

WOMEN IN THE EUROPEAN COMMUNITY

This Rapid Report, dedicated to women in the European Community, attempts to give a brief overview of their social and economic situation, and highlights the influence of motherhood on the economic activity of women.

Women constitute 51.2% of the EC population and comprise 41% of the labour force.

This under-representation of women in the labour market is linked, above all, to the difficulties of reconciling family and work-related responsibilities. Apart from this, women are concentrated in the lower paid sectors and are more affected than men by unemployment.

The improvement in the situation of women, in particular in the labour market, and their growing participation in decision-making processes is the main objective of the Third Community Medium Term Action Programme for Equal Opportunities for Women and Men (1991-1995).

INTRODUCTION: Women outnumber men in the EC

On 1 January 1993 there were more than 177 million women - 51.2% of the total population - in the Member States of the European Community.

Table 1 :
Women in the total population, 1 January 1993

	EUR12	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
Total (in 1000)	346,756.3	10,068.3	5,180.6	80,614.1	10,320.0	39,114.2	57,526.6	3,556.5	56,932.7	395.2	15,238.9	9,850.3	57,959.0
Females (in 1000)	177,704.3*	5,144.8	2,626.0	41,592.5	5,238.3	19,912.1	29,508.9	1,781.3	29,255.7*	201.2*	7,703.7	5,097.8	29,642.0
% females	51.2	51.1	50.7	51.6	50.8	50.9	51.3	50.1	51.4	50.9	50.6	51.8	51.1

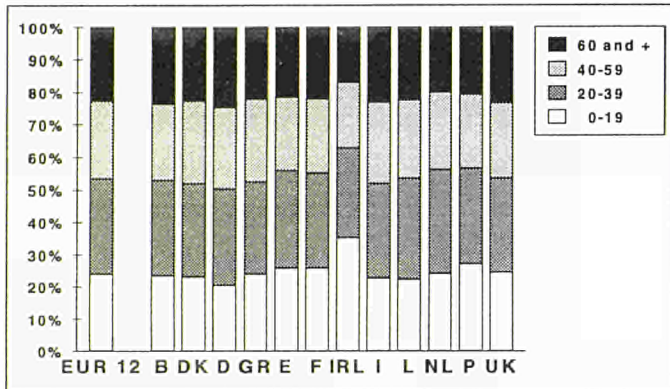
There are more women than men in every Member State of the Community but the percentage of females in the total population varies from country to country. The highest rates are found in Portugal (51.8%) and Germany (51.6%) and the lowest in Ireland (50.1%). These figures closely reflect the structure of the population by age group: as a population ages, the proportion of women increases. In Germany there are many old people, for example, while in Ireland there is a high percentage of young people.

I. LIFE EXPECTANCY AND HEALTH

1. Women live longer than men

A look at the age structure of the female population reveals the differences between countries.

Diagram 1:
Female population by age group in %, 1 January 1992^{a)}

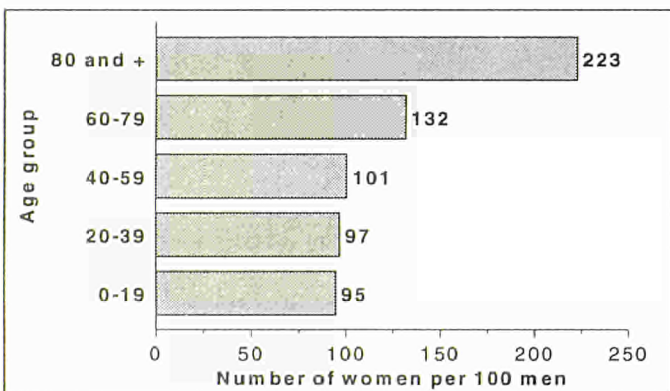


a) D, I, UK, EUR12 : 1991

Germany has the lowest percentage of young women aged 0-19 (20.4%) and the highest percentage of women over the age of 60 (24.7%).

In Ireland, on the other hand, young women account for 35.1% of the female population and old women only 17.0%.

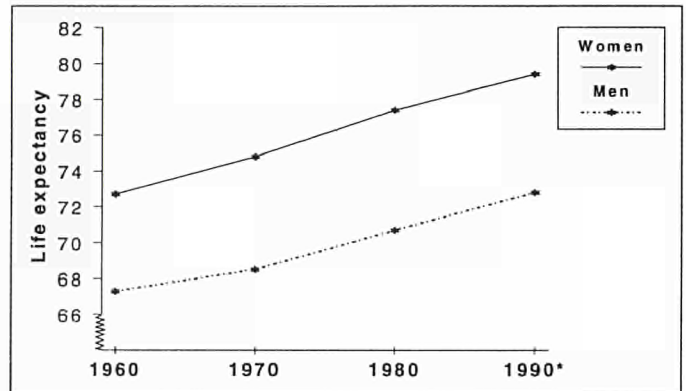
Diagram 2:
Ratio of women to men by age group, EUR 12, 1991



The ratio of women to men increases with age. Given the fact that more boys than girls are born, there are fewer females than males among the younger age groups. From the age of 50, however, the situation changes and there is a sharp increase in the ratio of women to men. In the 60-79 age group there are 132 women for every 100 men. After the age of 80 the figure goes up to 223.

This is a feature of every Member State of the Community - the result of higher male mortality in all age groups.

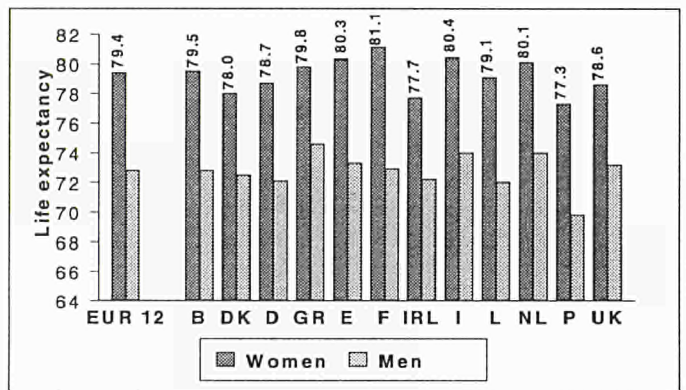
Diagram 3:
Life expectancy at birth, EUR 12, 1960-1990



The life expectancy of both men and women is rising steadily in Member States.

In 1990 life expectancy at birth in the Community was 79.4 years for women and 72.8 years for men. The difference between male and female life expectancy (more than 6 years) has remained fairly stable for years.

Diagram 4:
Life expectancy at birth, 1991^{a)}



a) EUR12, E and I - 1990

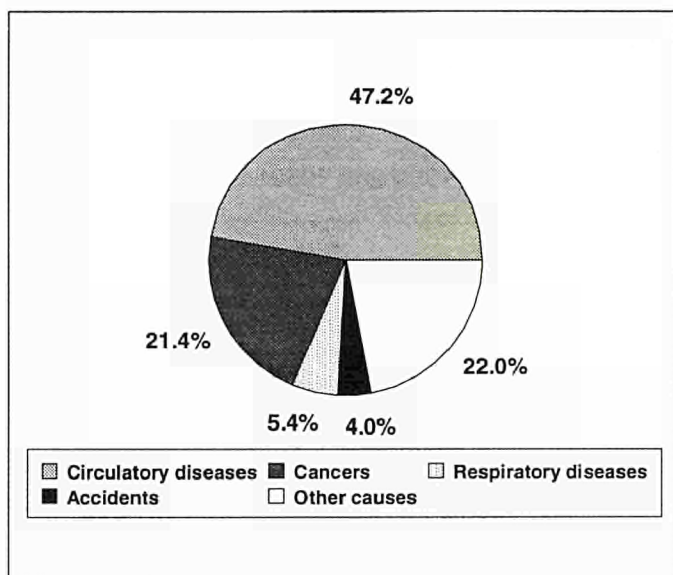
Female life expectancy is already more than 80 years in some countries: France, Italy, Spain and the Netherlands.

Because of the differences in life expectancy between women and men, there are more women than men in the elderly population of the EC, and women in this age group are more affected by loneliness.

2. Cancer - the second largest cause of female deaths

An analysis of causes of death gives an insight into the health problems of women.

Diagram 5:
Causes of death of women, EUR 12, 1990^{a)}



a) B - 1988; E and I - 1989; data for Germany before 3 October 1990

Women are especially affected by diseases of the circulatory system (accounting for nearly half of all deaths) and cancer.

Deaths from circulatory diseases (primarily cerebrovascular and ischaemic heart disorders) increase with age, for women as well as for men.

In women the most common malignant tumours are cancers of the digestive system, those affecting the breast and womb and cancers of the respiratory system.

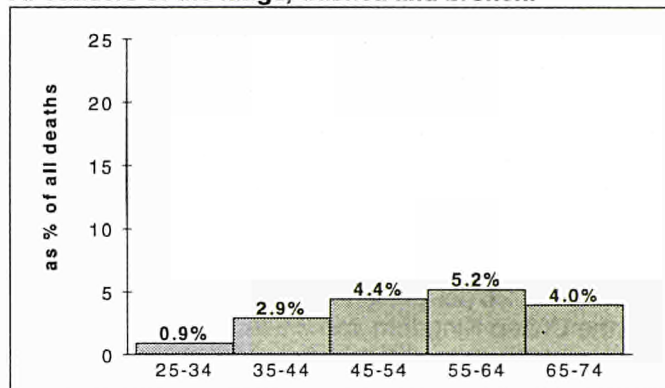
It is important to stress that these are illnesses that often could be avoided. A balanced diet can reduce the risks of cancer of the digestive system; the risks of lung cancer can be reduced by not smoking.

In all cases, early diagnosis boosts the chances of cure, especially of those cancers that specifically affect women (breast and womb). More than one death in five of women aged 35-54 is due to these cancers.

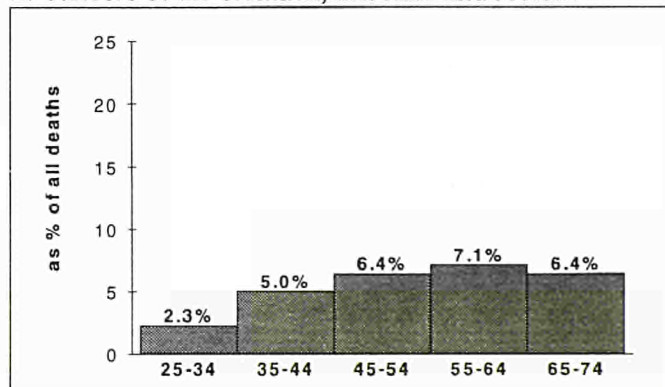
Diagram 6:
Cancers as cause of death among women aged 25-74 by age group, EUR 12, 1990^{a)}

	25-34	35-44	45-54	55-64	65-74
Total number of deaths	12,756	24,742	52,121	121,577	258,827

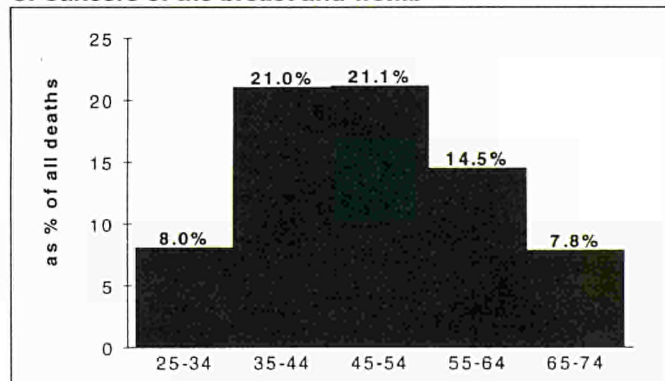
A. Cancers of the lungs, trachea and bronchi



B. Cancers of the stomach, intestine and rectum



C. Cancers of the breast and womb



a) B - 1987; E and I - 1989; data for Germany before 3 October 1990

II. WOMEN AND THE FAMILY

1. Changes in family structures

The institution of marriage is weakening in the European Community. More and more women are living alone and bringing up children alone. These changes are having an impact on the economic activity of women, who often now must bear sole responsibility for their families.

In the European Community and in most countries the gross marriage rate (number of marriages per 1 000 inhabitants) is falling. Between 1980 and 1992 the marriage rate in the Community dropped from 6.4 to 5.6 per thousand. The highest rate is found in Portugal (7.1) and the lowest in Ireland (4.5) and France (4.7).

During the same period the gross divorce rate (number of divorces per 1 000 inhabitants) in the Community went up from 1.4 to 1.6 per thousand. The figures range from 2.9 in the United Kingdom and 2.5 in Denmark to 0.6 in Greece and Spain and 0.4 in Italy. In Ireland the law prohibits divorce.

The mean age of women at first marriage rose in every Member State during the 1980s. Throughout the Community it rose from an average 23.2 years in 1980 to 25.1 in 1990.

Table 2:
Mean age of women at first marriage and at birth of first child, 1980 and 1990

Country	Average age of women at time of first marriage		Average age of women at birth of first child	
	1980	1990 ¹⁾	1980	1990 ²⁾
EUR12	23.2	25.1	:	:
B	22.3	24.6	24.6	26.1
DK	24.8	27.6	24.6	26.4
D ^{a)}	23.4	25.9	25.2	26.9
GR	22.3	23.8	23.3	24.7
E	23.4	25.0	24.6	26.3
F	23.0	25.7	24.9	27.0
IRL	24.1	26.3	24.9	26.3
I	24.1	25.6	25.1	26.7
L	23.0	25.4	:	26.5
NL	23.1	25.9	25.6	27.6
P	23.3	24.2	23.6	24.7
UK	23.0	23.9	25.1	27.3

1) E and UK : 1989

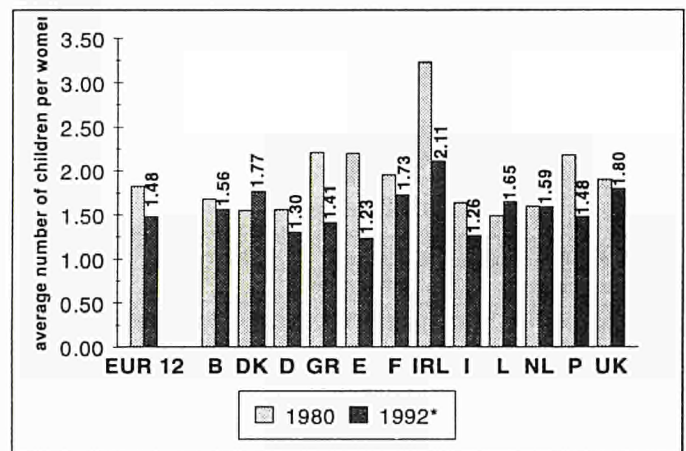
2) B: 1988; E: 1989

a) 1990 - Germany before 3 October 1990

Women in the European Community are having their first child increasingly later (see Table 2). In 1990 the mean age at birth of first child was over 27 in the Netherlands and the United Kingdom but under 25 in Greece and Portugal.

Between 1980 and 1990 in the United Kingdom, France and the Netherlands showed the greatest increase, two years or more, in the mean age at birth of first child.

Diagram 7:
Total fertility rate, 1980 and 1992*



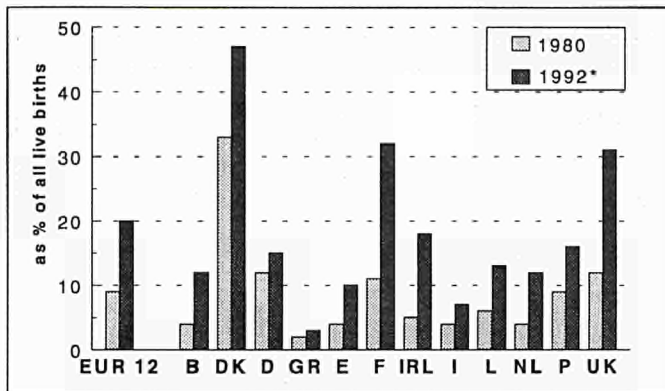
*Eurostat estimate for DK, D, L and UK

A fall in the total fertility rate is a phenomenon seen in most Member States. The figure of 1.82 children per woman in the Community in 1980 fell below 1.5 for the first time in 1992 (1.48).

This downward trend first became apparent in the northern Member States, where it has since slowed down or even turned round, and is now very obvious in the countries of southern Europe: Spain, Greece and Portugal. The average number of children per woman has always been higher than the Community average in Ireland, and despite a very noticeable drop in the last ten years it is still the highest in the Community.

When fertility rates by the mother's age are analysed, they reveal that most births occur in the 25-29 age group. For women under 20, the fertility rate in 1991 was highest in the United Kingdom, Portugal, Greece and Ireland. The rates for births among women over 30 are highest in Ireland, the Netherlands and France.

Diagram 8:
Births outside marriage, 1980 and 1992^{a)}

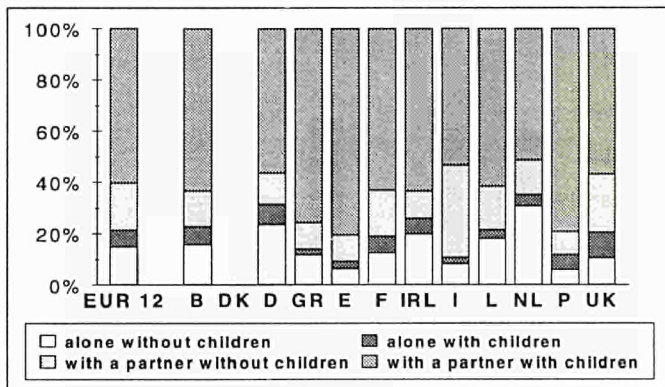


a) B - 1989; E and L - 1990; DK, D and F - 1991

The increase in the number of births outside marriage is a phenomenon which occurs throughout the Community. In Denmark they account for nearly half of all births, and almost a third in France and the United Kingdom. The percentage is very low in Greece (2.5%) and Italy (6.8%).

The composition of private households can be examined using data from the Community Labour Force Survey.

Diagram 9:
Women aged 20-39 by type of household, 1991^{a)}



The data for Denmark are not comparable

a) All categories include third parties present in households

In the Community 14.8% of women in the 20-39 age group live alone with neither a partner nor children. The latter category is largest in Germany and the Netherlands.

66.8% of women live with children (60.3% with a partner).

In the Community 6.5% of women aged 20-39 are heads of single-parent households, i.e. living alone with children. The figure is 0.4% for men.

Table 3:
Percentage of women aged 20-39 living alone with children, 1991

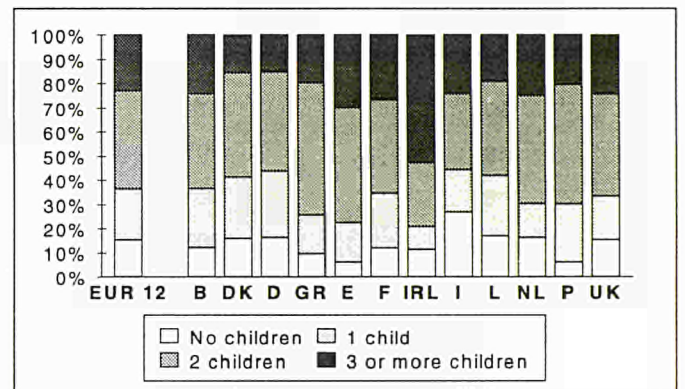
EUR 12	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
6.5	7.1		7.7	2.4	2.9	6.6	6.2	2.3	3.4	4.5	5.7	10.1

Among women over 40, the number of women living alone without children increases with age, as a result of children's leaving home and widowhood.

For women over 60, the Community percentage for women living alone is 51.6%, and 47.8% for those living with a partner but without children.

Despite diminishing total fertility rate, the majority of women are still mothers.

Diagram 10:
Women aged 35-39 by number of children in household, 1991



In the Community 84% of all women aged 35-39 living in private households have children under 18. In individual countries, the percentage ranges from 73% in Italy to around 94% in Spain and Portugal.

The percentage of women with only one child is highest in Germany (27%), Denmark (26%) and Luxembourg (25%). The biggest families are found in Ireland, where 53% of women aged 35-39 have three or more children.

The percentage of women with no children is fairly high in Italy (27%).

2. Family social security varies from one country to another

The safety and health at work of pregnant women and maternity leave were dealt with in Council Directive 92/85/EEC of 10 October 1992. This directive, which has to be complied with by 19 October 1994, stipulates a period of maternity leave of at least 14 weeks. The actual period of leave and the amount of compensation paid during this period are decided by each country.

Table 4:
Length of maternity leave and percentage of wage or salary paid in compensation, 25 February 1992

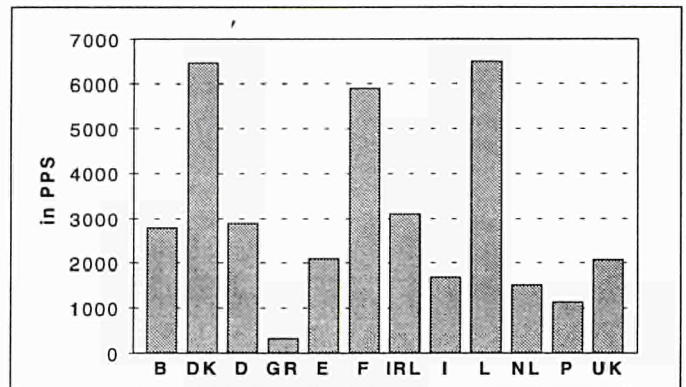
Country	Maternity leave (weeks)	Compensation (% of wage or salary)
B	15	82% for 30 days, 75% thereafter
DK	28	approx. 90%
D	14	100% (of net wage or salary)
GR	15	100%
E	16	75%
F	16	84%
IRL	14	70%
I	20	80%
L	16	100%
NL	16	100%
P	90 days	100%
UK	6+12	90% for 6 weeks, small fixed sum for 12 weeks

Social protection systems vary tremendously from country to country. This report limits analysis to two areas that affect most women: maternity and family benefits. In the last decade resources earmarked for the social protection of families have decreased in relative terms (especially in comparison with old age benefits, because of the aging of the population).

Social spending on maternity accounts for a very small part of GDP but nevertheless varies greatly from country to country. The maximum is in Denmark (0.52% of GDP in 1991), France (0.47%) and Ireland (0.44%), while the lowest is in Greece (0.05%) and Italy (0.10%).

The highest maternity benefits (expressed in Purchasing Power Standards) per birth are paid in Luxembourg, Denmark and France; the lowest in Greece.

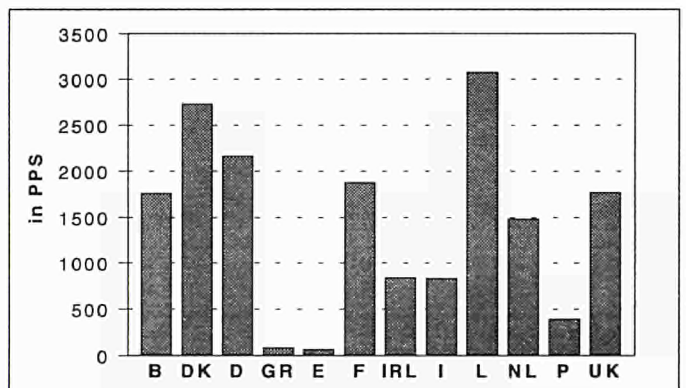
Diagram 11:
Maternity benefits (in PPS) per birth, 1991^{a)}



a) GR - 1989; D - 1990 (before 3 October 1990)

Family benefits, as a percentage of GDP, vary from 2.99% in Denmark to 0.11% in Spain.

Diagram 12:
Family benefits (in PPS) per inhabitant under 15, 1991^{a)}



a) GR - 1989; D - 1990 (before 3 October 1990)

Family benefits - the main component of which is the family allowance - are the most generous in Luxembourg, Denmark and Germany, with Greece and Spain well behind the other Member States.

However, family allowance arrangements vary significantly from one country to another (with differences based on the number of children, their age and household income).

In addition to monetary benefits, Member States also allocate some resources to benefits in kind (eg child accommodation allowances, reduced charges etc). This is particularly significant in Denmark, and also in Germany and the Netherlands.

III. WOMEN IN THE ECONOMY AND POLITICAL LIFE

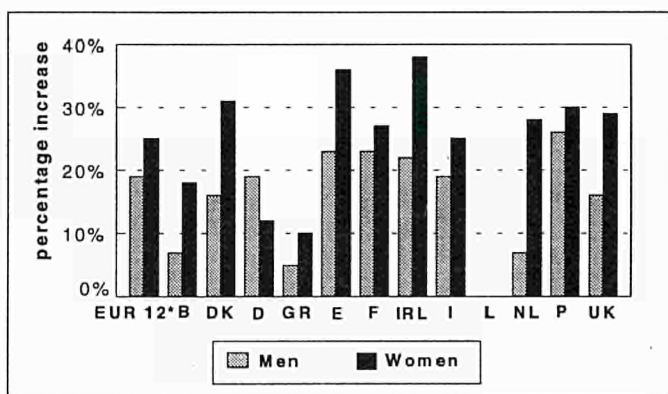
1. Better education - greater ambition

Of those children in compulsory schooling (primary and lower secondary levels) in the Community in 1990-91, 49% were girls, a figure which reflects the distribution of boys to girls at birth.

The percentage of girls receiving higher secondary education is growing steadily. The Community figure is now 50%.

Women have not yet reached equality with men in higher education, although there has been a tremendous improvement in recent years.

Diagram 13:
Increase in student numbers, 1985-1990^{a)}



a) excluding Luxembourg

In only five years (1985-90) the number of female students increased by 30-40% in some countries, such as Ireland, Spain, Denmark and Portugal. The increase in student numbers is significantly higher for women than for men in all Member States apart from Germany.

Table 5:
Number of women per 100 men in student population, 1985-90^{a)}

	EUR 12 ^{a)}	B	DK	D ^{b)}	GR	E	F	IRL	I	L	NL	P	UK
85/86	89	85	96	72	96	96	108	75	85	:	70	122	82
90/91	92	92	108	67	100	104	112	85	92	:	79	127	92

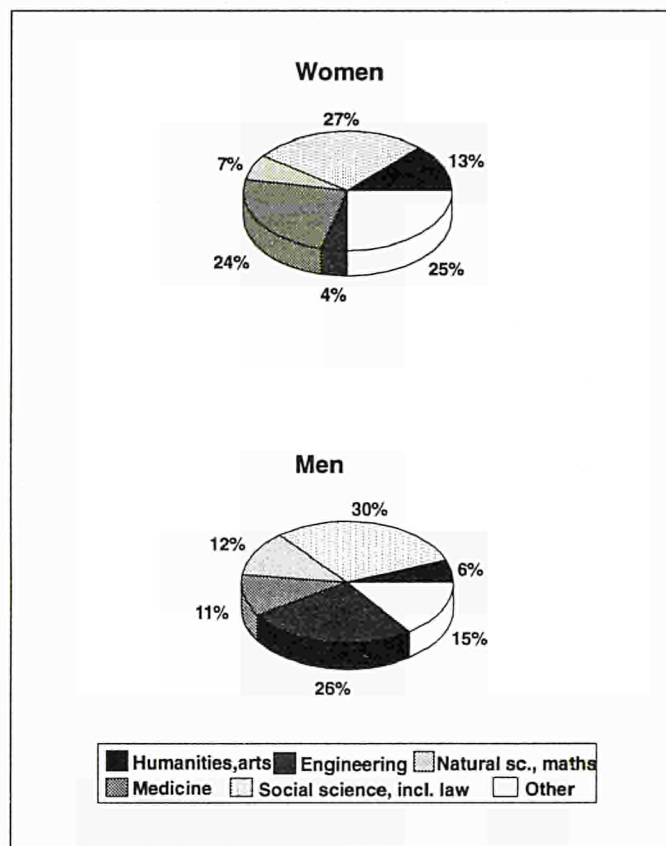
a) excluding Luxembourg
b) Germany before 3 October 1990

In the Community the number of women in higher education as a percentage of total student population rose from 47% in 1985 to 48% in 1990.

This participation of women in higher education increases their opportunities of employment.

Of particular note is the feminization of certain areas of study. This phenomenon is to be found in every Member State.

Diagram 14:
Graduates in higher education by area of study, EUR12^{a)}, 1988/89



a) excluding France and Luxembourg; data for Ireland refer only to universities

The percentage of female graduates in the Community is highest in medicine (24% compared with 11% for men) and the arts (13% compared with 6%).

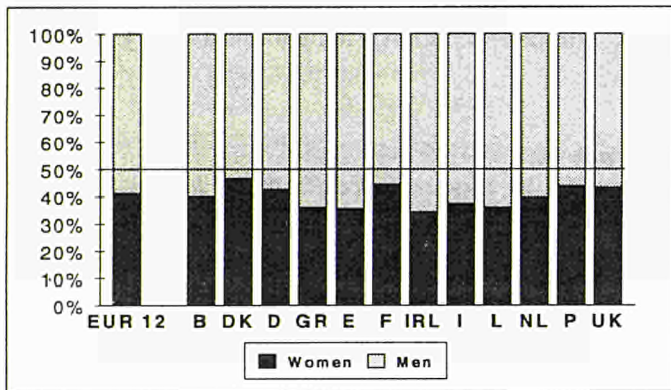
On the other hand, the percentage of male graduates is particularly marked in engineering (26% compared with only 4% for women).

The widening of women's career choices will improve their position in the labour market.

2. The conflict between work and home life

Women account for 41% of the labour force in the European Community.

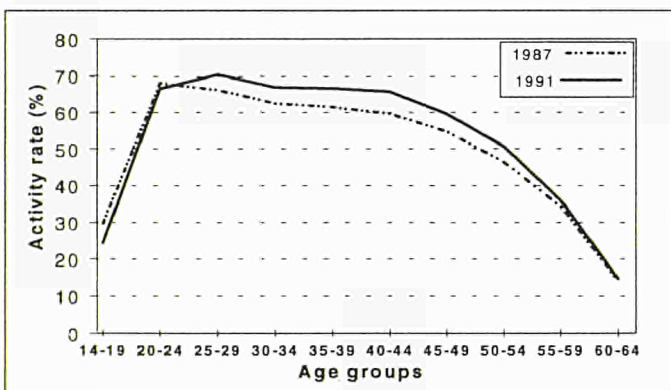
Diagram 15:
Percentage of women in labour force, 1991



Women do not reach half the labour force in any Member State, although their role is significant in Denmark, France, Portugal and the United Kingdom. The percentage of women in the labour force is lowest in Ireland, Spain, Greece and Luxembourg.

There has been an upward trend in women's economic activity rate (activity includes both those in work and the unemployed) in recent years, and this is shown by the higher position of the graph in diagram 16.

Diagram 16:
Activity rate of women by age group, EUR 12, 1987 and 1991^{a)}



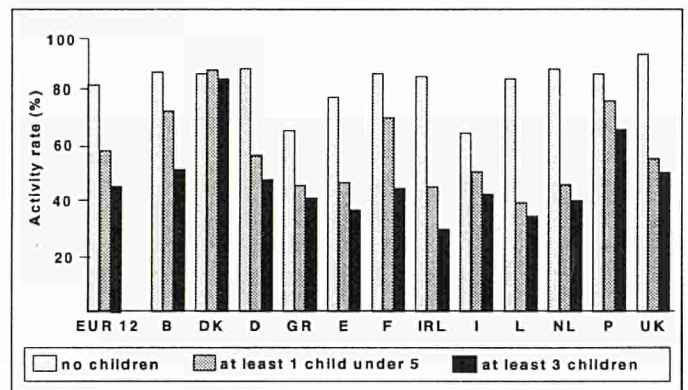
a) Data for Germany before 3 October 1990

This increase is a particular feature of the 25-54 age group. Outside this group, the activity rate has not changed much - the result of longer time spent in education and earlier retirement.

In the European Community (excluding the new regions of eastern Germany) the activity rate of women aged 20-59 rose from 57.5% to 61.2% in only four years (1987-91). The highest rate is found in Denmark and the United Kingdom; the lowest in Greece and Spain.

Women's activity rate is closely related to their family circumstances. Professional life conflicts with the demands of family life (especially when linked to child-bearing).

Diagram 17:
Activity rate of women aged 20-39 by composition of household, 1991



Childbearing and motherhood have a clear impact on the activity rate of women. The rate decreases as the number of children increases. In the Community, the activity rate of mothers aged 20-39 with at least one child under 5 is 26% below the rate for women in the same age group with no children.

The impact is not the same in every Member State, however. It is governed not only by traditional family habits but also by the availability of child care facilities. The example of Denmark shows that a developed child care system can allow women to reconcile their careers with family life.

However, the family responsibilities of women are not limited to children. They may also involve sick and elderly members of the family.

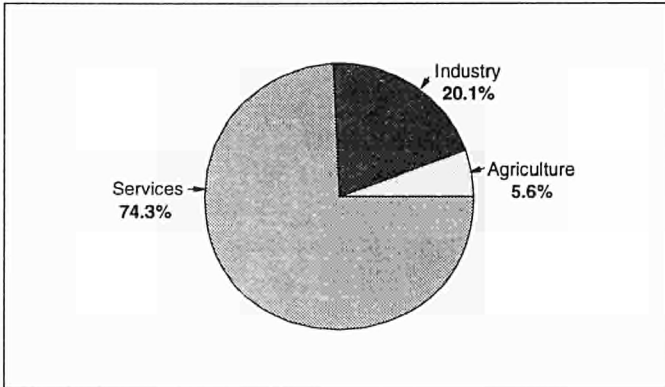
Table 6:
Percentage of women in labour force and activity rate, 1991

	EUR12	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
% of women in labour force	41.0	40.0	46.6	42.5	35.8	35.3	44.3	34.1	37.1	35.8	39.5	43.8	43.2
Activity rate (%) of women aged 20-59	62.4	57.7	84.7	68.8	46.7	46.9	68.9	49.3	51.0	50.5	58.7	67.4	71.3

3. Employment - the less attractive side

Nearly three-quarters of women with jobs in the European Community work in the services sector, with 20.1% in industry and 5.6% in agriculture.

Diagram 18:
Women in different sectors of the economy, EUR 12, 1991



As for career choices and training, women's jobs very often reflect their traditional role in the home. The textile, leather, footwear and clothing branches of industry have the highest percentage of women, with a Community figure of 62.9%. In the services sector, the branches with the highest percentage of female workers are domestic services (92.3%), health services (74.1%) and teaching (63.5%).

As for wages and salaries, available data for manufacturing and retail trade, for example, show an important gap between the remuneration of women and men in all Member States. These wage differentials are linked directly to vertical and horizontal segregation in the labour market: different occupations in the same branch, different qualifications and seniority, and a greater presence of female workers in less well-paid sectors. In general, women are more likely to be paid less.

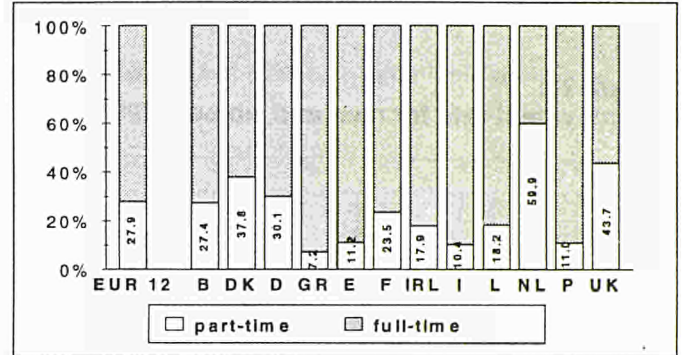
Female employment also differs from male employment in the extent of part-time working.

Table 7:
Wage differentials (women/men in %) of gross monthly earnings of non-manual workers and gross hourly earnings of manual workers, 1991

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
Manufacturing												
manual workers	-26.2	-15.5	-26.5	-20.8	-22.6	-21.4	-30.2	:	-39.0	-24.4	-29.5	-32.0
non-manual workers	-35.5	:	-32.6	-31.5	-36.2	-32.6	:	:	-44.1	-34.2	-30.8	-41.3
Retail trade												
non-manual workers	-26.8	:	-30.0	-19.8	-36.2	-31.7	:	:	-38.0	-32.5	-19.7	-36.2

In the Community 27.9% of women work part-time. The figure for men is 3.9%.

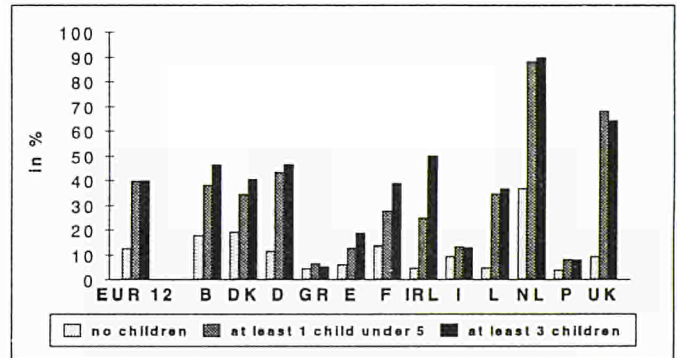
Diagram 19:
Percentage of part-time working by women in employment, 1991



The percentage of women working part-time is particularly high in the Netherlands and the United Kingdom. Part-time employment is less common in the south of the Community (Greece, Italy, Portugal and Spain).

Part-time employment is more widespread among mothers than among childless women: clearly it allows them an opportunity to reconcile their economic needs and family demands.

Diagram 20:
Women aged 20-39 working part-time by number of children in household, 1991

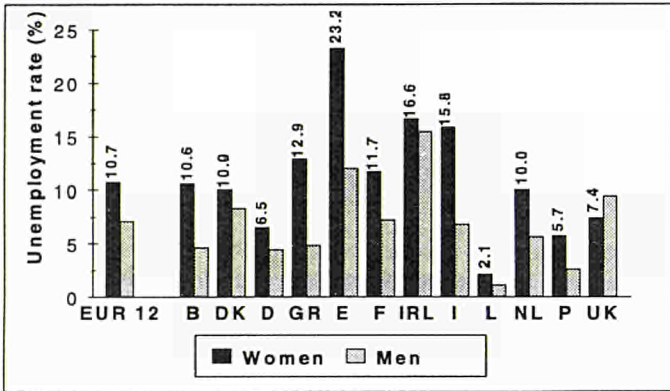


However, it must be remembered that part time-work often causes problems in terms of job security, social protection and career prospects.

4. Women are hit harder by unemployment

Unemployment is a social problem of increasing concern. Men and women are affected by the economic situation. However, some aspects of female unemployment in the Community have remained more or less the same for years.

Diagram 21:
Unemployment rate for men and women, 1991



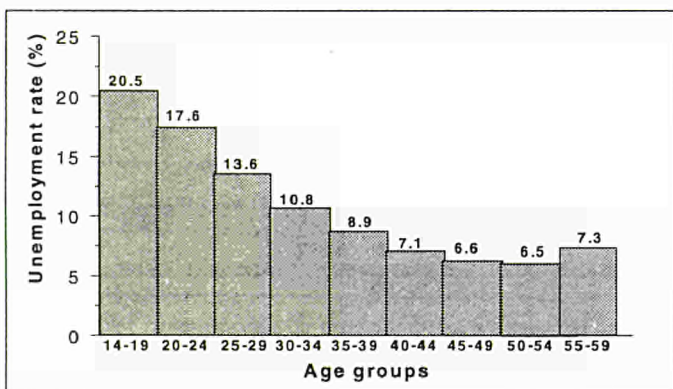
At Community level, and in every Member State apart from the United Kingdom the unemployment rate for women is above that for men. Table 8 shows particularly acute difference in Greece, Belgium, Italy and Portugal.

Table 8:
Ratio of unemployment rates for women to unemployment rates for men, 1991

EUR 12	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK
1.5	2.3	1.2	1.5	2.7	1.9	1.6	1.1	2.3	1.9	1.8	2.2	0.8

An analysis by age group shows that young women in the Community are particularly affected by unemployment.

Diagram 22:
Female unemployment rate by age group, EUR 12, 1991

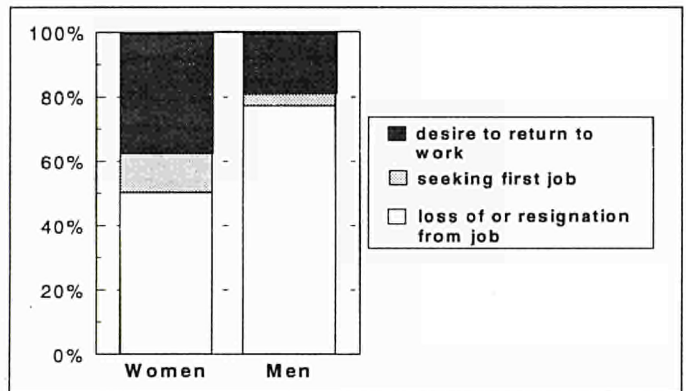


The unemployment rate in the 14-24 age group is particularly high in Spain, Italy and Greece, where 30-40% of young women are without a job.

The rate of unemployment decreases with age, although there is a slight increase in the 55-59 age group (especially in Denmark and Germany).

It is interesting to look at a breakdown of the reasons for seeking employment. In the case of women, family responsibilities have an obvious effect.

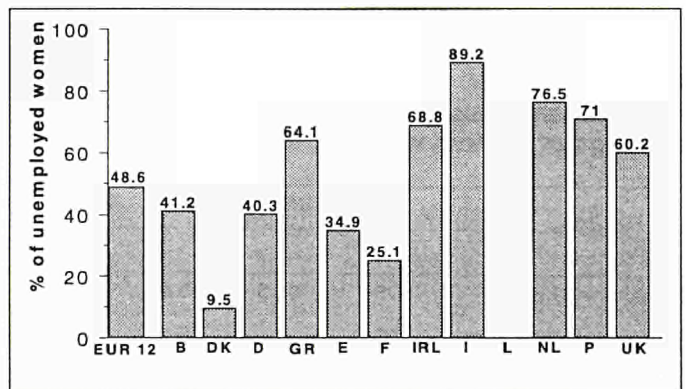
Diagram 23:
Job seekers by reason for unemployment, men and women over 30, EUR 12, 1991



Unemployment through the loss of a job is much more common among men than among women in the Community and in almost every Member State.

On the other hand, unemployment as the result of seeking a job after a period of non-activity is typical of women who, because of family responsibilities, have never worked or have been non-active for some time. There are nevertheless significant differences from country to country.

Diagram 24:
Women over 30 seeking a job after a period of non-activity, 1991



Data for Luxembourg are extremely unreliable due to small size of sample

5. Women miss out on public life

Equal opportunities for men and women is one of the concerns of the Commission of the European Communities - and forms one of the themes of the Third Action Programme 1991-95. Equality cannot be achieved without the involvement of women in important decisions affecting society. The present situation shows that there is still a lot to be done in this area.

Table 9:
Number of women in the Lower Houses of the national parliaments and in the European Parliament

	B	DK	D	GR	E	F	IRL	I	L	NL	P	UK	EUR12	E.P.
Date of elections	1991	1990	1990	1990	1993	1993	1992	1992	1989	1989/91	1991	1992		1989
Total no of members	212	179	662	300	350	577	166	630	60	150	230	651	4167	518
No of women	20	59	136	14	56	35	20	51	8	34	20	60	513	100
% of women	9.4	33.0	20.5	4.7	16.0	6.0	12.0	8.1	13.3	22.7	8.7	9.2	12.3	19.3

In all the Member States, women account for 12.3% of elected representatives in the Lower Houses, but with significant differences from one country to another. There is a high percentage of women in the Lower Houses of Denmark (33.0%) and the Netherlands (22.7%), but the figures are much lower in Greece (4.7%) and France (6.0%).

In the European Parliament women have 19.3% of the seats.

The involvement of women at Ministerial level is also slight.

Women have 12.6% of government jobs in the Community as a whole. Again, the figures are highest in the Netherlands (24.0%) and Denmark (21.1%), whereas in four Member States the percentage is below 10%.

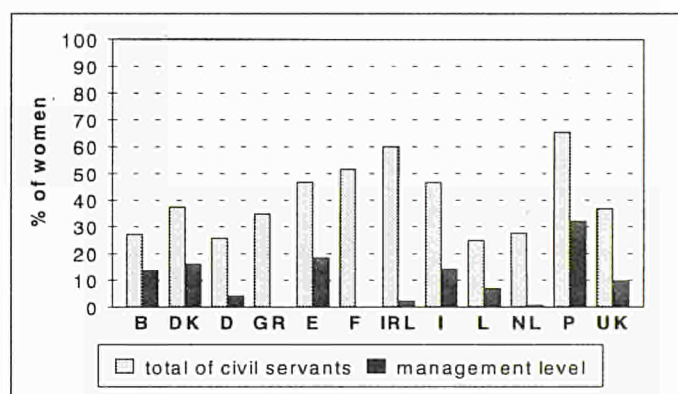
A majority of civil service posts are often filled by women (given the variety of jobs open to them in this sector) but this does not mean that women have a proportionately significant say in decision making processes.

There is a significant decrease in the percentage of women in the higher levels of the civil service.

Table 10:
Women in national governments and in the Commission of the European Communities

	Date of formation of government	Total members of government	No of women	% of women
B	1992	16	2	12.5
DK	1990	19	4	21.1
D	1992	53	9	17.0
GR	1992	37	3	8.1
E	1991	18	2	11.1
F	1992	42	7	16.7
IRL	1992	30	5	16.7
I	1993	62	8	12.9
L	1989	12	1	8.3
NL	1989	25	6	24.0
P	1991	71	7	9.9
UK	1992	99	7	7.0
EUR12		484	61	12.6
CEC	1992	17	1	5.9

Diagram 25:
Women in national civil service jobs (total and at management level), around 1990^{a)}



a) D and P - 1988; GR and IRL - 1989; DK - 1990; B, F, I, L and NL - 1991; E - 1992
No data on management level available for France and Greece

EXPLANATORY NOTES

Sources:

Eurostat yearbooks:

Demographic Statistics, 1992 and 1993

Labour Force Survey - Results 1991 and Labour Force Survey 1983-1991

Social Protection Expenditure and Receipts 1980-1991

Digest of statistics on social protection in Europe - Volume 4: Family

Eurostat data bases:

Education

Labour Force Survey

Harmonized statistics on earnings

Other sources:

Panorama: Statistical data concerning the participation of women in political and public decision-making, Commission of EC, DG V, Equal Opportunities unit

World Health Statistics Annual (WHO)

Definitions:

* estimate

: data not available

Except where otherwise indicated, the data for **Germany** refer to the territory of Germany since 3 October 1990.

The data from the **Labour Force Survey** refer to private households.

Calculations on the composition of families and the number of children are in relation to the total number of women who are either head of household or spouse of a head of household.

Child means a person under 18.

Labour force - persons with a job and unemployed persons

Activity rate - labour force as percentage of population of working age living in private households

Unemployed person - person without a job, immediately available for work and actively looking for paid employment

Unemployment rate - unemployed persons as percentage of the labour force

PPS (Purchasing Power Standard): Community unit of purchasing power parity which makes it possible to eliminate differences in price levels between countries

Conversion table for 1991 (1 PPS in national currency units):

B	-	42.80 BRF	IRL	-	0.73 IRL
DK	-	10.45 DKR	I	-	1508.78 LIT
D	-	2.19 DM	L	-	38.80 LFR
GR	-	171.97 DR	NL	-	2.28 HFL
E	-	123.20 PTA	P	-	121.03 ESC
F	-	7.07 FF	UK	-	0.67 UKL

Areas of study in higher education (ISCED levels 5, 6 and 7) are grouped as follows:

Arts and humanities - including theology;

Social science, law - including commercial and business administration;

Natural sciences and mathematics - including computer science;

Medicine: medical studies, health and hygiene;

Engineering: engineering science, architecture and town planning; trade, craft and industrial programming.

Further reading:

Women in the European Community - A Statistical Portrait, Eurostat, 1992

Unemployed women in the EC - Statistical facts, Eurostat, 1993

Social Europe No 3/91, *Equal opportunities for women and men*

Bulletin on Women and Employment in the EC, Commission EC, DGV, Equal Opportunities Unit

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