

EUROPEAN COMMISSION

Advisory Committee on Equal Opportunities for Women and Men

The Advisory Committee on Equal Opportunities for Women and Men held its 33rd meeting in Brussels on 16-17 June 1994, with Anna Grete Holmsgard in the chair.

The first item on the agenda was the preparation of the Fourth Community Action Programme to promote equal opportunities. The bases of this programme were presented by Pauline Conroy (consultant), who put forward the arguments underpinning this new programme. Among many others, mention can be made of the usefulness of women to the economy – for they represent an important source of labour –, a moral basis by putting forward certain ethical and democratic values for European society, and a legal basis, since women's rights are incorporated in the Maastricht Treaty.

The programme will also focus on the barriers and discrimination still existing for women in various fields, such as decision-making, pay – this will involve investigating criteria and methods of assessment –, personalization of rights, etc.

The Fourth Community Action Programme will endeavour to find a new balance between the responsibilities of the European Union and those of Member States in the field of equal opportunities and will seek to bring out the problems of the citizenship of women at European level – whilst at the same time directing efforts towards Central and Eastern Europe. This new orientation will not be confined to these components. A rapid consultation of members has already shown that other fields could be included in this new programme, such as education, women and the media, partnership (with NGO and the two sides of industry), the problems of sexist advertising, etc. The Fourth Action Programme (which is to start in 1996) should be finalized during 1995.

The work of three European networks was presented during this meeting. Sabine de Béthune, Coordinator of the Women in Decision-making Network, provided the Committee with the preliminary results of the European election surveys. The first favourable finding is that women were better represented on the lists in 1994 than in 1989. In fact 26% of candidates were women in 1994, as opposed to 20% in 1989 (for more details, see the article on the elections in this Newsletter). The NGO mobilization campaign was very



WOMEN OF EUROPE NEWSLETTER

Dear Readers,

“Equal opportunities for development, equal opportunities for employment”. This was established by the Andreas Papandreou Government on its re-election as a political priority which it endeavoured to develop during the Greek Presidency of the European Union. This choice is of decisive importance to changing the way of life in Europe today where, despite the development of a legislative framework, women continue to be under-represented in public life, at work and in politics.

It seems obvious that the quality of European democracy in the immediate future is in jeopardy and new social problems are arising; for even though women outnumber men they continue to swell the ranks of the unemployed and not to participate equally in the process of economic development.

On the basis of these facts, the Greek Presidency assigned itself the major objectives of creating and promoting legislation. In this connection, it submitted a Council proposal on “The promotion of equal opportunities through the distribution of the subsidies granted by the Structural Funds”, adopted on 22 June this year.

In addition, we played an active role in the dialogue on the Green Paper, by participating in the preparation of the Commission proposal on the challenge of the public dialogue and the publication of a volume on this subject; by organizing information days on this theme in Greece and by submitting a memorandum to the Equal Opportunities Committee as part of European social policy.

In parallel, we gave priority to the creation of infrastructures for the attainment of our objectives at national level by creating the Equal Opportunities Research Centre, responsible for conducting surveys and research in the field of equal opportunities, for organizing vocational training and retraining pro-

important and it seems to have animated debate and influenced voting behaviour. There would also seem to have been awareness and openness among the electorate with regard to voting for women. In France, for example, the percentages of women candidates and women elected were the highest ever.

Peter Moss, Coordinator of the European Network on childcare and other measures to reconcile work and family life, presented the activities of this network, which focused mainly on three of the four “reconciliation measures” contained in the Council recommendations on childcare: childcare services, parental leave, promotion of the increased participation of men in looking after and educating children. The 1993 report on the network's activities will be available shortly and the network will draw up an inventory of childcare facilities in the European Union in 1995. A large number of reports and publications in various fields (childcare services, adaptation of leave arrangements for workers with children, the place of men, etc.), as well as a video cassette entitled “Can you feel a colour?” (see Women of Europe Newsletter No 45) have recently been produced by the network. Peter Moss also stressed the new challenges facing the network. These will be of major importance in the wake of the future accessions of the applicant States which are very interested in childcare questions.

Thirdly, the Positive Action Network presented its work. The first finding was that all Member States are implementing positive action measures in favour of women. Janet Hemsley, the new network coordinator, explained the strategy and action of the network, which in recent months has been concentrating essentially on the telecommunications sector. The network recently organized a seminar on the subject “Equality and quality: a fresh boost for women and firms” (see Women of Europe Newsletter No 45). National seminars are also proposed as part of the national activities and are co-funded by the Equal Opportunities Unit. Janet Hemsley also announced the publication of a newsletter in September 1994.

Concerning positive actions, the European Commission is pursuing an internal policy of positive action. This was presented by Laura Viqueira, Head of the Unit for Equal Opportunities for Commission Staff, of DG IX. The 1993-94 report shows a distinct improvement in the number of women occupying A grade posts (the figure has risen from 9% to 13%) and the Commission would currently seem to be more open to positive action in favour of women.

The Committee meeting also provided the opportunity to present the results of the

...

Summit of Women Ministers, held on 6-7 March 1994 on the initiative of Miel Smet, Belgian Minister for Labour and Employment responsible for the equal opportunities policy. The objective of this ministerial conference was to determine priorities for the political, social, economic and cultural position of women in Europe, for the year 2000. The women ministers at the meeting adopted a Declaration of Principle with a view to achieving effective equality between men and women in tomorrow's Europe (for more details, see Women of Europe Newsletter No 42).

Mr Jones, former Director-General of DG V, took stock of recent developments in employment policy, social affairs and industrial relations. The new Commission will establish its programme in the social field after its appointment. Although at European level the policy of equal opportunities is not at issue, it would nevertheless appear that implementation problems arise in Member States. Mr Jones stated in fact that coordination in the Member States is difficult, for interpretations regarding deregulation of the labour market and employment structures vary from one country to another. He also pointed out that a document on the follow-up to the White Paper on growth, competitiveness and employment is available from the Equal Opportunities Unit. He also noted that the German Presidency will make the directive on "part-time work" one of its priorities, stating that, as regards all the directives pending before the Council, it will be necessary to seek the barriers impeding adoption and to review the question in the light of the White Paper. He also announced that a "world social summit" is planned in Copenhagen in March 1995.

The afternoon of the first day of the meeting was devoted to recent developments in the equal opportunities policy at European Union level (Equal Opportunities Unit). Four central topics were covered: sexual harassment (presentation of the guide), a Communication from the Council on vocational training, the results of the Toledo Conference and the preparation of the Beijing Conference (see Women of Europe Newsletter No 44) and the presentation of the education report. Concerning this final topic, priorities will focus on teacher guidance concerning equality (towards non-sexist education). Action in this field is designed to promote school textbooks without sexist stereotypes, through the co-funding of projects and the promotion of exchanges. The European dimension in education (SOCRATE and LEONARDO programmes) and language teaching will also be encouraged in the future.

The second day of the meeting started with an address by Mr Quigley, Head of

Continuing of the editorial

grammes and for providing women with information and guidance on the labour market.

We organized three conferences as part of our public information and awareness campaign:

- "Equal opportunities in Education", Athens, 6-7 April 1994
- "Europe for Women, Women for Europe", Thessalonika, 16-18 May 1994
- "The contribution of women in agriculture to the optimization of European Union programmes and initiatives", Leptokarya, 2-6 June 1994.

We are aware that achieving equality is an uphill struggle, which is why we are planning to continue our efforts even more resolutely.

Maria Arseni

Secretary of State, Secretariat General for Equal Opportunities, Ministry of the Presidency

the Unit for the coordination of Community initiatives, technical assistance and studies for innovations of DG V, who presented the latest developments in Community initiatives. He pointed out that in June the Commission had adopted various initiatives in the employment field, including NOW, Horizon and Youthstart, for which the total appropriation comes to 9% of the total amount from the Structural Funds (ESF, ERDF, EAGGF), or MECU 13.45, for the period 1994-99. He reported the general feeling that the budget allocated to employment is insufficient, that the resources for disabled people are inadequate and that the Community initiatives do not allocate a sufficient proportion to equal opportunities.

Mr Quigley launched an appeal for greater discipline in the choices made in the NOW, Horizon and Youthstart programmes, at the same time stressing the need for synergy and complementarity of the programmes at Community level to avoid the programmes overlapping.

The representative of the Commission's Forward Studies Unit mentioned the approach of the White Paper, which considers that women have a full part to play. She stressed the new "job pools" to which the employment market should adapt. These new pools include the environmental field, cultural assets, the leisure industries, social services (treatment, care), etc. However, some delegates expressed scepticism about these new job pools for women, since they tend to represent "little jobs with no protection and low pay".

The Committee meeting also provided an opportunity to present the programme of the German Presidency (which starts in July). Marita Estor indicated Germany's main priorities in the field of equal opportunities for its Presidency: the White paper seeking out its strengths for women -, social insurance cover for atypical forms of employment, the Beijing Conference, the informal Council of Ministers for equal opportunities to be held in September (with the applicant States for accession), etc. She also stated that the directives pending will be the subject of further negotiation. More particularly, Mr Van Zonneveld, Head of Unit for industrial relations and labour law, hopes that the German Presidency will be able to end the deadlock concerning the directive on atypical forms of work, which proposes protection and proportional conditions for non-standard forms of employment (social security, leave, training, etc.).

Finally, Marco Piccarolo, Principal Adviser of DG X, presented the information policy in favour of women, following the Commission's new approach to information. We shall be coming back to this in a future Newsletter.

After the meeting, Anne Grete Holmsgard, on behalf of the Committee, addressed a letter to the Greek Prime Minister Andreas Papandreou, President of the Council, calling for Member States to appoint more women commissioners so that the European Commission can perform its task to construct a truly democratic European Union.

Information: Equal Opportunities Unit, DG V, European Commission, 200 rue de la Loi, B-1049 Brussels.

EUROPEAN PARLIAMENT

After the vast campaign launched by the European Network on Women in Decision-making, with its call to vote for greater balance between women and men, the network has embarked upon the analysis of the participation of women (as candidates and elected members) at the 1994 elections. We give some of these results in this article.

25% women elected to the European Parliament

The campaign based on the slogan "voting for a woman is voting for a more balanced society" is based on various arguments put forward by the network to

encourage reflection on the importance of the balance between women and men in decision-making. These are based on the principle of equality between women and men, the principle of parity in democracy, use of untapped potential, the defence of women's interests and the welfare of all. At first glance, men and women citizens of the European Union understood what was at stake with "vote for women". Although it is not yet possible to give very precise results concerning the European elections (for the official results have not yet been announced by all Member States), it is already certain that a quarter of the seats of the new Parliament will be allocated to women. It is possible to speak of distinct progress compared to the 1989 elections, when women accounted for only one fifth of the representatives; and it can be said that even though the Parliament has not achieved parity, a step has just been taken in this direction. Practically all Member States of the European Union will be represented by more women in Strasbourg than was the case in 1989. Denmark takes the lead with 43.7% female representation (7 women out of 16 elected members). Five countries rise above the 30% mark: Belgium, Germany, Luxembourg, Spain and the Netherlands. On the other hand, Portugal and Italy have taken a significant backwards step. The table below shows the number of women members elected at the European elections of 1989 and 1994 for each country.

26.7% of candidates women in European elections

The "feminization" of certain political lists was noted during the European campaign. This is a good thing since it "demarginalizes" women, by however little, in this field. In addition, in future,

Member States	Number of women candidates 1989			Number of women candidates 1994		
	W	T	%W/M	W	T	%W/M
Belgium	57	208	27.4%	93	240	38.7%
Denmark	59	169	34.9%	57	183	31%
France	123	486	25.3%	586	1740	33.7%
Germany	67	205	33%	157	532	29.5%
Greece	15	96	15.6%	43	150	28.6%
Ireland	7	53	13.2%	12	52	23%
Italy	171	996	17.2%	181	1265	14.3%
Luxembourg	28	110	25.4%	31	120	25.8%
Portugal	66	376	17.5%	122	443	27.5%
Spain	483	1967	24.5%	631	2328	27.1%
Netherlands	24	74	32.4%	35	117	30%
United Kingdom	70	376	18.6%	116	569	20.4%
TOTAL	1170	5116	22.9%	2064	7739	26.7%

Source: European Network on Women in Decision-making

women will be able to use these elections as a reference in relation to the parties to be selected by them (at least in Belgium and France which have the best participation rates).

More precisely, the analyses show that there has been a spectacular increase in women candidates for the elections: 22.9% women candidates in 1989, as opposed to 26.7% in 1994, i.e. a 4.9% rise. This rising trend seems to be one of the direct consequences of the campaign "Vote for balance between women and men" of the Women in Decision-making Network, conducted within the Twelve throughout the months preceding the elections. The table below shows the participation of women at the 1989 and 1994 European elections for each country.

The full report on this research, including a commentary for each country, is obtainable on request from the Secretariat of the Women in Decision-making Network, 33a rue Mercelis, B-1050 Brussels, tel. (32 2) 512 77 23, fax (32 2) 514 40 28.

NETWORK NEWS

Women and media

The European Commission and the European Broadcasting Union (EBU) are working together to hold a major conference on women in the media in 1995. The BBC has offered to host the 2 1/2 day event, which will take place in London in May 1995. At present, the working title for the conference is: "Reflecting diversity – the challenge for women and men in European broadcasting". It will examine what further steps should be taken to improve the representation of women – of all ages and ethnic origins – both in media content and in employment in television and radio in Europe.

The meeting will be a follow-up to the first European Union/EBU conference in Athens, in 1990, entitled: "Women and men in broadcasting – equality in the 90s?" That forum made a number of recommendations addressed to the broadcasting organizations, regulatory bodies, the European Commission and the EBU. The London conference will assess what progress has been made in putting those proposals into practice, and how women have been portrayed and employed by the media in the last five years. It will also formulate strategies which could be included in the Fourth Community Action Programme to promote equal opportunities for women and men, starting in 1996 and to go forward to the United Nations conference on women in Beijing.

The organizers hope to attract senior policy and decision-makers in the broadcasting sphere, regulators, programme-makers and controllers. The draft programme envisages the final session as a broadcasting "summit meeting", at which top managers of Europe's leading radio and TV organizations will be in-

Member States	Number of women members 1989			Number of women members 1994		
	W	T	%W/M	W	T	%W/M
Belgium	6	24	25%	8	25	32%
Denmark	6	16	37.5%	7	16	43.8%
France	19	81	23.4%	26	87	29.9%
Germany	26	81	32%	34	99	34.3%
Grèce	1	24	4.1%	4	25	16%
Ireland	1	15	6.7%	4	15	26.7%
Italy	10	81	12.3%	9	87	10.3%
Luxembourg	3	6	50%	2	6	33.3%
Portugal	3	24	12.6%	2	25	8%
Spain	9	60	15%	21	64	32.8%
Netherlands	7	25	28%	10	31	32.2%
United Kingdom	12	81	14.8%	16	87	18.3%
TOTAL	103	518	19.9%	143	567	25.2%

Source: European Network on Women in Decision-making

•••

vited to sign a "Charter of Rights for women and men in broadcasting".

The conference comes at a crucial time in European broadcasting. Over the last decade, technological innovation, deregulation, and increased commercialization and competition have brought rapid changes in the industry. They have not necessarily been to the benefit of women. Equal opportunities criteria have all too often been pushed to one side in the face of financial stringency and political upheaval. Restructuring within many major broadcasting organizations, as well as the growth of casualization, contract working, and long hours, have often combined to make working conditions even more precarious and difficult, especially for staff with family responsibilities.

One of the aims of the conference will be to show that both women and men in broadcasting have an important role to play in ensuring a fairer portrayal for women, in broadening access to employment in the media, and in creating working conditions which allow all broadcasting staff – whatever their gender, age or ethnic origin – to achieve fulfilment and satisfaction in their working lives. The commitment of women to management is crucial. Giving women's views their true value obviously pays off in the ratings war.

The European Commission's activities in broadcasting are outlined in the Third Action Programme to promote equal opportunities for women and men (1991-1995). One of the programme's aims is to improve the status of women in society and it identifies the media industry as a key sector for influencing public opinion. Since 1986, the Commission's Steering Committee for Equal Opportunities in Broadcasting has been working with public service broadcasting organizations throughout the European Union, to promote employment opportunities for women. In 1992, the EBU set up its own ad hoc Working Group on Equal Opportunities, with representatives from both radio and TV. The EBU has also expanded its membership, so that the target audience for next year's conference will go beyond the twelve existing European Union States and the four applicant States for accession, to include in particular the new democracies of Central and Eastern Europe.

A number of sub-themes have already been proposed for the conference, including the controversial topic of violence in the media, and the impact of commercial competition on women's portrayal in "prime-time".

The organizers are hoping to make time for participants to see and hear examples of television and radio programmes which do reflect diversity, and reject traditional stereotypes: for example, the

award winners from this year's NIKI Prize or samples of the audiovisual programmes co-funded by the Equal Opportunities Unit of DG V. Research is also being prepared, covering women's influence in programme-making, women in independent production, and the impact of restructuring in broadcasting.

Information: Kate Holman, Steering Committee for Equal Opportunities in Broadcasting, 9 Geneesheerstraat, B-1560 Hoeilaart, tel. (32 2) 657 37 26, fax (32 2) 657 55 86.

CONFERENCES

Feminism, Science and Social Evolution (Feminismo, ciencia y transformacion social), 28-30 September, Grenada (Spain). This seminar, organized by the University of Grenada as part of the International Student Fair, will deal with women's contribution to scientific knowledge and the new social movements.

For further information contact: Seminario de estudios de la Mujer de la Universidad de Granada, Facultad de Filosofia y Letras, Campus de Cartuja, E-18071 Grenada.

European women of Small and Medium-sized Enterprises in Trade and Industry (Femmes européennes des Petites et Moyennes entreprises du Commerce et de l'Industrie), 25-26 October, Annecy (France). This seminar will focus on the problems of women assisting their husbands in business and the education and training requirements for women who manage SME in the European Union.

Information: Monique Lettre, Fédération nationale ACTIF, BP 28, F-74162 Saint-Julien-en-Genevois CEDEX, tel. (33) 50 51 88 88.

Seminar on the strategies to promote women in decision-making, 3-5 November, Maastricht.

For further information contact Sabine de Béthune, Coordinator of the European Network on Women in Decision-making, 33a rue Mercelis, B-1050 Brussels, tel. (32 2) 512 77 23, fax (32 2) 514 40 28.

Women and the construction of Europe, 17-18 November, Brussels. This conference will be based on two of the main focuses of the Third Community Action Programme to promote equal opportunities for women and men: women and work and women and society.

Information: Equal Opportunities Unit, DG V, European Commission, 200 rue de la Loi, B-1049 Brussels.

PUBLICATIONS

Breaking glass, free publication by the BBC (British Broadcasting Corporation) to accompany the Sunday series on BBC 1 with the same title as the book.

The publication is obtainable free of charge by writing to: BSS, PO Box 7, UK-London W3 6XJ.

Le travail de nuit des femmes, two-monthly publication by the Chronique féministe (Université des femmes). This issue exposes the damage caused by night work to health, family, social and cultural life of all workers. But it shows especially that night work is even more unbearable for women because they perform the most stressful and the most repetitive jobs, which are even less tolerable at night, and because they assume the family responsibilities practically single-handed. This file shows how difficult it is to choose between continuing or abolishing night work for women. Indeed, the danger of prohibiting it is as great as that of authorizing it.

This document is obtainable in French only for BFR 200 (about ECU 20) from the Université des femmes, 1a Place Quetelet, B-1030 Brussels, tel. (32 2) 219 61 07, fax (32 2) 219 29 43.

Au féminin! Code de féminisation du langage, this latest book by Patricia Niedzwiecki is the first code for the feminization of language for use by French speakers.

This book is obtainable for FF 160 from the Librairie Nizet, 3 bis place de la Sorbonne, F-75005 Paris.

Leave arrangements for workers with children, this document deals with the leave facilities for workers with children within the European Union, but also in the applicant Member States. It explains the ins and outs of parental leave, from the point of view of both the mother and the father – and also for lone parents – and of parental leave for family reasons.

This document V/773/94 is available in English from the Equal Opportunities Unit, DG V, European Commission, 200 rue de la Loi, B-1049 Brussels.

Editor in Chief and coordination:
General public – Citizens' advice desks,
Women's Information
European Commission
Directorate-General for Information,
Communication, Culture, Audiovisual.
Rue de la Loi 200, B-1049 Brussels
Tel. (32 2) 299 94 16