

# Women of Europe

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**A FEW WORDS OF EXPLANATION**

Over the past seven years the volume of information has been growing relentlessly. "Women of Europe" has mirrored the ever more intensive efforts of women and their organizations and has reported on parliamentary debates and decisions reached by governments and Community agencies. Starting with 20 pages in issue n° 0, by issue n° 36 there were 64 pages. And there have also been many supplements on specific topics.

Growth on this scale has inevitably led to serious technical problems. Each stage of production - writing, typing, translation, printing and distribution - has taken longer and longer, to the detriment of the service we offer our women readers.

"Women of Europe" is, it is true, a magazine that has no equivalent elsewhere. No other publication gives women so much information on what is happening in every country in the Community - and all this in the seven official languages! But too many weeks go by between an event and the report on that event. It means that women and women's associations have too little time to mobilize and act on the basis of what they read in our pages.

Action is needed.

We are trying - and this is only a trial - to reduce the overall volume of "Women of Europe" without cutting down on the items of information. Just as often as in the past, we shall give the highly "useful address" which has already created so many links between you. We shall also continue to publicize information of particular significance and cite examples for emulation, new ideas and interesting schemes.

The style will be more concise and each page will be packed with more hard facts. "Women of Europe" will not be an "easy read"; it has never been our ambition to produce a magazine just to while away the time. But the information will gain in density what it loses in length.

In response to the wishes of many of our readers, we have also grouped the news items that reach us from different countries in a single section. The borderlines between "facts", "institutions" and "militant activities" were becoming more and more blurred and arbitrary. This trend gives cause for satisfaction, as it reflects the growing part played by women in public life and the irreversible process of their involvement in a changing society. Militancy is no longer a ghetto - thank goodness!

**WOMEN OF EUROPE: THANKS TO YOU**

Hundreds of cards are pouring in each day showing whether or not you wish to continue receiving "Women of Europe". A sincere "thanks" to the very many correspondents who have added a few words of encouragement or appreciation to their reply cards.

IF YOU HAVE NOT RECEIVED A REPLY CARD, please cut out the address label that is stuck to the envelope in which this issue reaches you. Please state 'I want to go on receiving 'Women of Europe'' and send it back to:

Commission of the European Communities, Berl 2/38  
200, rue de la Loi, 1049 Brussels

## THE CHANGING EUROPEAN COMMUNITY

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Equal opportunities in agriculture and unpaid employment. The Irish Government - which has taken on the presidency of the Council of Ministers during the second half of 1984 - has hosted a seminar on this theme in Dublin in cooperation with the Commission of the European Communities.

As is known, the European Commission, on the initiative of Commissioner Ivor Richard, has proposed a directive on the application of the principle of equal treatment for self-employed men and women. This proposal, which is now before the Council of Ministers, is part of the Community Action Programme on Equal Opportunities for Women (see "Women of Europe", n° 35 and n° 36).

The introductory reports were given by Nuala Fennel, Irish minister responsible for women's affairs on behalf of her Government, and by women representatives of the European Commission, European Parliament, the Women's Committee of COPA (the Committee of Agricultural Organizations in the EEC) and other associations representing women in unpaid occupations.

This information provided a sound basis for discussions on the main themes of the draft directive: legal status, remuneration, rights of inheritance, social security, taxation, training, maternity, assistance services and finally representation within professional and trade bodies.

When the time came to report on these discussions, Dr Blanche Soussi (of Lyons University Faculty of Law) said that "to propose a directive for the self-employed, including those working in agriculture, is no revolution; it is hardly even an evolution".

According to Dr Soussi, two comments emerged from the discussions: "the proposed directive as presented by the Commission to the Council contains no measure to which any Member State could justifiably demur. Its wording is extremely flexible and gives scope for adjustment to each country's own legislation. In the final analysis, it is not very coercive". On the other hand - and this was her second comment - many of the women present felt that "the proposed directive could not be viewed as satisfactory for those who are really convinced of the need to create working equality between men and women in all sectors of the economy. Nor can it be viewed as adequate for those who are really convinced of the need to ensure the survival and growth of our small firms in every sector".

The examples that follow show the directions in which the participants felt that the directive should be extended:

- many speakers regretted that the proposed directive covers only wives, whereas mothers, daughters and sisters often work in a family business or holding and are in no better a position (and may even be worse off!).
- it was stated that the reason why women are so poorly represented in occupational organizations is not so much the existence of legislative obstacles as the conditioning and stereotyping which persuade women that theirs is a passive role. Positive action should be promoted to help women win their rightful place on decision-making bodies.

The Women's Committee of COPA, the body representing and upholding the interests of women farmers, had devoted a good deal of effort to arranging the Dublin seminar. Its efficiency was noted by all participants; the representatives of women in unpaid occupations expressed the hope that an organization of this kind might come into being in the near future to represent self-employed women.

The first step in this direction would be to draw up a list of all the representative bodies concerned: groups of craftswomen, women architects, women traders, etc.

The Women's Information Service of the European Commission agreed to tackle this job and asks any group or association interested to make itself known to the following:

Useful address: European Commission, Women's Information Service  
Directorate General for Information  
200, rue de la Loi  
1049 Brussels

On the Economic and Social Committee of the European Communities, the proposed directive on the application of the principle of equal treatment for self-employed men and women, including those working in agriculture, and on the protection of mothers, was the subject of a report by Mrs Heuser (of Germany).

At the end of the debate, the Committee declared that it looked "favourably" on the objectives stated in the proposed directive, especially the suggested arrangements for the protection of mothers.

It pointed out, however, that "problems with equal treatment for men and women seldom arise when women are self-employed or work as paid employees in their husband's business. On the other hand, women working in a family business without a contract of partnership or employment are at a considerable disadvantage because often they have no guarantees whatsoever as to their legal, financial and social status.

The Committee then put forward its own suggestion: "the disadvantage should be eliminated by treating a spouse working in a family enterprise as a producer of income. The quantitative and qualitative aspects of the work being done should then be taken as the basis for recognition of occupational status, the right to be paid and the right to social security. In particular, care should be taken to protect the spouse who is a partner in the business in the event of sickness, disability, old age, motherhood and separation from the spouse".

The Economic and Social Committee acknowledged that the European Commission proposal satisfied those requirements, although "nowadays living and working conditions are very tough in agriculture, which has been hard hit, and the financial situation there is not such as to make it easy to translate this directive into practice. This is why the European Commission is looking for new ways of promoting the practical application of the directive. Public opinion must also be aroused in an appropriate manner.

Useful address: Economic and Social Committee of the European Communities  
2, rue Ravenstein  
1000 Brussels

Parità tra uomo e donna (equality for men and women) was the title of a seminar held in Turin, but it was the sub-title that highlighted its principal theme: "Italian and Community legislation and case law".

Organized by the Consulta Femminile Regionale del Piemonte (the Piedmont regional women's advisory committee) in conjunction with the European Commission, the seminar was the first of its kind in a Community country to take a searching look at the evolution of national law as influenced by Community law.

Opening the discussions, the president of the Piedmont women's committee, Emma Giulia Dezani, described how European integration is contributing towards the evolution of women's rights. A wealth of examples was cited by Dr Paolo Gori of Padua University's Faculty of Law. Did not the Court of Justice of the European Communities bring out the full potential of article 119 of the Treaty of Rome on equal pay when it upheld the case brought by a Belgian air hostess, Defrenne?

Armando Toledano Laredo, chief adviser to the European Commission's Legal Service, spoke of the "dialogue" created between national courts and the Court of Justice. The growing number of "points of law" put to the Court of Justice by national courts speaks louder than words: 107 in the 1960s, 840 in the 1970s and, in the three years from 1981 to 1983, 1.250!

Maria Vittoria Ballestrero, Professor of Labour Law at Genoa University, and Tiziano Treu, Professor of Labour Law at Pavia University, reviewed Italian law and precedent in this field.

Winding up, the president of the women's advisory committee for Turin, Alberta Pasquero, pointed out that the legislative work being done by the European Commission through its directives on equality will influence the everyday lives of working women for many years to come.

The organizers are to publish the proceedings in the near future.

Useful address: Consulta Femminile Regionale del Piemonte  
Via Alfieri, 15  
T u r i n

New Perspectives for Women. This booklet justifies its title by offering many examples. Written in a clear, lively style, with a page layout that makes it easy to read and with intelligently chosen illustrations, this small publication produced by the European Centre for the Development of Vocational Training is highly persuasive.

Designed for a wide audience of readers not yet fully aware of the issues, the booklet has the twofold merit of encouraging women to embark on new paths and of showing - by quoting many practical instances - that the same kind of problems arise in every country of the Community. A solution adopted in the Netherlands, for instance, could well offer food for thought to Danish or Irish women.

Useful address: CEDEFOP  
Bundesallee 22  
1000 Berlin 15

Women in the European Community: Periodical 4/1984 in the European Documentation collection is a 36-page review of two major issues: women as full citizens of Europe; and a European policy for women. The introduction is a salutary reminder of the debate on woman's identity: should she live primarily for and through others, or should she live primarily for herself?

Useful address: Office for Official Publications of the European Communities  
2985 Luxembourg

E U R O P E A N   P A R L I A M E N T

September Session

The newly elected European Parliament held its first "real" session from 11 to 13 September, its inaugural session in July having served mainly to elect its President, Pierre Pflimlin, and the chairmen of its parliamentary committees. Dr Fitzgerald had also addressed Parliament in July, when Ireland assumed the presidency of the EC Council of Ministers for the six months to the end of December 1984. The newly elected representatives, however, had not yet had a chance to learn the parliamentary ropes.

During the September session, MEPs tackled two major topical issues, both interlinked and both vital to the future of the European Community: the budget and enlargement.

In the budgetary field, a decision had to be reached on the motion tabled by French Liberal Christiane Scrivener on the draft supplementary budget for 1984 to fill the gap between then and the end of the year. The Council of Ministers had asked Parliament to reach a quick decision on the European Commission's proposals, but the Commission was not prepared to accept all the amendments proposed by Parliament and the matter was referred to committee. The referral was requested by the new chairman of the Committee on Budgets, Jean-Pierre Cot, who announced that Parliament intended to adopt a firm but reasonable stance, making a clear distinction between the essential and the less essential.

Speaking on the issue of enlargement on behalf of the Commission, Vice-President Natali expressed regret at the delays, due partly to the attempts being made to solve other problems through accession negotiations. Obviously, at the top of the list come the changes in and possible reform of the Common Agricultural Policy.

Some of the MEPs accepted this approach and stressed the need to meet the target date for the accession of Spain and Portugal. Others, including French MEPs, were more sceptical. Simone Veil (Liberal) said that negotiations "have got off on the wrong foot, as the budget guarantees are inadequate". Olivier d'Ormesson, member of the Group of the European Right, felt that Spain's entry would be damaging to France, a view echoed by French Communists. In the words of Danielle de March, enlargement "is not inevitable"; accession could be replaced by a policy of more active cooperation. Others, including Sir Peter Vanneck (British Conservative), thought that the simultaneous entry of Spain and Portugal should not be a hard-and-fast requirement. Portugal should be admitted first; it had applied first, the problems being negotiated were less serious and it was a loyal ally within NATO.

Like its predecessor, the new Parliament is particularly concerned with the protection of the environment. Debating the Mont-Louis, the French cargo vessel carrying radioactive materials which ran aground off Ostend, Parliament called for measures to prevent further accidents of this kind. Existing international conventions could be amplified and binding regulations could be formulated on the shipment of hazardous substances.

The familiar rift between left and right became apparent again when Parliament turned to unemployment and the reorganization and reduction of working hours. As finally worded, the resolution recommended a reorganization appropriate to the industries and regions in question, with due allowance for productivity and competitiveness.

October Session Current events in Britain featured in debates during the October session. Leslie Huckfield, British Labour MEP, finally succeeded in having the miners' strike placed on the agenda as an "emergency debate". This was not easily achieved - it was not Labour's first attempt - and in the end the resolution was rejected by the Right of the Assembly. The motion expressed hopes of an "outright victory" for the miners and called on other Community States to ban all coal exports to the UK. The Labour Members' main objective was clearly to have this social conflict debated at a plenary sitting and to spark off a positive reaction from at least some of their colleagues in other countries.

This positive reaction was forthcoming from the Left of the House and also from Scottish MEP Winifred Ewing of the European Democratic Alliance (most of whose members are French and Irish). Sir Henry Plumb, on the other hand, speaking for the British Conservatives, argued that the prolonged strike had caused considerable waste and created a climate of violence. He pointed out that Mr Scargill, the NUM leader, admitted that this was primarily a political strike.

The IRA bomb attack in Brighton and the more general issue of violence and terrorism were also the subject of debate and voting. This time the British parties, both in office and in opposition, were in complete accord in condemning acts of violence that threaten democracy. As Labour MEP Barbara Castle pointed out, "it is a very long time since we last witnessed an attempt on the life of a head of government". Otto Habsburg (Germany, Christian Democrat) said it was an unaccustomed pleasure for him to subscribe in full to what she said.

Several Irish MEPs spoke in the debate: while they deplored the act, they called for "bridges to be built" across the chasm of violence which for decades has separated the British and Irish Governments. MEPs from the "Rainbow" group (a federation of various groups in Parliament) saw the matter from a rather different perspective. "Many of us are pacifists and are against violence," said Frank Schwalbe-Hoth (Germany, Greens), "but we also condemn State violence - the violence, for example, which led to the deaths of very many Argentine sailors in the attack on the Belgrano during the Falklands conflict."

Parliament examined the special problems of long-term unemployment, a form of joblessness that is still on the increase. It is difficult to assess its full extent because the statistics are inadequate, but certain groups are already vulnerable - the young, women and immigrants - and they are known to have been particularly hard hit. Presenting a report on the issue, Dutch Christian Democrat Johanna Maij-Weggen referred to the need for an emergency measure to help those who have been out of work for more than 12 months by providing the kind of retraining that promotes equality of opportunity.

Following an amendment proposed by Italian Communist Maria Lisa Cinciari Rodano (Italian Communist), Parliament asked the Commission to study the apparent causes of the divergence between male and female unemployment rates (10% and 12.3% respectively) and the very high proportion of women (40%) amongst the long-term unemployed.

The draft supplementary budget for 1984 was finally adopted, so that a partial rebate of the British contribution could be paid.



In her capacity as rapporteur, Dutch Socialist Ien van den Heuvel was responsible for commenting on the recommendation put before the Council of Ministers by the European Commission on the Positive Action Programme in favour of women. Like many of the speakers who followed her in the debate, she felt that the "recommendation" was not sufficiently forceful; in a situation as grave as this, a directive would have been preferable. She maintained that too much time was allowed for implementation of the programme and that the period should be reduced from three years to two. Finally, provision should be made for a check on implementation.

Dutch Liberal Jessica Larivière-Groenendaal said that pollution problems and those of the advancement of women meet similar fates. They are raised and then shelved, and when their seriousness and urgency are rediscovered it is usually too late. She deplored the tendency to persuade women that they should not work but should return home.

In common with several other newly elected women MEPs, Martine Lehideux chose this debate for her maiden speech. On behalf of the European Right, she expressed the belief that women are entitled to stay at home or return there if they wish. She called for a wage for homebound women and a proper family policy.

"Positive action also means information," concluded French Socialist Colette Gadioux, who called for an ambitious campaign in the media. Italian Communist Lalla Trupia pointed out that discrimination still exists, while British Conservative Margaret Daly believed that progress is more a matter of a change in attitudes than legislation. This clearly calls for determined effort, in which the unions too have a part to play. Like Colette Gadioux, German Christian Democrat Marlene Lenz pointed to efforts in her own country, citing schemes in Bonn.

British Socialist Thomas Magahy gave a report on poverty, particularly the problems of the "new poor". The resolution tabled in Parliament was somewhat critical of the Commission's proposals, which were seen as too vague and rather more concerned with research and seminars than with action.

Proposing various amendments, Nicole Chouraqui (France) and Gene Fitzgerald (Ireland), both members of the European Democratic Alliance, stressed the particular need to inform the elderly of their rights. All speakers emphasized the importance of arousing public concern, the only way to stimulate the community spirit vital to the success of the campaign.

"A woman in the European Commission would not be an exotic animal," declared Marlene Lenz. Encouraged by numerous telegrams from women's groups, Parliament again urged the Governments of the Ten to appoint an appropriate number of women to the new Commission.

MEP Emma Bonino, who had been re-elected from the Italian Radical Party list, gave up her seat and was replaced by Roberto CiccioMessere.

COMMITTEE ON WOMEN'S RIGHTS
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With the arrival of a new legislative body, the "Parliamentary Committee of Inquiry on the Position of Women in Europe" has become the COMMITTEE ON WOMEN'S RIGHTS [see "Women of Europe" n° 36]. Under the chairmanship of Marlene Lenz (Germany, Group of the European People's Party), the new Committee has plunged straight into its work.

At its first meeting in September, the Committee members pooled their views on the preliminary draft budget for 1985 and on the promotion of positive action in favour of women. Backed by many of her colleagues, Dutch Socialist Ien van den Heuvel expressed her regret that the Presidency of the Council of Ministers should have selected this one priority, disregarding all the proposed directives pending (on part-time and temporary work, equality in social security systems, parental leave, equal treatment for self-employed women).

In the course of a meeting with Ivor Richard, European Commissioner with responsibility for social affairs, the Committee reviewed topical issues and the progress being made with efforts. Questioned at length on the European Social Fund, Mr Richard said that women's rate of involvement rose from 33% to 39% during the new Fund's first year of operation (i.e. a year in which there was no specific budget item for women). Discussing the World Conference on women (to be held in Nairobi in July 1985), he said he felt that European Parliament, more specifically the Committee on Women's Rights, should be associated with the delegation which would be representing the European Community there.

The discussion continued in the presence of a delegation of women from the African National Congress (South Africa). Turning to budget matters, the Committee decided that Rika De Backer-Van Ocken (European People's Party, Belgium), its rapporteur for the 1985 budget, would cooperate with Raymonde Dury (Belgian Socialist), the rapporteur for the Committee on Social Affairs on the same subject, so that they could jointly press for social and other credits coming within the purview of the two Committees.

This cooperation was to prove fruitful, since amendments to the 1985 draft budget were voted in as early as in mid-October. Almost all of the amendments re-established - and in some cases exceeded - the credits proposed by the Commission in its preliminary draft budget, which had been rejected by the Council of Ministers.

At the same meeting in mid-October, positive action in favour of women was reconsidered in the light of the plenary debate in European Parliament to be held shortly thereafter. The Committee called on the European Commission to keep Member States' application of the programme under constant review and demanded that it make annual reports to European Parliament.

The Youth Forum has written a letter to Marlene Lenz, in her status as Chairman of the Committee on Women's Rights, drawing her attention to the fact that 1985 has been declared International Youth Year by the United Nations. The Forum asked the Committee to tackle the question of young women's rights under Community equality directives and to plan for the funding of an information campaign.

An encouraging piece of political news greeted the meeting held in late October: the Parliamentary Committee on Budgets had been informed of the wishes of the Committee on Women's Rights and had agreed to a specific budget allocation towards the publicizing of information for women. The proposed amount was 500,000 ECU. As far as the European Social Fund was concerned, requests made by the Committee on Women's Rights regarding new technologies and exchanges for young workers had also been considered.

The working programme drawn up by the Committee was obviously based on resolutions passed by the European Parliament on 11 February 1980 and 17 February 1984. "Women of Europe" will be publishing the full text of that programme as soon as it is finalized.

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#### Young Christian Workers: an appointment in Strasburg

Jeunesse Ouvrière Chrétienne Européenne (JOC), a European association of young Christian workers, is conducting a campaign against youth unemployment extending from 1984 to 1985. There is to be a gala gathering of 500 young people in Strasburg on 31 May and 1 June 1985, when a "manifesto from young people affected by unemployment" will be delivered to the representatives of European institutions.

The JOC defines itself as an educational movement for working class youngsters - workers, the unemployed, students and apprentices, both boys and girls, nationals and immigrants. It is concerned with every aspect of the individual and with every sector of daily life. Over the past few years, its priority has been the lot of the jobless, girls and immigrants.

Influenced by militant girl members of the movement, JOC has started to coordinate research on the status of girls in this society in crisis. With financial backing from the European Commission, this is a survey, conducted in the form of interviews, on the way working class girls perceive their own living conditions in the current crisis. The aim is to find out what girls feel about sex, the family, school and vocational training, work, politics, the unions, the Church and the movement itself.

The research is not restricted to passive observation; individual or collective action to counteract or react to the situation is being coordinated. Nathanaëlle Adam, Marlène Alvarez and Jacques Hanon, the campaign organizers, find it "surprising to see how widespread and energetic is the reaction at a time when the feminist movement has apparently run out of steam".

Committees have been set up in factories, neighbourhood communities and schools; research groups have come into being; efforts are being made to arouse the interest of trade unions, the political authorities and the courts; festivals are held, etc. All these responses to the various forms of discrimination against women are impressive in their number and variety.

As part of the concern to arouse awareness, 600 JOC leaders and 12,000 young people have been involved in the survey. The immediate plan is to integrate the efforts being made by girls into the European JOC campaign on youth unemployment so that the special problems faced by women can be taken into account at local and European level.

Useful address: JOC Européenne  
Rue Eugène Cattoir 16  
1050 Brussels

<b>AT THE COURT OF JUSTICE OF THE EUROPEAN COMMUNITIES</b>
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**How to remedy an injustice** It will be recalled (see "Women of Europe" 30 and 36) that the German courts had asked the Court of Justice of the European Communities how prejudice suffered in a case of discrimination should be remedied. The problem had been raised by Sabine von Colson and Elisabeth Kamann, two qualified social workers whom a penitentiary establishment in Werl (North Rhineland-Westphalia) had refused to hire. The Court of Justice replied in substance that any compensation should be more than a purely token payment like the reimbursement of costs incurred in applying for a job (in the case in question, about £2).

The Hamm industrial tribunal then had to reconsider the case. In the event, it decided to award von Colson and Kamann the equivalent of six months' pay each, i.e. DM.21,000, plus interest backdated to 1 November 1982.

**Pensions and part-time work** The Court of Justice of the European Communities has been considering the case of Karin Weber von Hartz, who had a part-time job but was excluded from even partial benefits under her company's pension scheme because, according to her employer, the hours she worked were too short. Arguing her case, the plaintiff said that part-time employees are no less loyal to their company than full-time workers. Furthermore, it is harder for women to complete the 20 years' service required by the employer before granting pension rights than it is for men.

In its defence, Bilka (a leading chain of department stores) said that the exclusion of part-time employees from the pension scheme was justified on financial grounds, and that there was no intention to discriminate on the grounds of sex.

**The age of retirement** The case of Miss Marshall has been referred to the Court of Justice. At the age of 62, she was fired on the sole grounds that she was older than the official retirement age for women (60). Her employer - Southampton Regional Health Department - would not have taken the same action if she had been a man (the age of retirement for men is 65).

The authority defended its action by citing section 6.4 of the Sex Discrimination Act, which permits discrimination if it arises from a measure concerning retirement.

**Sex equality and the police** This time it was the chief of police in Belfast who was in the dock. A policewoman complained that he had refused to renew her full-time contract with the Royal Ulster Constabulary Reserve. She had been offered only a part-time contract, she said, whereas the contracts of her male colleagues had been extended. The chief of police explained that it was his department's policy to reduce the number of full-time policewomen.

The complainant also said that her employer would not allow her to train in the handling of weapons. The Belfast industrial tribunal asked the Court of Justice of the European Communities what limits a State could impose on the application of the principle of equality between the sexes.

<b>RENDEZ-VOUS IN NAIROBI</b>
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**FORUM '85** "Forum '85" is to be held in Nairobi from 8 to 17 July 1985.

As in Copenhagen, the encounter will provide an opportunity for Non-Governmental Organizations - NGOs for short - to review progress. The themes of the Forum are the same as for the official conference being held to mark the close of the UN Decade for Women, "equality, development and peace", and the sub-themes are "employment, health and education".

Sixty NGOs have already agreed to help with the arrangements for the Forum. They will be responsible, for example, for bringing out a daily newspaper in English and French, interpreting for the main debates, issuing daily releases in English, French and Spanish, etc. All groups wishing to take part in the Forum are welcome. They will have to make their own arrangements for visas and pay for their own travel and accommodation, but they will have free range of the premises and equipment, without charge, to show films, hold debates and put on exhibitions, etc.

Useful address: NGO Planning Committee  
777 UN Plaza, 11th Floor  
New York, New York 10017, USA

**A poster competition** The German Federal Ministry for Youth, the Family and Health has launched a poster competition on the theme of "women's equality" to celebrate the Nairobi conference.

The Ministry hopes that the artists' creative talents will bring home to the general public the worldwide importance of equality. Prizes of DM.5,000, 4,000 and 3,000 are being offered for the three best posters. The deadline for entries was 28 November 1984, but it is not too late to ask for a copy of the winning poster.

Useful address: NGO Planning Committee  
777 UN Plaza, 11th Floor  
New York, New York 10017, USA

**Women's economic role** At the invitation of the Austrian Government, a conference has been held in Vienna on the theme of "women's role in the economy" to prepare for Nairobi. The conference was more specifically for the European region, as understood by the UN.

National and intergovernmental delegations, including the European Community, reported on their policies and experience with women's participation in economic development. The reports are to be forwarded to the UN Commission for the Status of Women as preparatory documents for the world conference.

**In Belgium** The Belgian Government has decided to set up a coordination committee for Belgian participation in the United Nations World Conference. Its task is not to form a delegation to go to Nairobi but to formulate views by calling on "women in different environments".

**Preparations** Women and women's groups are coming together to prepare for the journey to Nairobi. In Brussels, the "29 rue Blanche" Association hopes to charter an aircraft to take people to the Forum '85 if they have "something to say and want to listen".

Useful address: Nairobi '85 - Association 29 rue Blanche  
1050 Brussels

**Co-operation** The European Commission Advisory Committee on Equal Opportunities too has stressed "the importance it places on close co-operation with representative Non-Governmental Organizations, both national and at Community level, in preparing for the Nairobi world conference".

COUNTRY TO COUNTRY:FACTS, INSTITUTIONS AND LAWSAND MILITANT ACTIVITIES

## B E L G I U M

"A Pyrrhic victory" is how the Belgian press described the decision by the Charleroi industrial tribunal which found in favour of women workers dismissed by Bekaert-Cockerill for refusing to do part-time work. "We have won, but we are still jobless". The court said they should receive six months' pay but did not require the employer to reinstate the women. According to legal experts, under Belgian law a judge has no power in cases of wrongful dismissal to force an employer to take an employee back. If the authorities decide to apply the letter of the law, tax may even be levied on the compensation awarded by the court or it may be deducted from unemployment benefits.

**Positive action** for sex equality at work may be the subject of a royal decree. The idea was aired several times in the course of one-day seminars arranged by the Commission du Travail des Femmes (Women's Employment Committee) on "women's employment and positive action - towards a strategy of change". Experience acquired in banking and in the Department of Communications was described, and the strategies deployed in the Netherlands and Sweden analysed. In Sweden, since 1974 the Government has been making grants to employers recruiting and training men for jobs generally done by women and vice versa. A point of note: more and more women are thinking about setting up their own businesses. Positive action could, therefore, be taken to help women employers as well as women employees.

Useful address: Commission du Travail des Femmes  
49/53 rue Belliard, 1040 Brussels

**Dual citizenship:** is it the solution? In close liaison with the Ligue du Droit International des Femmes (women's league for international law), the Association Nationale de Défense des Enfants Enlevés - the Belgian national association working for tug-of-love children - is campaigning for dual citizenship for children born of Belgian mothers and non-Belgian fathers, who must then opt for one nationality when they reach the age of 18. The Association hopes that children of mixed marriages that break down will not be torn between two cultures but can learn to cope with different ways of life, and that the mothers will not be afraid of allowing fathers access to their children.

Useful address: ADEE, 22 avenue J.-S. Bach  
1040 Brussels

**Out of 16 graduates** selected for last year's awards from the "Fondation Belge de la Vocation", 11 were women. These high calibre women graduates, who will receive financial support from the Foundation, include two doctors, two architects, a geographer and a zoologist.

Useful address: Fondation Belge de la Vocation  
105 rue Marché aux Herbes, bte 1, 1000 Brussels

**300,000 illiterates** in French-speaking Belgium, a high proportion of whom are women, have fired the organization "Lire et Ecrire" ("Reading and Writing") to act. Having launched a campaign to galvanize public opinion, the Association is seeking volunteers to help in achieving its aims.

Useful address: Lire et Ecrire  
27a, Boulevard de l'Abattoir, 1000 Brussels

**3,445 women** are employed by the Belgian armed forces. There are 88 women officers in the Army, 31 in the Air Force and 7 in the Navy. The Medical Corps has 24 women officers and 31 women NCOs.

**Irène Petry** is the only woman on the ten-member Court of Arbitration, a new constitutional body responsible for settling any dispute between the Belgian State, the three language Communities and the Regions.

**Women who have been tortured** have told their stories at an Amnesty International discussion day. A film entitled "Eva Forrest - Lettre de prison" by Belgian director Nicole Lanzeberg was shown to inform the public about 13 women prisoners whose cases have been taken up by Amnesty.

Useful address: Amnesty International, 126 avenue Louise, 1050 Brussels

**Parental leave** is the subject of a bill being drafted by Minister Dehaene. A monthly allowance of BF.10,500 will be given to a husband or wife temporarily giving up work to care for children and look after the home. Several associations have expressed reservations, however, on the grounds that employers do not care for their staff temporarily dropping out of a career, and that it would be women who would mainly apply for parental leave.

Useful addresses:

Nationale Vrouwenraads, 8 Middaglijnstraat, 1030 Brussels  
 Association des Femmes au Foyer, 200 rue de Linthout, 1040 Brussels

**Dr. Anne Vandebrouke** has been awarded a prize by Oeuvre Belge du Cancer for her research on cancer of the digestive system.

**"Repartir"** - an organization whose name means "a fresh start" - is changing address but not its aims: to help women return to working life by providing courses on how to organize one's time rationally, how to speak and make contact more effectively, how to go about looking for a job in a positive way.

Useful address: "Repartir", 53 rue Marie Depage, 1180 Brussels

**Véronique Oruba** is the first woman to be elected student president at the Catholic University of Louvain since it was founded in 1425.

**The widows of public service officials** are no longer allowed to accumulate pensions acquired through their late husbands' work with pensions held in their own right (through their own work). Within the unions, political parties and women's associations, the widows have decided to challenge the Government on the issue. The Women's Liaison Committee's "complaints bureau" is preparing their case by compiling the complaints of all widows who feel they have suffered from the new legislation.

Useful address: Bureau des Plaintes, 1 place Quetelet, 1030 Brussels

**Helping the unemployed to become self-employed** is the aim of a "participation fund" set up by the Ministry of Employment. About 750 women, 35% of the applicants processed so far, have received help out of the fund.

Useful address: Fonds de Participation, c/o Ministère de l'Emploi et du Travail  
 51/53 rue Belliard, 1040 Brussels

**Seven battered wives' hostels** are already operating in the Dutch-speaking part of Belgium. The Federation that coordinates their work has published a booklet entitled "Je rechten als alleenstaande vrouw" ("your rights as a woman on your own") to help women cope in a strange situation.

Useful address: Federatie Vrouwen tegen Mishandeling  
 57 Justus Lipsiusstraat, 3000 Leuven

**Childbirth techniques** are growing in complexity and women often find it hard to obtain accurate information. What does "echography" or "peridural" mean, for example? An information and guidance centre has been set up with the name of "Changer la naissance". Doctors, midwives, psychologists and, of course, mothers work at the centre giving advice and distributing booklets. In the same field, the "Groupe d'étude et de recherche sur la Médecine" (group for study and research on medicine) has brought out a booklet entitled "Ma grossesse au fil des jours" ("my pregnancy day by day").

Useful addresses:

Changer la Naissance, 187 avenue d'Auderghem, 1040 Brussels  
 GERM, 29 rue du Gouvernement Provisoire, 1040 Brussels

D E N M A R K
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**The under-representation of women** on ministerial advisory bodies is a matter of continuing concern for Ligestillingsrådet (equal opportunities council). Despite Government recommendations, progress has been slow. For example, only 2 of the 15 members of the Research Council are women.

Useful address: Ligestillingsrådet, Frederiksgade 21  
1265 Copenhagen

**Parental responsibility more fairly shared:** this is one of the aims of Danish Parliament - the Folketing - in its resolve to amend the law defining the legal status of the children of a broken union. Under the bill the parents (whether or not they have been married) may decide to share parental responsibility if they separate. The number of unmarried couples is steadily growing and the bill will apply to them as well; under existing legislation, ~~un~~married fathers have no formal rights where their children are concerned.

Either parent may apply for the arrangement for the sharing of parental responsibility to be ended at any time, but visiting rights will be systematically granted to both parents. If one parent consistently opposes reasonable access to the children, parental responsibility may be given to the other parent if it is in the interests of the child.

Women MPs have, however, voiced reservations. Some have pointed out that the sharing of parental responsibility will not prevent children from being pawns in the conflict between their parents; indeed, fresh conflict may well be caused by giving each of the parents a means of bringing pressure to bear on the other. It is also feared that the mother will retain day-to-day responsibility whereas the father will step in only when major decisions have to be reached.

Useful address: Danske Kvinders Nationalråd  
Niels Hemmingsensgade 8-10, 1153 Copenhagen

**A women's ethics council** - the "Kvinde-etisk råd" - has been set up by 19 leading Danishwomen. "We feel under an obligation to set up a women's ethics council to promote critical thought and the provision of information, because ethics is a neglected field of debate today", they declared. "All too often women are faced with a fait accompli even though they have many critical ideas to put forward. Ethical issues in politics, economics and the military, technological and scientific fields are linked with women's lives and experience." The council, whose members are co-opted, is pluralistic, inter-professional and wide open to the discussion of ideas.

**The pattern of work and leisure** is the subject of research conducted by Gitte Haslebo for the Ministry of the Environment's Planning Department. She has found that women with a full-time job outside the home work an 80- to 85-hour week as they still have to do all the shopping, washing and cooking and look after the children. The average time that men spend on housework ranges from 24 to 32 minutes a day. In more than half of households the woman has no help at all with cooking, shopping and housework. In three out of four, the wife does all the washing and ironing. The household chore with which men usually lend a hand is washing up (in three families out of four).

Useful address: Planstyrelsen, Miljøministeriet  
Copenhagen



**In the province of Storstrøm**, an original experiment has been conducted to find better ways of introducing girls to non-traditional jobs. Backed by technical schools and placement agencies, the focus has been on the metallurgical and building industries. Girls on training courses have been given individual support to help them overcome specific difficulties. A recent report on the subject stated that the metallurgical industry is more reluctant to accept girls than the building industry. Educationalists have also noted that rather older women coped just as well as the youngsters during this first experimental year.

Useful address: Arbejdsdirektoratet, Aldegade 13, 1304 Copenhagen

<b>F R A N C E</b>
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**A national association for Frenchwomen outside France** has been set up in Vienna in Austria. Its success in its first year of life proves the value of the initiative, whose main objective is to inform Frenchwomen of the rights newly acquired by women in France. It also intends to promote training to help women find their place in co-operation agencies outside France and return to the working world when they return to France. It will be publicizing the specific problems that Frenchwomen encounter when they live away from their country: reversionary pensions for widows married to nationals, the rights of divorcees, the custody of children, etc. The association - ANFE for short - is apolitical and intends to work for a more egalitarian, juster society and an end to all forms of discrimination.

Useful address: Association Nationale des Françaises à l'Etranger  
c/o Annie Morzelle-Duyck, 33 rue Fessart, 75019 Paris

**The first woman croupier** has been working at the Ouistreham-Riva Bella casino near Caen (Calvados) since June. Even so, Florence Micharoff was not allowed to take up her job until a decree had been issued to remove the ban on women being employed in a gaming room (Source: AFI).

**Women on-line:** Ellétel is the very latest in information technology for women. This is a data bank provided by Agence Femmes Information (AFI), linked to the Télétel network. In the Paris region, for example, anyone - man or woman - who has a computerized telephone directory (Télétel) can dial 614 91 66 and hook into Ellétel (a name equivalent to "She-tel"). It gives a list of over 300 associations, information on training and new technology, it answers direct questions and even offers games. The Ellétel programme is expanding continually. An ongoing survey will help to find out more about the users of this new service, the difficulties they encounter, their main concerns, etc. There are plans to look for advertisers to help fund Ellétel.

Useful address: Ellétel, c/o AFI  
75002 Paris

**Married to a doctor:** the "Association des Conjoints de Médecins" (A.CO.MED. - association of doctors' spouses) was created because of a statistic. It has been estimated that more than 45,000 wives help in medical practices but fewer than 5% are paid for their work, mainly because of the restrictions imposed by tax, legal and social security legislation. Since 1971 the association has been actively working to gain recognition for these women's work and make it more effective. With the help of specialists, for example, A.CO.MED. organizes sessions on accounting, tax, management, running the office, etc. A.CO.MED. would also like to contact doctors' wives in other countries in the European Community.

Useful address: A.CO.MED., 22 rue Garnier, 92200 Neuilly

**Réseau Femmes et Développement**, the "women and development network" backed by ORSTOM - Institut Français de Recherche pour le Développement en Coopération - and the Foreign Ministry, is promoting a move towards co-operation between women researchers and practitioners working in the field of women and development. The network already publishes its quarterly bulletin. With the proliferation of projects to help women in developing nations, more should be known about schemes and we should be capitalizing on the lessons to be learned from them.

The bulletin should create links between the members of the Network who, because of their professional or geographical isolation, do not know about research and action in fields related to their own. The bulletin will also be sent to developing nations where the isolation of teams and researchers concerned with women is even more keenly felt.

Useful address: Réseau Femmes et Développement, c/o ISD/ORSTOM  
15-21 rue de l'Ecole de Médecine, 75005 Paris

**Girls are staying on in education** longer and longer, according to the 1982 population census whose preliminary findings are now being published. In 1982, 72% of 18-year-old girls were in education (compared with 58% in 1975). At 19, about 50% were still there (40% in 1975). In the 20-24 age group, the percentage was 19% (15% in 1975).

In every age group girls outnumbered boys, a reversal of the trend in previous years. In 1982, 60% of 18-year-old boys were still in education, about 40% at 19 and 17% in the 20-14 group.

Useful address: Ministère des Droits de la Femme  
53, avenue d'Iéna, 75016 Paris

**Research on feminism** is to be conducted for the first time as a result of joint action by the Centre National de la Recherche Scientifique (the National Scientific Research Centre) and the Ministry for Women's Rights. Of the 140 projects submitted for its consideration, the Centre has chosen 36. One original feature: women's associations may be directly involved in the research work. According to Maurice Godelier, head of the Department of the Sciences of Man and Society at the Centre, "research is not the province of intellectuals ... It is revolutionary to confer legitimacy on feminist studies that propose to change society rather than merely observing it".

Useful address: CNRS, Département des Sciences de l'Homme et de la Famille  
15, quai Anatole France, 75008 Paris

**Neuf - "new"** is the name of an association which hopes to stimulate broader involvement of women in society, sport, politics, economics, technology, invention, literature and philosophy. Its activities are backed by a journal with the same title, which will highlight the new and different contributions that women make to society, helping women to realise their own strength.

Useful address: Neuf, 14 rue Cassette, 75016 Paris

**Women in elected office:** "Elues du Monde" is the brainchild of Irène de Lipkowski. It is a magazine that provides a forum for women elected to office in local authorities. Such women share many characteristics, whatever their country of origin: a measure of pragmatism, close contact with ordinary people and good management to make the most of their local authority budgets.

Useful address: Les Elues du Monde - Nouvelles Editions EVF/Publi's  
53 rue de Rivoli, 75001 Paris

**The women's press** is changing fast in France: a new weekly, "7 Jours Madame", with offset, four-colour printing and a striking layout has come on the bookstands; "Mode de Paris" has merged with "Femmes d'Aujourd'hui"; "Nouveau F" has now become "Femmes"; "Femmes actuelles" has been launched; and there is a special promotion for "Cosmopolitan".

<b>GERMANY</b>
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**Men's jobs** are attracting more and more women. Out of 10 jobless girls, 7 are happy to retrain for non-traditional trades. The number of trainees has risen from 13,240 in 1977 to 48,778 in 1982, and 57% of young women who have completed a period of practical retraining in a company are now working for the company where that course took place.

**Helping women to return to work** after the age of 35 is the subject of a new programme drawn up by the Christian Democrat Party's Social Policy Committee. The measures it recommends are: courses, consultation, financial help, training in new technologies, part-time work and pay and social security recognition for charity work. A point of note: the work done by a woman in a four-person household is valued at £190 a week.

**Union membership:** in 1972, only 16% of union members were women. By 1983, the proportion had risen to 21%, i.e. 1.6 million women. The highest proportion is in the union for public sector, communications and transport workers (ÖTV), and this is in fact the only union presided by a woman, Monika Wulf-Mathies.

**Women and the Army** was the focal theme of a seminar organized by Deutscher Frauenrat - the German Women's Council. Here as elsewhere, women are demanding equality, a demand that is being listened to by the Army now that recruitment has dwindled as a result of the falling birth rate. Under the Constitution, however, women are not allowed to do military service. The Army currently employs 50,000 women civilians, 98 of whom are health officers.

Useful address: Deutscher Frauenrat, Südstrasse 125  
5300 Bonn 2

**In the strike** for a 35-hour week, women were particularly active. The explanation proffered by union officials: women have been calling for shorter working hours far longer than men have.

Useful address: DGB Abteilung Frauen, Hans-Böckler-Haus  
4000 Düsseldorf

**Part-time work** should enjoy the same legal and social protection as full-time work, claims Elfriede Hoffman, speaking for the trade union representing workers in commerce, banking and insurance (HBV). She points out that 28% of women working part-time in this sector earn less than £110 a month, and calls on women to refuse any job entailing less than 20 hours' work a week or paid less than about £150 a month.

Useful address: Gewerkschaft HBV, Tersteegerstrasse 30  
4000 Düsseldorf

**Key posts** in the German economy are held by very few women: 2.7% in 1977, 4% in 1983. Julia Dankworth-Nusseck, president of Niedersächsischen Landesbank (the Lower Saxony Regional Bank) has worked out that if things continue at this rate parity will be reached only by the year 2230.

**More and more couples are choosing not to marry.** According to the Institute for Demographic Research, the main reasons are fears of being tied down, the desire for sexual and financial independence and the problems of education.

Useful address: Bundesinstitut für Völkeringsforschung, Wiesbaden

**Sportswomen** account for a third of the 18 million membership of Deutscher Sportbund (sports league). The Klartext movement is claiming equality for women in sports commentaries and reporting time on radio and television.

Useful address: Hilde Junker-Seeliger, c/o Westdeutscher Rundfunk  
Appelhofplatz, 5000 Cologne 1

**A pension in their own right** for farmers' wives: this is the claim being made by the German women farmers' union.

Useful address: Deutscher Landfrauenverband, Godesbergeralle 142-148,  
5300 Bonn 1

**Women in Parliament** already have a long history behind them. Literature compiled by Federal Parliament (Bundestag) on this subject - available free of charge - covers the period from 1919 to 1983.

Useful address: Wissenschaftliche Dienst des Deutschen Bund-stages  
Referat Publikationen, Postfach, 5300 Bonn 1

**The future of Europe** was the focal theme of a recent seminar arranged by Deutscher Frauenring (German women's association). The Community seems to have firmly established its policy on equal opportunities, but the participants called for special efforts with the quality of information provided, the relaunching of European Union, defence and the Common Agricultural Policy.

Useful address: Deutscher Frauenring, Augustastraße 42, 53 Bonn 1

**An appeal to men** has been launched by Heiner Geissler, the Federal Minister for the Family. He calls on them to take a more active share in housework and the care of their children. The Minister would also like to see more flexibility in the organization of work. His appeal comes after a report on women in Germany highlighting discrimination in earnings, employment and promotion. Unlike the trades unions, the Minister views outworking in the home as a boon to the family.

Useful address: Bundesministerium für Familie, Jugend, Gesundheit  
Kennedyallee, 5300 Bonn 1

**Charitable work** is done by 5 to 6 million people in Germany. At a public hearing organized by the Socialist group in Federal Parliament, it was pointed out that women with a paid job are more likely to do voluntary work than those who stay at home. Even so, a large majority of the top posts in charitable bodies are held by men. Herta Däubler-Gmelin, who chaired the discussions, sounded a warning note: it is not good for women to be gradually elbowed out of paid employment and compartmentalized in the voluntary sector.

Useful address: SPD-Bundestagsfraktion Bundeshaus  
Bundeshaus, 5300 Bonn 1

**"Spiegel der Frauenpublizistik"** (mirror of women in the press) is a magazine produced by the Federal Government's press and information department. Edited by Ingeborg Kaiser-Bauer, it prints extracts from articles on women in the German press. It also gives information on women appointed, promoted or elected to official office. It has two pages of bibliographical notes on recent reports, booklets, statistics and directories relating to women.

Useful address: Spiegel der Frauenpublizistik  
Welckerstraße 11, 5300 Bonn 1

G R E E C E
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**Parental leave** for either of the parents (not just the mother) was approved by Greek Parliament early in the autumn as part of a law on the protection of workers with family responsibilities. This law (see "Women of Europe" n° 36) applies only to certain categories of employee in the private sector; civil servants and other public sector employees are explicitly excluded.

Other clauses, designed to introduce the provisions of International Labour Convention n° 156 into Greek law, were originally incorporated in this law but are still in suspense.

**Adult education** was the theme of a joint seminar organized in Athens by the YWCAs of Great Britain, the Netherlands and Greece, as part of the European Communities Programme on adult education. About forty people from six countries came to the seminar, in the person of experts in new technology and the teaching of adults as well as representatives of Non-Governmental Organizations and Government departments.

One of the objectives of the European Communities Programme is the pooling of experience acquired in local schemes in at least three different Community countries in order to (1) identify common problems, (2) arrive at a better understanding among those taking part and (3) examine new developments in adult education in the Community.

The three YWCAs have had long experience in education and have acquired a specialist knowledge of women's education, two factors promoting the success of the seminar. Unemployment, rapid changes on the labour market, the development and expansion of new technology, changing lifestyles and a growth in leisure were some of the problems mentioned by those attending, both men and women, of different ages and nationalities.

The stress was on the need for Non-Governmental Organizations to pursue their efforts in the field of adult education. The development of positive action for the vocational training of women calls for effort to study and adapt educational programmes.

Useful address: X.E.N. Ellados (YWCA of Greece)  
11 Amerikis - 10t 72 Athens

**The first panhellenic women farmers' conference** has been organized in Crete by the Kentro Gynekon Ypethrou (women farmers' centre). Held in the Orthodox Academy of Kastelli Kissamou, the conference took as its theme "women farmers and the challenges of today and tomorrow". Representatives of co-operatives, associations and groups from rural regions took part in the discussions, in the presence of many officials from Greece and the European Commission. Women farmers seldom have an opportunity to speak to a large audience, but the official guests said they were impressed by the quality of debate, the perspicacity of what was said there and the relevance of comments. The Centre was founded in 1978 to strengthen ties between women farmers in Greece and other countries. A member of the Association des Agricultrices du Monde, the Centre is making sure that its plans are in line with the constantly changing needs of the rural world.

Useful address: Kentro Gynekon Ypethrou (K.E.G.Y.)  
Lekka 12, 105 62 Athens

**Women farmers and co-operatives** were the subject of a one-day seminar arranged by PASEGES (the panhellenic confederation of unions of agricultural partnerships), in conjunction with the Information Bureau of the European Communities in Athens, at the request of Gynekios Syneterismos Anogion (the Anogia women's co-operative). The aim was to brief both women and co-operatives as to their mutual concerns and highlight the potential role of women in the co-operative movement.

Mrs Antoniou La'ou, president of the Equality Council, Mrs Haritou of the Information Bureau of the European Communities in Athens, Mrs Mylonaki of the Greek Agricultural Bank and Mrs Adamopoulou of the national organization of small industrial and craft firms, who all spoke at the seminar, were very attentive to the main concern expressed by the women from the Anogia co-operative: preparing to play a greater part in the decision-making process.

Useful address: Gynekios Syneterismos Anogion, Anogia, Crete

**The Equality Council**, anxious to help inform the general public on the discrimination that still exists between men and women, has published comparative statistics on economic and social activities. It appears that the percentage of women in paid employment has been falling rather than rising: from 33.5% in 1961 to 19.8% in 1981.

In view of these figures, various questions come to mind: which of the sectors of the Greek economy employ women? And in which occupations? Has there been a general fall in employment in these sectors, affecting men as well as women? What is the status of working women? How many hours do they work on an average? Are there still differences between men's and women's earnings? What about female unemployment? Are cultural inequalities between men and women on the decline now that girls' education has improved? At what levels are inequalities still occurring in education?

The Equality Council feels that a more searching investigation is needed to establish the true position of women in Greek society. There is an English translation of this document, entitled "Comparative Statistics on the Two Sexes, 1961-1981".

Useful address: Symboloi Isotitas ton dio Filon  
Mousseou 2, Plaka, 105 55 Athens

## I R E L A N D

**Three free booklets** specifically designed to inform women have been brought out by Nuala Fennel, the Minister responsible for women's affairs. Their titles are explicit: "Women and the Law"; "100 Years of the Irish Women's Movement"; and "The Office of Women's Affairs - Aims and Framework for Action". They will be followed in the near future by other booklets on subjects such as health, tax, housing and family law.

**Preparations for the Nairobi meeting** are very thorough in Dublin. Chaired by Nuala Fennel, the national committee set up to review the Decade for Women has held its first meeting. On this committee are representatives of the Taoiseach (Prime Minister) and the Departments of Employment, Health, Education and Foreign Affairs, as well as the Council for the Status of Women, the Employment Equality Agency and the Irish Countrywomen's Association.

**The reform of family law** is the focus of concern for an inter-party committee chaired by Nuala Fennel, the Minister responsible for women's affairs. One of the thorniest issues with which the committee will have to deal will be that of children born out of wedlock.

Useful address: Office of Women's Affairs, Department of the Taoiseach  
Merrion Street, Dublin 6

I T A L Y
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**A course on business management** at the Bocconi University in Milan will be taken by Sabina Nuti, thanks to a bursary offered by the Associazione Imprenditrici e Donne Dirigenti d'Azienda (association of women entrepreneurs and heads of companies). She was selected from 103 applicants for this award. When the bursary was offered for the first time in academic year 1980-81, 25 girls applied to AIDDA. The increase in the number of applications is a clear indication of the growing interest displayed by women in courses of study that lead to managerial positions.

Useful address: AIDDA, c/o Maria Grazia Randi (National President)  
Corso Europa 14, 20122 Milan

**The co-operative movement** is arousing more and more interest among women. Nevertheless, can this movement - with its wealth of tradition - meet the challenge of new technology? A forceful "yes" is the reply of the Lega Nazionale delle Cooperative e Mutue (national League of cooperatives and mutual societies), which has published a special insert in the journal "Noi Donne" under the title of "Donna e cooperazione" (women and co-operation). Led by Costanza Fanelli, the "women's" section of the League is firmly resolved to domesticate the computer. "Noi Donne" and its insert are available at L.2,000 a copy.

Useful address: Comitato Nazionale per l'attuazione dei principi di parità  
Ministero del Lavoro, Via Flavia 6, Rome

**Regional employment boards** set up by the Italian Government may, on the request of the inspectorate of labour and the national committee on the implementation of the principle of equality, conduct an investigation of companies suspected of discriminating. Another step forward: meetings of the regional boards will be attended by an official appointed by the Ministry of Labour with special responsibility for ensuring that the principle of equal treatment for men and women in matters of employment is put into practice.

Useful address: Ministero del Lavoro, Via Flavia 6, Rome

**Divorce: an unfinished reform** was the theme of a panel discussion arranged by the Movimento Femminile Repubblicano (women's republican movement) to celebrate the tenth anniversary of the referendum that paved the way for a law legalizing divorce. Under the chairmanship of Susanna Agnelli, those present agreed that - despite the fears - Italians had used this new law wisely. It was repeated, however, that the law has to be brought in line with social changes, particularly women's status in society. Reviewing the many bills tabled by the political parties in both the Lower and Upper House, those at the discussion stressed that the bill being introduced by the Christian Democrats reflects a new understanding between Catholics and laymen in Italy.

Useful address: Movimento Femminile Repubblicano  
Piazza dei Caprettari, Rome

**Equality at work** ("Women of Europe" n° 36). Even though an equality board has recently been set up, coming directly under the Prime Minister's office (Commissione nazionale per la realizzazione della parità fra uomo e donna), it should be remembered that a Committee for equality in employment already exists under the Ministry of Employment. Founded by a ministerial decree issued on 2 December 1983 (published in the Gazzetta Ufficiale on 18 July 1984), the Committee's responsibilities include, within its own field, national and international information, relations with international agencies, the labour market and vocational training, compliance with Law 903/1977 on equal opportunities, the "code of practice" and proposals for legislative reform.

Useful address: Comitato nazionale per l'attuazione dei principi di parità di trattamento, Ministero del Lavoro  
Direzione Generale dei Rapporti di Lavoro, Rome

**Il Partito delle Donne** (Women's Party) is protesting vigorously and launching a petition: the parliamentary committee responsible for revising the Italian Constitution has no woman member. The Women's Party deplors "the mortifying absurdity of a situation which deprives women from experiencing such a vital stage in the history of contemporary Italy".

Useful address: Partito delle Donne  
Via Sforza Pallavicini 11, 00193 Rome

**The status of women in the civil service** has been thoroughly investigated by Marisa Ferrari Occhionero, who has published her findings under the title "La condizione femminile nell'Amministrazione Centrale dello Stato" (women's status in central Government administration), published by Bulzoni, Rome, 1984. She reports that the civil service no longer enjoys its former social prestige at a time when women are attaching growing importance to their careers. Nevertheless, she also observes that a woman who makes a career breakthrough is often better than her male counterpart and more prepared to accept responsibility because of the very fact that she has had to combat discrimination.

**OIKIA** (the European inter-regional organization of women in the home) has published the first issue of what is to be a monthly publication. In its editorial, the president and founder, Maria Luisa Tortella, sets out the objectives of the organization, which include lower fares on public transport for housewives as preliminary, practical recognition of the social role played by women who work in the home.

Useful address: OIKIA, via Cefalonia 4/A, 37126 Verona

**Craftswomen** set up a national committee of women artisans - Comitato Nazionale Donne Artigiane - several years ago within the Italian general confederation of craft trades, Confartigianato. A further step has now been taken with the creation of a national association of craftswomen, the Associazione Nazionale Donne Artigiane, whose first president is Mrs Caracciolo. Its goal is to improve the technical skills of craftswomen and help them with such matters as accounting, organization and marketing. Few people are aware that one fifth of the artisans in Italy are women.

Useful address: Associazione Nazionale Donne Artigiane  
Piazza Venezia 11, 00187 Rome

**An association of women against the Mafia**, presided by Giovanna Terranova - the widow of a magistrate killed on the Mafia's orders - has decided to press on with its action. There have been numerous arrests over the past few weeks and the association is to take civil action as a civil party to the criminal proceedings that will be taken.



<b>L U X E M B O U R G</b>
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**A guide to women's rights** has been published by the Association des Femmes Libérales - the Liberal women's association - to mark its 15th anniversary. This is a series of reports on three major themes as they concern women: marriage (with information on marriage agreements, divorce and inheritance rights); maternity (maternity leave, childbirth allowances, childbirth, adoption and abortion); and work. Its price: Fr.50.

Useful address: Association des Femmes Libérales  
46 Grand'Rue, Luxembourg

**Divorced men** have followed in the footsteps of divorced women and are grouping to defend their interests, following a recent appeal by an anonymous appeal in the press by a male divorcee. Men should fight for their financial security and no longer put up with the egoism of their former wives, who prefer to live off alimony rather than go out and look for a job. It seems that many divorced men find it hard to start their lives afresh because of the financial burden they have to shoulder. The law, it is said, encourages people to live together without marrying: a divorced woman can live with another man but still be supported by her ex-husband. It remains to be seen whether this public appeal will attract supporters prepared to argue the case.

**"Kopplabunz"** is the name of a new meeting centre, the third major scheme to be implemented under the plan of action launched by "Femmes en Détresse", an association to support women in distress. It is a new departure in that it is open to all women and serves as a discussion, information and recreation forum (complete with a library and exhibition room) as well as a "clothes-swap-shop". Kopplabunz is urgently needed for the women finding shelter in the battered wives' hostel, as it gives them a chance to do something useful and even to reinstate themselves.

Useful address: Kopplabunz  
46 rue Michel Rodange, Luxembourg

<b>N E T H E R L A N D S</b>
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**Women's emancipation bureaux** - Vrouwenemancipatiebureaux - were launched in 1979 and are now established in most Dutch provinces. Their task: to place pressure on institutions. Their resources: providing support, encouragement, advice and information, making documentary materials available and reporting problems, all in conjunction with representatives of the women's movement.

Useful address: Ministerie van Sociale Zaken en Werkgelegenheid  
Zeestraat 73, 's Gravenhague

**The "Amazon Foundation"** - Stichting Amazone - has become a pillar of women's culture. For years it has been arranging courses, workshops and exhibitions (permanent and travelling). Unfortunately it may be forced to close down due to the lack of subsidies. A recent event was an exhibition from 2 November to 23 December on interior decor, reflecting the role of women in the home and family in the 1950s.

Useful address: Amazone, Keizersgracht 678, Amsterdam

**The Emancipation Council** - Emancipatieraad - has published a collection of views, reports and studies produced between June 83 and May 1984. All are on the policy of equality for men and women as it concerns work, training, recruitment, education, housing, wages, health, rape and social security.

Useful address: Emancipatieraad (Adviesbrieven en nota's)  
Lutherse Burgwal 10, 2512 cb, The Hague

It is vital that **more women should opt for "men's jobs"** because of the shortage of manpower in this sector. By keeping the sexes apart in the working world, society is deprived of its optimum potential of competent workers, both men and women. This was the argument advanced by the Secretary of State for Social Affairs, A. Kappeijne van de Coppello, at a one-day seminar on "Vrouwen in Mannenberoepen" (women in men's jobs) organized by the Sociaal-Economische Raad (Economic and Social Council) last September.

Useful address: Ministerie van Sociale Zaken en Werkgelegenheid  
Zeestraat 73, 's-Gravenhage

**The Ombudswoman Foundation** - Stichting Ombudsvrouw - has celebrated its 10th anniversary by holding a seminar, whose proceedings are contained in a report entitled "Toegang tot en behoud van betaald werk voor vrouwen" (access to and retention of paid work for women). Of special interest is an article on the positive action plan (taken up in the law on equal treatment). Available at Fl.10. The Foundation is also bringing legal proceedings against the Education Ministry in the Hague to stop it implementing the "Werkgelegenheidsproject Onderwijs" (educational employment scheme so long as it conflicts with the law on equal treatment for men and women. Under the scheme, 8,400 new jobs are to be created in education in 1984-85, 8,000 in 1985-86. One selection criterion is that an applicant should be receiving redundancy benefits from, for example, the Education Ministry, or a similar benefit under the law on incapacity to work (Wet op de Arbeidsongeschiktheid). The scheme thus discriminates against married women, who are not entitled to such benefits unless they are "heads of families" (like women cohabiting with unemployed men). It is the first time that the Foundation has been able to bring such proceedings; it has the backing of Stichting Rechtenvrouw ("Legal Women's Foundation"), which is guaranteeing payment of the legal costs.

Useful addresses:

Stichting Ombudsvrouw, Postbus 18520, 2502 EM, The Hague  
Rechtenvrouw, Postbus 13162, 3507 LD, Utrecht

**"Stand van Zaken bij de Sociale verzekeringen en voorzieningen"** (the insurance and social security legislation situation) and **"Algemene Bijstandswet, bijstandsnormen en rijks-groepregelingen"** (general law on social security, its rules and regulations) are the titles of two booklets setting out the position in these fields as of 1 July 1984. They can be obtained from:

Useful address: Ministerie van Sociale Zaken en Werkgelegenheid  
Postbus 20801, 2500 EV 's-Gravenhage

**Shorter, redistributed hours of work** are the focus of concern today, but the debate tends to concentrate on paid employment rather than housework. This is the reason why the Dutch Family Council, Nederlandse Gezinsraad, has brought out a booklet entitled "Waar is de stofzuiger?" (where's the vacuum cleaner?), in conjunction with Nederlandse Vrouwenraad (the Dutch Women's Council), Huishoudelijke en Consumentenvoorlichting (Housewives' and Consumers' Information) and Vereniging voor Huishoudkunde in Nederland (Association for Domestic Economy in the Netherlands).

Useful address: Nederlandse Vrouwenraad  
Laan van Meerdervoort 30, 2517 AL The Hague

**Science fiction and emancipation:** Vereniging van Vrouwen met Academische Opleiding (the Association of Women with an Academic Training), during its 5th national congress on "Vrouw-Macht-Strategie" (Woman-Power-Strategy), has offered a prize of 1,000 guilders for a piece of science fiction linked with emancipation - a short story or novel on a future society written from a feminist viewpoint.

Useful address: Commissie Emancipatiezaken, VVAO  
Postbus 355, 5500 AJ Veldhoven

A report on **facilities for pregnant workers** - "Faciliteiten Zwangere Werkneemsters" - drawn up by a working party on work and welfare - Arbeidsvraagstukken en Welzijn - at Leiden University, at the request of the Ministry for Social Affairs and Employment, aims to shed light on factors which pregnant women find unpleasant or embarrassing and explain their wishes. The report also suggests a policy in this matter, especially ways in which companies can adapt working conditions and the steps needed. The Minister for Internal Affairs will shortly be drawing this request to the attention of the Centrale commissie voor Georganiseerd Overleg in Ambtenarenzaken (central committee for organized consultation in the civil service) to consider what policy measures should be introduced for civil servants.

Useful address: Ministerie van Sociale Zaken en Werkgelegenheid  
Zeestraat 73, 2500 EV 's-Gravenhage

**The Stichting Arbeidshulpverlening voor vrouwen in de wijk** (Foundation for employment aid for urban women) has brought out a booklet entitled "Het heft in eigen hand" (the reins in one's own hands) by Mirre Bots. The Foundation has been in existence for five years. Its objective? To help homebound women who have been away from work for a long time to train or find a job again in this period of economic recession, especially by arranging courses. Experience has shown that women seldom know about the courses or schemes that already exist throughout the country. The Foundation has produced a booklet giving all the information needed (5 guilders).

Useful address: Stichting Arbeidshulpverlening voor vrouwen in de wijk  
Keizersgracht 145, 1015 CK Amsterdam

**Experimental regulations on facilities for business creation by women** - "Experimentele Regeling Startfaciliteiten vrouwenbedrijven" - is a scheme initiated by the Secretary of State for Social Affairs and Employment, Mrs Kappeyne van de Coppello, to help women not having the initial capital to set up their own businesses to obtain a non-interest loan from the Government. The main targets are women who have not worked outside the home for several years. Under the regulations, during the first two years the business is treated as if it had the status of a "werkervarings-leerproject" (work experience and learning project). By dint of day-to-day work backed by vocational training, the participants should acquire the knowledge and experience they need to run the business without outside help. The maximum grant is 50,000 guilders, repayable over 7 years. Priority is given to women engaged in non-traditional occupations and firms that work flexible hours or having a very democratic structure. Furthermore, only women may be employed in the businesses. Applications for loans in 1984, 1985 and 1986 may be sent to:

Useful address: Projectgroep Vrouw en Werkgelegenheid,  
p/a Mauritskade 37, 2514 HE, The Hague

**The organization of local radios** in the Netherlands - Organisatie van Lokale Omroepen in Nederland - has held a symposium during which it fired the starter's pistol for 150 or so groups wanting to set up local radio stations in their own towns. Gon Slikkerveer was there and, noting that there were virtually no women in this field, she decided to set up a work group on "women and local radio" in Drenthe, whose main task was to familiarize women with the medium of radio. The province of Drenthe, the Assen women's bureau and VARA (an independent radio system) provided the funds.

Useful address: Gon Slikkerveer, Tipakker 6, 7971 AB Havelte

**The Dutch Women's Council** has been asked by the Secretary of State for Emancipation to arrange a meeting that will pave the way for the country's participation in the UN third world conference for women in Nairobi in July 1985. The aim: to encourage commitment on the part of those attending that will lead to conclusions and recommendations on pursuing emancipation policy in the Netherlands.

The Council has issued its annual report for 1983 (Jaarverslag 1983), in which it reviews its many activities and its achievements.

Useful address: Nederlandse Vrouwenraad  
Laan van Meerdervoort 30, 2517 AL, The Hague

**A feminist film distributor, Cinemien**, has been celebrating its 10th year of life. In 1981, its first feminist film and video conference was attended by more than 300 women from every corner of the world. In 1982, it brought out the first in a series of publications entitled "Het tweede gezicht" (the second face). In 1983, it launched its "historic project": to bring a number of film "classics" whose form or content had been mainly shaped by women to the attention of the Dutch public. Cinemien now receive financial support from the Lower House, the Tweede Kamer. Cinemien is to help set up the film programme for the UN conference for women in Nairobi. It hopes soon to open its own cinema soon, which will also be used for meetings and congresses.

Useful address: Cinemien, Amstel 256a, 1017 AL Amsterdam

## UNITED KINGDOM

**Grave ethical and legal problems** are created by artificial insemination, test-tube babies and surrogate motherhood. The various methods developed by science to overcome the problem of the infertility of a husband or wife have been considered by the Committee of Inquiry into Human Fertilization and Embryology. Chaired by Dame Mary Warnock, the Committee has published a report (£6.40, ref. Cmnd 9314), which has the merit of being forthright.

For example, it recommends that artificial insemination services should be provided under the National Health Service and that the donor should always be totally unknown. A child born as a result of artificial insemination must be recognized in all respects as a legitimate child. To avoid any problem of incest, no donor should contribute towards the birth of more than ten children. On the subject of "in vitro" fertilization (producing what are commonly known as test-tube babies), the Committee states firmly that no scientific research should be conducted on embryos more than 14 days old. Finally, a majority of the Committee members came out against "surrogate motherhood" and said that legal action should be taken against anyone helping to arrange a pregnancy of this kind.

Report of the Committee of Inquiry into Human Fertilization and Embryology  
obtainable from: H M S O, 49 High Holborn, London WC1V 6HB

**A travelling school computer** is the amusing and effective idea of WISE - Women into Science and Engineering. Loaded with different computers, a bus travels the length and breadth of Southern England, stopping at any schools asking for a visit. Direction: the North and the future.

Useful address: WISE, Canberra House, 10-16 Maltravers Street  
London WC2R 3ER

**350 complaints on the grounds of discrimination** were handled directly by the Equal Opportunities Commission in 1983. The results achieved were particularly satisfying in that BOC's intervention saved the cost of bringing a good deal of legal action; in addition, the employers and authorities are now acquiring the habit of consulting the Commission before applying measures that may have the effect of discriminating against women. In 1983, the Commission stepped in in 249 cases of what were seen as discriminatory advertisements. It has three ongoing concerns: equality in pension rights, the care of the children of working mothers and equality in the educational system, especially with regard to new technology.

Useful address: Equal Opportunities Commission, Overseas House  
Quay Street, Manchester M3 3HN

**The 1982 population census** has produced some interesting figures: one third of women marrying in the early 1980s had lived with their partners as man and wife before their marriage (in the 1970s, the figure was 13%). Married couples now have fewer children and wait longer before having their first child. Only 14% of women under 30 who married in the early 1960s still had no children after five years of marriage; in the early 1970s, this percentage rose to 24%. The proportion of couples with three or more children after five years of marriage has fallen from 12% to 3% in a decade.

Another odd figure: in all age groups, drinkers are less liable to suffer from chronic illnesses than abstainers. More seriously, the Equal Opportunities Commission has pointed out that the rate of absenteeism on the grounds of sickness is not significantly greater for women than for men (10 and 9 days respectively). The General Household Survey 1982 is available at £13.70 from Her Majesty's Stationery Office, P.O. Box 276, London SW8.

**The childbirth grant** has been £25 since 1969 and should be increased to £125, says the Northern Ireland Equal Opportunities Commission. In addition, the maternity grant, amounting to £25.95 a week for 18 weeks, should be treated as a substitute for earnings lost.

Pay during maternity leave should be 100% of nominal earnings, not 90% as now, and it should go on longer than the official six week period. The right to this wage should also be acquired after working for an employer for a year, not two years as under the present legislation. Part-time workers should have the same rights as full-time workers. According to Muriel Wilson, Chairman of the Commission, under present-day financial conditions women have no real choice between returning to work or staying at home to care for their babies.

Useful address: Northern Ireland Equal Opportunities Commission  
Chamber of Commerce House, 22 Great Victoria Street  
Belfast BT2 2BA Northern Ireland

**Life and Leisure** was the chosen theme of the National Federation of Women's Institutes for its exhibition at Olympia in London. On a hundred or so stands, the Institutes showed all the ways in which women can put their leisure to good use. Opened by the Queen, the exhibition gave its visitors an opportunity to talk to women employers, women artists, craftswomen, etc. The chief attraction was a water pump and drilling system which is to be sent to Lesotho.

Useful address: National Federation of Women's Institutes  
33 Eccleston Street. London SW1 9NT

**"Decade Network"** is another venture on the part of Georgina Ashworth, well known as the founder of Exchange. The Decade Network is an informal association of women working in various organizations who want to ensure that the momentum generated by the UN Decade for Women is maintained.

At the Copenhagen Conference in 1980, she noted that the people officially appointed by governments to present woman's views were taking little or no account of the ideas of Non-Governmental Organizations. It was to improve the mutual exchange of ideas that she set up the Decade Network in 1981.

The first step was a major meeting attended by the NGOs concerned and Baroness Gardener of Parkes, the UK delegate to the UN Women's Commission who is expected to lead the British delegation to Nairobi. Following the meeting 13 work groups were set up, although it seems that only mild interest was evinced by Government departments. Because of this, Georgina Ashworth published a book entitled "The Invisible Decade" in 1985, hoping to persuade Government departments of the true importance of the United Nations Decade for Women.

Useful address: Georgina Ashworth, Decade Network  
29 Great James St, London WC1N 3ES

**Teaching technology to girls** gives rise to specific problems. According to research conducted by Val Millman on behalf of Coventry Education Department, it would be a good thing if technology were - for a certain period - to be taught to girl-only classes. In a field survey on a mixed class, she noted that the boys were somewhat ahead of the girls either because they had already "played" with the technique being taught or because they were more ready to discuss points and ask questions. The girls were more likely than boys to think about the value and purpose of the technology before embarking on practical work. Since the instructors did not allow for these differences, the girls rapidly lost interest, whereas the boys made progress in learning the skill.

It would be educationally prudent not to make girls compete with boys but to set aside a class for them where they can approach a new technology in their own way and acquire the confidence they lack.

Useful address: "Teaching Technology to Girls", Elm Bank Teachers' Centre  
Mile Lane, Coventry CV1 2LQ

**Job-sharing** is a practice which should be more widespread, says the National Council of Women. At its recent annual conference, the Council called on the Government to ensure that jobs could be shared in Government Departments. Jean Viall, the chairman of the Council, has written to MPs and Mrs Thatcher on this subject.

Useful address: National Council of Women  
34 Lower Sloane Street London SW1W 8BP

<b>RESEARCH, MEETINGS AND BOOKS</b>
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Widowhood in the Eighties: the International Federation of Widows and Widowers Organizations has taken a look at the problem with fresh eyes. An international conference is to take place from 18 to 21 April 1985 at Royal Holloway College in Egham (Surrey). The programme includes subjects as important as the way children react to the death of a parent and different ways of coping with mourning.

Useful address: F.I.A.V., J.J. Cremerstraat 1  
6665 CZ Driel O.B. Holland

The Internationaal Archief voor de Vrouwenbeweging (international women's movement archives) have been working since 1978 on an inventory of studies and research on and by women. Each year a booklet is published entitled "Weet il wel ... inventarisatie vrouwenstudies" (what do I know about the women's studies inventory?). In addition, the titles of current research projects are published four times a year in "Tijdschrift voor Vrouwenstudies" (women's studies periodical).

Useful address: Internationaal Archief voor de Vrouwenbeweging  
Keizersgracht 10, 1015 CN Amsterdam

Ms Muffet fights back is the amusing title of a booklist drawn up by Rosemary Stones for Penguin Books. The books listed are those presenting girls and women in a constructive, dynamic and positive light. Rosemary Stones has divided her list into two parts, the first for girls up to late adolescence, the second for adult women. A résumé of each book is given plus a commentary if it is particularly important. According to the editor, the intention is not to give an arbitrary reading list but to spark off a constructive debate on the position of women in society and literature.

Useful address: Puffin Publicity - Penguin Books Ltd.  
536 King's Road, London SW10 0UH

Percorsi del Femminism e Storia delle Donne (the routes taken by feminism and the history of women) is the title of a supplement to issue 22 of the magazine "Nuova Donnawomanfemme", setting out the proceedings of a colloquium on the theme a few months early. The aim of this publication is to take up the thoughts expressed on the different stages of the feminist movement and women's historiography.

Useful address: "Nuova DWF"  
Via S. Benedetto in Arenula 12, 00186 Rome

Social Security - a Consumer Review is a study commissioned from Lesley Rimmer by the National Consumer Council. The author describes recent changes in the family and the specific position of women under a social welfare and tax system that has not kept pace with all these trends.

Useful address: National Consumer Council  
18 Queen Anne's Gate, London SW1H 9AA

Die Einführung der neuen elektronischen Techniken (the introduction of new technologies) was the theme of issue 65/1984 of Mitteilungsblatt, which sets out the proceedings of a colloquium studying the impact of new technology not just on women but on the family and society.

Useful address: Deutscher Akademikerinnenbund  
Werderstrasse 68, 2000 Hamburg 13

Penelope senza Tela (Penelope without her loom) by Gina Lagorio is an account of the most significant episodes in the author's life as a journalist. Travel notes and an autobiographical journal take her women readers to the heart of the most pressing issues of Italian society today.

Useful address: Longo Editore, Casella postale 431, 48100 Ravenna

Emakumearen egoera Euskadin (the position of women in Basque Spain) is, despite its title, in Spanish. With 600 pages of text and figures, it makes constant comparisons between the Basque country and European Community countries. Coordinated by Alfredo Garcia Ramos, the book has been produced by Pedro Aranzabal Basaras (economist), Maria del Carmen Calvo (teacher), Maria Antonia Garcia de Leon (sociologist) and Carmen Valle Santaolalla (jurist).

Useful address: Gobierno Vasco, Departamento de Educacion y Cultura  
Vittoria-Gasteiz, Spain

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