

news **ETHNOS** views & notes



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They Speak Your Language ... For a Price

People who do not speak English can become an easy prey for 'middlemen', acting as interpreters and charging a fee for a service the Government provides free of charge.

The Ethnic Affairs Commission has received complaints about unqualified or unaccredited and unscrupulous "interpreters" taking advantage of non-English speaking people. The middlemen usually act as intermediaries between the clients, doctors and law firms. They, in the main, do not interpret in courts, where qualified and accredited interpreters are used.

The middlemen operate mostly in the area of workers' compensation or common law litigation. The area of workers' compensation in particular has proved lucrative for a number of reasons:

Firstly, some 50% of workers' compensation cases involve immigrant workers, who require an interpreter. Immigrant workers of non-English speaking background suffer a higher than average rate of work-related injuries because they tend to be concentrated in the more accident prone industries such as manufacturing. According to the 1981 Census, 48.8% of males of non-English speaking background were employed as tradesmen and process workers as compared to 39.5% of males born in Australia and other English-speaking countries. For women, the difference was even greater (25.2% of those born in non-English speaking countries, compared to 9.1% of those born in Australia and other English-speaking countries).

Secondly, there has been a marked increase in the amount of workers' compensation settlements over the last four years. In 1978 injured



workers received \$188 mil in settlements, which by 1983 had increased to \$521 mil.

Thirdly, the nature of the financial settlement, which often takes the shape of a lump sum is such as to allow these middlemen to take a percentage cut. In fact, a social worker, working with the Portuguese community, has alleged in a program 'Midweek', screened on the SBS TV on 27 March, 1985, that the middlemen "encourage" the client to opt for a lump sum settlement rather than a weekly payment.

Athena Touriki of the State Compensation Board has told *Ethnos* that she has received some 60 complaints in the last 18 months. These were from the Turkish, Arabic and Yugoslav communities. She said that in some of the cases the workers were asked to pay 10% of their compensation award and in other cases they were asked to pay several hundred dollars as a "deposit". Ms Touriki also said that she was aware of threats being made to people who have complained to the Workers' Compensation Commission.

The Premier and Minister for Ethnic Affairs, Mr Neville Wran had this to say in the interview on 'Midweek':

"I think it is inevitable, if this practice is as wide spread as suggested, that we must take some steps to protect the injured and ill people, because the whole purpose of the law is to obtain compensation for them and not to provide people who want to batten on to them with money they are not entitled to."

Further the presenter quoted the Premier as saying that new laws may be necessary to protect immigrants from the middlemen.

Although the Ethnic Affairs Commission has known about this practice for some time, it has found it difficult to deal with it because no laws appear to be broken, even though the practices involved are highly unethical, and because the clients have not been prepared to come forward.

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Another problem may be that interpreters are not included as an essential component of the courts. In its submission to the review of the NSW Workers' Compensation Act the Ethnic Affairs Commission recommended that the Act should include a clause which says:

"Where it is necessary for the administration of justice, an interpreter should be provided at all stages of the compensation process."

Unfortunately the resultant Bill did not include the suggested provision.

The situation is not helped by the

fact that there is no system of registration of accredited (and therefore qualified) interpreters which would prevent unscrupulous middlemen from using the title of interpreter.

The strategy of introducing some form of registration is a long term project. This is because of insufficient numbers of suitable interpreters in some languages, the high cost of such an exercise, and the fact that the profession is not well organised.

At a meeting of a senior officer of the EAC with social workers

working with Portuguese speaking clients, on 12 February, 1985, a number of other strategies were suggested. These included: efforts to inform clients about availability of Government interpreting services, counselling of clients against using unqualified interpreters, liaison with lawyers who are known to be particularly sensitive to the needs of non-English speaking clients, and some other possible measures.

These are being explored by the Ethnic Affairs Commission.

*By Jarka Sipka
Senior Publicity Officer*

AMES English On-the-Job Classes in Wollongong

In the Illawarra Region the Adult Migrant Education Service operates from four larger centres and a number of community locations, including the Port Kembla works of the Australian Iron and Steel.

The Adult Migrant Education Service, in conjunction with the training department (now known as manpower services) of Australian Iron and Steel, have conducted English classes for Migrant workers at the Port Kembla Plant since 1974.

Originally, these classes were held at the end of shifts in the workers' own time, these being two one-hour sessions per week. Although these classes were well received, problems with Wollongong's notorious transport system and tiredness at the end of shifts made it difficult for workers to attend. As a result of discussion with the company it was decided to hold classes twice a week using one hour of company time and one hour of the workers' own time at the end of a shift (being a total of two hours per week). In August 1975 the first course entirely in company time started at the sinter plant. Classes were held five days a week for four hours per day giving workers 20 hours tuition without any loss in pay or benefits. As a result of the tremendous success of these classes, classes have operated in most departments throughout the plant; also more specialised courses catering for English for specific purposes were mounted. These have included "English for Riggers", "Crane Drivers, Chasers, Welders, Forklift drivers", "English for Computer Operators", "English for Migrant Foremen with Special Emphasis on Report Writing", "Pronunciation

Courses for South East Asian Workers," as well as "Communication Awareness Courses for Supervisors Throughout the Plant" to name a few.

Teachers in the plant were given liaison time to contact supervisors and migrants attending classes as well as observe processes on the shop floor, in order to collect language data that could be used in the classes.

As a result of the downturn and restructuring of the steel industry early in 1983 it was decided to reassess the migrant education program in the light of circumstances being experienced throughout the Port Kembla plant. As a result of discussions with the training department management it was resolved to implement new programs which would make it possible to continue offering tuition in the plant.

Under these new arrangements three areas of language tuition are available:

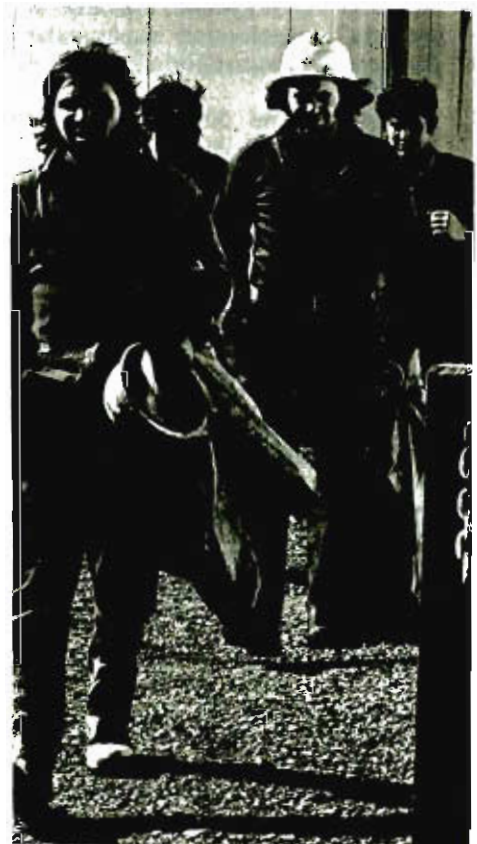
1. "TRADITIONAL CLASSES"

In departments which are able to release workers en masse, workers attend whilst on day shift, Monday to Thursday, or Monday to Friday for periods of three or four hours at the beginning of day shift usually for five rounds giving the workers approximately 80 hours of tuition in company time. The disadvantage of this system is that workers do not attend continuously but return every 3rd or 4th week depending on their shift patterns. At present classes operate in the number 2 plant blast

furnace department, the flat products division and the coke ovens department.

2. "THE INDUSTRIAL TUTORING SERVICE"

Teacher(s) are available to travel within the plant where migrant workers require language tuition. Workers are taught in small groups on the shop floor, in the students' work



environment. Actual teaching and contact time is in hourly time slots, several times a week. This arrangement means that once a foreman has identified a worker or workers needing specialised tuition, eg. using a P.A. system, he can contact us and a teacher will come to the job site and arrange a teaching program to suit the workers' requirements and discuss release time with the supervisor.

3. "DEPARTMENT OF INDUSTRIAL RELATIONS CERTIFICATE COURSES"

The training department of Australian Iron and Steel runs training sessions to prepare employees to sit for external exams administered by the department of Industrial relations as proof of competency in the following areas: crane driving, (various types), crane chasing, forklift front end loader and back-hoe driving.

To enter the training the applicant must be able to speak write read and understand English to a level which enables him to carry out the job efficiently and safely. Therefore to establish that they possess these prerequisites, all prospective students must pass an English entrance exam. The teachers in the program are available to assist the following categories of workers:

1. Those who have not met the language competency prerequisites

2. Those who have barely met the above prerequisites, but are in obvious need of further assistance to sit successfully for the external DIR Exam upon completion of the training program.

Benefits of the Program:

Benefits include:

- Reduction in accident rates and disruptions to production

schedules, through a better understanding of work directives, safety notices and machine operating instructions. Less time spent in extended explanations, the use of in-house interpreters and additional assistance with forms, rosters, schedules and instructions;

- Avoidance of misunderstanding through better appreciation of language usage and inter-cultural differences. Resolution of minor grievances through discussion and negotiation. A wider range of employees are given the opportunity to train for and use new technology;
- Greater access to promotion positions for migrant employees.

By E. Ksiazek

Community Co-ordinator
Adult Migrant Education Service

Multiculturalism in Australia

This article by Prof. D. L. Jayasuriya explores the philosophy and rationale of multiculturalism and underlying social policies.

The concept of multiculturalism as a social goal is often viewed normatively rather than descriptively. In its normative meaning, multiculturalism refers to ways in which society should be organised to respond to the social reality of a community which abounds in social and cultural diversity. The philosophy and rationale of multiculturalism is in fact a shorthand for 'cultural pluralism' — and it is this pluralism which needs to be subject to scrutiny and comment, especially because it is used to fashion policies relating to such aspects of social life as education and the media.

According to the doctrine of cultural pluralism, the host society permits, and even encourages members of migrant and ethnic groups to cultivate cultural differences and at the same time to have mutual respect, tolerance and understanding for each other, especially an acceptance of 'cultural differences', or what I would call, 'an equality of respect'.

A key element of this pluralism is the sense of ethnic identity arrived at through one's ethnicity — denoting 'a sense of peoplehood', a feeling of belonging, arising from sharing a common heritage or cultural or physical attributes. What is important for us to note is that when 'ethnicity' becomes an 'organizational strategy',

it gravitates between two major objectives. One relates to its *expressive* dimension and the other its *instrumental* aspects. The *expressive* aspects of ethnicity signify the need for group belonging and continuity on the part of its members. The *instrumental* aspects, on the other hand, are concerned with the more material aspects of living — in particular, the need for economic, social and political power on the part of ethnic group members.

I believe this distinction hides perhaps the most crucial feature necessary to understand the way in which multicultural social policies have evolved — policies in which we have invested considerable public funds over the last ten years. To put it very briefly, I have recently argued in my Lalor Address to the Human Rights Commission, that Australian multiculturalism for a variety of political and economic reasons espoused a 'culturalist' view of multiculturalism which exaggerates and romanticizes the *'expressive'* dimension of ethnicity by an exclusive emphasis on cultural maintenance, enhancement, and the need for safeguarding at all costs 'equality of respect'. Another way of saying this is to say that we have pursued a policy of pluralism which highlights a 'life style' view of multiculturalism strengthening the 'subjective' aspects of cultural

and ethnicity in social life.

What is most characteristic of this form of cultural pluralism is the insistence on the need to preserve unity, the need to maintain and safeguard social cohesion while allowing for diversity. Hence, the everpresent paradox of pluralism, how one can reconcile expressions of difference with the equally compelling need of the modern nation state to safeguard and defend its unity from fragmentation arising from encouraging difference and diversity, especially by structures designed to promote pluralism. Another way of expressing this paradox is to highlight the tension that resides in the conflicting effects of cultural and structural pluralism. One needs to ask again and again — however difficult the answer may be — whether it is possible to maintain separate customs, languages and media and not develop a kind of structural pluralism.

An equally persistent dilemma with this kind of pluralism or model of multiculturalism is the resolution of the issue of the collective rights of ethnic groups by virtue of their ethnicity. To put it differently, what is the role of the State in promoting multi-culturalism? Does the State merely guarantee not to interfere in the private domain of ethnicity or should it take *positive measures* to

protect and promote ethnic cultures?

This kind of multiculturalism, which I prefer to call the ethnic identity model, is in my view essentially a *first generation* strategy of great value and utility to new settlers. As Hal Porter pointed out its value in the Canadian scene is that it provides a 'psychic shelter' for newcomers and their alienating and vulnerable experience of rejection and cultural exploitation.

An alternative model of multiculturalism, highlights the *instrumental* aspects of ethnicity and focusses on the issues of 'life chances' for members of ethnic minorities in the public domain. In essence, this view espouses a 'structural' view of ethnic groups and looks at their position in the social and economic system. Basically, it focuses on the interface of class, gender and ethnic interactions in the social structure and examines issues of inequality, deprivation and discrimination for persons and groups in society.

This model views ethnic groups as 'minority' groups. As one eminent scholar in this field, the late Jean Martin, observed, the term "ethnic group" refers to "a group of people who, because of physical or cultural characteristics receive unequal treatment and have a consciousness of group identity and regard themselves as objects of collective discrimination." In other words, they are groups which are singled out for differential and perjorative treatment by the majority — the dominant groups — on the ground of their ethnicity. As a result, they tend, in varying degrees, to be stigmatized, oppressed and discriminated against as regards their fundamental rights. In this way, we come to view ethnic groups as *interest groups* cutting across ethnic affiliations. What is being advocated here is what I have termed a '*minority group rights*' model of multiculturalism. This model sees multiculturalism not as an end in itself but as an ideology for change. It is basically a 'social structural' approach which addresses itself to issues of unequal power relations, access, equity and participation as matters of priority.

These two models have critical implications for policy development. To emphasize the 'ethnic identity' model means to generate 'expressive' multicultural policies such as those pertaining to ethnic media, multilingual educational programs and maintenance of ethnic identity. The primary policy goals are those of a 'cultural' nature.

By contrast, the 'minority group rights' approach to multiculturalism pursues different policy objectives and adopts a decidedly more 'structural'

and 'political' approach focussed on the social economic and political aspirations and interests of members of ethnic groups. The ultimate objective of these multicultural policies is to achieve the fullest degree of participation in society via access to political power and its attendant rewards and benefits.

The choice between these alternative ideal type models or even a mixture of these is not just a matter of ideology, but one dictated by changed circumstances and the constantly changing needs of ethnic minorities in any given society. We have, by and large, in Australia, pursued so far what I have called the 'ethnic identity model' of cultural pluralism while at the same time being cautious about the dangers of slipping into a form of structural or social pluralism. It is, in my view, an approach which is deficient in several respects but more importantly, it is an approach or strategy which has outlived its attractiveness and utility as a typical first generation adaptation strategy. My contention is that the emerging social reality dominated by the second and third generation Australians, no longer transient newcomers but permanent established settlers, warrants a sharp shift in our thinking about the goals and purposes of multiculturalism. We need to move to what I have termed the multicultural *minority group rights* model.

The 'culturalist' model pursued so far has marginalized ethnic groups and trivialized their social position to questions of 'life styles' — dances, culinary delights and so on — well exemplified in 'celebrations of ethnicity' patronized by the dominant groups such as the Shell Folkloric Festival and the Indian Ocean Arts Festival. While these festivals glorify the popular folk culture of ethnic groups and are meant for the 'ethnics', the high culture manifested via such events as the Perth Festival is managed and designed for the dominant groups in society. This kind of thinking only makes possible the continued oppression of vast numbers of people through hegemonic dominance, cultural and otherwise, and sustains patterns of ethnic stratification created by labour market segmentation.

Having stated the logic of contemporary multiculturalism in these terms, I must confess that the inescapable dilemma for any theory of cultural pluralism lies in having to resolve the tension that lies concealed in the issue of diversity and equality. It is no easy task to accommodate ethnic diversity, identity, self-esteem and equality of respects, especially at the primary group level and yet enable

ethnic minorities to overcome the dominance — cultural, economic and social — and oppression by the dominant groups in society at the institutional level. Even Australia's leading theoretician of the 'culturalist' view of multiculturalism, Professor Zubrzycki concedes that 'cultural differentiation in the long run may be incompatible with the doctrine of equality' and goes on to admit that ethnic stratification via specific ethnic occupational structures could stultify the striving of migrants for, as one writer put it, "securing a place on the ladders of property, prestige and power".

I am an optimist at heart, and I do not share the views of people like Birrell, who argues that "the problem of diversity and equality is not remediable". We urgently need to reconsider the social policies we have pursued under the guise of multiculturalism and consider the costs and benefits, for society as a whole and for the ethnic minorities whose interests are allegedly being catered for by such policies.

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Erratum — "Recognition of Overseas Medical Practitioners", *Ethnos*, March 1985, Page 5.

The correct version of the last paragraph reads as follows:

In June 1983, the NSW Medical Board resolved that it would restore eligibility to overseas graduates who have been registered *and* have continued to practise in others states of Australia for the last five years and who, while not acceptable by the current list "B", would have been acceptable at the time, had they applied.

Erratum — "Who is Who at the Ethnic Affairs Commission", *Ethnos*, March 1985, Page 8.

Mr Gary Colquhoun, Project Officer, Industrial Relations was omitted from the list of Senior Staff members.

EAC — Separate Administrative Office

Ethnic affairs in New South Wales received a further boost with the Premier's recent announcement establishing the Ethnic Affairs Commission as a separate administrative office.

The Ethnic Affairs Commission previously operated as a statutory authority within the Premier's Department, competing with other administrative demands within the department.

The new arrangements will affect such matters as recruitment, personnel functions, budget control, staff development, industrial relations, accommodation and equipment and the exercise of Public Service Board delegations.

The services provided by the Commission will remain unchanged.

The Chairman of the Ethnic Affairs Commission has assumed the responsibilities of a Head of Department and is directly responsible to the Premier for the co-ordination of advice on policy in the area of ethnic affairs.

The Ethnic Affairs Commission of New South Wales is the first such body in Australia which has full departmental status, is not subordinate to another department, and last but not least it has the Head of the Government as its Minister.

English on-the-Job Go-Ahead

The Water Board and the Wages Division of the Water and Sewerage Employees' Union have obtained the insertion of a consent award to include the right of its employees to English classes on-the-job.

The decision, handed down by the State Industrial Commission on Monday, 11 March 1985, means that the right of employees to learn English has been recognised for the first time as an industrial right.

English language tuition will be included as a new sub-clause in the Clause on Special Short Leave:

(8) English Language Tuition Leave

(a) The Board shall grant employees of non-English speaking background, and who are unable to communicate adequately in the English language, time off without loss of pay during normal working hours to attend English language

classes conducted by the Board or any other recognised statutory authority.

For the purpose of this paragraph "other recognised statutory authority" shall include the Adult Migrant Education Service.

(b) The type, duration and extent of such courses shall be as developed in consultation with the Adult Migrant Education Service or other recognised authority.

"The decision of the State Industrial Commission is a significant one. For the first time a union and an employer together take responsibility for English tuition. This decision follows closely on the recent announcement by the Premier of New South Wales, Mr Neville Wran, of the Government's plans to provide 'on-the-job' English Language training for Government sector employees with limited skills in English. At that time, Mr Wran said: "As part of Government policy, English on-the-job training will be extended to all public sector areas over a four year period from 1985-1989".

This would enable Government sector employees with limited communication skills to be given an opportunity, within working hours, to improve their standard of communication in English.

Mr Wran said some public authorities such as the State Rail Authority and the Metropolitan Water, Sewerage and Draining Board had already initiated English on-the-job programmes.

"Whilst the level and intensity of training may vary between organisations in the public sector, subject to the provision of resources by the New South Wales Adult Migrant Education Service to undertake the English tuition, it should be possible to offer a minimum of 50 to 60 hours of on-the-job training per individual within the four year period."

"As the English tuition conducted by the New South Wales Adult Migrant Education Service is entirely federally funded, I have written to the Prime Minister, Mr Hawke, requesting his support and favourable consideration for additional funding being provided to enable implementation of this important Government initiative", Mr Wran said.

The Premier said the Minister for Education, Mr Cavalier had also been requested to take up the matter of additional funding urgently with the Federal Minister for Immigration and Ethnic Affairs, with a view to the

programme commencing in the 1985/86 financial year.

"I have asked all my Ministers to give this matter a high priority and ensure that Departments and Authorities within their administrations take immediate steps to identify the English language needs of employees and to establish appropriate training programs over the four year period as soon as the required funds are provided.

Mr Wran said the Government's plan to extend English on-the-job training programs as far as possible to all public sector area was in line with ALP and Labor Council policy.

Data on Immigrant Unemployment

The Ethnic Affairs Commission has received a reply from Mr Willis, Minister for Employment and Industrial Relations, to our letter ('Ethnos' January/February 1985) calling for regular data on unemployed immigrants registered with the Commonwealth Employment Service. Mr Willis advised that from July 1985 the CES will be starting a computerised job-seeker data base. The first statistics for NSW should be available from around September and will include information on the age, sex, country of birth, year of arrival, occupation and duration of registration of immigrant job seekers. Information on the English-language proficiency of job seekers will become available at a later stage. The CES will produce the full range of information for each CES office on a quarterly basis.

The EAC is currently arranging with the Department of Social Security to receive quarterly data on the birthplace and duration of benefit of persons receiving unemployment benefits in NSW. This information will be available for each postcode area in the State.

CEP Placements

The latest available data on placements under the Community Employment Program (CEP) have shown a marked increase in the rate of placement of migrants with English language difficulties.

Up to the start of March, 2,737 migrants with language difficulties throughout Australia had been placed under the CEP, representing 5.6% of the total number of persons placed.

NSW has accounted for 72.7% of placements of such migrants, considerably out-performing other States. This is largely attributable to the considerable co-operation between the EAC, the Ministry of Employment and the Federal Government in developing a clear approach to targeting CEP jobs for migrants, a highly disadvantaged group in the labour market.

In 1983/84, the first year of the program, migrants with language difficulties accounted for 7.3% of NSW placements under CEP, and only 1.4% of placements in other States.

For the first eight months of 1984/85, however, the NSW rate had improved considerably to 14.0% of total CEP placements while in other States such disadvantaged migrants only accounted for 4.0% of placements.

New Project on Outwork

The EAC in conjunction with the Women's Directorate in the Department of Industrial Relations is conducting a project on "outworkers" in NSW.

The position of outworkers, a significant proportion of whom are women of non-English speaking background, has long been a source of concern. Outworkers, who are sub-contracted to produce a stipulated amount of work within a specified time, often work in sub-standard conditions and for extremely low wages. They frequently suffer work-related injuries — such as tenosynovitis — which tend to go unrecognised and untreated for longer time than injuries of workers in factories, because of the particular circumstances of their employment.

Although all outworkers are required to be registered, many employers and sometimes the outworkers themselves are reluctant to come forward, a factor which makes it impossible for the workers to be assured of any protection by law.

The project intends to review existing research on outwork in Australia and overseas as well as to survey the current situation of outworkers. It is hoped the project will not only inform future policy development but also serve as a link with outworkers and the community in order to promote the rights of outworkers and explore alternatives available to them.

Jessie Borthwick began work as a consultant on the outwork project on April 9th. Ms. Borthwick has worked for many years as a Lao interpreter for the Telephone Interpreter Service and

is familiar with the problems of adjustment faced by migrants and refugees, not least in the field of employment. More recently she spent six months at Panatnikhom Transit Centre in Thailand working on a cultural orientation program for refugees coming to Australia. Ms. Borthwick is concerned that the role and status of women, in particular migrant women remains a crucial issue in the present discussion on the future of outwork. Successful action depends on recognizing the needs of this group of people.

Anyone wishing to reach Ms Borthwick can do so through the Projects Section, EAC (237-6038 or 6797).

Concert for Senior Citizens



On 17th March, 1985 the Ethnic Affairs Commission held an open-air family concert and picnic at historic Parramatta Park.



The concert was organised as part of Senior Citizens Week 1985. Community announcements on local radio stations, radio 2EA, SBS Television, ethnic papers and hundreds of posters in 6 community languages drew a crowd of almost 2,000 to the concert. The program was a marathon of colourful dance performances, children's amusements, arts and crafts, sport and recreation activities for senior citizens.

Many people joined in Tai Chi demonstrations, walking for pleasure, exercise classes and the painting workshop.

For many elderly people the day offered an opportunity to see the performances of the various ethnic groups, to taste food from other countries and to find out more about services provided by the Ethnic Affairs Commission and the other departments who took part in the program. The Commission would like to thank the people and organisations who assisted in the organising of the day.

Complaint About An Article on Moslem Women Upheld

The Australian Press Council has upheld a complaint lodged by the Anti-Discrimination Board of New South Wales, supported by the Ethnic Affairs Commission, about an article published in the magazine *People* on 27 August 1984, entitled "Rites and Wrongs", based to a considerable extent on the work of "Sentinelles", a Swiss human rights organisation which campaigns against cruel and repressive treatment of women by Moslem fanatics. The E.A.C. welcomes the stand taken by the Press Council, which in its adjudication said:

"It is clearly in the public interest that the Press should make known the work of the organisation and the abuses it has revealed and we would not wish anything we say to discourage the Press from continuing to do so fearlessly."

"However, it is most important that in reporting the activities of individuals or groups within a religion or race care should be taken to distinguish between those responsible and the members of the religion or race as a whole, many of whom may be just as opposed as outsiders to the activities criticised. It is not merely a matter of avoiding unwarranted hurt and offence to such people. Unfortunately many of us are all too ready to form prejudices against other religious or racial groups and to adopt stereotypes in thinking about their members. With the power and freedom of the Press to influence public attitudes goes a corresponding responsibility to avoid the creation or reinforcement of such prejudices and stereotypes."

"Most of the article complained of is unexceptionable by these standards. The main heading "Rites and Wrongs" is accompanied by prominent sub-headings "Fundamental zeal twists the Koran" and "The UN does nothing while fanatics of Islam mutilate and kill women". These two themes — that the barbarities are the acts of fanatics and that the supposed religious justification is a distortion of Islamic religious teaching — recur a number of times in the article. Some criticisms by the complainant of general statements in the article are answered by pointing to this context. However, not all can be so answered. It is difficult to treat other than as a statement about Moslems generally a sentence such as "For 1400 years the followers of Islam — worldwide — have kept a reign of terror over the

women of their faith".

"Most serious is the reference to the article on the cover of the magazine, which was also used as a billboard: "Sexual Purity Scandal — Why Moslems Murder their Women". Many people would read the billboard or the cover and never read the article inside with its qualifications. Consciously or unconsciously prejudices could well be built or strengthened."

"The complaint is upheld."

(The Australian Press Council is a body which overlooks the performance of every section of the Press, including non-members).

Seminar on Strategies Against Racism

This seminar, organised by the Australians for Racial Equality, was held on 24 March, 1985, at the Education Centre, Endeavour Migrant Hostel, in South Coogee.

It explored strategies for combatting racism as well as strategies for the A.R.E.

The speakers included Dennis Freney from the Combined Unions Against Racism, Jeremy Jones from the Jewish Board of Deputies, Betty Hounslow from the Marrickville Legal Centre and Irene Moss from the N.S.W. Anti-Discrimination Board.

The afternoon proceedings were temporarily interrupted, when two people were noticed taking down the registration numbers of the participants' cars, parked in front of the building where the seminar was held.

Once they realised that they had been spotted, they rushed into a waiting car, which sped away. However the participants at the seminar were able to make a note of the registration number. It was subsequently discovered that the car belonged to the leader of a racist group.

A spokesperson for the A.R.E. said that the A.R.E. members as well as activists in other racist organisations have been subjected to threats and other attempts at intimidation. This incident was just another example. These scare tactics have not discouraged people from becoming involved. The spokesperson however warned all anti-racist organisations to secure their mailing lists, to use post-office box addresses and contact telephone numbers, rather than home numbers, and to report all incidents to the Police.

"Talk Back" (And Think Forward)

This film about human rights, launched recently by the Premier of NSW, Mr Neville Wran, was produced by the Human Rights Commission. The 26 minute film explores human rights issues in an Australian context. It is concerned with the rights of immigrants, Aborigines, and physically disabled people, but through the medium of a radio talk-back program, many other aspects of human rights are touched upon.

"Ethnos" was present at the launching of the film and considered it as a courageous introduction to the issue of human rights.

There are, however, a number of weaknesses, which we point out here for consideration in the making of future films in the same field.

This film has lost some of its impact because some of the characters were badly acted — future productions should be less amateurish to appeal to a wider public. Parts of the script leave existing negative attitudes unchallenged. For example, the allegations of some of the callers in the context of a radio talk-back situation, such as "... migrants take our jobs" are left unanswered. In another segment of the film, an Aborigine is refused a job in a club because of his racial background: after a complaint he is compensated by a sum of money and a private apology. This may well leave the audience with the impression that employers can buy their way out of illegal discrimination and continue acting in the same way for ever after.

The film may not produce its full potential impact even if the audience is guided, as with a group of people in a training session, because it does not give enough detailed information about the legal processes and remedies available when one wants to assert one's human rights.

On the other hand, the film's use of case studies from real life (e.g. the case of discrimination against the Aboriginal disc jockey) is much more persuasive than a verbal account of someone else's plight given by a third person.

Of course the production of a film like this is extremely difficult because so many legal and attitudinal issues have to be considered. "Talk Back" therefore should be seen as the first step in a series of educational measures, where each subsequent step builds on the good points and learns from the shortcomings of the previous one. Despite the shortcomings of the film, the Human Rights Commission should be congratulated on taking this first step.

Printers Resist Local Press Racism

In November 1984, the publishers of a local newspaper, the "Golden West Regional Shopping News" of Orange, put out a remarkable issue of their newspaper: it carried a blank space where the lead story should have been.

An enclosed leaflet inserted in the paper explained the mystery. The printers, members of the Printing and Kindred Industries Union (PKIU), had refused to print a story titled "Secret ALP Plan — Hordes of Vietnamese to Settle in Golden West". The leaflet, which included the full text of this repulsive story, also attacked the printers and the PKIU for the decision not to print it. Needless to say, the leaflet was printed by non-union labour.

As the title suggests, the story was a classic example of racist "journalism", exploiting people's fears about unemployment and other social problems. The article linked the Vietnamese community with increases in prostitution, venereal diseases and even AIDS.

In his attack on the Printers' Union the newspaper stated that "there should be freedom of the press to write whatever we feel should be printed ..."

The fact is that apart from any laws which may apply, the media industry regulates its own conduct through Codes of Ethics, which in the case of the press are administered by the Australian Press Council. Any breach of these codes, as this story would have been, can have serious consequences for the proprietor of the paper committing the breach.

Unfortunately the Editor of the Golden West Shopping News is unlikely to suffer the consequences of his conduct. According to the Australian Press Council, which received numerous complaints about the article, the paper has gone bankrupt and the Editor has left Orange.

Translation Costs for Welfare Agencies

There have been some concerns raised regarding a service fee for translation services provided to community organisations under the new "recoupment arrangements" introduced from 1 July 1985.

These concerns are unfounded because the new recoupment arrangements will affect Government Departments and Instrumentalities

only and will not affect the non-Government welfare sector.

To date the Commission's Community and Interpreter Service has provided the translating services to social/welfare agencies free of charge.

The Commission will continue this practice subject to availability of funds and translators, provided that the request is for dissemination of essential information to people of non-English speaking background.

Cultural Awareness Training — A Report

On March 1985, two social work students from the University of New South Wales ended a ten-week field education placement with the Ethnic Affairs Commission.

Kelly Kang and Phillipa Lynch undertook a major project examining the current state of cultural awareness training in New South Wales. The project was focussed mainly on training within the State governments, but included non-government organisations as well.

- The need to assess cultural awareness training was highlighted by the Ethnic Affairs Policy Statements initiative. The majority of government departments have placed emphasis on sensitizing staff to cultural differences as one way of implementing the Policy Statements. Because the responsibility of advising on matters relating to multicultural and ethnic affairs within the State government administration lies with the Ethnic Affairs Commission, the EAC feels committed to advising on the development of suitable training.

Ms Kang and Ms Lynch have prepared a report assessing the cultural awareness training that is currently being conducted. The EAC has received approval for the appointment of a consultant who will follow up on their report and advise the Commission on suitable resources it can take to assist in the development of effective multicultural training for public service staff.

The Commission would like to thank Kelly and Phillipa for their valuable work and commitment during their ten week stay with us.

Ethnic Schools Program 1985

The Ethnic Schools Program, which began in 1981, aims to help Australians of non-English background to maintain their own community language and culture.

Anybody who is providing a course of instruction in a community language, on a part-time basis can apply for a grant under this Program.

An amount of \$4.23 million has been provisionally allocated for this Program in 1985. Approved ethnic school authorities receive grants based on the number of students attending their school and the length of the classes. The maximum grant which can be paid for each student in 1985 will be \$33.

To be eligible for funding, schools or classes must:

- teach a community language
- not be predominantly religious, or political
- operate on a part-time basis;
- be open to any student regardless of ethnic background;
- be open to both male and female students;
- be non-profit making;
- operate for a minimum period of time each week
- not receive any other Commonwealth Government funds for recurrent expenses.

All applications must be made before 30 SEPTEMBER 1985.

Telephone the Commonwealth Schools Commission on 925 0096.

Migrant Referral Manual to be Updated

People who work with ethnic communities are to have access to a new edition of a directory of services for immigrants called the "Migrant Referral Manual".

The Ethnic Affairs Commission is currently working on the new edition and calls for your help in locating all organisations that work to help members of their communities.

The directory will include information about welfare services, accommodation, transport, finance, health services, ethnic media, child care, education, employment, immigration and other matters.

The Ethnic Affairs Commission is interested to hear about any organisation which provides services for immigrants and wishes to be included in the directory.

Please call Mr Rahmat Khaiami on 237 6086 or write to him at the Ethnic Affairs Commission, 189 Kent Street, Sydney, 2000.

A Fair Go Survey of The Public Sector

The Office of Equal Opportunity in Public Employment has carried out a survey about equal employment opportunity involving 80,000 public sector employees.

This is a NSW Government initiative to monitor the progress being made in Government departments and authorities in relation to Part IX.A of the Anti-Discrimination Act concerning the employment of Aborigines, migrants, women and the physically disabled.

The principal aims of the survey are:

(a) To assess the proportions of employees in various sections of the Administration who are members of minority groups;

(b) To assess the employment characteristics of members of each minority and to compare these with those of members of the Administration in general;

(c) To isolate areas of direct and indirect discrimination towards minority groups in terms of employment patterns and opportunities;

(d) To assess the frequency of occurrence of harassment of members of minority groups.

National Population Council: Second Meeting

The National Population Council, which met in mid March 1985 in Sydney, discussed the migration program for 1985/86 in the light of progress to date with the 1984/85 program.

The program ceiling in 1984/85 was 74,000 but the outcome was expected to be slightly lower, according to the Minister for Immigration and Ethnic Affairs, Chris Hurford who said the Government would be taking decisions on the 1985/86 program shortly.

"As the Council recognises, decisions on the program have to balance competing social and economic pressures.

"The Government will consider the capacity of the economy to absorb the proposed intake, as well as pressures for family reunion and international obligations under refugee and humanitarian programs".

The Council also considered:

- Whether, in the light of the controversy about migration in 1984 action should be taken to increase community awareness and understanding of immigration and ethnic issues;

- difficulties faced by migrants in getting adequate access to community programs and services;
- a possible major evaluation and review in 1986 of post-arrival programs and services for migrants.

Review of The Adult Migrant Education Program (AMEP)

A major review of the AMEP began in March under the Chairmanship of Professor Jack Campbell, of the University of Queensland.

The four members of the Committee of Review are:

- Mrs K M Young, Chairperson of the ECC of Tasmania;
- Dr M Polasek, Senior Lecturer in Economics, Flinders University;
- Mr J Hoadley, Chief Planning Officer, Royal Melbourne Institute of Technology; and
- Mr W Leslie, Assistant Secretary, Australian Teachers' Federation.

The terms of reference will include:

(a) examining the existing aims and objectives of the AMEP;

(b) examining the extent to which the Program is reaching and meeting the needs of immigrants;

(c) examining the appropriateness of curriculum resources used to achieve the aims and objectives of the program; the appropriateness of educational methodologies in use;

(d) examining the experience, qualifications and status of teachers;

(e) examining the results of the program, including the levels of proficiency obtained, the development of continuing motivation, sense of selfhood and personal growth, enhanced life-role satisfaction, equality of opportunities and the sense of alienation or attachment;

(f) examining the program as perceived and evaluated by its clients;

(g) assessing the adequacy of planning, administration, co-ordination financial and other arrangements at the Commonwealth and State levels for the delivery of AMEP services;

— the co-ordination, production and supply of English language learning materials;

— information systems for the planning, monitoring and evaluation of the AMEP

— research and evaluation strategies;

— strategies for providing access to AMEP courses for migrants who have not previously had the opportunity to learn English (the "backlog");

(i) examining the interface of the AMEP with other educational programs/institutions with labour training programs and affirmative action/EEO initiatives;

(j) examining and reporting on the nature and effectiveness of orientation programs conducted under the AMEP; and

(k) proposing avenues for the future development of the AMEP.

Help In Publicity Programs

Two fully equipped audio recording studios are available for use on Level 15 of the McKell Building, Rawson Place, Haymarket.

The facilities allow the production and duplication of radio announcements, educational/training programmes and audio/visual productions, etc.

There is a library of music and sound effects available, and copyright clearances can be arranged.

There is no charge for services to Consolidated Fund Departments. Any help or advice on any of these aspects can be obtained from the Senior Audio/Visual Operator, Ian Laird, Public Works Department, telephone 217 6042.

Radio Programs for Community Groups

2SER FM is a public broadcasting station with an educational licence.

Groups and organisations from the community are able to present programs within the station's program policies. At present such groups include political, ethnic, religious and specific-issue community-based groups, who pay the station for the air-time they use. These are known as User Groups.

User Groups co-ordinate, produce and present regular programs, meeting fees for broadcasts and the use of a production studio and/or panel operator as required.

The groups are able to carry sponsorship to offset these charges. 2SER-FM presently broadcasts a wide range of ethnic programs. If you feel that your group would be interested in submitting a program proposal for a community radio program on 2SER-FM please contact Sema Varova, Producer, User Groups, 2SER FM. Telephone: 218 9993.



Launching of the Western Sydney Regional Committee and Opening of the New EAC Office in Auburn

The Premier and Minister for Ethnic Affairs, Mr Neville Wran, on 3 April 1985, opened the EAC's new office in Auburn. He also introduced the twenty members of a new committee established to advise the EAC on issues affecting western Sydney.

"Western Sydney has been given high priority in the Commission's work because of the high concentration of residents of non-English speaking background," Mr Wran said.

According to the 1981 census, out of a total population of 954,421, 27 per cent (257,799) are people of non-English speaking background. Of these 16.3 per cent (156,075) were born in non-English speaking countries and 10.6 per cent (101,724) had at least one parent born in a non-English speaking country.

The new Auburn Office has a staff of five (Manager, Liaison Officer, Turkish Interpreter, Arabic Interpreter, typist). It is a shopfront office about 100 metres from Auburn Railway Station.

The office services the Local government areas of Auburn, Baulkham Hills, Blacktown, Fairfield, Holroyd, Parramatta, Penrith and Campbelltown.

The Western Sydney Regional Advisory Committee on Ethnic Affairs will hold its future meetings at the Auburn Office. In addition, the office services the committee.

The newly established Western Sydney Regional Committee, chaired by the Deputy Chairman of the EAC, Mr Bill Jegorow, will assist

the Commission to provide the government with informed advice on matters affecting the local ethnic communities, including welfare, employment, education, cultural and other matters.

The Hunter Region Advisory Committee Launched

The Minister for Consumer Affairs, Mr George Paciullo launched, on 22 March 1985, a newly enlarged committee to advise the EAC on issues affecting the Hunter region.

The Advisory Committee will be chaired by an EAC Commissioner, Ms Geertrude Mills-Evers and include fifteen other people involved with various ethnic communities in the region.

The members of the Committee have been selected because of their knowledge of the needs of local ethnic communities.

The Committee will assist the Commission to provide the Government with informed advice on matters affecting the ethnic communities, including welfare, employment, education, cultural and other matters.

The Committee has already been involved in issues such as community language classes, funding of ethnic schools, English classes for adults, introduction of specialised library services, provision of multilingual information, extension of SBS television (Channel 0/28) to the Hunter Region.

The Hunter region has a large ethnic population with over 20,000 persons born overseas. The largest ethnic groups, according to the 1981 census, were people born in Germany (2,921 persons), Yugoslavia (2,890 persons), Italy (2,046 persons), Netherlands (1,680 persons) and Poland (1,669 persons).



- **Mr Tony Dolk** has been appointed as the Co-ordinator, Projects and Liaison Division.
- **Ms Zita Antonios** has been appointed as the Project Officer. Zita graduated with a first class honours degree in Social Studies and was awarded the University medal for her thesis on Young Offenders. Prior to coming to the Ethnic Affairs Commission she worked as a policy advisor in the Cabinet Division, Premier's Department. Her other experience includes work as a research officer at the bureau of Crime Statistics and Research and as a member of the team which established the Adolescent Medical Unit, Children's Hospital, Camperdown.
- **Mrs Elena Rosin** has been appointed as the Senior Liaison Officer. Elena's experience includes working as Interviewer and Investigation Officer in the Office of the N.S.W. Ombudsman. Before coming to Australia she was a University lecturer at New York University and visiting lecturer at the Guangzhou Institute of Foreign Languages, People's Republic of China.
- **Mr Ezio Scimone**, former Officer-in-Charge, Hurstville Ethnic Affairs Commission Office, has been offered a lectureship in Italian Interpreting/Translating studies at the Macarthur Institute of Higher Education. The Ethnic Affairs Commission congratulates Mr Scimone on his appointment.
- **Mr E. Scicluna**, former Secretary of the Ethnic Affairs Commission has left to take a position as Ethnic Liaison Officer with the State Rail Authority. The Ethnic Affairs Commission wishes him all success in the future.
- **Mr Roberto Stevanoni and Mr Mike Nasir** have been appointed as Officers-in-Charge, Interpreting (Head Office).
- **Mr M. Peker** has been appointed as Officer-in-Charge, Hurstville Ethnic Affairs Commission Office.
- The Women's International League of Peace and Freedom are organising the first conference for women of the Pacific Region in Sydney. The Conference will take place on 28-30 June, 1985, at the YWCA Conference Centre, 5-11 Wentworth Street, Darlinghurst, Sydney.

- The Chief Stipendiary Magistrate has accepted the introduction of a new practice suggested by the EAC, which will allow interpreters to take notes in courts to ensure a high level of accuracy in interpreting. The Commission has also written to the Chief Judge of the District Court, His Honour Judge Staunton, seeking his co-operation in bringing the matter to his colleagues' notice. The Chief Judge has agreed to authorise this practice in district courts.
- Another Commission's initiative towards up-grading and better understanding of the interpreting profession has been the recent preparation and distribution of a short paper entitled *A Practical Guide for the Use of Interpreters*, with particular reference to the special requirements of diplomatic meetings and high-level delegations. Copies of this paper may be obtained from the Ethnic Affairs Commission of NSW.
- The fact that an interpreter's lot is not an easy one was demonstrated recently when an Ethnic Affairs Commission interpreter was called to an emergency police interpreting assignment and worked non-stop for 48 hours.
- A documentary film on Tenosynovitis, "Teno", has won an editing award in this year's Australian Film Awards. It also picked up other prizes in the 1984 National Training Film Awards, and the Australian Teachers of Media Award. "Teno" was scripted and directed by Margot Nash with the help of the Tenosynovitis Association. The film is also available in Spanish, Italian, Vietnamese, Arabic, Turkish and Greek. The film is available for viewing at the EAC of NSW.
- Glossary of Social Security and Welfare terms. English-Greek. A language guide for departmental public contact staff. Australian Government Publishing Service, Canberra 1984.
- The occupational mobility and assimilation of immigrants into the Australian Labour market is the subject of further research. Dr P. Miller of the Australian National University in conjunction with the University of Western Ontario has received a \$5,000 grant from the Department of Employment and Industrial Relations to examine the relationship between the income earned by migrants and the duration of their residence in Australia.

Books

Directory of Migrant Information Material 1985

This directory attempts to list significant material produced by governments and other bodies directed to and designed for migrants and ethnic communities and the people who advise and assist them.

For the first time, information providers can see what is available elsewhere. Hopefully this will help to make such information more consistent, encourage its wider use, reduce duplication and help to identify any major gaps in meeting information needs of immigrants.

The EAC of NSW assisted with the compilation of a list of information material available in NSW.

Produced by the Department of Immigration and Ethnic Affairs, published by the Australian Government Publishing Service, 1985.

A limited number of copies is available free of charge from the EAC.

Cross Cultural Encounters: Communication and Mis-communication.

Edited by John B. Pride

This book brings together the work of six authors who are experts in the area of cross cultural communication. The emphasis of their work in this book is on the many different sources and varieties of mis-communication across cultures. They offer advice and recommendations for dealing with and avoiding potential sources of misunderstanding in situations ranging from the teaching of migrant children to mis-communication in cross-examination. 'Cross Cultural Encounters' begins with the theoretical concerns of the communication process and then moves on to the practical applications of this theory in both the educational and professional arena.

The book involves contributions from authors from language centres, universities and departments from all over Australia and New Zealand including Michael Clyne and the editor, John Pride.

River Seine Publications, 1985. 211 pages Price: \$17.50

Directory of Australian Multicultural Films and Videos:

Compiled by Alleyn Best

This directory, produced by AIMA, is a much needed resource guide to all films and videos in Australia that are in any way related to the area of ethnic affairs and multiculturalism. It is designed for use by community groups, teachers, librarians, researchers, film-makers and the like.

The films and videos listed are set out in alphabetical order within three main sections: documentary and feature films; newsreel and television items; and archival films and current information series of the Department of Immigration and Ethnic Affairs. A short description of each item is given with reference to the items source and the necessary lending/hiring/purchasing arrangements. A fourth section provides a guide to these source organisations.

While there has been a great need for a directory such as this, there has for some time been an even greater need for the production of new and up-to-date audio visual material in the ethnic affairs field. An investigation of the contents of AIMA's directory indicates that this is still the case. A far too great percentage of the films and videos listed, while providing an insight into the policies and beliefs of the time, no longer reflect the major concerns of migrants and a multicultural society such as Australia's.

Australian Institute of Multicultural Affairs 1985, 138 pages. Price: \$5.00

Ethnic Arts Directory

The Australia Council has recently released the 3rd Edition of its Ethnic Arts Directory. The material contained therein was gathered by means of a questionnaire, so only those groups who completed the questionnaire have been included. As a result the directory represents only a small proportion of the people working in the field. But, as far as it goes, the Directory provides useful information for those trying to establish contact with the ethnic art scene as well as a significant indication of the extent of artistic skills being introduced into the Australian art scene by other cultures.

Australia Council, 1984. 304 pages.

ETHNIC AFFAIRS COMMISSION

From **LIBRARY**igrants to
Ethnics:

The Italian-Americans
by Humbert S. Nelli

This book concentrates mainly on the influx of millions of Italians into America in the three decades before World War I, and how these essentially rural people from the Old World have become urban dwellers in a New World.

Nelli contrasts the Italian experiences in Eastern and Mid-western cities such as Chicago and New York with those in New Orleans and San Francisco. He looks at how early immigrants lived mainly in slums and worked on railroads and construction sites but how, by the 1970s, the family income of Italian-Americans was the third highest of all ethnic groups.

'From Immigrants to Ethnics' fully covers the post-immigration period as well, focusing on the new ethnic consciousness that emerged in the 1960s and continues today.

Parallels can be made between the Italo-American experience and the Italo-Australian experience. Both are large, well-established groups in their respective countries and yet many of the stereotypes and myths that emerged in the immigrant era still remain.

This book is an effort to present a balanced and judicious account of the experiences of the Italian immigrants and the evaluation of one of America's largest ethnic groups.

Published by Oxford University Press., 1983. pp.225. Price: \$42.50 (hardback).

Twelve Nights

by Bankstown Library Community
Writers Workshop.

This collection of stories and poems of some 14 writers is the result of a 12 week workshop in Community Writing held at Bankstown Central Library in 1984.

The authors comprise a diverse group and this is reflected in the stories they tell. Some reflect current issues, others relate some moving stories of loneliness and other social problems, while others just spin a good witty yarn. Apart from stories and poems in English, there is also

material in Czech, Greek and Latvian. Most of the writers participating in the workshop were locals, Australian-born children of ethnic parents, and post-war immigrants, so the book should be of universal interest. Many of the writers are being published for the first time in 'Twelve Nights', so this should serve as an incentive to other aspiring Australian authors and publishers.

Available from: 12 Nights, c/- Anna Covani, 28 Queen St, Glebe 2037 pp.106. Price: \$5 plus \$1 postage.

New Books from Dezery Ethnic Publications

Two new books have been released by Dezery Ethnic Publications. The first, entitled 'The Male Model (and other Stories)' by Joe Abiuso, is a collection of short stories which provide a keen and often humorous insight into Australian society.

Apart from the title story there are tales of the 'Maribynang River Gang', the life of a migrant student as told through his diary and the adventures of a group of young Italian men who came to Australia looking for work.

The second book, entitled 'Tales of Doctor Amber' by Leonid Trett, is a collection of satires and humorous sketches, which present a picture of the problems post-war European migrants had to face when they first arrived in Australia. It does this by following the life and adventures of the late Dr August Amber, a post war migrant from Estonia and a close friend of the author. It looks at the reasons for migration, the difficulties involved in the post-war contract system and the problems of 'assimilation' and settlement in a new and often hostile country.

Dezery Ethnic Publications, 1984.
The Male Model: 187 pages: Price \$8.00. Tales of Dr Amber: 119 pages: Price: \$6.00

Newsletters

- The Community Information Development Association (CIDA) has published its first newsletter.

For copies telephone (02) 267 8022.
Address 104 Bathurst Street,
Sydney NSW 2000.

New National Directory of Translators and Interpreters

The directory, produced by the National Accreditation authority for Translators and Interpreters (NAATI), has over 4700 entries. It lists, by State and Territory, people accredited by NAATI.

Sixty-one languages are covered.

It also provides the level of accreditation and the address of each person listed, with their telephone numbers where available.

The subscription fee for the directory is \$40, which covers postage and entitles the subscriber to a mid-year update, listing accreditation granted between January and June 1985.

Subscriptions should be sent to: NAATI, PO Box 349, Jamison Centre, A.C.T. 2614.

Sydney a Social Atlas

This new atlas was produced by the Division of National Mapping and the Australian Bureau of Statistics. It is based on the 1981 Census of Population and Housing and sets out, in map form, characteristics such as demographic, ethnic, socio-economics and dwellings. The atlas includes commentaries by Ronald Horvath (Department of Geography, Sydney University) and David Tait (SWRC, University of NSW). Australian Government Publishing Service, 1984 45 pages Price: \$25.00.

Other Publications

- **The 51% Minority:** A Summary of Government Programs and Policies for Women. Women's Policy Co-ordination Unit, Premier's Department November 1984.
- A special workshop on **Repetition Strain**, held 23 May 1984. Discussion papers. Arthritis Foundation of Australia (NSW).
- A new Spanish language magazine "Vivas" is published in Sydney. For copies contact Vivas, 14/143 Trafalgar Street, Annandale, NSW 2028. Price \$1.00

Published by the Ethnic Affairs Commission of NSW, 189 Kent Street, Sydney 2000.
Telephone 237 6500

All material in Ethnos may be reproduced with acknowledgements.

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