harassment as behaviour with a sexual connotation as well as any other behaviour which can be physical, verbal or non-verbal and which is inappropriate, abusive and wounding for the person subjected to it. It also defines the legal framework: in certain circumstances, this behaviour can be viewed as an infringement of the principle of equality of treatment within the meaning of Directive 76/207/EEC.

The measures recommended in the Code relate to prevention, training, assistance and advice as well as the definition of clear and precise procedures. The Commission recommends a gradual procedure from informal approaches to official complaints and disciplinary procedures. In the case of the victim and harasser both belonging to a trade union, the Code recommends that they be represented by two delegates and that trade unions ensure that a sufficient number of women delegates are available to support women who have been subjected to sexual harassment. ■

### NETWORKS AND WORKING GROUPS

#### Women and employment: prospects for southern Europe

**T**he network of experts on **Women and Employment** participated in a symposium on 27 and 28 June at Lagonissi (Greece) on "Women's Employment in the European Community: Perspectives for Southern Europe". The symposium, attended by Greek national experts, government officials, political decision-makers and women's groups, was organized jointly by the European Commission's Equal Opportunities Unit and the Greek Equal Opportunities Secretariat.

On this occasion, the twelve network representatives presented their national reports on the situation of women at work in 1989 and 1990. Network coordinator Danièle Meulders insisted on the importance of training for women in order to avoid unbalanced development between North and South. Representatives from the OAED (Employ-

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ment and Labour Office), the European Commission and the social partners participated in the symposium. Concluding the symposium, Ms Lampsa, the General Secretary for Equal Opportunities, stated that whilst the increase in the number of women at work was a gratifying development, a closer look at their participation highlights major inequalities in terms of salaries, types of employment and work contracts, and of the opportunities offered for reconciling family and professional life. The symposium report is being prepared and will be published in the near future.  
*Information: Else Van Winckel, Equal Opportunities Unit*

### Positive action

The Consultants' Group for the promotion of **Positive action** in industry met in Brussels on 15 July. Most of this meeting was devoted to developing a "checklist" of factors which can motivate employers to adopt positive action programmes. This list also highlights the obstacles and barriers to be overcome in introducing these programmes. The checklist should be published this autumn.

*Contact: Janet Hemsley, Equal Opportunities Unit*

*Equal Opportunities Unit, Directorate General for Employment, Industrial Relations and Social Affairs, 200 rue de la Loi, B-1049 Brussels, Belgium.*

## INFORMATION AND COMMUNICATION

### AGORA 91

**A**lmost 140 persons from the 12 Member States met in Luxembourg from 14 to 16 June at the first AGORA of the Rhodes Club, on the topic of "**Women look ahead, Women build Europe**". This event, based on the idea of an agora as "a public place of meeting, discussion, decisions, festivities, shows and rejoic-

Editorial, continued

*European information "a positive action", since the models which have been proposed and the objectives implicitly laid down constitute factors likely to generate new attitudes.*

*In these last 15 years, the world has undergone more rapid change than in the previous thirty or forty: the Community itself has played a major role in pioneering legislation on equality which influences national laws. Women's organisations have increased their influence, while individual women have acquired visible confidence and security.*

*"Women of Europe" has attempted to reflect this change and to participate in it wherever possible.*

*The thousands of pages published cover an immense area ranging from private life to international relations, small groups of women to world conferences, without ever straying from the main theme: the search for a more just and humane society where if women are the main protagonists, their action would always be aimed at improving life for all.*

*A new Europe is emerging. A society is discovering itself and taking shape. Women are now aware that they are Europeans too.*

*"Women of Europe", which has accompanied them thus far, hopes that they will continue to use their imaginative and creative resources to boost their own progress and the construction of Europe.*

*Feusta Deshoues La Belle*

ing", was the first of its kind and was attended by female personalities from politics, the arts and women's organisations across Europe. In her speech on "Communication and Culture in Europe", Ms Colette Flesch, EC Director-General for Audiovisual, Information, Communication and Culture, outlined the significance and developments of Community action in favour of culture. The reports, contributions and major speeches will be published in French, English and German.

*Information: Marie-Ange Verdin, Secretary General, Rue Maes 85, B-1050 Brussels.*

### 1992 NIKE Prize

Twelve European television companies have already submitted applications for the 1992 NIKE Prize.

This prize, awarded every two years to television programmes which stimulate recognition of the active, equal role played by women in today's society, was created in 1988 by the European Commission in response to a European Parliament proposal to encourage television to "change the image of women". It is organised by the Women's Information Service at the Commission with, for this third NIKE prize, the cooperation of the British Broadcasting Corporation (BBC). Prizes are given for three categories: documentaries, fiction/entertainment and children's programmes. The directors of each prize-winning programme receive a trophy (a replica of the Winged Victory of Samothraki, the word NIKE meaning "victory" in Greek), and a cash prize of 5000 ECUs. The award ceremony will take place on International Women's Day, 8 March 1992, at Hilversum in the Netherlands, during an event organised in cooperation with NOS (Dutch television channel), which will be broadcast on Eurovision. The competition is open to national, private and public television channels from the 12 Member States.

Applications must be submitted by 1 July 1991 and cassettes by 15 December 1991.

*Information: Jane Krish, NIKE Prize Coordinator, BBC, Broadcasting House, Whiteladies Road, GB-Bristol BS8 2LR.*

*Women's Information Service, Directorate General for Audiovisual Activities, Information, Communication and Culture, Commission of the European Communities, 200 rue de la Loi, B-1040 Brussels.*

## EUROPEAN SUMMIT

### SOCIAL CHARTER AT A STANDSTILL

**T**he European Council, consisting of Heads of State and Government, which is convened at the end of each EC Presidency, met in Luxembourg on 28 and 29 June. The Council reported on the progress made so far on European political and monetary union. While some problems remain, the Council is nevertheless optimistic. The new Treaty should come into force on 1 January 1993 as planned.

Remarkable advances have been made in adopting the measures required to

### NOTICE

The next edition (n°70) of the "Women of Europe" magazine will be the last one.

The Women's Information Service will, however, continue to publish the "Women of Europe" Supplements (in all the Community languages) and the "Women of Europe Newsletter - News on the Equality Policy of the European Community", which is currently published in German, English and French and which will be produced in other languages from next year.

...  
achieve the Single Market as well as in incorporating these into national law (72% at the end of May 1991). But there are still certain problems to overcome: company law, financial services, transport, etc.

Speaking on the progress towards completing the Single Act, President Delors expressed, however, his concern at the social dimension of the Single Market. One of the principles on which Union must be founded, the European Council insists, is economic and social cohesion. The President underlined the problems encountered on the Social Charter: only one of the five work programme proposals has been adopted (proposal for a directive on written proof of the employment relationship). Progress on the social action programme to implement the Charter of Fundamental Rights is extremely disappointing.

The Council stressed that the three main participants -the Community, the Member States and the social partners - should take their responsibilities to heart "so that the necessary decisions can be taken as soon as possible", and that achieving the Single Market must go hand-in-hand with the adoption of the major principles of the Social Charter.

## COUNCIL OF MINISTERS

**T**he impression that the social aspects of Europe are not progressing at the desired speed was confirmed at a meeting of the EC Council of Ministers for Employment and Social Affairs held in Luxembourg on 25 and 26 June.

Ministers were unable to reach agreement on the adoption of a proposal for a directive on the protection of pregnant women at work and the directive on the organisation of working time is at a standstill. Some measures have, however, been adopted, such as the Directive on Atypical Work and the Third Equal Opportunities Action Programme (1991-1995).

The aim of the Directive on Atypical Work is to ensure that persons employed on limited duration contracts as well as temporary workers benefit from the same level of social protection as other workers, from the point of view of health and safety at work.

The "obstructed" directive on the protection of pregnant women at work, which falls under the Action Programme for the Implementation of the Charter of Fundamental Social Rights of Workers, aims to "protect the health and safety of workers while safeguard-

ing the principle of equal opportunities between men and women". Under the proposal, women in the Community would receive 14 weeks' paid leave and would be protected against dismissal or any kind of discrimination during pregnancy. The text would have to be adopted on a majority basis, but no common denominator in the positions of the various Member States has been found so far. The issue has been referred to the Dutch Presidency.

Ms Papandreou, European Commissioner for Employment and Social Affairs, spoke out against the attitude of Member States, particularly the United Kingdom which strongly opposed this directive. She said that she could not accept "a Community where we care about economic indices and not about people".

### 2nd half of 1991: The Dutch Presidency of the Council

With most of its attention taken up with the process of political and monetary union and the completion of the Single Market, the Dutch Government, which will occupy the Presidency of the European Community until the end of 1991, has announced a programme for the next six months that leaves little room for social measures.

However, progress on the action programme to implement the Social Charter is expected, and discussions will continue on directives such as protection for pregnant women at work. The Presidency also intends to pursue the debate on the question of aligning social security systems; introducing a minimum income throughout the Community; the free movement of people and provision of information to workers. The Dutch Social Affairs Minister is to organise a seminar on sexual harassment and a conference on working conditions.

## ECONOMIC AND SOCIAL COMMITTEE

### Year of "Europe Against AIDS"

**A**t its plenary session on 29 and 30 May, the Economic and Social Committee (ESC) welcomed the Commission's initiative to combat AIDS by introducing a 1991-1992 action plan, "Europe Against Aids". While this initiative is satisfactory to the Committee, the latter nevertheless re-

grets, in a report presented by Béatrice Rangoni Machiavelli (Chairwoman of the Working Group on Miscellaneous Activities), that insufficient funding has been set aside to cope with this major problem.

While waiting for a vaccine against this disease, the ESC stressed in its unanimously adopted opinion, the importance of promoting preventive methods by means of information and education. It explained that these methods must be directed in particular at young people, but that a major information drive should also be aimed at the medical profession which plays an essential role in circulating information among the general public.

### Priority for employment

In its draft opinion on "Employment in Europe in 1990" which was presented at its plenary session on 3 and 4 July, the Economic and Social Committee deplored the absence of a genuine Community strategy on employment and denounced the "alarming shortcomings and gaps".

The ESC stressed the importance of continuing with the Social Dialogue, implementing a series of measures (working hours, atypical work, protection of pregnant women, worker information and consultation, proof of the employment relationship). It also requested the introduction of a computerised European network to link employment offices and thought that the Commission should look into the question of introducing a European investment programme to stimulate employment.

*Useful address: Economic and Social Committee, Galerie Ravenstein 2, B-1000 Brussels. Tel. (32.2) 519.92.07 / 519.92.02 / 519.93.20*

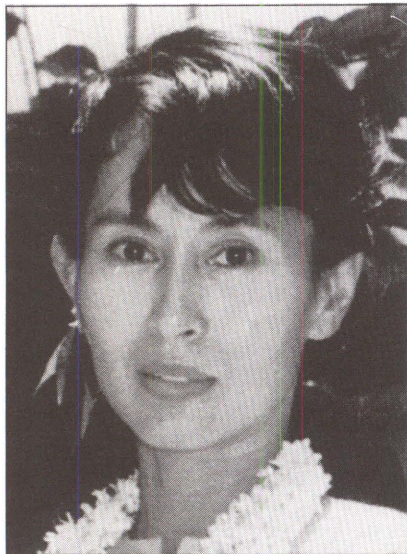
## EUROPEAN PARLIAMENT

### A woman receives the Sakharov prize

**F**ollowing in the footsteps of Nelson Mandela, Alexander Dubcek and Anatoli Martchenko, a woman was this year awarded the Sakharov Prize for freedom of thought by the European Parliament.

Forty-six year-old Ms Aung San Suu Kyi returned to her native country of Burma in 1988 to play an essential role in the nonviolent struggle for democracy against the military regime currently in power. In spite of the demo-

... cratic opposition's success in the May 1990 elections, the military junta refuses to step down and is increasing its repressive measures.



*Aung San Suu Kyi  
Winner of the 1990 Sakharov Prize*

Under house arrest in her home in Rangoon since July 1989, Ms Aung San Suu Kyi was unable to accept the prize personally. It was presented to her 13-year old son, who lives in the United Kingdom, on 10 July in Strasbourg.

**Women – the first victims of the crisis in the new German Länder**

In its resolution adopted on 14 June, the European Parliament declared itself "seriously concerned" about the collapse in industrial production and rising unemployment in the former GDR since reunification. The resolution points out that the social consequences—large-scale redundancies, dislocation of the working environment and public childcare network—has hit women hardest of all.

The Parliament requested that investment and training policies be developed, along with greater cooperation between the European Community, the Federal Government, local authorities and the social partners to ensure that "a lasting economic and social crisis" is averted in this region.

**Immigration: an urgent problem**

On 3 and 4 June in Luxembourg, the Conference on Migrant Workers from non-EC countries, jointly organised by the European Parliament and the Economic and Social Committee (ESC), examined a series of urgent problems concerning the situation of migrants: social protection, training and educa-

tion, right of residence, the reuniting of families and civil rights.

Opening the conference, Ms Nicole Pery (Soc., France) pointed out that 8 million migrants were legally established in the European Community. Because of the pressures in southern and eastern countries, there is a risk of clandestine immigration, undeclared work and social dumping, which in turn leads to racism, marginalisation and malfunctioning of the internal market. The members of the Parliament and ESC stressed the need to take account of all aspects of living conditions (accommodation, education, rights of spouses, etc.) and to promote better European cooperation.

Underlining the severe lack of harmonisation among Member States in the area of civil rights, Ms Morokvasic, an expert from France, said that immigrant women still suffered more from marginalisation and lack of rights. The conference highlighted the need to improve access to education and training for these women.

The conference requested, among other things, that a Community action plan on immigration should be initiated. The European Parliament intends to organise a series of conferences on more specific topics relating to this.

*Information: European Parliament, 97-113 rue Belliard, B-1040 Brussels OR Plateau du Kirschberg, L-1919 Luxembourg*

**AGENDA**

● **Replacement Services for Women Farmers** (provisional title), 19-23 October 1991, Barbotan-les-Thermes (France). Seminar organised by the COPA Women's Committee and the Women Farmers' Committee of FNSEA (French National Farmers' Federation), with financing from the Commission's Women's Information Service.

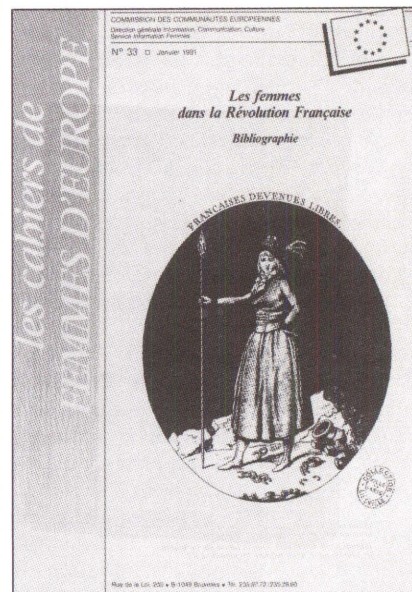
*Information: COPA, Mr Vittorio De Santis, 23-25 rue de la Science, B-1040 Brussels.*

● **The Role of Women Entrepreneurs in the 90s, Cooperation between East and West**, 17-19 November 1991, Dresden (Germany). Organised by the World Federation of Women Entrepreneurs (FCEM) and its German section, with the support of the Commission's Women's Information Service.

*Information: FCEM, the President, Dr Maria Grazia Randi, Corso Europa 14, I-20122 Milano, or: Vereinigung von Unternehmerinnen e.V., the President, Eugenie Burgholte-Kellerman, Gustav Heinemann-Ufer 94, D-5000 Cologne 51, Postfach 51 10 30.*

**PUBLICATIONS**

● **Women and the French Revolution – Bibliography**, Les Cahiers de Femmes d'Europe no. 33, available in the nine official EC languages.



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

● **Assessment of the Impact of the Single Market on the Employment of Women in the Banking Sector**, V/343/91-FR, summary report by the Experts Group on "Women and Employment", Phase 7. Available in French and English from the Equal Opportunities Unit, Directorate-General for Employment, Industrial Relations and Social Affairs, 200 rue de la Loi, B-1049 Brussels.

● **1990 Annual Report of the IRIS Network**, (European Network of Vocational Training Schemes for Women). Available in French and English. IRIS Unit, c/o CREW, 38 rue Stévin, B-1040 Brussels.

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