



WOMEN IN STATISTICS

Statistical data
on the economic and social position
of women in the Community



Summary and comments by

Françoise REMUET-ALEXANDROU

The contents may be freely reproduced; please mention the source. A copy of any publication referring to this Supplement would be appreciated.

C O N T E N T S

	Page
<u>LIST OF TABLES WITH COMMENTS</u>	2 - 4
<u>POPULATION</u>	
The size of the female population - trends	5 - 7
<u>WOMEN AND EMPLOYMENT</u>	
Women's role in the world of work	8 - 14
Unemployment trends and structure of population in search of employment	15 - 17
Women's participation in production activity and working conditions	18 - 33
<u>EDUCATION AND TRAINING</u>	34 - 44

I N T R O D U C T I O N

The Statistical Office of the European Communities furnishes the basic statistics required in planning EEC ventures and directives designed to improve women's position. In drawing up social statistics at EEC level, it gives a breakdown by men and women.

Since information on the social and economic position of women appears in a variety of publications, the Statistical Office commissioned CISP - Comitato Italiano per lo Studio dei Problemi della Popolazione - to review all the sources with a view to compiling a set of statistical tables that would offer a picture of women within the Community. This 320-page report with 126 tables, based on the data available in early 1980, was published in 1981 (1).

The service providing Information for Women's Organizations and the Press within the European Commission's Directorate-General for Information is anxious to promote readier access to this information and its wider use. It has now summarized the report, assembling and setting out the most significant points that emerge from the figures.

Since some of the statistics are now rather old, an updated version will appear in one of the forthcoming issues of "Women of Europe".

(1) Condition Economique et Sociale des Femmes dans la Communauté, EUROSTAT (Statistical Office of the European Communities), 1981

**LIST of TABLES
with COMMENTS**

1. POPULATION

	Page
<u>Size and structure of the female population</u>	
Female population as a percentage of total population	6
Fertility rate	6
Average age at time of marriage and age difference between husbands and wives	7
Divorce rate	7
Married women by comparison with total female population	8

2. WOMEN AND EMPLOYMENT

<u>Women's role in the world of work</u>	
Population of European Community by employment status	10
Female population by employment status	10
Women not on the labour market	11
Women on the labour market by age group and country	11
Married women in employment	13
Women over 60 in employment by economic sector	14
<u>Unemployment</u>	
Women as % of total unemployed	16
Unemployed women under 25 as % of total unemployed	16
Reasons for unemployment	17
Main groups in search of employment	17

	Page
<u>Women's participation in production activities</u>	
Percentage of women whose main employment is in agriculture	19
Percentage of women whose main employment is in the service sector	19
Percentage of women whose main employment is in industry	20
Women in industry; industrial sectors of employment	20
Occupational status of women in agriculture	21
Occupational status of women in the service sector	21
Occupational status of women in industry	22
Comparison of men's and women's earnings in agriculture	22
Comparison of earnings of male/female blue-collar workers in industry	22
Comparison of earnings of male/female office workers in industry	23
Comparison of earnings from full-time employment in distributive trades and financing	23
Comparison of earnings from part-time employment in wholesale trade	24
Full-time employment in the distributive trades: breakdown by employment status	24
Part-time employment in the distributive trades breakdown by employment status	25
Skilled, semi-skilled and unskilled female labour	26
Women in industry: breakdown by skill category	26
Women in agriculture: breakdown by skill category	27
 <u>Working conditions</u>	
Average number of hours worked by women - breakdown by sector	28
Average number of hours worked by women - breakdown by job status	29
Subjective assessment of noise, health and working risks	29
Female employees: time taken to travel to work & distance	30
Means of transport used to travel to work	31
 <u>Work and the family</u>	
Help with housework	31
Women in paid employment: breakdown by number of children and full- or part-time status	32

3. EDUCATION AND TRAINING

	Page
<u>Vocational training</u>	
Enrolment in courses outside the school	35
Girls in education by level and type of education	36
Student population by field of studies	41
<u>Educational standards</u>	
Standard of education of women in European Community	42
<u>Training and careers</u>	
Vocational training of women in paid employment Breakdown by country and sector of employment	43

---ooo0ooo---

NOTES

1. The figures refer only to the nine Member States of the European Community (no information on Greece is furnished). In several cases, the statistics are available only for five or six Member States.
2. Some of the figures are percentages of the total female population concerned, i.e. $f/F = 100$, and/or women as a percentage of the total number of individuals concerned, i.e. $(f/[f + m] \times 100)$.
4. The definitions used in the survey on labour forces are in general based on those formulated by the International Labour Office (ILO) and Organization for Economic Cooperation and Development (OECD).

POPULATION

The size and structure of the female population

FEMALE POPULATION AS A PERCENTAGE OF TOTAL POPULATION

1977 (as of 1 January)

West Germany	52.4	France	51
Italy	51.1	Netherlands	50.3
Belgium	51.1	Luxembourg	50.4
UK	51.3	Ireland	51.3
Denmark	50.5		

The figures have been stable since 1971.

FERTILITY RATE

1976

Live births per women aged $\frac{(x) \text{ to } (x+4)}{\text{women from } (x) \text{ to } (x+4)} \times 1000$

Country	15-19	20-24	25-29	30-34	35-39	average 15-49
Germany	19.8	88.3	103.5	52.4	20.8	41
France	25.3	122	125	68	25	59.6
Italy	25.3	130.8 (1)	150	99	-	68.7 (1)
Neth.	11.3	94.5	138	60.4	18.2	52.8
Belgium	26.8	118.4	121.6	55	19	52
Lux.	23.4	97.3	105	55.9	22	45 (2)
UK	32.8	101	120	57.8	18.8	51.2
Ireland	22.7	139.6	219	173	98.4	99.8
Denmark	23.1	121.1	126	57	18	55.3

The rates are very much lower than in 1960, except in Ireland where there has been a slight fall.

In the 14-49 age group, the highest rate is for Irish women, followed by French and then Danish women.

In the 26-29 age group, the highest rate is for Irish women, followed by Dutch and Danish women.

In the 26-29 age group, the highest rate is for Irish women, followed by Dutch and Danish women. In 1970, Italian women were in third place.

In the 35-49 age group, the highest rate is for Irish, French and then German women.

(1) 1970.

(2) All figures refer to 1974.

MARRIAGE AND DIVORCE

1. Average age at the time of marriage and trend since 1960 and 1970

The countries in which women marry youngest are Belgium and France.

Belgium	22.0	falling
Denmark	24.0	rising
France	22.6	rising
Germany	22.9	rising
Ireland	23.9	falling
Italy	24	falling
Luxembourg	23.6	rising
Netherlands	falling	
United Kingdom	22.9	rising

2. Age difference between husband and wife (first marriages)

1977

Belgium	2.4
Denmark	2.7
France	2.1
Germany	2.7
Ireland	2.2
Italy	3.2
Luxembourg	2.9
Netherlands	2.3
United Kingdom	2.2

Divorce: annual rate per thousand marriages

Belgium	1.3	+
Denmark	2.6	+
France	1.2	+
Germany	1.8	+
Italy	0.2	=
Luxembourg	1.2	+
Netherlands	1.6	+
United Kingdom	2.4	+

Since 1960:

The divorce rate has doubled in every country except Denmark and in some cases tripled (Netherlands). In the United Kingdom, the rate has increased five-fold. Divorce is most common in Denmark and the United Kingdom.

Comparisons between countries are not always significant (because of legal differences in the definition of divorce). There is no divorce in Ireland.

4. % of married women by comparison with the total female population (1)
1977

Europe of 9	47.96%	
Belgium	51.88%	
Denmark	46.26%	
France	45.91%	
Germany	47.58%	
Ireland	37.09%	
Italy	49.13%	
Luxembourg	50.27%	
Netherlands	48.78%	
United Kingdom	49.03%	

- - - - -
(1) Eurostat quotes these percentages only in Economic and social condition of women, based on the figures for the total female population and on married women's activities.

POPULATION OF THE EUROPEAN COMMUNITY BY EMPLOYMENT STATUS

1977

Out of 100 unemployed persons, 45.5 are women. The proportion is highest in Belgium at 64.2%. The lowest is in Ireland at 20.8%. (1)

Belgium	64.2
Denmark	51.5
France	54.7
Germany	47.8
Ireland	20.8
Italy	47
Luxembourg	50
Netherlands	25.8
United Kingdom	36.2

Out of 100 non-working persons, 70% are women (74% in Ireland, with the lowest percentage in Denmark at 66.6%).

Out of 100 persons with a main job, 35.3% are women. The highest percentage of women with a principal job by comparison with the total population in employment or available for employment is in Denmark with 39.5%, the lowest in the Netherlands with 25.3%.

Belgium	31.5%
Denmark	39.0%
France	38.5%
Ireland	26.3%
Italy	28.8%
Luxembourg	29.0%
Netherlands	25.3%
United Kingdom	38.7%

FEMALE POPULATION - BREAKDOWN BY EMPLOYMENT STATUS

1977

27.0% of women are employed
1.5% of women are unemployed
52.2% of women do not have a job
19.2% are aged under 14

The highest percentage of women who do not have a job and are not seeking employment is in the Netherlands, the lowest in Denmark.

Belgium	55.8%
Denmark	42.6%
France	47.2%
Germany	53.9%
Ireland	52.9%
Italy	59.4%
Luxembourg	60.7%
Netherlands	61.2%
United Kingdom	45.9%

(1) See page 13.

POPULATION OF EUROPEAN COMMUNITY BY EMPLOYMENT STATUS -
1977

Out of 100 unemployed persons, 45.5 are women, the highest level being in Belgium and the lowest in Ireland. (1)

Belgium	64.2
Denmark	51.5
France	54.7
Germany	47.8
Ireland	20.8
Italy	47.0
Luxembourg	50.0
Netherlands	25.8
United Kingdom	36.2

Out of 100 non-working persons, 70 are women (74 in Ireland, with the lowest proportion in Denmark at 66.6).

Out of 100 persons with a principal job, 35.3 are women. The highest percentage of women with a principal job by comparison with the total population in employment or available for employment is in Denmark with 39.5%, the lowest in the Netherlands with 25.3%.

Belgium	31.5%
Denmark	39.0%
France	38.5%
Ireland	26.3%
Italy	28.8%
Luxembourg	29.0%
Netherlands	25.3%
United Kingdom	38.7%

FEMALE POPULATION - BREAKDOWN BY EMPLOYMENT STATUS - 1977

27.0% of women are employed
1.5% of women are unemployed
52.2% of women do not have a job
19.2% are aged under 14

The highest percentage of women who do not have a job and are not seeking employment is in the Netherlands, the lowest in Denmark.

Belgium	55.8%
Denmark	42.6%
France	47.2%
Germany	53.9%
Ireland	52.9%
Italy	59.4%
Luxembourg	60.7%
Netherlands	61.2%
United Kingdom	45.9%

(1) See page 13.

Denmark has the highest percentage of unemployed women by comparison with the total female population, at 3.4%.

Belgium	2.6
Denmark	3.4
France	2.0
Germany	1.1
Ireland	1.4
Italy	1.4
Netherlands	0.6
United Kingdom	1.5

WOMEN NOT ON THE LABOUR MARKET (1)

Out of 100 women who are not in employment or seeking employment:
14.6 are at school or in higher education
56.7 are at home
24.8 are retired

WOMEN ON THE LABOUR MARKET BY COMPARISON WITH TOTAL FEMALE
POPULATION - BREAKDOWN BY AGE GROUP AND COUNTRY - 1977

1. In the 25-34 age group:

Belgium	61.9
Denmark	74.1
France	63.2
Germany	54.4
Ireland	33.0
Italy	39.4
Luxembourg	41.4
Netherlands	29.6
United Kingdom	52.1
Average for Europe of 9	51.5

In the 25-34 age bracket, it is Dutch, Irish and Italian women who are least likely to be employed outside the home. In general the proportion is higher than in the younger age bracket of 14-21.

2. In the 35-44 age group:

Belgium	43.2
Denmark	69.1
France	56.1
Germany	48.7
Ireland	19.5
Italy	32.6
Luxembourg	29.1
Netherlands	23.3
United Kingdom	65.1
Average for Europe of 9	43.8

(1) There are no statistics on the work done by homebound women and there has been no attempt to carry out systematic surveys on this subject.

The rate is lower than in the 25-34 age group except in the United Kingdom, where it rises considerably (+13.7). The women least likely to be in employment are from Ireland, Luxembourg and Italy.

3. In the 45-54 age group:

Belgium	30.9
Denmark	59.1
France	53.1
Germany	46.4
Ireland	22.1
Italy	27.5
Luxembourg	23.1
Netherlands	20.5
United Kingdom	65.3
Average for Europe of 9	45.4

The same general pattern is found in this age group as in the 35-44 age bracket in the United Kingdom, and to a lesser extent in Ireland.

4. In the 55-64 age group:

Belgium	13.3
France	36.8
Germany	10.6
Ireland	18.5
Italy	13.8
Luxembourg	17.0
Netherlands	10.6
United Kingdom	42.2
Average for Europe of 9	28.6

5. In 1975, the average proportion of women on the job market by comparison with the total female population was lower than in 1977:

in the 25-34 age group it was 48.5;
in the 35-44 age group it was 45.7;
in the 45-54 age group it was 45.1;
in the 55-64 age group it was 26.9.

MARRIED WOMEN IN EMPLOYMENT - 1977

1. Out of 100 married women:

- 35.4 have a job;
- 1.4 are unemployed;
- 63.2 are not employed and not seeking employment.

In the 25-44 age group, 55.6% of women have a job. There has been a change in the pattern since 1975 in that the number of working and unemployed women has been rising and the number in the third group falling.

2. Percentage of married women on the labour market by comparison with total female population:

The highest rate is in Denmark, the lowest in Ireland.

Belgium	30.0
Denmark	48.8
France	42.4
Germany	35.6
Ireland	13.6
Italy	23.3
Luxembourg	21.1
Netherlands	17.6
United Kingdom	46.5

WOMEN OVER 60 IN EMPLOYMENT: BREAKDOWN BY ECONOMIC SECTOR -
1977

The percentage of women of 60 or over still working in agriculture is greater than the percentage in industry and services.

Agriculture - The rate is highest in Ireland:

Belgium	6.9%
Denmark	12.7%
France	9.9%
Germany	13.9%
Ireland	26.8%
Italy	10.0%
United Kingdom	10.5%

Service sector - The highest percentage of older women still working in the service sector is to be found in the United Kingdom, the lowest in Belgium.

Belgium	2.8%
Denmark	6.0%
France	5.7%
Ireland	7.2%
Italy	4.4%
Luxembourg	4.7%
Netherlands	3.0%
United Kingdom	7.6%

Industry - The highest percentage is in Denmark, the lowest in Belgium.

Belgium	0.7%
Denmark	5.0%
France	3.7%
Germany	2.4%
Netherlands	1.8%
United Kingdom	4.8%

WOMEN AND EMPLOYMENT

2. Unemployment

UNEMPLOYMENT - 1981 (1)

1. Registered unemployed (x 1,000): male and female

		Europe of 9	Bel.	Den.	France	Ger.	Ire.	Italy	Lux.	Neth.	UK
1980	M	3,746	143.8	87.6	658.4	426.4	77.2	958.6	0.526	159.9	1,233.6
	F	3,059	238.5	73.9	792.2	462.5	24.3	817.6	0.568	88.1	561.1
1981 ^p	M	5,182	198.6	127.2	859.2	652.2	97.9	1,040.1	0.830	262.1	1,944.3
	F	3,787	273.0	91.2	913.2	619.4	30.0	943.6	0.729	123.2	789.5

2. Women as a percentage of total unemployed

		Europe of 9	Bel.	Den.	France	Ger.	Ire.	Italy	Lux.	Neth.	UK
1980		45.0	62.4	45.7	54.6	52.0	23.9	46.1	51.9	35.5	31.3
1981		42.2	57.9	41.8	51.5	23.5	48.7	47.6	46.8	32.0	28.9

3. Unemployed women under 25 as percentage of total female unemployment

		Europe of 9	Bel.	Den.	France	Ger.	Ire.	Italy	Lux.	Neth.	UK
1980		46.0	39.1	39.1	48.7	28.2	33.1	54.7	57.8	62.1	54.8
1981		46.6	39.9	37.4	48.6	24.7	38.3	54.7	61.6	67.7	52.9

(1) These figures for 1980 and 1981 are not in the Statistical Office of the European Communities publication on the Economic and Social Condition of Women in the Community but have been taken from a bulletin issued by the Office on 27.8.1981. The bulletin was based on national data on registered unemployed. Because of differences in legislation, it is not possible to make a comparison between Member States.

p = provisional.

EMPLOYMENT - 1977

1. Reasons for unemployment:

Out of 100 women,

54.3	<u>loss of principal job</u>
33	dismissal
14.6	resignation
1	retirement
9	formerly self-employed

The proportion of women resigning is greater than that of men. In the same way, there are more women giving up occasional employment (14.%) than men (10.3%).

2. Main groups in search of employment:

Out of 100 women seeking a job:

- 42.2 are registered unemployed
- 35 have not been working but are not registered unemployed;
- 22.8 are in employment and are looking for another job.

WOMEN AND EMPLOYMENT

3. Women's participation in production activities: structure by economic sector, occupational status, vocational qualifications, earnings, working conditions, housework and employment obligations.

PERCENTAGE OF WOMEN WHOSE MAIN EMPLOYMENT IS IN AGRICULTURE

- 1977

	% of working women	% of agricultural labour force
Belgium	2.6	22.2
Denmark	4	19.5
France	8.6	33.9
Germany	7.7	49.0
Ireland	6.9	17.6
Italy	8.6	33.9
Luxembourg	5.3	25.2
Netherlands	1.7	8.0
Average for Europe of 9	6.6	31.6

The percentages are falling in general. The countries having the largest number of women working on the land by comparison with the total number of women in employment are, in order, Italy, France and Ireland. In Germany, they account for almost half of the total labour force, a third in France, while the figure is under a third in the other countries.

PERCENTAGE OF WOMEN WHOSE MAIN EMPLOYMENT IS IN THE SERVICE

SECTOR - 1977

	% of working women	% of service sector labour force
Belgium	73.7	40.2
Denmark	77.8	52.0
France	67.0	49.0
Germany	62.5	46.0
Ireland	68.7	39.3
Italy	55.6	33.7
Luxembourg	80.8	44.1
Netherlands	83.4	36.2
United Kingdom	73.0	50.8
Average for Europe of 9	66.7	45.2

The percentages are rising. More than two thirds of women who work have jobs in the service sector (83% in the Netherlands).

PERCENTAGE OF WOMEN WHOSE MAIN EMPLOYMENT IS IN INDUSTRY -

1977

Industry provides 9,333,000 European women with their main employment: 26.7% of the total female labour force works in industry, accounting for 23.2% of its labour. The percentages have been falling except in Denmark and Luxembourg.

	% of working women	% of industrial labour force
Belgium	23.6	19.1
Denmark	18.2	21.8
France	24.4	25.0
Germany	29.9	24.2
Ireland	24.4	19.8
Italy	31.2	22.7
Luxembourg	13.9	9.8
Netherlands	14.8	10.4
United Kingdom	25.7	24.0
Average for Europe of 9	26.7	23.4

Italy is the country with the largest proportion of women working in industry, followed by Germany. Women account for less than a quarter of the total work force employed in industry.

WOMEN IN INDUSTRY: MAIN INDUSTRIAL SECTORS OF EMPLOYMENT
(based on the general nomenclature for industries in the European Communities).

1. Out of 100 men and women in employment:

Women account for 18% of total employment in mining and quarrying of non-energy minerals and the chemical industry (26% in the man-made fibre production industry).

They account for 21.8% of the total labour force in the metalworking and precision engineering industries (39% in the industry manufacturing precision optical and other instruments, 38% in electrical and electronic engineering).

They account for 40.7% of the labour force in other manufacturing industries (clothing and footwear 76.9%; the processing of plastics and the rubber industry 30.7%; the textile industry 50%; food 36.4%; paper industry, i.e. printing and publishing, 32%; and other manufacturing industries 43.1%).

Only 10.5% of the labour force employed in energy and water and 6.1% of the labour force in building and civil engineering are women.

2. Out of 100 women in employment:

- 9.8 are in the mining and quarrying of non-energy minerals and the chemical industry (5.5% in the man-made fibre industry;
- 29.1 work in the metalworking and precision engineering industries (2.1% on the production of precision optical instruments and 11.7% on electrical and electronic engineering jobs);
- 55.1 work in other industries (11% in textiles, 16.6% in clothing); 2% work in energy/water and 4% in building and civil engineering.

THE OCCUPATIONAL STATUS OF WOMEN IN AGRICULTURE - 1977 (1)

- 61.1% of women are unpaid family helpers
- 17.6% are in paid employment
- 21.3% are self-employed or employers

The highest proportion of women employers is to be found in Ireland (48.9%) and then in the United Kingdom, the lowest in Belgium (4.6%).

The percentage of women who work on the farm without pay is falling.

THE OCCUPATIONAL STATUS OF WOMEN IN THE SERVICE SECTOR - 1977

Out of 100 women working in the service sector, 89.1% are in paid employment, 7.1% are employers or self-employed and 3.8% are unpaid family help. Women account for 26% of the employers in the sector.

The highest proportion of women who employ others or are self-employed is in Italy (15% of women), the lowest in Denmark (4%).

The percentage of women who work in the family business without pay is falling.

(1) Anyone engaged in work on his or her own account is considered to be "self-employed".

Persons in paid employment include both white- and blue-collar workers.

According to Eurostat's explanatory notes, unpaid family helpers are members of a family who give regular unpaid help with the running of a farm or business (for at least 14 hours during the reference week).

THE OCCUPATIONAL STATUS OF WOMEN IN INDUSTRY - 1977

A very great majority of women working in industry are in paid employment: 95.2% overall.

Italy is the country with the largest percentage of women employers in industry, 6% (11.8% of the total number of employers). The lowest percentage is in the United Kingdom with 1.3% (6% of total employers).

---ooo0ooo---

COMPARISON OF MEN'S AND WOMEN'S EARNINGS IN AGRICULTURE - 1975

Women's earnings as a percentage of men's earnings based on average hourly wage for skilled and unskilled workers.

Belgium	88.2
Denmark	106.0
France	95.3
Germany	78.5
Ireland	87.7
Italy	91.8
Luxembourg	82.7
Netherlands	77.8
United Kingdom	87.0

The gap in the wages paid to men and women in agriculture is narrower than in industry and the service sector.

In Denmark, women earn more than men (on an hourly basis).

COMPARISON OF EARNINGS OF MALE AND FEMALE BLUE-COLLAR WORKERS IN INDUSTRY - April 1978

Women's earnings as a percentage of men's earnings

Belgium	70.9
France	77.4
Germany	73.4
Italy	74.1
Luxembourg	62.4
Netherlands	73.7
United Kingdom	71.0

The gap between men's and women's earnings is wide in every country.

COMPARISON OF EARNINGS OF MALE AND FEMALE OFFICE WORKERS
IN INDUSTRY - 1972

Women's earnings as a percentage of men's earnings

Belgium	60.5
France	58.0
Germany	61.8
Italy	51.0
Luxembourg	54.0
Netherlands	61.9

There is less divergence between the earnings of men and women at the higher salary levels (over Bel.Fr.65,000, i.e. DM.4,500, Fr.F.10,000, Lit.1,000,000 or Fl.6,000).

In the category of salaried staff with average qualifications, women earn 66% to 89% of male salaries, the highest proportion being in France and Italy

COMPARISON OF EARNINGS FROM FULL-TIME EMPLOYMENT
IN DISTRIBUTIVE TRADES AND FINANCING - 1974

1. Wholesale trade

Administrative and executive staff (1): women's earnings by comparison with the average salaries paid to their male counterparts range from 62% in Luxembourg to 91% in Italy. Italy, Belgium (86.4%) and France (86%) are in the lead in this respect.

Unskilled staff (2): the percentages range from 57.8% in Luxembourg to 90.7% in Belgium. At the bottom of the list, therefore, comes Luxembourg, followed by the United Kingdom and Ireland.

2. Retail trade

Managerial staff (3): the percentage ranges from 90% in Italy down to 67% in the United Kingdom, with 86% in Germany, 79.8% in France, 83% in Belgium and 87.9% in Ireland.

The situation is more critical for **skilled administrative staff** (4), the percentage varying from 60% in Luxembourg to a ceiling of 79% in France with the exception of Italy where women earn 91% of men's salaries.

3. Financing (banking, insurance, etc.)

Skilled staff women's earnings by comparison with the average salaries paid to their male counterparts range from 70% to 100%. Women are best placed in Denmark, France (97%) and Ireland (91%).

- - - - -
- (1) Staff directly answerable to senior management.
 - (2) Wage-earners engaged on simple duties (requiring only elementary education).
 - (3) Junior executives, staff working with senior executives.
 - (4) Staff working to specific guidelines with limited scope for using their own initiative (Eurostat explanatory notes).

WHOLESALE TRADE - Comparison of earnings from part-time employment
1974

Highly skilled subordinate staff:

Women's earnings as a percentage of corrected gross average earnings.

Belgium	96
Denmark	90
France	71
Germany	105
Luxembourg	117

Unskilled staff:

Belgium	105
Denmark	101.1
France	92.2
Germany	90
Luxembourg	99.6
United Kingdom	107.5

Women are better placed than men in some countries and, as a whole, the inequalities are less marked than in the case of full-time wage-earners.

FULL-TIME EMPLOYMENT IN THE DISTRIBUTIVE TRADES: BREAKDOWN BY
EMPLOYMENT STATUS - 1974

1. Wholesale trade

Percentage of women employees

	Bel.	Den.	France	Ger.	Ire.	Italy	Lux.	Neth.	UK
Senior management staff	4.3	-	6.4	9.3	-	5.6	0	3	-
Senior executive staff	7.4	-	10	6.7	-	7	0	5.8	-
Subordinate skilled staff	35.9	24.7	35.8	34.7	32	35.5	33	22	33.2
Subordinate unskilled staff	28.4	17.3	38.6	38.1	15	34.2	25	11	31.2

The percentage of women in senior management is small. There is a substantial proportion of women in the "skilled staff" category, rather less in the "very skilled" category. The country in which there is the largest proportion of women in senior management is Germany.

2. Retail trade

Percentage of women employees

	Bel.	Den.	France	Ger.	Ire.	Italy	Lux.	Neth.	UK
Senior management staff	0.0	-	15	15.4	-	6.7	-	10.3	-
Senior executive staff	0.0	25	27	11.8	-	8.8	0.0	15.7	-
Skilled administrative staff	59.7	56.7	59	74.7	63.4	57	76.9	57.2	63.2
Other staff	51	41.8	68.6	64.6	43.8	40.3	75	-	56.3

Women tend to have jobs in the "skilled administrative" and "other staff" (lower ranking) groups. The percentage of women in the "skilled administrative staff" category ranges from 56.7% in Denmark to 76.9% in Luxembourg. The range in the "other staff" category is from 40.3% in Italy to 75% in Luxembourg.

PART-TIME EMPLOYMENT IN THE DISTRIBUTIVE TRADES:
BREAKDOWN BY EMPLOYMENT STATUS - 1974

1. Wholesale trade

Most of the part-time workers in wholesaling are women. In Belgium, for example, they account for 100% of the administrative and executive staff, 81% of the subordinate skilled staff and 68% of the unskilled staff. Women are worst placed in Luxembourg, where they account for 100% of the subordinate skilled and unskilled staff.

Only in France, Germany, Italy, the Netherlands and Belgium are there women among the executive staff.

The only country in which figures are available on women at senior management level is France, with 12.5% women in this category. At managerial and senior executive level, 16.7% are women in France and a remarkable 75% in the Netherlands.

2. Retail trade

The only country in which figures are available on women at senior management level is in France, with 33%. The highest percentages of women at senior executive level are to be found in Denmark (85.7%), the Netherlands (75%) and France (40%).

Women account for 80%-100% of skilled administrative and other staff.

SKILLED, SEMI-SKILLED AND UNSKILLED FEMALE LABOUR - 1972

Female labour by skill category

	Belgium	France	Germany	Italy	Neth.
Skilled	13.0	13.2	5.4	18.1	11.3
Semi-skilled	37.2	50.6	42.5	41.9	55.2
Unskilled	49.8	36.2	52.1	40.0	33.5
	100.0	100.0	100.0	100.0	100.0

In 1972, the country in which women were most highly skilled was Italy, followed by France and Belgium; the least skilled female work force was in Germany. On the whole, very few women workers are skilled, the maximum being 18% in Italy - a low figure. The majority of women are semi-skilled.

Women account for only 3% of total skilled manpower in Germany and Ireland, 7% in France, 13.8% in Italy, 3% in Ireland and 7.6% in Belgium.

WOMEN IN INDUSTRY: BREAKDOWN BY SKILL CATEGORY - 1972

	Belgium	France	Germany	Italy	Neth.
Executives earning over BFr.65,000 (1)	-	0.1	0		
Executives earning BFr.65,000 or under	2.1	0.6	0.4	0.4	0.2
Very highly qualified staff	4.8	4.8	4.6	5.9	1.2
Staff with average qual.	25.7	7.3	39.5	25.1	7.0
Administrative staff	63.9	83.4	55.1	64.7	89.7
Forewomen, supervisors	3.5	3.8	0.4	3.9	1.9
	100.0	100.0	100.0	100.0	100.0

There are virtually no women at senior management level. Most women working in industry are administrative - in France, for example, three quarters.

(1) BFr.65,000 - DM.4,500, Fr.F.10,000, Lit.1,000,000 and Fl.6,000.

WOMEN IN AGRICULTURE: BREAKDOWN BY SKILL CATEGORY - 1975

1. Women as a percentage of total skilled labour force in agriculture:

Belgium	2.6%
France	2.6%
Germany	5.1%
Italy	4.4%
Netherlands	2.5%
United Kingdom	0.7%

2. Female skilled and unskilled labour force as a percentage of the total female agricultural labour force:

	Skilled	Unskilled
Belgium	18.1	81.9
France	14.1	85.9
Germany	23.8	76.2
Italy	54.6	45.8
Netherlands	66.7	33.3
United Kingdom	4.9	95.1

Most of the female labour force is unskilled, with the exception of the Netherlands and, to a lesser degree, Italy.

The percentage of the female agricultural labour force without vocational training in Europe as a whole is 74.6%.

AVERAGE NUMBER OF HOURS WORKED BY WOMEN
- BREAKDOWN BY ECONOMIC SECTOR - 1977

Number of hours worked by women, based on index of 100 for hours worked by male workers.

	Agriculture	Industry	Services
Belgium	76.8	93.9	87.8
Denmark	69.7	84.4	75.5
France	78.9	92.3	86.0
Germany	84.2	87.1	82.2
Ireland	73.4	90.7	87.6
Italy	88.7	95	88.9
Luxembourg	69.6	95.6	92.7
Netherlands	66.6	85.4	77.4
United Kingdom	61.5	77.7	66.7
Average - Europe of 9	82.0	87.5	79.6

The longest hours worked by women are in industry, followed by agriculture and the service sector.

Industry: the countries in which the hours worked by women are closest to those worked by men are Luxembourg, Italy and Belgium in that order.

Agriculture: women work the longest hours in Italy and in Germany.

Services: women work the longest hours in Luxembourg and Italy.

NUMBER OF HOURS WORKED BY WOMEN:
BREAKDOWN BY EMPLOYMENT STATUS - 1977

Based on index of 100 for hours worked by men.

<u>Employers and self-employed</u>	85.6		
		Agriculture	77.5
		Industry	82.3
		Services	89.2
 <u>Wage- and salary-earners</u>	 82.1		
		Agriculture	81.9
		Industry	88.0
		Services	79.5
 <u>Family helpers</u>	 89.0		
		Agriculture	87.6
		Industry	92.6
		Services	91.6

European average: the highest number of hours is worked by family helpers, particularly in industrial concerns. Second come women employers in the service sector. Women employees working the longest hours are in industry and agriculture.

Total (see page 25):

Agriculture	82.0
Industry	87.5
Services	79.6

WORKING CONDITIONS - noise, health, risks (subjective assessment) - 1972

1. Agriculture

Noise during work: considered "normal" by 80% of women in the Netherlands and Germany.

Work is seen as "very calm" in Ireland and Belgium (56% and 43% of women respectively).

Health: work is seen as "very good" in this respect by 78% of women in the United Kingdom, "normal" by 70%-80% of women in the Community as a whole.

Risks are judged "normal" in the European Community as a whole, but work is seen as "without risk" by 72.6% of women in the Netherlands and 65% of women in the United Kingdom.

2. Industry

Noise during work: considered "normal" by 63% of women in the Netherlands and 30% in the United Kingdom; work is judged "noisy" by 42.6% of Belgian women and 33% of British women.

Health: work is seen as "normal" in this respect by 59.7% of women in Germany and the United Kingdom, and as "very healthy" by 65% of women in the Community as a whole.

3. Services

Noise during work: considered "normal" by 60% of women in Ireland, 72% in the Netherlands.

Health: work is seen as "normal" by 65.2% of women in the Netherlands and 56% in Belgium.

Risks: work is considered as "without risks" by 83.5% of women in Belgium, 90% in the Netherlands and 75.2% in Ireland.

FEMALE EMPLOYEES: TIME TAKEN TO TRAVEL TO WORK AND DISTANCE
BETWEEN HOME AND WORK - 1975

1. Time

Agriculture	86.6% of women take less than 30 minutes
Industry	77.8% of women take less than 30 minutes 19.1% take 30 to 59 minutes
Services	76.3% take 30 to 59 minutes 19.9% take 30 to 59 minutes

2. Distance

Agriculture	81.2% of women travel less than 10 km 16% travel 10 to 24 km
Industry	78.1% of women travel less than 10 km 18.3% travel 10 to 24 km
Services	76.9% travel less than 10 km 18.8% travel 10 to 24 km

Men take rather longer to travel to work: does the choice of where to live depend more on where the wife works?

MEANS OF TRANSPORT TAKEN TO GO TO WORK - 1975

The type of transport used by a person with a principal job travelling a fixed distance to work.

Out of 100 women:

- 25.5 walk to work
- 10.7 go by bicycle, moped or scooter
- 30 drive by car
- 27.8 use public urban transport
- 2.5 use public suburban transport
- 0.2% go by other means

The car is the most common means of transport for Danish and Belgian women.

The countries in which the bicycle is in commonest use by women are the Netherlands and Denmark.

Public transport is widely used by Danish and British women.

Irish women are the most likely to walk to work.

Compared with men, women:

- walk more
- use the car less (51.6% of the time spent in the car by men)
- use public transport more.

HELP WITH HOUSEWORK - 1972

Women in paid employment with at least one child

Husbands are least likely to help in Italy (6.4%), where the largest proportion of households employ paid help in the home (15%).

Belgian women are most likely to receive help from their husbands, although the percentage is fairly low at 33.7%; 70% of women in Germany and the Netherlands, 55% in France, 45.8% in Italy, 46.7% in Belgium and 36.2% in Luxembourg receive no help at all.

Italy is the country in which a wife is most likely to have help from another member of the family (26%), and Dutch women are least likely to receive this kind of help (2%).

WOMEN IN PAID EMPLOYMENT - BREAKDOWN BY NUMBER OF CHILDREN
AND FULL- OR PART-TIME STATUS - 1972

Women in paid employment with one child:

- 91.3% work full-time in France;
- 87.2% work full-time in Belgium;
- 67.8% work full-time in Germany;
- 28.1% work full-time in the Netherlands.

Women in paid employment with two children:

- 84.1% work full-time in France;
- 53.8% work full-time in Belgium;
- 91.6% work full-time in Italy;
- 15.3% work full-time in the Netherlands.
- 53.8% work full-time in Germany;
- 81.0% work full-time in Luxembourg;

The proportion of women with two children in full-time employment falls and part-time work becomes more common, except in Italy.

Women in paid employment with three children:

- 82.5% work full-time in France;
- 83.7% work full-time in Belgium;
- 88.5% work full-time in Italy;
- 32.5% work full-time in the Netherlands.
- 65.8% work full-time in Germany;
- 75.0% work full-time in Luxembourg;

The proportion of women in full-time employment rises in this category, especially in Belgium, the Netherlands and Germany. There is an overall decline in part-time employment except in Italy, Germany and the Netherlands.

Women in paid employment with four children - a general fall in the proportion of women with a full-time job, except in France.

- 83.3% work full-time in France;
- 58.3% work full-time in Belgium;
- 77.8% work full-time in Italy;
- 22.7% work full-time in the Netherlands.
- 54.5% work full-time in Germany;
- 60.0% work full-time in Luxembourg;

The proportion with a full-time job is lower, except in France:

- 12.5% work part-time in France;
- 33.3% work part-time in Belgium;
- 11.1% work part-time in Italy;
- 68.2% work part-time in the Netherlands.
- 36.4% work full-time in Germany;
- 20.0% work full-time in Luxembourg;

Women in paid employment with five children or more:

- 44.4% work full-time in France;
- 89.5% work full-time in Belgium;
- 78.6% work full-time in Italy;
- 100% work full-time in the Netherlands.
- 50.0% work full-time in Germany;

The percentage of women with full-time jobs rises sharply (especially in the Netherlands and Belgium), except in France where it falls steeply.

The overall pattern is that four out of five working mothers have full-time jobs, except in Germany (62.4%) and the Netherlands (25%).

<u>Average:</u>	
87.0%	France;
85.3%	Belgium;
87.1%	Italy;
25.0%	Netherlands.
62.4%	Germany;
80.7%	Luxembourg.

EDUCATION and TRAINING

- **Education and vocational training
inside and outside the school**
- **Educational standards**
- **Training and careers**

VOCATIONAL TRAINING - 1975

Enrolment in courses outside the school (1):

2.4% of women aged 14 to 65 attend vocational training courses outside the school, compared with 5% of men.

4.7% of women with a job take this type of course, compared with 5.8% of men.

4.4% of unemployed women take vocational training courses, compared with 3.5% of unemployed men.

-
- (1) The training that can be acquired outside the school system is solely vocational and may be "basic" or "supplementary".

Basic vocational training follows school education and may be given in the workplace. **Supplementary vocational training** may also be given in this way but can be taken at any time (adult vocational training, retraining).

The attendance of extrascholastic vocational training courses by certain categories of people of working age has been calculated by comparing the number of people in training in each category with the total number of people in that category, i.e. by working out the "training rate".

Girls in education by level and type of education (1) (2) (3)
1977-78

1. Germany

	girls as % of female student population	girls as % of total student population (M+F)
a. Primary education	100	48.5 ✓
b. Secondary education:	100	49.5 ✓
lower cycle	82.7	49.5
upper cycle	14.0	46.9
c. Tertiary education	100	39.6
university	52.0	66.2 ✓ — ?
teacher training	10.7	66.2 ✓
medicine	17.9	84.6 ✓

In Germany, just under half of the number of young people in education is female; 40% of the total student population in higher education is female, with a 5% increase since 1970. Girls account for the majority of teacher training students and more than three quarters of medical students.

(1) The table for each country takes all male and female students by type of education as defined in that country's system and gives a breakdown according to level of education.

(2) **Primary education:** basic education (primary or elementary), invariably compulsory and generally of five years' duration.

Secondary education, lower cycle: usually of three years' duration, compulsory in most countries.

Secondary education, upper cycle: starts at about 14-15, usually of three years' duration. Imparts level of education required for university entrance or admission to any other type of higher education. Depending on the country, it may start at the minimum school-leaving age or may still coincide with part of the period of compulsory education.

Tertiary education: this includes universities and all forms of higher education.

(3) The structure of education varies from country to country and details of certain types of education are not available for every country.

2. France

	<u>girls as % of female student population</u>	<u>girls as % of total student population (M+F)</u>
a. Primary education	100	48.5✓
b. Secondary education:	100	50.3✓
lower cycle	63.3	50.6
upper cycle	36.8	52.4
c. Tertiary education	100	47.0
university:	87.7	48.0✓
university institutes of technology	3.5	33.0
non-university:	3.5	33
engineering colleges	0.8	12.3
teacher training colleges	2.3	59.2

Girls account for half of the total number of young people in education at all levels (49%). They represent 60% of those attending the teacher training colleges (écoles normales), but only one third of the university institutes of technology. The percentage of girl students in the engineering colleges is very small.

Since 1970, more girls are opting for the technical stream in the upper cycle of secondary education. In tertiary education, there has been a steady increase in the number of girls going to the university institutes of technology and engineering colleges (the proportion has now doubled). On the other hand, fewer girls are choosing to take teacher training courses in "écoles normales".

3. Italy

	<u>girls as % of female student population</u>	<u>girls as % of total student population (M+F)</u>
a. Primary education	100	48.5✓
b. Secondary education:	100	47.0✓
lower cycle	57.2	47.8
upper cycle	42.8	45.9
c. Tertiary education	100	41.0
university	99.0	40.9✓
teacher training	10.7	66.2✓
medicine	17.9	84.6✓

Girls account for an average of 47% of the total population of young people in education and 40% of the population in higher education, a proportion that is steadily growing and is concentrated in the universities.

4. Netherlands

	<u>girls as % of female student population</u>	<u>girls as % of total student population (M+F)</u>
a. Primary education	100	48.4✓
b. Secondary education:	100	49.0✓
lower cycle	59.0	47.6
upper cycle	38.6	52.8
c. Tertiary education	100	43.0

An average of 46.8% of the total number of young people in education at all levels is female, but only a third of the student population. The percentage has been rising steadily since 1970.

5. Belgium

	<u>girls as % of female student population</u>	<u>girls as % of total student population (M+F)</u>
a. Primary education	100	48.4✓
b. Secondary education:	100	49.0✓
lower cycle	59.0	47.6
upper cycle	38.0	52.8
c. Tertiary education	100	43.0
teacher training	18.4	70.2✓
technical	0.2	1.1

Girls account for an average of 48% of the total population of young people in education. Since 1977, the proportion of girls in higher education has been rising. Following a slight fall, the percentage of girls training to be teachers is now higher than in 1970.

6. Luxembourg

	<u>girls as % of female student population</u>	<u>girls as % of total student population (M+F)</u>
a. Primary education	100	48.9✓
b. Secondary education:	100	48.9✓
lower cycle	66.7	50.4
upper cycle	33.4	46.3
c. Tertiary education	100	32.3
university	6.3	33.5✓
teacher training	7.5	65.0✓
technical colleges	0.2	1.1

Girls account for 48% of the total number of young people in education at all levels but only a third of the student population; 65% of students enrolling in teacher training colleges are girls.

7. Ireland

	<u>girls as % of female student population</u>	<u>girls as % of total student population (M+F)</u>
a. Primary education	100	48.6✓
b. Secondary education:	100	51.5✓
lower cycle	63.9	48.9
upper cycle	36.0	57.0
c. Tertiary education	100	40.0
university	65.0	43.0✓
teacher training	16.7	74.9✓
technical	12.1	25.2
medical	1.1	22.0✓

Girls account for an average of 49.3% of the total population of young people in education and 40% of the population in higher education, a marked increase: 6.7% since 1970. In teacher training colleges, 74.9% of the students are girls.

8. United Kingdom

	girls as % of female student population	girls as % of total student population (M+F)
a. Primary education	100	48.7 ✓
b. Secondary education:	100	49.0 ✓
lower cycle	51.4	48.9
upper cycle	47.2	49.5
c. Tertiary education	100	39.9
university	48.1	34.7 ✓
colleges	51.9	46.2

Girls account for 48% of the total number of young people in education at all levels (49%) and 40% of students in higher education, slightly less than in previous years (up to 1970). (More specific information not available.)

9. Denmark

	girls as % of female student population	girls as % of total student population (M+F)
a. Primary education	100	49.0 ✓
b. Secondary education:	100	51.8 ✓
lower cycle	79.8	50.8
upper cycle	20.2	56.3
c. Tertiary education	100	46.7

Girls account for an average of 50% of the total population of young people in education and 46.7% of the population in higher education, a proportion that is considerably higher than in 1970 (+9.3%). (More detailed information not available.)

STUDENT POPULATION BY FIELD OF STUDIES (1) - 1974-75

1. Germany

There has been a reduction in the proportion of girls enrolling in faculties of natural science (-4.7%) compared with 1970-71, and an increase in those enrolling in faculties of agricultural science (+0.6%) and social science (+7.4%). (2)

2. Italy

Comparing female enrolments for 1974-75 with those for 1970-71, there has been a drop in the faculties of arts and letters (-11%), teacher training (-4%) and social science (-1%) and an increase in the percentage of enrolments in the faculties of law (+5%), medical science (+7%) and natural science (+2.3%).

3. Netherlands

There has been a slight fall in the number of girls opting for arts and letters (-1.8%), law (-0.1%) and medical science (-0.5%), and a slight increase in the case of teacher training (+1%), with a more marked rise in natural science (+3%).

4. Denmark

The figures for enrolment of girls in 1970-71 and 1973-74 show that there has been a reduction in those opting for arts and letters (-7%), law (-1.5%) and natural science (-0.6%), whereas there has been an increase in the proportion embarking on social science (+1.8%) and medical (+11.4%) studies.

5. Belgium

Comparing 1973-74 and 1970-71 enrolments of female students, there has been an increase in girls embarking on studies in the fields of medical science (+6.5%) and law (+2%), although it is rather lower in education, arts and letters and agricultural science (about 1%).

No figures for 1970-71 are available for the United Kingdom, Ireland and France.

- - - - -
- (1) Natural science: biology, mathematics, physics, etc.
Medical science: medicine, pharmacy, etc.
Social science: business studies, faculties leading to careers in diplomacy, geography, political science, statistics, banking, etc.
Agricultural science: agronomy, veterinary science

[UNESCO classification]

- (2) The criteria used in the breakdown by field of studies differ from those adopted in previous years, making comparisons - especially in "teacher training" - more difficult.

STANDARD OF EDUCATION OF WOMEN
IN THE EUROPEAN COMMUNITY - 1977 (1)

Female population aged 14 - 65

1. General education

The percentage of women who have completed their general academic education ranges from 70.9% in France to 98.1% in the Netherlands. ?

2. Vocational education at school

The proportion of women who have received vocational education in the school ranges from 5.9% in Luxembourg to 29.2% in the Netherlands.

3. Basic vocational training

The proportion of women who have received basic vocational training ranges from 2.1% in Belgium and the Netherlands (2.3% in Italy) to 32.7% in Germany.

4. Supplementary vocational training

This ranges from 0.4% in Italy to 4.6% in France.

5. Taking the female population in the 14-65 age group as a whole, women account for only a quarter to a third of those who have received supplementary vocational training; France, with 33.1%, has the best record in this respect. Women account for 53% of all those who have received basic vocational training in France, again the country with the highest percentage.

- - - - -

(1) **Standard of education:** this is taken to be the level of education or (basic or more advanced vocational) training, confirmed by a diploma.

In addition, school education includes two types:

- general academic education (covering the first and second levels of general school education);
- vocational training within the school (forming part of the lower and upper cycles of secondary education and in school courses leading to careers in teaching).

[Eurostat note]

(2) The same person may have acquired more than one type of education/training.

TRAINING AND CAREERS - 1973

Vocational training (basic and supplementary) of women in paid employment Breakdown by country and sector of employment

1. Germany

- **Agriculture** - 24.1% of women in paid employment have received basic vocational training (compared with 38.7% employed men), but only 2.5% of women have received further vocational training (three times fewer than men).
- **Industry** - 33.5% of women in paid employment have received basic vocational training (compared with 60.4% of employed men), and 3.4% of women have received further training (compared with 9.2% for men).
- **Services** - although the situation is better, women are still at a disadvantage: 46.3% have received basic training (61.8% of men), and 5.1% additional training (13.6% of men).

2. France

- the percentage of employed women who have received basic vocational training is consistently higher than the percentage of men: 11.4% and 3.6% respectively in agriculture; 15% and 13.7% in industry; 15.8% and 12.4% in the service sector.
- the percentage of employed women who have received additional basic training is less than half the percentage of men: 1.6% in agriculture, 4.9% in industry; and 10.2% in the service sector, compared with 15% for men.

3. Italy

- only 0.2% of women employed in **agriculture** have received basic training and the same percentage have received supplementary training (1.1% and 0.4% respectively for men).
- **in industry**, the proportion of women who have received basic training (8.3%) is slightly higher than that of men, while 1.1% of women have undergone supplementary training.
- **in the service sector**, the percentage of women who have received basic training is greater than the male rate (10.4%, compared with 6.4%); roughly the same proportion of men and women have received more advanced training (2.7' and 2.8%).

4. Netherlands

No figures are available on women in agriculture.

The percentage of women employed in **industry** who have received basic training is 2.3% (three times greater in the case of men). Only 1.9% have received supplementary training (10.3% for men).

In the **service** sector, men and women are on a par as far as basic training is concerned (5% and 4.9% respectively), but twice the proportion of men have received supplementary training (13.4% and 6.1%).

5. Belgium

No information is available on the training of women employed in **agriculture**.

Out of the women working in **industry**, 3.5% have received basic training (6.2% for men) and 1.7% supplementary training (4.1% of men).

In the **service sector** 3.9% of women have received basic training (5% of men), whereas 2.6% have received further vocational training, half the percentage of men.

6. Luxembourg

No information is available on the training of women employed in **agriculture**.

In **industry**, 20% of women have received basic training (19.8% for men) and 5.5% supplementary training (6.0% of men).

In the **service sector** the situation of men and women is comparable: 17.7% and 16.7% respectively have received basic training, but only 5.8% of women have received further training compared with 10.3% for men.

GENERAL COMMENTS

- 1) Easily the highest percentage of men and women who have had the benefit of basic training is to be found in Germany, followed at a distance by Luxembourg.

The percentages of men and women in paid employment who have received supplementary vocational training are at their highest in France.

- 2) It is in the service sector that women are best placed in terms of basic and further training. Second best is industry.

SUPPLEMENTS TO "WOMEN OF EUROPE"

- Nº. 1 - ceased publication, replaced by nº 6
- Nº. 2 - ceased publication, replaced by nº 7
- Nº. 3 -- "Women and Men of Europe in 1978"
- Nº. 4 - "Women in the European Parliament"
- Nº. 5 - "European Women in Paid Employment"
- Nº. 6 - "Women and the European Social Fund"
- Nº. 7 - "Women at Work in the European Community
50 questions - 50 answers"
- Nº. 8 - "Women in Spain"
- Nº. 9 - "Equal Opportunities - Action Programme
1982-1985"