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REPORT OF THE COMMISSION ON THE IMPLEMENTATION OF THE
RESOLUTION TO COMBAT UNEMPLOYMENT AMONGST WOMEN
(84/C161/02)

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I. INTRODUCTION

Due to the fact that the rate of unemployment amongst women in the Member States of the Community is noticeably higher than male unemployment, and, furthermore, bears special characteristics demanding appropriate measures, the Council adopted a resolution on June 7, 1984 concerning action to combat unemployment amongst women (1) in which the governments commit themselves to take measures leading to a reduction of this rate of unemployment and contributing to the improvement of the situation of female unemployed.

The Council stresses those principles "which must underlie the measures to be promoted, namely:

- the equal right of men and women to work and, by the same token, to acquire a personal income on equal terms and conditions, regardless of the economic situation,
 - the extension of equal opportunities to men and women, in particular on the labour market, in the context of measures to stimulate economic recovery and to promote employment growth,
 - the development of positive measures to correct de facto inequalities and thereby improve female employment prospects and promote the employment of both men and women."
- (1)

II. THE DEVELOPMENT OF UNEMPLOYMENT AMONGST WOMEN

Initially looking at the statistics on the development of female unemployment in the countries of the EC, the following becomes apparent:

According to information from the Statistical Office of the European Communities, the overall rate of unemployment (the data on hand which were the basis for the publication of the Statistical Office of the EC refer to preliminary estimates for 1986 from the month of April onwards) did not change significantly in the Member States of the European Communities between 1984 and 1986:

From 10.5% in 1984, the figure rose to 10.7% in 1985 and slightly again to 10.8% in 1986. (2)

(1) Official Journal C 161, 21 June 1984, page 4.

(2) EUROSTAT/3C: Employment and Unemployment 1987, Tab.IV/1)

However, when comparing the development of male and female unemployment, it becomes apparent that the latter is considerably more problematic:

	! Men	! Women
1984	! 9.3%	! 12.5% (+3,2)*
1985	! 9.4%	! 12.7% (+3,3)
1986	! 9.3%	! 13.2% (+3,9)

* The figures in brackets correspond to the difference between female and male unemployment rates.

In the course of the year 1987 to date, a slow but constant reduction of unemployment amongst men has been achieved: -3.0% in September 1987 compared with the same month of the previous year, whilst unemployment amongst women continues to rise: +2.2% in September compared with the same month of the previous year. In Spain, the rate increased by 17.3% within this period, whilst it declined by 17.1% in the United Kingdom.

Looking at the overall rate of unemployment in the various Member States of the EC, the reduction overall is most marked in Denmark and the Netherlands: In Denmark, the rate of unemployment was reduced from 9.1% in 1984 to 6.5% in 1986, and in the Netherlands from 12.5% in 1984 to 9.8% in 1986. The biggest increase of the rate of unemployment was to be found in Ireland and Spain: In Ireland, the total rate of unemployment rose from 16.9% in 1984 to 18.7% in 1986, in Spain from 20.0% in 1984 to 21.9% in 1986.

Comparing the development of the rates of female and male unemployment in the same period for these two groups of countries shows the following:

For the countries with the highest reduction:

	! Denmark			!! The Netherlands		
	!Total	!Men	!Women *	!!Total	!Men	!Women *
1984	! 9.1%	! 8.4%	! 9.9% (+1.5)	!! 12.5%	! 11.2%	! 14.9% (+3.7)
1985	! 7.9%	! 6.7%	! 9.2% (+2.5)	!! 10.3%	! 9.2%	! 12.3% (+3.1)
1986	! 6.5%	! 5.0%	! 8.2% (+3.2)	!! 9.8%	! 8.4%	! 12.3% (+3.9)

* The figures in brackets correspond to the difference between female and male unemployment rates.

This table shows that the rate of female unemployment is reduced considerably more slowly when the overall rate of unemployment declines, thus again increasing the "scissors effect".

At the other extreme, in the countries with the largest increase of unemployment, the following applies:

	Spain			Ireland		
	Total	Men	Women *	Total	Men	Women *
1984	20.0%	18.9%	22.6%(+2.6)	16.9%	16.5%	17.9%(+1.4)
1985	22.1%	20.7%	25.2%(+3.1)	18.3%	17.8%	19.5%(+1.7)
1986	21.9%	20.1%	25.9%(+4.0)	18.7%	18.1%	20.2%(+2.1)

* The figures in brackets correspond to the difference between female and male unemployment rates.

This shows that, with a general increase of the rate of unemployment, the rate of unemployment amongst women increases more rapidly than that amongst men.

Therefore, women - at least in these countries - are still more severely affected by a general employment crisis than men.

Looking at the age groups of those affected by unemployment, it becomes apparent that for both men and women those under the age of 25 are affected most by unemployment. However, a continuous decrease can be seen in the rate of the male unemployed whilst a small increase again becomes apparent after a brief recovery for female unemployed:

	Men under the age of 25	Women under the age of 25
1984	22.1 %	25.1 % (+3)*
1985	21.5 %	24.6 % (+3.1)
1986	21.0 %	24,8 % (+3.8)

* The figures in brackets correspond to the difference between female and male unemployment rates.

Overall, a continuing increase in female unemployment can be noted in that women's share in the total unemployed in the countries of the EC has increased from 41.8% in 1984 to 42.5% in 1985 and again to 43.4% in 1986.

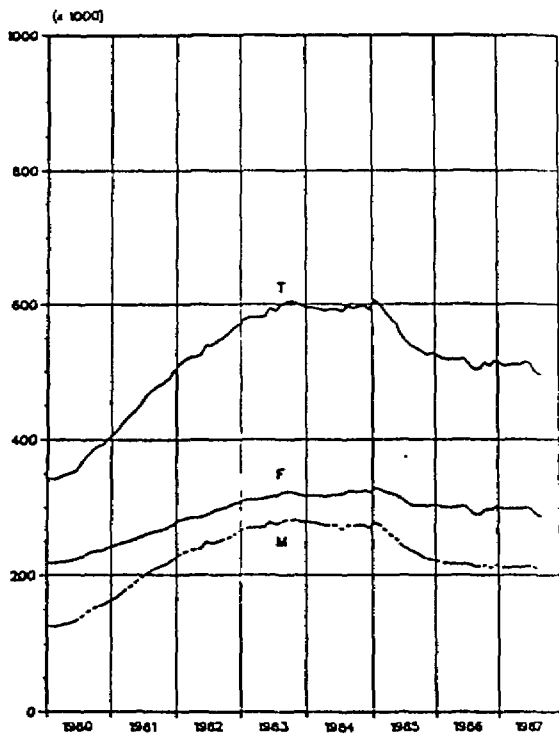
The graphs on the following pages show the development of female unemployment in all 12 Member States of the EC in absolute figures.

They are based on data which have been adjusted seasonally, i. e. taking into account school-leavers, winter unemployment, etc.

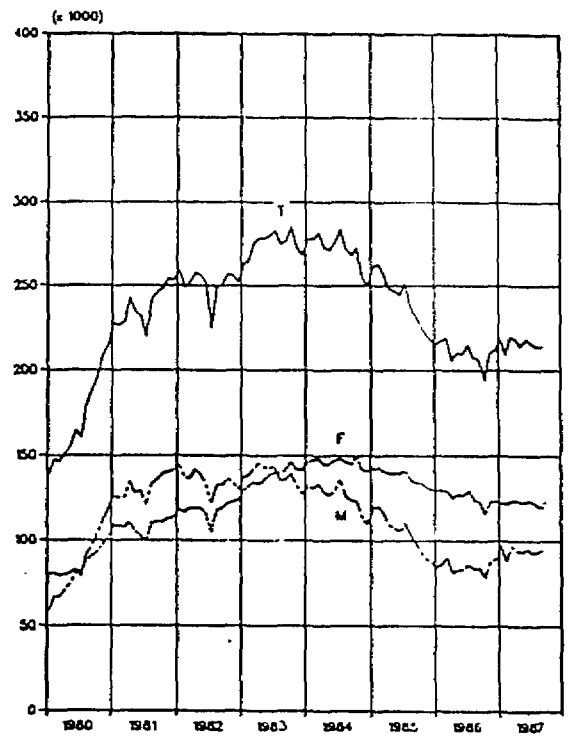
The data of the various countries have been prepared applying four different standards:

- Maximum figure of 4 million in the Federal Republic of Germany, France, Italy, the United Kingdom and Spain;
- Maximum figure of 1 million in the Netherlands and Belgium;
- Maximum figure of 400,000 in Ireland, Denmark, Greece and Portugal;
- Maximum figure of 4,000 in the Grand Duchy of Luxemburg.

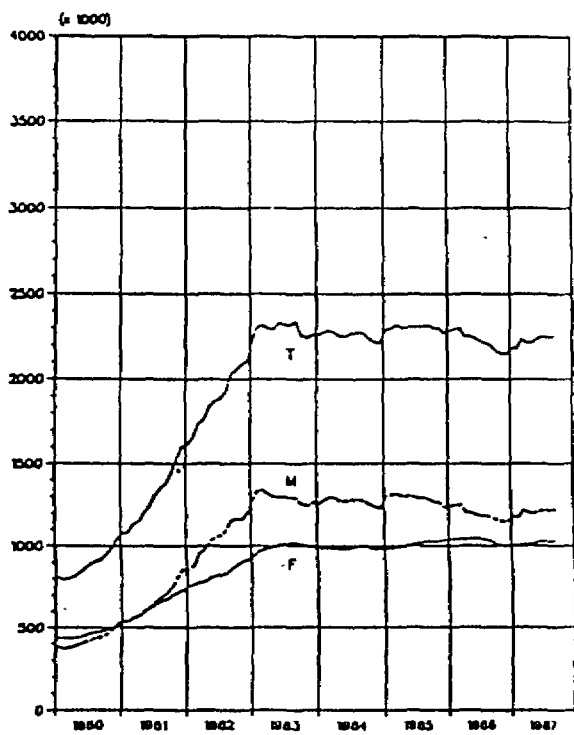
Belgique



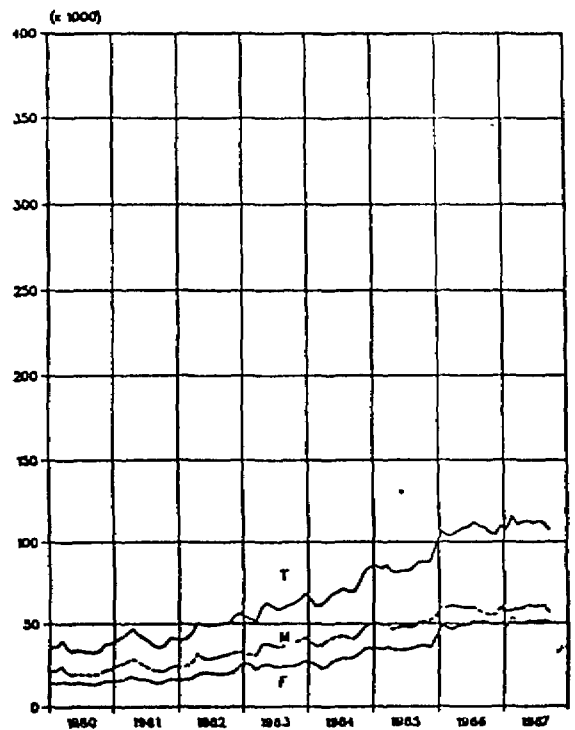
Danmark



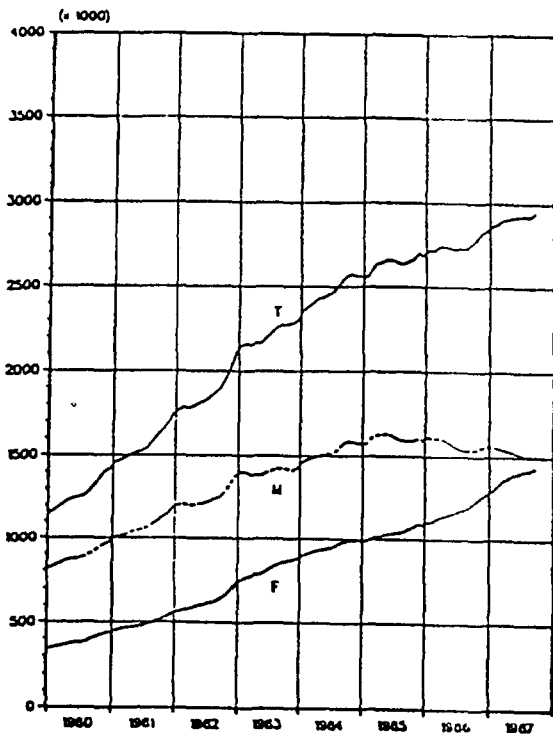
B.R. Deutschland



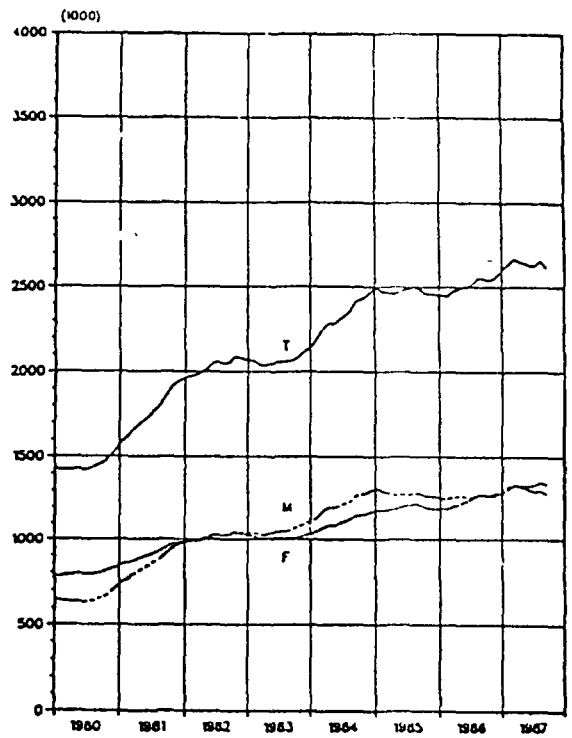
Ellas



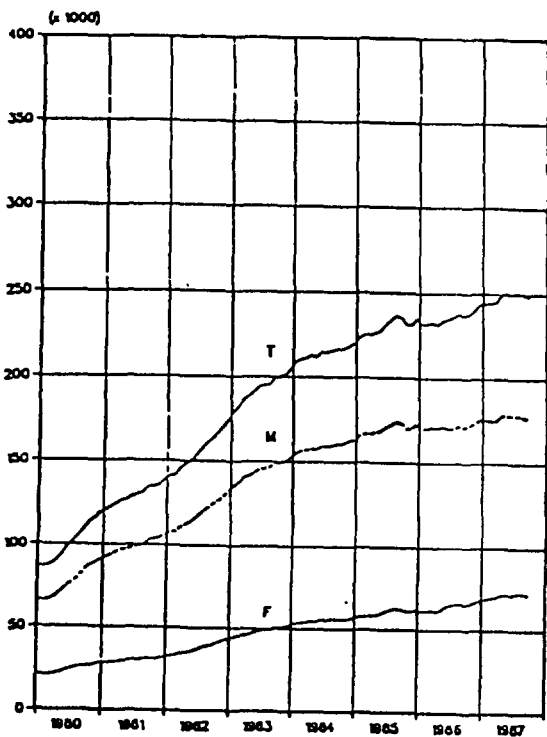
Espana



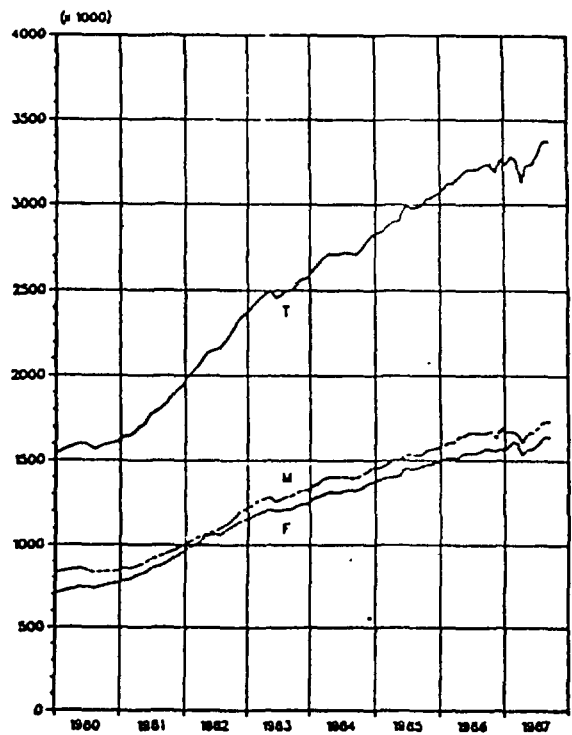
France



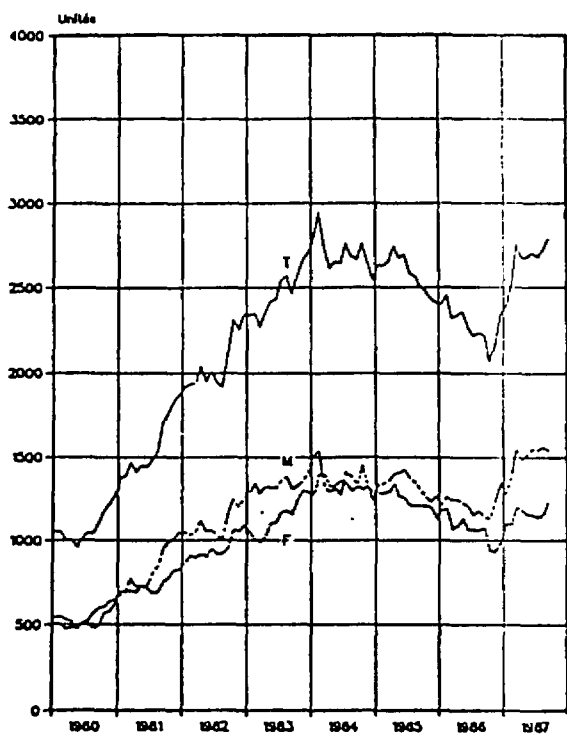
Ireland



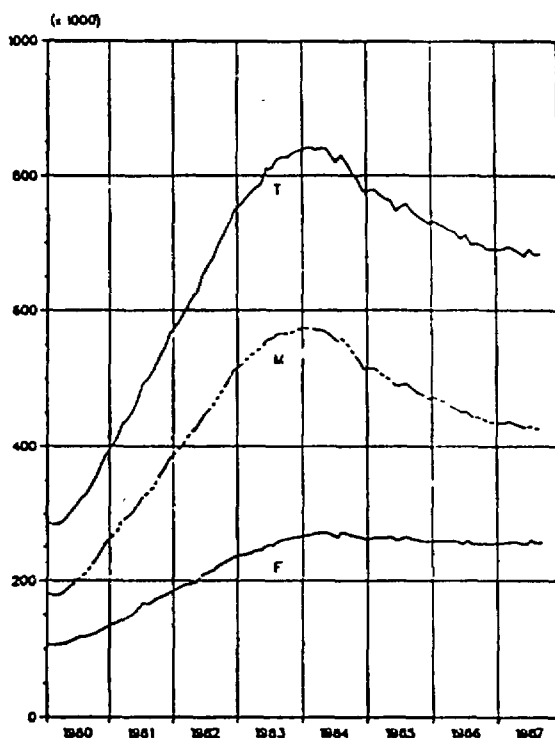
Italia



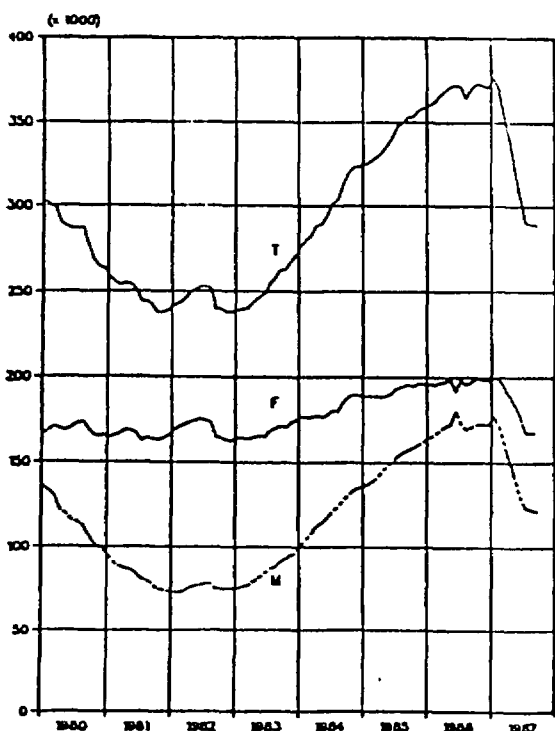
Luxembourg



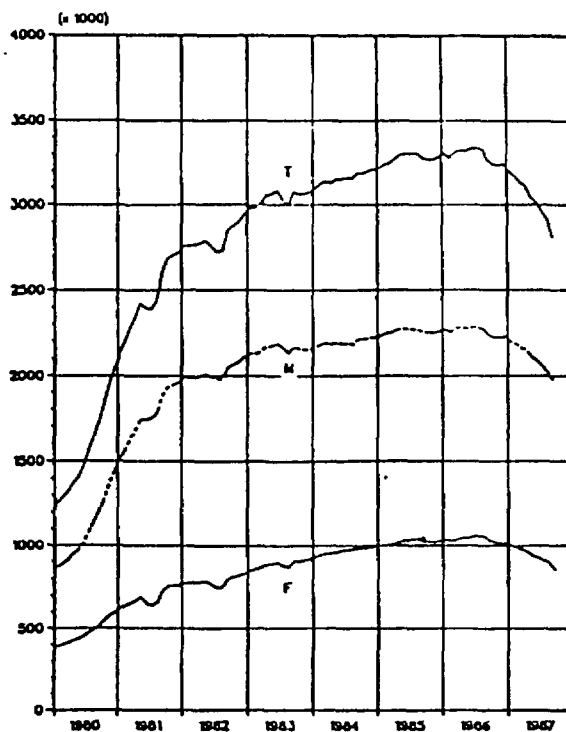
Nederland



Portugal



United Kingdom



III. SPECIFIC MEASURES TO COMBAT UNEMPLOYMENT AMONGST WOMEN IN THE MEMBER STATES

In its Resolution on action to combat unemployment amongst women, the Council asks the Commission to report regularly on progress made.

In this context, the Commission asked the Member States for their assistance in the evaluation by means of a questionnaire compiled for this purpose; the Member States' answers to this questionnaire provided the basis for this Report to the Council.

The replies to the questionnaire given by the various Member States differed in their comprehensiveness, and the information given on the measures in the various countries is correspondingly varied.

The Resolution contains various general objectives as well as guidelines for action. In the questionnaire, the Member States were asked to provide information on whether these guidelines for action had been implemented. Many of the countries reported in great detail on measures which were planned in the various areas or adopted but which had not yet been achieved. This, for instance, includes the action plan for equal opportunities in Spain. The Commission will follow the implementation of these measures with great interest; however, they will not be taken into account in this Report as it stands.

In addition to the countries' reports and their evaluation which provide the basis for this Report, a meeting was called in October 1987 by the Commission of the European Communities in order to discuss the measures taken by the various Member States to implement the Council Resolution on action to combat unemployment amongst women.

This discussion provided essential additional elements as to general problems of assessment by the Member States. This applies especially to the procedure of the various countries and the importance attached to combatting female unemployment in the respective national political context.

On the basis of the Member States' replies referring to action taken, the measures adopted by the various countries are summarized below in accordance with the subjects of the Council Resolution.

The subjects are consecutively numbered for better understanding (III.1; III.2.; etc.), and the relevant text of the Resolution is used as a heading in each case.

The Report does not necessarily contain all information given by the Member States; however, the main elements have been taken into account.

One exception in the treatment within this Report is LUXEMBURG: The Luxemburg Government has informed us that since the Council Resolution was passed, no specific measures had been taken to combat unemployment amongst women. This is justified with referencé to the Grand Duchy of Luxemburg's positive general economic and social situation. In 1986 alone, 5, 000 new jobs were created; compared with the previous year this represents an increase of 3%. The number of registered unemployed was reduced from 1.8% in 1984 to 1.4% in 1986 of which 46% were women. Due to this situation, specific measures for women received less priority treatment than measures of a generrally preventive nature, i. e. equal treatment of men and women and the promotion of employment of young people.

III.1. (a) In the area of job creation and recruitment,

"ensure that the measures aimed at encouraging the recruitment of additional labour, especially young people, in the private sector, allow for a more balanced representation of men and women, particularly in jobs in which women are under-represented and in skilled jobs."

III.1.(a)1. The following steps have been taken by the governments to ensure that vacancy advertisements are worded in such a way that women applying for a job are attracted by them, particularly into sectors or occupations where they are still under-represented:

Generally the governments did not take any specific measures to promote the employment of women but have concentrated their efforts on wording non-discriminatory vacancy advertisements.

Only in DENMARK does the law for equal treatment prohibit the wording of vacancy advertisements directed at any particular sex. This law, however, can be bypassed if measures are to be taken to improve equal opportunities for men and women. In this case, employers may apply for permission to word an advertisement to stress that, in the event of similar qualifications, a person of the under-represented sex will be preferred.

In the NETHERLANDS, institutions can point out in employment advertisements that in case of similar qualifications, women will be given preference in order to reduce any imbalance in the labour force.

III.1.(a)2. The governments undertook, stimulated or subsidized the following positive actions to improve the recruitment level of women:

In BELGIUM, a Royal Decree of July 14, 1987 on action to improve equal opportunities for men and women in the private sector provides the legal basis for employers and employees which makes it possible to decide on equal opportunities plans, mostly applying to the employment of women. No information can be given as yet on its effect. The social partners can sign agreements committing themselves to the improvement of the position of women in the labour market by recruiting more women or by means of training schemes. At present, preparations for signing such an agreement are most advanced in the banking sector.

In December 1986, the government in DENMARK submitted to parliament a national action plan for the equal treatment of men and women. This plan contains various initiatives to directly and indirectly improve the employment situation of women where they are under-represented. These initiatives comprise structural measures (equality advisers in employment agencies), training, education and the promotion of relevant research.

The FEDERAL REPUBLIC OF GERMANY supports promotion of vocational advancement for women with the aim of reaching a gradual increase in the proportion of women in those areas and at those levels in which women have been under-represented in the past. Within the scope of a scientific investigation carried out on its behalf, about 30 large companies developed and tested specific promotional measures referring to the selection and recruitment of female staff and to their vocational training and their chances of advancement. Another aspect concerned the possibility of keeping in contact with the job during career breaks. This resulted in the "Guidelines For Women's Advancement in Companies" which was published and distributed in large numbers.

Furthermore, companies in the Federal Republic of Germany can obtain grants within the scope of a regional promotion of trade normally limited to certain structurally weak areas. These comprise investment subsidies only for the establishment and expansion of businesses, provided these grants are used mainly for creating permanent jobs for women.

In GREECE, grants for the employment of women are higher than for the employment of men (see entry for Greece to Question III.1.(a)3.).

Special programmes to promote vocational training for women are also applied in traditionally male jobs, e.g. bus drivers.

In SPAIN, a number of actions (e.g. wage subsidies) were introduced by Ministerial Decree of February 21, 1986 to support the creation of jobs for women in sectors where they are under-represented.

A number of additional measures to promote employment, especially of young people, also have a positive influence on the employment of women.

In FRANCE, two different measures have been designed to improve the employment level of women:

1. The Act of July 13, 1983 on employment equality for men and women introduced measures to bring about equal opportunities of the sexes, especially the obligation of employers to report to works councils annually. This report must contain comparative figures on the situation of women within the company.

To date, 15 "plans" for the occupational equality of women have been filed by companies; 9 of these received financial support by the Government within the framework of special qualifying measures.

Furthermore, companies have taken specific actions in the area of recruitment of women:

- Priority recruitment of women and improvement of recruitment procedures;
- quantitative objectives as to the recruitment of women.

For both areas the "plans" vary greatly between companies in diverse branches of business: e. g. in the production of hardware in the electronics industry, in the banking sector, etc.

2. The second area of measures adopted concerns the securing of qualifications by means of further vocational training. This is aimed at providing a larger number of women with access to advanced training sessions.

In IRELAND, the participation rates for young women and men on special programmes are now almost numerically equal. For example, under the Teamwork programme no project can have more than two men per woman or vice versa.

Women who have the relevant skills and experience are encouraged by the National Manpower Service - the State placement agency - to consider self-employment as a career option. In particular, full use of the Occupational Guidance Service is recommended, as lack of information is a frequent barrier to self-employment.

Special measures were taken to ensure that women are appointed to the selection boards for teachers and that the Code of Practice of the Employment Equality Agency in regard to interview procedures is put into effect. In order to promote equality of opportunity for men and women candidates, guidelines laying down in detail how advertisements should be composed have been prepared.

In ITALY, Act No. 863 of December 19, 1984 introduces measures to increase the level of employment. In the regional employment administrations, for instance, an external consultant is responsible for principles of equality being taken into consideration. Furthermore, employers are obliged to provide information on request pertaining to their selection criteria.

Act No 56 of February 28, 1987 provides an additional consulting member to handle questions of equality in the central employment administration.

III.1.(a)3. "focus recruitment premiums, where they exist, on the people at the greatest disadvantage on the labour market, many of whom are women."

Most of the Member States, with the exception of Greece, do not have any recruitment premiums on women, but a multitude of actions also include women.

In the FEDERAL REPUBLIC OF GERMANY, the "Arbeitsförderungs-gesetz "(legislation on the promotion of employment) provides for different forms of recruitment premiums which are, however, directed equally at both men and women. In recent years, women have benefitted from these recruitment premiums. Between 1983 and 1986, the number of integration grants for women who are most difficult to place in the labour market increased by 65%. The number of vocational adjustment grants for women having to be familiarized with their jobs before reaching their full capacity rose by 136.5% within the same period.

The participation rate of women in general measures promoting job creation under the above-mentioned legislation also increased significantly in recent years. The structure of the female workforce in these measures clearly reflected long-term unemployment: approximately 42% of the women employed under measures for job creation had been out of work for more than a year.

On the basis of Act 1262/82 and of resolutions issued by the Minister of Labour, employers in GREECE receive recruitment premiums for new employees. Prerequisite for these premiums is that no-one is dismissed to create these new jobs. Companies working with new information technologies receive DR1,000 for recruiting a man and DR1,100 for recruiting a woman, whereas the recruitment of a returning emigrant is subsidised with DR1, 100 in either case.

In SPAIN, a number of schemes entailing subsidies or grants are intended for those at a disadvantage such as women. Measures to promote employment which involve subsidies and reductions in social security contributions include in particular indefinite contracts for persons over 45 years of age (400,000 pesetas subsidy and reduction of employer's social security contribution to 12%).

A further scheme designed to encourage employers to recruit women into those occupations in which they are under-represented also involves a subsidy of up to 250,000 pesetas, which is doubled when the ESF contributes.

The government in FRANCE is in a position to achieve various objectives via recruitment premiums. The main aim is to facilitate access to the labour market for persons at a disadvantage. These measures are mainly aimed at women. Most of them are young people (55% of the young unemployed are women, 50% of all unemployed are women) and long-term unemployed (of which 54% are women).

For young people (men and women), various measures have recently been taken mainly aimed at reducing the employers' social security contributions in the event of recruitment. In 1987, a scheme for long-term unemployed (men and women) was passed by which employers are relieved of their share of social security contributions by up to 50%.

In IRELAND, the Employment Incentive Scheme which provides subsidies to employers for the recruitment of additional workers is weighted in favour of the long-term unemployed who are considered to be the most disadvantaged group in the labour market. The take-up by women under the Scheme is 38%.

In the NETHERLANDS there are a number of measures for women wanting to return to work.

In the UNITED KINGDOM, recruitment premiums are paid to employers recruiting young people under the age of 21; these measures apply to both men and women. A sample survey conducted in 1986 revealed that 46% of the participants of this "Jobstart" scheme were working in areas which are traditionally associated with women. Of the 8,156 people accepted into the Scheme, 32% were women.

Special grants of £1,000 are paid to employers creating part-time jobs.

III.1.(a)4. "adopt adequate measures to promote increased representation of women, in order to achieve a better balance in the industries of the future, especially the high technology industries."

A number of measures, especially surveys, sensitizing campaigns and vocational training schemes, have been carried out with the aim of facilitating women's access to the new technologies.

In DENMARK, various research projects have been launched in the past 3 years in order to make women take an interest in the industries of the future.

In the public sector, it is mainly the equal opportunities advisers and the project leaders in the placement services who are to set these projects in motion in co-operation with universities, EDP shops, job initiation centres, companies and organizations.

When conceiving these projects aimed at women seeking vocational training or employment, an attempt was made to broadly accommodate new technologies and to provide women with vocational training comprising knowledge and skills in areas with good prospects of employment.

In this sector, furthermore, introductory courses are offered to young women by schools of engineering and similar institutions. The number of openings in these schools and colleges has been increased significantly.

In the FEDERAL REPUBLIC OF GERMANY, the Federal Institution for Labour (BfA) directly approaches young people through personal contacts, careers advisers as well as teachers and companies with various publications, not to mention television programmes. Some of these publications are specifically designed to interest girls in industrial and technical jobs.

By means of a number of programmes, the Federal government further promotes the introduction of education in information technologies and the application of new technologies in all areas of education.

In this context, various focal points for these programmes and pilot schemes specifically aim at increasing the number of girls and women in the industries of the future. These programmes are applied both in universities and in small and medium-sized businesses.

In GREECE, different training institutions for the public sector have introduced special teaching programmes for women in the area of high technology.

In SPAIN, present discussion centres on measures which are to be applied in the industries of the future and which may have positive effects on the employment of women in conjunction with the previously mentioned premiums in those areas where they have been under-represented.

In FRANCE, the government is of the opinion that occupational qualifications play an important part in this context:

- 1) Girls are to be made familiar with the natural sciences and with technical subjects as early as possible. In this regard, grants for technical and scientific jobs which are designed to provide an incentive for girls to study engineering deserve special mention.
- 2) The Ministry for Women's Rights, which was succeeded by the Department for Women's Affairs, finances further vocational training in the form of pilot projects in order to initiate an educational policy for women in those areas where they are under-represented at present and new technologies are involved.
In widely varied sectors of industry and in some regions, such offensives for further vocational training have been launched through direct contact with businesses. Practical training is especially suited for subsequently helping women enter into careers.
- 3) Some of the "plans" for the employment equality of men and women comprise elements of further vocational training specifically aimed at making it easier for women to secure jobs in new technologies.

In IRELAND, AnCO, the Industrial Training Authority, has since 1975 implemented an equal opportunities policy which focuses on increased participation by women and girls in training programmes, the integration of women into occupations traditionally held by men, and the unique training needs of women who return to work after a career break.

The organisation of the following courses represent significant initiatives:

- Women into Management
- Women into Electronics
- Women into Technology.

In the NETHERLANDS, various opportunities exist in the information technologies for obtaining and completing training in order to increase one's prospects in the labour market.

In the UNITED KINGDOM, the Department of Trade and Industry adopted a number of measures to encourage girls and young women to pursue nontraditional careers in industry, particularly in management, engineering and information technology.

The Engineering Council published a report which calls on employers to make allowances for a break in employment to have a family; there is evidence that industry is already moving in this direction.

III.1.(a)5. "make efforts also in the public sector to promote equal opportunities which can serve as an example, particularly in those fields where new information technologies are being developed."

Efforts have been made, particularly in the area of vocational training, to promote equal opportunities in the public sector.

In BELGIUM, various ministries have started preparatory measures on a voluntary basis in co-operation with women working in these ministries. These activities are aimed specifically at sensitizing these women and providing them with information and at facilitating training and university courses in order to enable them to participate in promotional programmes and to improve their self-confidence.

In DENMARK, the law on the equal treatment of men and women has resulted in a more balanced selection of persons holding office in the public interest. In 22 councils, commissions and ministerial committees, the female portion was 31.7% in September 1986.

Within the scope of the national action plan for equal treatment, all ministries are urged to report on the proportion of men and women in their offices and to account for the proportionate participation in advanced training schemes.

In the FEDERAL REPUBLIC OF GERMANY, the guidelines on positive action for women in the federal administration took effect on March 1, 1986 in order to ensure that women be properly considered in recruitment and promotions.

These guidelines apply to the whole of the Federal administration, i.e. also for those areas applying new information technologies. Comparable guidelines apply at regional (Land) level.

In GREECE, manpower services and a labour organization run courses on new information technologies which are offered especially for women in combination with traditional training, e.g. in administration.

In IRELAND, the government issued a policy statement in November 1984 on equal opportunities in employment. A working party to monitor the application of equality initiatives in Statesponsored bodies was set up by the Minister of Labour in 1986.

In the Irish civil service, various initiatives have been adopted since 1984 to increase the proportion of women serving in higher grades. Some of these initiatives are:

- the setting up of a special section in the Department of Finance with special responsibility for equality issues;
- the publication of Equal Opportunities Policy and Guidelines for the civil service and the monitoring of their implementation;
- the introduction of a new training course for women in management grades in the public sector.

In ITALY, the regulations of July 25, 1986 determine that female members who are familiar with the particular problems of women in administration are employed in financial control as observers of employment in administration.

This is to ensure that women's access to careers in the public sector is controlled and that, if necessary, appropriate measures can be taken in order to ensure actual equality of men and women in this area.

In the UNITED KINGDOM, the civil service adopted a programme of action for developing equal opportunities for women employees in 1984. Recruitment advertisements have since been worded accordingly and wherever possible selection boards now include women members. Selection boards must justify decisions on hiring respective candidates.

Also, government research establishments are encouraged to forge closer links with schools, especially with a view to increasing the number of women employed in technical jobs.

In the area of career development, various women management courses are run to develop skills especially for women in middle management.

III.1.(a)6. "endeavour to ensure that initiatives aimed at the reduction and re-organization of working time make a positive contribution to the promotion of equal opportunities in the area of employment, by permitting inter alia greater flexibility in working hours."

A number of initiatives on the re-organization of working time have been adopted. In certain cases these have been tailored to women or have affected them to a particular degree.

In BELGIUM, a number of measures on the reduction and flexibilization of working time have been introduced in the private sector. In March 1987 legislation on the introduction of re-organized working times in business was passed to provide more flexibility to both employers and employees when organizing working times. This legislation, however, does not provide for repealing the legislation prohibiting night-work for women. However, it does facilitate women's access to various late shifts.

All measures, however, apply equally to men and women. No results are available as yet on whether improved flexibility by means of negotiations in certain areas at company level can create new jobs for women.

In DENMARK, the weekly working time was reduced to 39 hours in 1987, and a further reduction to 37 hours is planned for 1990.

In the public sector, working time has been quite flexible since the fifties. In areas with predominantly female staff, access to reduced and flexible working hours causes comparatively few problems. This applies especially to office work, teaching jobs, nursing, educational jobs, services, etc.

In the FEDERAL REPUBLIC OF GERMANY, the organization of working time is a crucial issue in collective bargaining. No legislation has been passed on reducing or re-organizing working time.

In the public sector, flexible working hours are increasingly common. These provide employees with a certain amount of flexibility in organizing their working time. For civil servants there is a regulation allowing any persons on official emoluments to have their working time reduced by up to 50%. Further, they will be granted unpaid leave of up to 3 years with the possibility of extension, provided they have at least 1 child up to the age of 9 and in the case of part-time work up to the age of 18, or another relative needing care and attention as certified by a physician, living in the same household and they are actually looking after or nursing this person.

In GREECE, the government has not taken any specific measures to reduce or re-organize working time. However, talks are taking place with both sides of industry. Any regulations on holidays and working time apply to everyone and have no particular effects on equal opportunities. However, there is an exception in the public sector for parents with children under two years of age which enables them to work two hours less per day without any loss in pay, and one hour less per day if they have children under the age of four. In the private sector, parents may work one hour less for one year.

In SPAIN, the weekly working time has been limited to 40 hours per week since Law 4/1983 of June 23 was passed; the annual holiday entitlement is at least 30 days, both in the public and the private sectors. Within the framework of collective bargaining between employers and employees, the annual working time was reduced from 1,845 hours in 1983 to 1,789 hours in 1986. The same framework can be used for fixing flexible working times which may also be introduced at the workplace.

The public administration has introduced a 37.5 hour working week with flexible working times for all employees.

A survey carried out in 1984 showed that the percentage of participation in flexible working hours among blue-collar workers was 7.1% compared with 13% of white-collar workers. Bearing in mind that there are more women in the latter category, they are more affected by flexible working times than men.

The gradual reduction in the working day and the introduction of flexible working times have helped to encourage the accommodation of work to the personal needs of employees, such as attendance at training courses and carrying out personal responsibilities.

In FRANCE, legislation was passed in 1987 under which night work for women in industry is permissible provided agreement has been reached in an individual works or industry agreement.

In 1985, the weekly working time was reduced overall to between 35 and 39 hours.

For some years pregnant women have been privileged in the organization of working time, and some of the rights previously applicable only to mothers, e.g. part-time work, have now been extended to fathers.

The improvements comprise:

- improved protection of working mothers without any adverse effects on their careers;
- equality in parents' rights: Regulation No. 85-986 of June 16, 1985 considerably improved the existing regulations on parental leave;
- part-time work: since 1982 the possibilities of part-time work in the public sector have been improved.

In recent years, various measures have been taken in France to improve flexibility of working time with the aim of improving plant utilization in companies. However, it is hardly possible to assess the effects of these measures on equal opportunities for men and women.

In IRELAND, a number of more flexible working arrangements have been introduced to the civil service to help staff who wish to combine a career and family responsibilities. These comprise job sharing and a career breaks scheme introduced in 1984 which allows staff to take special leave for periods of from one to three years for a wide range of purposes, including family responsibilities. By the end of April 1986, 1,666 civil servants had taken career breaks.

In 1987 action was taken in Ireland to remove the statutory prohibition on industrial night-work for women. It is hoped that the removal of the ban will improve the ratio of women's to men's wages.

In PORTUGAL, public servants generally have the possibility of deciding in favour of part-time work.

The Portuguese Government has drafted a suggestion to remove the limitations on 8-hour days and 48-hour weeks (corresponding to ILO Convention No. 1).

In the UNITED KINGDOM, 60% of staff in the civil service have the opportunity to take part in flexible working hours schemes if they wish. Approximately 5% of civil service non-industrial staff work part-time.

In the civil service, participants in the career break scheme are in their absence provided with information and news about activities and policy developments in their respective departments. They are offered short periods of employment each year and can apply for reinstatement within agreed periods of absence.

Various flexible working arrangements are utilized, but they apply to both men and women.
Job sharing is practiced especially by women.

III.1.(a)7. "ensure that voluntary part-time work does not lead to increased sexual segregation on the labour market."

In some Member States, there are regulations on part-time work which apply to both men and women. However, women continue to represent the majority of those working part-time.

In BELGIUM, the legislation on part-time work applies to both men and women. There are no schemes to reduce the segregation of the sexes in the labour market.

Apart from voluntary part-time work, the manpower services also provide the opportunity of part-time work to those threatened by unemployment (provided they are unable to find fulltime employment). This group of people consisting mainly of women continue to be treated as looking for full-time employment, but the number of women registered as unemployed is thus reduced significantly.

In DENMARK, the question of part-time work is a matter which is determined by the social partners.

In the FEDERAL REPUBLIC OF GERMANY, legislation on the promotion of employment upgraded part-time work in 1985, particularly by providing that it receive equal treatment with full-time work. Certain forms of part-time work, e.g. work on demand and job sharing, were safeguarded socially. In a wide-spread information campaign, employers were called upon not to limit part-time work to women or to activities requiring lesser qualifications.

In SPAIN, a modification of the Law on part-time work (32/84, August 2) which had been limited to specific social groups, resulted in a major change, i.e. it make it possible to bring about a more even distribution of available employment with a positive anti-discriminatory effect by declaring part-time work on a par with full-time work.

In 1986, women held 58.9% of part-time contracts, whereas they accounted for only 25.8% of all contractual employment.

So as not to increase the segregation of women on the labour market, legal steps were taken in FRANCE allowing employees choices:

Refusal to work part-time is no grounds for termination; part-time work can be requested for a specific time; in the case of available jobs, those looking for part-time employment are to have priority.

The individual and collective rights of these employees correspond to those of full-time workers.

In 1981 and 1982, the legal provisions to achieve equalization of part-time and full-time work with regard to social security significantly improved the status of the former. This led to a sharp increase in the demand for part-time work: between 1982 and 1986, the number of women working part-time rose by 329, 000 whilst the number of full-time jobs was reduced. 21. 7% of all women worked part-time in 1986, but only 3% of all men.

In ITALY, 75.9% of all part-time contracts of employment were held by women. The number of employment contracts converted from full-time to part-time contracts is higher still.

Demand for part-time work is very low in PORTUGAL since there is no unemployment insurance for those working part-time: only 2.9% of men and 7.4% of women work part-time.

III.1.(a)8. "enable women to have equal access to financial and other facilities available for the creation of businesses, particularly in the context of local initiatives to create employment, including those taken on a co-operative basis, which offer women worthwhile employment prospects and working conditions."

Few measures have been taken specifically for women. The existing regulations are, however, applicable to both men and women.

In the FEDERAL REPUBLIC OF GERMANY, programmes in support of starting businesses apply to both men and women. These include payments by the Federal Institution for Labour which in this context refers to unemployed persons wanting to start their own businesses.

In order to enable women in GREECE to gain access to various financial and other facilities so as to set themselves up in business, the employment services and the General Secretariat for Equality have introduced special programmes in cooperation with various educational establishments in the most diverse areas:

- programmes of vocational guidance for women in traditionally male occupations as well as new information technologies;
- training courses for women in agri-tourism, cottage industries and handicrafts;
- creation of cooperatives in various villages in Greece and in areas previously dominated by men, e.g. technical occupations, electricians, etc.;
- programmes in education for women wishing to enter the labour market or returning to work, especially in order to familiarize the latter with changed conditions of the labour market.

All the programmes in Greece mentioned above can be utilized by both men and women.

In SPAIN, financial assistance is available under a number of schemes for the establishment of businesses. At present, these are available both to specific groups of people, e.g. the long-term unemployed, and to specific model groups, e.g. co-operatives. In all these cases, assistance is available equally to men and women.

As regards employment equality of men and women, the government in FRANCE supports the establishment of businesses by women. There is, however, no special financial aid which is available exclusively to women. Special programmes aimed at women for sensitizing, publication, information and training for establishing new businesses have been supported by the Department for Women's Affairs in co-operation with various institutions in this field.

The Department for Women's Affairs also supports various institutions helping women to establish new businesses.

In IRELAND, the grants and loan facilities offered are non-sex-differentiated. However, no legislation exists to provide for equal treatment of men and women regarding access to financial credit.

A modification of the legislation to this effect is planned, however.

A special scheme of free business advice was launched in 1986 by the then Minister of State for Women's Affairs. Features of the scheme were:

- (i) a women in business freefone, through which women starting a business could speak to a business adviser who could answer queries and give advice about other services available from state-sponsored bodies and other sources;
- (ii) a business consultancy service, which involved a free business consultancy session with an experienced consultant. The service was provided on a person to person basis throughout the country.

By the end of 1986, 4,210 calls had been received and 510 consultations had been given.

Following the change of government, the scheme was terminated in 1987.

In ITALY, Law No. 44 of February 28, 1986 encourages young people to start businesses in the southern part of the country.

The list of priorities defining projects of an innovative nature - whether because of the technologies used, the type of work or line of business - is intended to favour projects presented by women's initiatives in the event of equal financial and production facilities.

A pilot scheme in the NETHERLANDS aimed at helping women to start off in business was discontinued in January, 1987 after three years. Other schemes for the establishment of new businesses are available equally to men and women.

In the UNITED KINGDOM, the government provides grants to unemployed people wishing to start up in business if certain criteria are met. Both men and women have equal access to these grants. Of the total of 81,000 people receiving these grants, 26% were women.

III.1.(b) In the areas of education, vocational training and guidance, measures were to be taken for "giving women a wider choice of jobs to enable them to participate more equitably in growth sectors and in the industries of the future".

This is probably the area in which most measures were taken.

In BELGIUM, both the Minister for Education and the Secretary of State for Social Emancipation started television campaigns with a view to attracting girls to "jobs of the future". Further measures within the scope of this campaign comprised of the development of a special teaching unit for teachers of 6th grades in elementary schools, sending a letter to parents and distributing a brochure entitled "Equal Opportunities for Boys and Girls when Choosing a Course of Studies and a Career" intended for parents, parent organizations, teachers and other people concerned.

In DENMARK, the Minister of Education initiated a plan of action in 1985 mainly to attract girls and young women to areas with good employment prospects. This plan is exclusively directed at problems of job selection arising for women of all levels of qualification and contains quite a number of different small and larger schemes (special courses, research, sensitization, etc.).

In the FEDERAL REPUBLIC OF GERMANY, the following steps were taken in co-operation with the Ministry of Education and Science so as to extend the range of occupations available to women and girls:

- continuation and conclusion of the extensive pilot scheme called "Vocational Training for Girls in Industrial and Technical Jobs";
- publication of the results of this scheme, especially in regional information conferences;
- appeal to all those responsible to contribute to the improvement of women's and girls' opportunities in vocational training and employment;
- implementation of several of pilot schemes in businesses with vocational training facilities and in vocational schools which include vocational training of women and girls in the new technologies.

Furthermore, the Federal government supports a number of projects specifically aimed at imparting knowledge in information technologies and which are intended particularly for unemployed women and for women before and during career breaks, as well as measures for school-girls and female trainees.

In GREECE, programmes for education and vocational training are equally available to men and women. Some specific programmes for women are offered by various organizations of the public sector.

In SPAIN, the number of women now studying at university has risen by 33% in the last 5 years, compared with an increase of only 12% for men. However, women continue to read the traditionally female subjects whilst men tend to choose subjects with better prospects in the labour market. A change in this situation in Spain is mainly promoted by advertising campaigns and individual consultations by the Institute for Women's Affairs.

Beyond this, the Ministry of Education and Science and the Ministry of Employment and Social Security work together in information campaigns to attempt to encourage the participation of women in activities providing training in occupations in which they are under-represented.

The participation of women in vocational training schemes rose from 29.4% in 1984 to 34.4% in 1985.

The increase is particularly high in the food industries (317.5%), the footwear and leather industry (102.4%) and informatics (91.1%).

A number of measures to generally improve the situation in the labour market, such as the National Occupational Training and Integration Plan (FIP), have been adopted in order to bring workers' skills into line with the requirements of the labour market.

All these measures which are mainly directed at disadvantaged groups, e.g. young people, long-term unemployed, etc., are available to both men and women.

Furthermore, a number of activities and programmes have been dedicated to promoting an education system in which girls and boys are treated equally without regard to their sex. This comprises sensitizing campaigns: seminars, conferences, etc., to discuss problems and practical alternatives with those who are working in education, the distribution of materials, the production of a manual containing practical recommendations as regards equal opportunities in education, and surveys on stereotyping in school textbooks.

Based on an agreement signed between the Ministry of Education and the Institute for Women's Affairs in July, 1986, a Teacher Training Programme was introduced, designed to eliminate sexual discrimination from educational practice in schools.

A working group on the implementation of the Council Resolution of June 3, 1985 has been carrying out an action research project in two schools with the aim of encouraging girls to take an interest in the new information technologies.

With the backing of the European Community Network on the Diversification of Occupational Choices, pilot projects are being carried out in schools with a view to expanding the educational and occupational choices of young women and men.

In FRANCE, the Secretary of State for Vocational Training issued a decree on the integration of young people intended to help all young people leaving the school system without having passed their final examinations to decide on their occupation and to find employment. Within the scope of this decree, a circular from the Minister of National Education stresses that special attention is to be paid to the occupational choices of girls, especially with regard to their diversification.

In this context, the following measures have been adopted:

1. Analysis of female school-leavers, their level of education, the percentage of examinations passed with regard to the labour market and the economic and regional priorities of development;

2. Schemes for sensitization, information and training of those putting this decree into effect so that they are better equipped to intervene in the "education for occupational choice".

The simultaneous development of schemes in companies so as to provide more direct access to employment for young girls.

3. Listing of innovative initiatives in the various regions.

4. Reflections on additional qualifications for young girls in the supplementary training courses based on local initiatives.

In the educational system, the French Government has adopted various measures especially in schooling in order to give girls a wider choice of employment.

In IRELAND, a research project confirmed the existence of sexism within the school system and indicated that special measures would be necessary. These have been taken since 1984, e.g.:

- fostering of research,
- organizing seminars for school authorities and teachers and the development of an improved choice of subjects for girls;
- introduction of the ESF aided Vocational Preparation and Training Programme.

Apart from various activities like the publication of a manual or the organization of further education for women, special courses are held for women wishing to return to work.

In the NETHERLANDS, special measures have been taken, particularly to encourage girls to take an interest in technical occupations. There are further projects in the field of informatics.

In this connection, the vocational schools for women must be mentioned; these are part financed by the ESF and pursue the following aims:

- to promote the advancement of vocational training for women in traditionally male occupations;
- to place women in a position to qualify for a new occupation and to help them with finding a job, especially in the field of informatics;
- to provide conditions for women permitting them to start up their own businesses (this also means, for instance, that the opening times of schools and child-care centres should coincide with those of the vocational schools for women).

The vocational schools also try to attract those women who are over 25 years of age and have never worked or those who want to return to work after a long break.

The Ministry for Education and Science has run a campaign for girls between the ages of 13 and 16 to generate an interest in occupations in the natural sciences.

A further campaign initiated by the same Ministry addresses girls between the ages of 16 and 23 who have already passed school examinations with a view to encouraging them to pursue further education in schools for natural sciences to thus increase their prospects in the labour market.

Further activities in this field comprise the publication of information brochures in co-operation with large industrial firms, grants for women re-entering the labour market and subsidies for various women's foundations.

In PORTUGAL, measures and special programmes have been developed for the teaching sector. Among them, one programme deserving special mention has been developed by the Department for Women's Affairs in co-operation with the Ministry for Education to sensitize teachers to the need for equal opportunities.

Furthermore, various pilot projects for vocational training of women have been developed in co-operation with the ESF. Within the scope of these projects, information brochures have been compiled for young people, employers, etc. for the purpose of promoting awareness for a wider choice of occupations for women.

Within the framework of the ESF, the Department for Women's Affairs has carried out two projects on further education for women from rural areas which refer particularly to businesses or co-operatives in the textile industries.

In developing educational concepts, the government in the UNITED KINGDOM tries, for instance, to prevent girls from choosing fewer subjects in the natural sciences than those subjects traditionally chosen by them in the past. For this purpose, a number of programmes were developed and carried out. This aim is also incorporated into in teacher training.

III.1.(b)1. "ensuring more appropriate qualifications for female workers particularly affected by industrial restructuring and innovation, for those from less-favoured areas, for unemployed women and those seeking to return to work."

In BELGIUM, further vocational training organized by the Manpower Services, is being made available to all persons who are more than 40 years old and want to return to work without being registered as unemployed. Statistically, most of the persons affected by these measures are women.

In DENMARK, everything possible is being done to re-integrate women if they are willing to qualify for "male occupations". Female candidates not being granted access to certain programmes of further education may take part in introductory courses for further education promising good prospects for employment.

New combinations of further education are offered, merging "difficult" subjects with "easy" subjects, e.g. languages with economics.

Women are keenly interested in these combinations: More than half the candidates who have shown an interest in this scheme are women.

With regard to women from disadvantaged areas, unemployed women and women who want to return to work, equal opportunity advisers are responsible for suggesting measures especially aimed at women with no qualifications in order to improve their situation in the labour market and/or to help them keep their jobs in the case of restructuring measures. Several programmes for further education have already been organized for unemployed women- especially in the areas of building construction, the road transport industry, the metal industry and the electronics industry.

In the FEDERAL REPUBLIC OF GERMANY, advanced vocational training and re-training is supported on the basis of the "Arbeitsförderungsgesetz" (law on the promotion of employment) which applies equally to men and women. The proportion of women in these programmes was 35% in 1986 (31.9% in 1982).

To be eligible for these programmes, certain criteria have to be fulfilled, i.e. national insurance contributions must have been paid to the Federal Institution for Labour.

This legislation lays down a number of exceptions for women seeking re-integration into working life, and give credits for the time spent looking after and raising children instead of working in paid employment. If women are forced to take up work in order to earn their living, the existing parameters are not applied.

In SPAIN, there are two programmes within the scope of the FIP Plan mentioned previously which aim at improving the skills of workers affected by industrial restructuring and innovation. All the programmes under the FIP Plan, however, apply to both men and women, but they have since the second half of 1985 contributed to the fact that the proportion of women in employment has been rising: 27.6% in 1985, 29.1% in the first quarter of 1987. At the same time, the number of women registering with the INEM Employment Offices has increased due to the schemes provided under the FIP Plan.

In FRANCE, the groups mentioned here enhance their qualifications with the support of general measures which sometimes contain specific objectives for female employees. They also include some vocational training programmes and the financing of plans for employment equality in industry.

In ITALY, a number of vocational training plans were carried out on a regional basis in co-operation with the ESF between 1984 and 1987.

Since these plans were of a vocational nature, additional courses preparing the participants for working life had to be run, e.g. basic technical courses.

Approximately 90% of those taking part in these programmes were women who had not worked before or who had been unemployed for a long time.

In one case, a programme intended for women had to be made available to men after a court ruling.

In the NETHERLANDS, a number of special steps have been taken for women wanting to work for the first time or wanting to return to work after a career break. These steps aim at occupational re-integration and expanding chances of employment.

By virtue of the "Vermeed/Moor" law, for instance, an employer may benefit from an exemption of certain employer contributions for four years if he or she hires a woman who has been unemployed for three years and who is looking for employment, provided he or she signs an employment contract which is either unlimited or limited to a minimum of six months. To the employer this can amount to approximately 19% of wage or salary costs.

Also, employers hiring women who wish to return to work can apply for grants to finance vocational training and accompanying measures.

Such employment contracts, however, can only be implemented for additional jobs in non profit-making organizations in accordance with a number of clearly defined conditions.

Furthermore, 12% of the budget of the regional manpower services in the Netherlands are reserved for women returning to work. Further schemes for the promotion of this group of people also exist at regional level.

III.1.(b)2. "promoting increased representation of women in training programmes in order to achieve a better balance in those sectors where they are under-represented, especially sectors connected with the introduction of new technologies."

In DENMARK, approximately 31,000 women and 67,000 men registered for skilled labour training in 1986, while 19,000 women and just under 34,000 men registered for advanced vocational training aimed at enhancing the technical competence of employed and unemployed persons, especially in the field of new technologies. In 1985, for instance, 80% of those attending special courses designed to help people to start working, were women.

In the FEDERAL REPUBLIC OF GERMANY, a number of pilot projects and surveys are being aided to extend occupational horizons for women - especially with regard to new technologies.

The sectors in which women are under-represented in SPAIN coincide to a large extent with those in which the introduction of new technologies is most striking. Government action in this field is expressed in the FIP Plan, under which a programme has been implemented with partial financing by the ESF. The purpose of this programme is the introduction of vocational training to women in areas in which they are under-represented at present.

The programme is designed to provide training for 1,786 women over the age of 25 in 1987, while 8,000 women are to be included in this programme in 1988.

In FRANCE, women represented 34% of those who had finished training measures financed by the government, the various regions or companies in 1985.

With regard to women's access to those areas in which they have been under-represented so far, it needs to be said that, commensurate with the regulations on equality in employment of July 13, 1983, the Committee for Women's Affairs has since 1984 conducted courses for the advancement of women in order to enable them to undergo qualifying practical training in electronics, where their participation had been very low.

In the years 1985, 1986 and 1987, a number of government-financed programmes were created to train women for those areas where they had been under-represented and in which new information technologies are being used.

Further activities are aimed at running information campaigns for women on the available training courses.

In PORTUGAL, the law on advanced vocational training (No. 165/85) comprises two specific programmes for training women. One of these is designed to promote equal opportunities in access to employment, the other the re-integration of women into working life. However, the training institutions have made little use of these programmes.

In the UNITED KINGDOM, special courses for young women have been established to provide them with knowledge in areas previously reserved almost exclusively for men.

III.1.(c) Placement, Guidance and Counselling Services

"adopt the necessary measures to ensure that placement, guidance and counselling services are staffed with skilled personnel in adequate numbers in order to provide a service based on the necessary expertise in the special problems of unemployed women."

At the initiative of the Secretary of State for Social Emancipation, negotiations are taking place in BELGIUM to give preference to female applicants for positions as careers advisers.

In the French-speaking region of Belgium, a network of equal opportunity consultants has been established in the training institutions of the manpower services whose responsibility lies in helping unemployed women to opt for careers.

In DENMARK, it is one of the 2,000 placement counsellors' tasks to devote their work to the problems of unemployed women. The majority of counsellors does not normally have any particular training with regard to the special situation of women in the labour market. However, they are conscious of the training requirements in this field. For this reason, the budget has been increased since 1987. Thus, 50 participants engaged in job placement benefitted from two-week training courses conceived in 1987 to treat the subject of "Women in the Labour Market".

In the FEDERAL REPUBLIC OF GERMANY, staff numbers have been increased in the specialty departments of the employment agencies in recent years. Since modern technologies have eased the workload in administrative areas, the advisers can increase their efforts in difficult areas of occupational and vocational guidance as well as placement.

For the advisers in the manpower services, a system for further education and training has been put into effect to provide for specialist requirements in various functional areas. Specialist knowledge for helping unemployed women, however, is generally assumed to be available.

In GREECE, the manpower services have recently been restructured and staffed with qualified personnel in such areas where job placement services and information on vocational guidance programmes are available.

Furthermore, a special service for equal opportunities has been created; here, special programmes connected with employment and vocational training are discussed before a decision on their implementation is made.

In SPAIN, the offices of the National Employment Institute have been computerized to a large extent, and the staff has been trained in handling the EDP equipment. Furthermore, the overall office staff has been increased. Although training programmes are available, they seem to be of a more general nature.

In FRANCE, the Ministry for Women's Rights established special offices for registration and information in order to improve women's chances of occupational integration when seeking employment.

The objective to be followed by these offices is to help women find employment and to develop with them a career plan which best reflects their personal abilities and qualifications; they are also taught techniques of finding employment and the better utilization of existing facilities.

The service provided in these offices is noteworthy in that the problems of women seeking employment are dealt with individually and in depth.

A further measure related to this is the establishment of so-called "Centres de bilan", in which men and women are taught methods to determine their knowledge and abilities. The Department for Vocational Training and the Department for Women's Affairs make available FF500,000 each for the additional establishment of such centres concentrating on the special requirements of women seeking employment.

In IRELAND, the policy of the National Manpower Service is to implement an equal opportunities policy in all aspects of its work by ensuring that the Employment Equality Act is complied with.

This applies both in relation to its own staff and in relation to the users of its services.

Here the National Manpower Service supports a change in attitudes of both employers and of those seeking employment towards traditionally male or female jobs.

In the NETHERLANDS, special co-ordinators for emancipation were appointed in the offices of the regional manpower services who are responsible for integrating the emancipation of women into politics and into the work of these offices.

III.1.(d) Quantitative and Qualitative Information

"improve quantitative and qualitative information on the situation of women on the labour market and the assessment of the impact of policies to combat unemployment on the employment of women in order to be able to monitor progress in the sexual desegregation of employment and identify female unemployment trends more accurately."

Information on various aspects of female employment is generally available from the Member States.

The Commission has instructed its Network on Women in the Labour Force, established in 1983, to compile the qualitative and quantitative information available on various subjects, but has often found a lack of accessible material in the process.

In some particularly difficult cases (threat of unemployment to women, situation of self-employed women), the Commission itself commissioned surveys to close the gaps in the information available to it.

In BELGIUM, the brochure entitled "Women in Belgian Society" ("Les femmes dans la société belge") published by the Secretary of State for Social Emancipation contains, among other things, statistical data on the situation of women in employment and unemployment. The development of women in the labour market is monitored mainly by the offices of the manpower services who allocate entire chapters to this problem in their regular publications.

In DENMARK, precise and detailed statistical data on women's employment, unemployment and advanced training are available. Numerous research projects and syntheses provide information on the situation of women in the labour market.

Within the scope of the action plan on the equal treatment of men and women, Parliament asked the government to report annually to the Equal Treatment Council on the results achieved and to submit a final report in 1990 on the implementation of this action plan. Apart from this, the manpower services published a considerable number of reports containing both qualitative and quantitative evaluations of a certain number of initiatives for equal treatment in the planning of vocational training.

In the FEDERAL REPUBLIC OF GERMANY, regular surveys on unemployment figures are carried out providing basic data for both men and women. Furthermore, selected questions on the employment of women are investigated by various research establishments.

In addition, the data collected regularly on the implementation of labour market policy instruments are evaluated in the light of decisions affecting labour market and employment policies geared to women.

In SPAIN, data on the labour market are obtained from the Labour Force Surveys on the one hand and from the employment statistics of the manpower services on the other. The figures are broken down by sex and listed as to a number of variables, e.g. level of education, age group, marital status, sector of economic activity, occupational status, hours worked per week, method and time spent on seeking employment, motivation for seeking employment, etc.

Furthermore, specialized surveys on the employment situation make it possible to analyze the situation of various categories, e.g. women, with regard to their employment situation.

Regular analyses gauge the impact of various measures taken to improve the employment situation. Apart from these periodic analyses, various other instruments are used to analyze the effectiveness of employment policy measures. In autumn 1987, a survey will be conducted to construct a profile of those women seeking employment who have registered with the employment agencies as a result of the introduction of the FIP Plan.

In FRANCE, most of the statistics on the labour market are broken down by sex.

In co-operation with the Department for Women's Affairs, the National Statistics Office adopted a special measure in 1986 by publishing statistics on women: "Women in Figures" (Femmes en chiffres).

The government agencies provide regular reports on the situation of women in the labour market.

On a qualitative level, various surveys are conducted on different subjects concerning the situation of women in the labour market. Any measures taken are analysed, evaluated and observed using different statistical methods.

In IRELAND, the Central Statistics Office publishes labour market figures - classified by sex - at regular intervals.

Furthermore, a comprehensive study of statistics published in 1986 contains information on women in the labour market.

All the main agencies involved with special employment and training programmes have been required to prepare action plans containing measurable goals and targets for 1987 as well as measures pertaining to the special situation of women.

Since January 1, 1986, local authorities in ITALY have collected data every four months on the situation of men and women in the labour market with regard to pay, other employment related costs to the company, working time, etc.

In the NETHERLANDS, it was found, that from a qualitative point of view, employment of women has steadily improved in recent years due to increasing part-time employment, special developments in trade and due to growth in the area of hospital care. Up to now, the limited vocational orientation of women, however, has prevented them from meeting the increasing demand in industry, in services and in small and medium-sized enterprises.

In PORTUGAL, quantitative data are regularly collected on the situation of women in the labour market. This also applies to the evaluation of measures taken to combat unemployment.

In the UNITED KINGDOM, a number of research studies are conducted which provide both quantitative and qualitative information on the situation of women in the labour market. They are used as a basis for the development of political strategies to combat unemployment.

III.3. Encouragement of the Social Partners

"The Council considers that the principles and guidelines set out above should apply to action undertaken at every level, also by encouraging, where possible, both sides of industry."

In many Member States there are institutions in which the social partners can discuss problems regarding equal opportunities; other encouraging measures have also been adopted in some States.

In BELGIUM, the most important action to be mentioned in this context results from the Royal Decree of July 14, 1987 which refers to measures for improving the equality of opportunities among men and women in the private sector.

An information leaflet on these new measures is being prepared by C.T.F. (the Committee on Women's Work) in cooperation with the Department for Social Affairs and the Secretary of State for Social Emancipation. The C.T.F. will continue to publish information on this subject.

In DENMARK, the government has asked the social partners and businesses to participate in the activities it has initiated.

Apart from the incentives mentioned above, both sides of industry in GREECE participate in the information seminars of the various organizations responsible for equal opportunities.

In SPAIN, a law passed on January 7, 1986, established the General Council for Vocational Training (Consejo General de Formación Profesional). Its aim is to involve both employers and workers in the technical and practical development of vocational training. One of the members of this Council is a representative of the Institute for Women's Affairs who, together with the other representatives of the administration and both sides of industry, has to ensure that the principle of equal opportunities of the sexes is observed when developing the national vocational training programme.

With the introduction of the Law of July 13, 1983 on men's and women's equality of opportunity in employment, the High Council for the Equality of Opportunity in Employment was established in FRANCE. This Council is made up of 9 worker representatives, 9 employer representatives and 9 public figures selected for their competence and experience, especially as related to trade unions and associations.

It is consulted in all matters of drafting laws designed to secure employment equality for women and men as well as all texts concerning the particular working conditions of either sex.

With regard to advanced training, both sides of industry are continuously informed of different programmes so that as many women as possible can participate in them. The vocational associations are consulted on all important events concerning women and/or invited to participate. All important areas of public life in these events involving support for women or women's equality are included in this dialogue.

In IRELAND, the Employment Equality Agency is composed of, among others, representatives of both sides of industry. In 1983, the EEA published a Code of Practice for equal opportunities in employment which was subsequently approved by the Dail (parliament).

The Minister of Labour has recently urged employers to cooperate with the manpower services in an effort to redress the imbalances which exist in the workforce.

In the UNITED KINGDOM, all aspects of equal opportunities for men and women at work are discussed with both sides of industry in the Equal Opportunities Commission. The EOC has also published a Code of Practice.

III.4. Sharing of Responsibilities

"The Council stresses the importance of accompanying measures, especially regarding social infrastructure and means of encouraging greater sharing of responsibilities in the light of the general objective of improving female employment."

The measures taken here usually involve improvements in child-care facilities or - more frequently - parental leave, but they are mostly limited in scope.

In BELGIUM, a law on parental leave was introduced in 1985; it enables either parent to apply for parental leave of between 6 and 12 months, regardless of the child's age. This law is binding for the public sector; in private industries, it only applies if it is also covered by a collective agreement. The government pays any costs arising from this leave, provided the employer hires an unemployed person for the time of absence.

In DENMARK, there are various facilities for child-care financed by funds of the central or local governments and the parents. They comprise day nurseries for the 0-2 age group, kindergartens for the 3-6 age group, as well as age-integrated day-care centres and youth centres for school-age children of all age groups. Besides, there are youth clubs for children between the ages of 7 and 14 which look after children during the period between 12 and 6 p.m. Except in youth centres and youth clubs, meals are normally provided for the children.

In the FEDERAL REPUBLIC OF GERMANY, the Federal government is at present negotiating with the organizations responsible for the provision of child-care services as to more flexible opening times for nursery schools in order to better satisfy actual need, i.e. relating to parents' working time. The Federal government frequently points to the importance of the fair distribution of responsibilities in the family, in employment and in society, and research has been undertaken in this field. Women's organizations and groups are supported both financially and otherwise and work closely with the Federal government.

In GREECE, a law of 1984 stipulates that companies employing more than 300 people have to provide a place suitable for housing a child-care centre. This law also secures parental leave for both parents and leave in the event of sickness of a member of the family. Parents with children who are mentally or physically disabled can work part-time.

In SPAIN, a programme of the Ministry of Employment and Social Security supports creches for employees' children under the age of 6 whose families are not in a position to look after them.

In FRANCE, the Law of December 29, 1986 provides several measures for improved compatibility of the family and work. This, for instance, comprises parental leave mentioned above which was extended from 2 to 3 years whilst still maintaining guaranteed employment. Furthermore, tax relief for child-care was introduced.

In addition, relief is provided regarding social insurance contributions for persons hired to look after handicapped persons; similar benefits are available for looking after people over the age of 70.

In ITALY, the Decree of January 14, 1987 stipulates that in the event of new-born children less than six months old falling sick, fathers may take leave if the mother is ill or has died.

In accordance with Law No. 135 and 136/85 and 4/84 (on motherhood and fatherhood), employees in PORTUGAL - mothers and fathers - who have children to look after, have the option of choosing part-time jobs, flexible working hours, day shifts and unpaid leave. The manpower services subsidise creches for participants in vocational education.

In the UNITED KINGDOM, child-care services are available in the public sector where children are looked after during working hours and especially during the school holidays.

Furthermore, staff in the public sector are allowed to take unpaid special leave for family reasons. General provisions on maternity leave, part-time work, special leave and reinstatement after a career break are brought to the attention of staff.

III.5. Information Campaigns / Equal Opportunity Bodies

"The Council asks the Member States to develop, where appropriate in co-operation with the Commission, information campaigns aimed at encouraging the changes in attitudes needed to improve equality of opportunity in employment. The Council emphasises the essential role played in this respect, and also as initiators of positive action, by national committees and bodies for the promotion of equal opportunities, which must be able to act as effectively as possible."

Much has been done by the Member States, in some cases in co-operation with the Commission.

In BELGIUM, the most important initiative to improve equality of opportunity was a colloquium on positive action which was organized in 1984 by the Committee on Women's Work with the support of the Ministry for Work and Employment. This Committee has continued its work, especially by organizing a day of study in May 1987, on the employment of young women.

In DENMARK, campaigns have been conducted in this regard and conferences, seminars and courses have been held addressing in particular:

- employers taking on female personnel;
- young girls and women, in order to encourage them to take jobs in which females are under-represented;
- teachers and consultants, in order to draw their attention to problems of sexual discrimination, the role of the sexes and the distribution of responsibilities between men and women;
- parents, who might be able to influence their daughters in the selection of an occupation which is traditionally chosen less frequently by girls;
- women, who want to apply for positions in management.

In the FEDERAL REPUBLIC OF GERMANY, public relations efforts concerning the Federal government's policies regarding women aim at achieving more partnership and equality of opportunity in the family, at work and in society. To support this visually, various series of posters were printed and published. The Federal Republic publicly stresses girls' and women's contributions in research and the development of technologies in order to use visible examples to encourage girls and women to take an interest in technical matters. At regional (Land) level, special organizations deal with matters concerning women.

In SPAIN, information campaigns designed to promote the principle of sexual equality of men and women have been run mainly by the Institute for Women's Affairs which operates under the Ministry of Cultural Matters. Since 1984, this Institute has been engaged in the following activities:

- distribution of information on women's rights, publication and distribution of various information brochures on this subject and press campaigns;
- employment regulations relating to domestic service and appropriate information campaigns;
- information on the significance of Spain joining the EC, especially for women (1986);
- wage subsidies for the recruitment of women (December 1986) in connection with the ESF measures in occupations where women are under-represented.

In addition to these campaigns, the Institute for Women's Affairs has drawn up an Equal Opportunities Action Plan for the purpose of putting into effect the suggestions of the European Community. This Plan includes a number of measures for women to be implemented within the next 3 years.

In April, 1987 the Institute for Women's Affairs launched a 6-month publicity campaign entitled "A change in attitudes". The purpose of this campaign was to promote receptiveness in a wide social stratum for the changed role of women, especially at work.

In FRANCE, the Department for Women's Affairs financially and technically supports all measures to improve the employment situation of women and to promote equality of opportunity.

In IRELAND, the existing facilities comprise the Employment Equality Agency (since 1984) which operates under the Department of Labour, which, among other things, carries out information and publicity campaigns and seminars. The Joint Committee on Women's Rights, established in 1983, has also contributed significantly to the general sensitizing process. Furthermore, the Irish Government subsidizes the Council for the Status of Women, an umbrella organization of 54 women's groups. The main task of the Council is to promote equal opportunities for women, especially in employment.

The Office of the Minister of State for Women's Affairs, in existence from 1982 to 1987, saw a key function in the promotion of information campaigns on the status of women across the whole spectrum of Irish society, and not just in the employment area. Various programmes and activities originated there.

In order to safeguard the principle of equal opportunities, a national Commission for the achievement of equal opportunities was established in ITALY on June 12, 1984 by a decree of the President of the Council of Ministers. Similar Commissions were established at regional level which, in co-operation with various women's associations, play an important part in the distribution of information and in sensitizing campaigns.

In PORTUGAL, the Commission on Women's Affairs has initiated various activities such as televised information series on women's rights, particularly as relating to equal opportunities in employment, as well as sensitizing seminars for advanced vocational training of women, especially for those on farms.

In the UNITED KINGDOM, the Equal Opportunities Commission has a statutory duty to work towards the elimination of discrimination and to promote equality of opportunity. It provides extensive information on many aspects concerning these problems. The government supports the EOC's activities. Furthermore, the government has itself published a number of explanatory leaflets describing the relevant legislation, and a number of reports in this context.

IV. CONCLUSIONS

The following conclusions can be drawn from the information provided both verbally and in writing.

1. Given the magnitude of unemployment in general, some countries did not consider it appropriate to adopt specific measures to combat unemployment amongst women (United Kingdom, Spain, Ireland, Belgium).

2. In view of the disturbing state of public finance in some Member States, it was impossible for them to take specific measures to combat unemployment amongst women (Ireland, Belgium, Portugal).

3. All Member States took measures in the field of training, in order to reduce women's unemployment. Some of them laid particular emphasis on one or more of the following:

- a) youth training;
- b) reintegration of adults into employment;
- c) retraining of persons holding jobs;
- d) training of the administrators and advisers managing programmes for the reintegration of women into employment, as well as of the instructors themselves.

In fields other than training, the measures taken varied from one Member State to another.

4. Some Member States indicated that they had perhaps concentrated more on the management of unemployment than on its prevention (France, Ireland, Belgium).

5. Some Member States adopted legislation to combat unemployment (Federal Republic of Germany, France, Greece, Belgium); some feel that further legislation would not achieve the desired results (United Kingdom).

6. Privileged access for women to training or employment was introduced in some countries (Netherlands, Ireland, United Kingdom, Greece, Belgium).

7. France, Denmark and the United Kingdom underlined in particular the measures taken to assist certain categories of disadvantaged women.

8. Several Member States stressed the measures taken to encourage women to set up their own businesses (United Kingdom, Italy, France, Greece, Federal Republic of Germany, Netherlands, Ireland).

9. A number of Member States introduced the possibility of working part-time as one way of combatting women's unemployment (Spain, Italy) or improved the conditions for it (Federal Republic of Germany).

10. The existence of protective legislation for women was regarded by several Member States as an obstacle to the fight against women's unemployment (France abolished the prohibition of night working for female workers for this reason) - (see also the Communication of the Commission and the Conclusions of the Council on protective legislation).

11. Unequal treatment of men and women in matters of social security can cause particular problems for unemployed women who are unemployed (United Kingdom, Ireland). Some social security legislation may also pose problems for women who interrupted their working lives (Federal Republic of Germany).

12. For this and other reasons, it is sometimes difficult to assess the total number of women out of work or in search of employment, as they cannot always be registered.

13. Legislation on parental leave could be an effective way of reducing women's unemployment, especially if this entitlement were opened up to men as well as to women (Federal Republic of Germany, Belgium).

As regards legislation on parental leave, the United Kingdom government stated that, in view of the need to increase the competitiveness of firms, this would not be acceptable.

The Report shows that, apart from measures to improve vocational choices (extension of the range of jobs open to women) to sensitize the public and promote better sharing of responsibilities (extension of parental leave in most of the Member States), comparatively little has been done specifically for women.

Furthermore, the scope of the measures adopted proved to be quite limited in most cases. Most of the measures, especially those designed to bring about structural improvements, are of a general nature and directed equally at men and women or at certain groups (e.g. young people or the long-term unemployed).

Without a doubt, measures designed to increase the level of employment in general provide the necessary basis for combatting unemployment amongst women.

However, the sharp increase in female unemployment compared with male unemployment shows that this is also a structural problem of sexual segregation and that specific measures are necessary to combat unemployment amongst women.

In its Action Programme on Equal Opportunities, the Commission adopted a series of measures to increase the level of employment for women and thus also to combat female unemployment.

In its Resolution of December 22, 1986 concerning an action programme on employment growth (1), the Council stressed the importance of implementing this Action Programme.

This is why an analysis of the measures adopted by the Member States for implementing this Action Programme and this Resolution will now be appropriate.

(1) Official Journal C340, 31 December 1986, page 2.