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the N.S.W. Ethnic Affairs Commission

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Prime Minister Confirms Government's Committment to Multiculturalism

The Ethnic Affairs Commission of N.S.W. has followed with great concern the recent debate on immigration. One of the most worrying features was the lack of a common philosophical base around which the argument revolved, resulting in a good deal of confusion. Thus some were addressing the immigration issues, others racial issues and some questioned the future and viability of Australia as a multicultural society.

The statements by the Prime Minister, the Hon. R.J. Hawke, M.P., at the opening of the Federation of Ethnic Communities' Councils new offices on the 26th April, 1984 were timely in focussing the debate. The Prime Minister reaffirmed the Government's determination to implement non-discriminatory immigration policies and stressed the importance of a bi-partisan approach to immigration issues. He said that "A multicultural society is a vital and tolerant and progressive community in which all groups, be they Aboriginal, Anglo-Celtic, European, Asian, Latin American, or Middle Eastern, or from any other of the ethnic groupings we find in our society today, make an important contribution to the richness, the depth and traditions of our nation".

He also pointed out that the Government is concerned with the nexus between ethnicity and disadvantage. "The Commonwealth Government is committed to achieve social justice and equity in a number of ways; through proposed amendments to the Australian Citizenship Act to eliminate discriminatory provisions; through the inclusion of people of non-English speaking background on advisory councils and other representative bodies; and through making Government structures more generally accessible to the ethnic communities", Mr Hawke said.

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Aged Immigrants and Income Security



The needs of aged immigrants are increasingly a focus of attention for various social research bodies. There has been a significant growth in that sector of Australia's population which was born overseas and is aged 60 years and over. This raises new issues for social policy development and implementation.

The fact that, until recently, the particular needs of aged immigrants have not drawn much attention is almost certainly due to the nature of Australia's post-war immigration programme. Because that programme was geared primarily to the labour market needs of the Australian economy, the vast majority of immigrants were young single adults or young family groups. Thus, between 1945 and 1981, 83% of all immigrants who came to Australia were aged 39 or less, and only 4.1% were aged 60 or more. (Department of Immigration and Ethnic Affairs: Australian Immigration: Consolidated Statistics No.12, 1981).

As the young workers who arrived in the late '40's and '50's have grown older they have begun to form a sizeable proportion of the population aged 60 and over. In addition, with the introduction of the family re-union programme, the proportion of immigrants who on arrival are 60 years or older has increased over the last 10 years.

But when looking at the needs of aged immigrants one must distinguish between three groups who might have different needs:

- (i) those people who have migrated when young and have grown old in Australia;
- (ii) those who have migrated to Australia at a mature age;
- (iii) those who were born in Australia of non-English speaking background and have grown old here.



There are important differences between these groups of people. For example, different English language skills or varying perceptions of their roles in their communities and Australian society in general, or with regard to the services they require or utilize.

12.5% of People over 60

The 1981 Census found approximately 2 million persons aged 60 or more in Australia, of whom just over half a million were born overseas.

Nearly 250,000 were in fact born in non-English speaking countries. A projection of current population figures makes it clear that as time passes, the proportion of people over 60 who were born in non-English speaking countries will increase. A recent study by the Australian Institute of Multicultural Affairs, "Papers on the Ethnic Aged" (Nov. 1983) estimated that assuming a medium level of net migration of 82,000 a year, in the year 2001 the overseas-born population of non-English speaking background aged 60 or more will increase by approximately 275%. The increase of the Australian-born population aged 60 or more will in the same period amount to 25%.

It should be noted that the actual levels of net migration between 1981 and 2001 will make only a little difference to these projections, since most of the people of non-English speaking background who will be aged 60+ in 2001 are already in Australia.

Female/Male Ratio

The 1981 Census showed that the usual pattern of women out-numbering men in older age groups is not the case with groups of people born in Italy, Poland, the Netherlands, Yugoslavia, Hungary, Malta, Czechoslovakia, Cyprus, Scandinavia, Finland and Hong Kong. In those groups men out-number women quite significantly in the 60 to 75 age group.

All of this has implications for the sorts of support structures and services that elderly immigrants will require in increasingly larger numbers.

Income Security

An issue of major concern for many elderly immigrants is the Income Maintenance Guarantee (or Assurance of Support).

To be eligible for an aged pension immigrants have to reside in Australia for 10 years. Anyone who sponsors the migration of a relative who is within 10 years of the retirement age (or older), must sign an agreement to support the aged relative(s) for 10 years.

Only in cases of severe hardship will the Department of Social Security consider granting aged immigrants a Special Benefit. Even then the sponsor may be required to re-pay the money at a later date, if his/her financial situation improves.

There is ample documentation of the financial hardships caused to elderly migrants and/or their sponsoring families by the Maintenance Guarantee.

Less easy to document are the social and emotional hardships that Maintenance Guarantees can impose. For elderly parents to become totally dependent upon their children for their material well-being can be destructive of self-esteem, mental and emotional well-being, and of the family relationship. Moreover, should the family relationship break down completely, the elderly person's lack of any independent financial resources may mean that they have no alternative but to stay in a destructive and intolerable situation.

When a Maintenance Guarantee is signed a sponsor cannot possibly foresee everything that will occur over the next 10 years. Unemployment, accidents, illness can all affect the ability of sponsors to keep their undertakings.

There have been several proposals for changes, including:

- (i) reciprocal pension arrangements with the main source countries of Australia's elderly migrants;
- (ii) a reduction of the residence requirements for pension eligibility. (It should be noted that a person may be an Australian citizen but ineligible for an age pension);
- (iii) less rigid approach by the Social Security Department to providing financial assistance in cases of proven hardship.

The Ethnic Affairs Commission feels that urgent consideration should be given to proposals for giving income security to aged immigrants subject to Maintenance Guarantees.

Access to Services

Studies have consistently shown that elderly immigrants do not make much use of services for the aged. Reasons such as inaccessible or inappropriate services or that immigrants look after their own aged have been put forward to explain this.

It is arguable that services for the aged in Australia are the most mono-cultural of all services. Very few aged services have any capacity for dealing with persons who do not speak English. Nor are the services always capable of providing assistance in a culturally appropriate form; Meals on Wheels is a prime example.

Whatever the real reasons, it has now become urgent that services for the elderly should become accessible to all potential users, regardless of their national, cultural or language background.

There is a real need for services for the aged to take account of the fact that many now elderly immigrants arrived in Australia when few English classes were available. Particularly in the 1950's and 1960's, most new immigrants went straight into factories or heavy industry. Very few were offered the opportunity to learn English.

Now, after years of working, paying taxes etc. few services seem prepared to meet their needs

Ethnic-specific pensioner or 'Senior Citizens' type groups have been started to provide social outlets for elderly immigrants, to combat isolation, pass on information, or offer educational activities. Finding suitable premises to hold such groups is often difficult. Much more could be done by local government, churches and senior citizens' clubs to assist such groups.

If an elderly immigrant is unable to live alone or with his/her family, there are few options open. Many retirement or nursing homes are linguistically, culturally or religiously inappropriate. To cope with this problem some ethnic groups have established retirement/nursing home accommodation for their own elderly. The long waiting lists for such accommodation is proof of their success and the need for such services.

However, smaller or less well-established ethnic communities are often not in a position to provide this form of accommodation.

Unfortunately, like most retirement villages, those build by ethnic groups also tend to be on the outskirts of cities - away from the family members and support services. A wider variety of accommodation options for the elderly are required to relieve this complex problem.

It must be stressed that, apart from the Maintenance Guarantee issue, the major problem facing aged immigrants is the disadvantage they face in gaining access to existing services.

Source: Ethnic Affairs Commission's Submission to Senate Standing Committee on Social Welfare Inquiry into Australia's Retirement Income Systems.

The SBS - What is its Future?

Since its establishment the Special Broadcasting Service (SBS) has been criticized by various community organisations and individuals. The criticisms focussed on such issues as the limited scope of radio programs in some languages, the lack of publicly accountable mechanisms for dealing with complaints, the way television programs in some languages are selected, the lack of information as to the constraints and priorities determining television programming in various languages, insufficient community consultations and so on.

There has been much discussion about the future of the SBS. Whilst most ethnic community groups want to see the SBS preserved as an independent government-funded organisation, it is also fairly clear that they would like to see it become more responsive to community preferences.

The announcement, on the 6th December, 1983, by the Federal Minister for Communications, that he had established a committee to review the Special Broadcasting Service was therefore welcomed by many.

In its response to the Review the EAC made it clear that it favours the continued existence of a separate and independent body to manage and operate Ethnic Radio and Channel 0/28. In this regard, the Commission noted that the ABC has not yet demonstrated that it is able or willing to depart from its monocultural character.

However, the Ethnic Affairs Commission feels that a restructuring of the SBS is inevitable, along the same lines of accountability, administration, autonomy and flexibility as the ABC. More emphasis should be placed on co-operation between the SBS and the ABC; particularly in relation to the sharing of scarce resources such as capital equipment, staff, training programs, library and archive facilities, staff exchange programs etc.

In relation to staffing matters, the EAC is concerned by the scarcity of people of non-English speaking background among the senior personnel of SBS. Considering the quality and range of radio and television broadcasting in many non-English speaking countries it seems anomalous that people from these countries are so poorly represented at senior levels of the SBS.

The SBS also appears not to have instituted training programs to ensure that talented and suitably qualified people of non-English speaking background are given the opportunity to become competitive for senior positions within the organisation.

In order for the SBS to become more flexible and responsive to community needs an impartial and accessible mechanism needs to be established which should have close and responsive communication with the audience and ensures that their needs and preferences are given due consideration.

Ethnic Radio has been found by many surveys to be a key source of information for people who cannot communicate in English. The EAC is concerned however, that the potential role of Ethnic Radio in respect of certain key areas has not been fully developed. These particularly include:

- informing non-English speaking Australians of many years residence and immigrants about the changes that have taken place in their countries of origin.
- explaining how the Australian democratic system operates and the important participatory role which all residents may play to make the system more responsive and effective.



The Commission is aware that Ethnic Radio has gone a long way towards addressing some needs. However, there is great potential for more co-operation between the broadcasters and co-ordinators of the various programs and the SBS staff so that the existing information base can be utilised more effectively.

There are also technical problems. The restrictions imposed by cramming broadcasts in up to 53 different languages into one wave band need to be examined seriously. Time limitations must affect the quality of programs.

There is some scope for co-operation with other radio stations, particularly with the existing community broadcasting stations, some of which already broadcast in community languages.

In terms of programming, the EAC sees utilising Ethnic Radio and Channel 0/28 to assist immigrants to learn English, as one of the greatest priorities. This should be done in an imaginative and interesting way if it is to be effective.

The Commission is aware of the problems inherent in establishing effective community consultations. This process could however be simplified by such practices as holding regular phone-ins, encouraging audiences to comment on programs, giving feedback to the audience as to what happens to their suggestions. The establishment of a unit within the restructured SBS would be a good way to deal with audience input and ensure it is given a high profile in the community and in program planning.

"Haven't You Got a Sense of Humour?"



"It is difficult to laugh wholeheartedly at a joke which, in effect, tells you that you belong to a group of people who are less honest, less intelligent, less human and generally less good than the majority group" said the Hon. Franca Arena, A.M., M.L.C. at the recent National Mass Media Education Conference at the Crest Hotel in Sydney.

In her paper titled "Haven't You Got a Sense of Humour?" Mrs Arena pointed out that over the years most immigrant groups were given derogatory names and were often portrayed in those terms in the jokes and cartoons of the time.

Although the terms used to describe immigrants have changed and have no longer stayed so blatantly hostile, they are still derogatory in meaning.

"Ethnic jokes in essence capitalise on stereotypes developed around those terms. That is not to say that some or even many of those jokes are not funny or clever. But if you belong to the group which is the butt of such a joke - no matter how funny - the humour only serves to hurt you all the more", Mrs Arena said.

It is difficult for many people to react to these kind of jokes. You can be seen as spoiling the fun or as lacking a sense of humour. Reacting to a joke by examining the message may be seen as being a pretentious spoilsport. If you try to counter with another joke, which shows what it feels like to be the butt of racist humour, the effect may be even more alienating. Playing it "safe" - to grin and bear it - means that your trust with people, who consciously or subconsciously reject you, because of your background, is at stake. This is not to mention the feeling of letting down your people and your culture.

This, according to Mrs Arena, is in essence the dilemma in which many immigrants often find themselves when confronted with racist humour.

There are many reasons why people enjoy racist jokes. The main reason is that prejudice gives us easy scapegoats to blame for things that are not good in our lives.

Another reason is fear. Fear of strangers invading our country can be relieved by joking about them. Another factor is lack of understanding the other, often complex cultures. Stereotypes make this easy, by putting labels on people.

The question is, how to deal with this subtle, covert racism.

The first steps have already been taken: passing anti-discrimination legislation, setting up Anti-Discrimination Boards and the Human Rights Commission.

But the most important is the educational process, in which media plays an important role. This process, over a period of time, will change attitudes and more and more Australians will not accept these kind of jokes any more.

From the Commission ...In Brief

- The Premier of N.S.W. has approved of the establishment of a Regional Advisory Committee in the Western Sydney Region to advise the Ethnic Affairs Commission on matters affecting ethnic communities in the region. This is in addition to the Hunter and Illawarra Regional Advisory Committees to the Ethnic Affairs Commission which have been in operation for the last three years. Original appointments were for a period of three years and expire on 30.6.84. The Commission has advertised widely inviting applications from people willing to serve on these committees.
- On 2nd May the EAC held a consultation with representatives of the Croatian community. The very well-attended meeting discussed issues important to the Croatian community. These included the recognition of the Croatian language by various Government bodies; Channel 0/28 programming; the need for social/welfare workers of Croatian background to serve the Croatian community; advertising in ethnic press, etc.
- A series of consultations between the EAC and the Ethnic Communities' Council of N.S.W. are planned for this year. The first was held in March. Future consultations will be held on 21.6.84 in the offices of the ECC, 20.9.84 in the offices of the EAC and 6.12.84 in the offices of the EAC.
- The EAC assisted GROW to organise a one-day conference for workers involved and interested in psychiatric rehabilitation. The seminar took place on 31st May, 1984. (More in the next issue)
- Dr Ralph Pervan, Chairman of the Multicultural Affairs Commission of Western Australia visited the Ethnic Affairs Commission on 10th and 11th May, 1984. During his visit he met with a number of the N.S.W. Commission's senior staff and discussed strategies and policies which have been tried in N.S.W. to promote equality of access for immigrants.
- The newly-appointed Deputy Chairman of the South Australian Ethnic Affairs Commission, Mr M. Shulz, is to visit the N.S.W. EAC on 4th and 7th June, 1984. He will be accompanied by Mr A. Gardini, Senior Project Officer with the Commission.
- The EAC was involved in organising two seminars during the recent Law Week (30th April-4th May). The seminars, on the "Use of Interpreters in the Legal System" and "The Rights of Migrants - Proposals of Reform" were very well attended.
- The Commission also organised a small seminar where Dr Bobbi Sykes (recently returned to Sydney after completing her doctoral studies at Harvard) spoke on "Equality of Access Legislation in the USA".
- The Catholic Immigration Office has written to the Ethnic Affairs Commission expressing its concern about the increase in racist activities. The Office said that people from all around the world have the right to seek refuge, security and a better future through migration.

Ethnic Affairs Policy Statements

BRIEFING SESSIONS

Representatives of some 80 New South Wales government departments and authorities attended a series of briefing sessions conducted by the Ethnic Affairs Commission for officers responsible for preparing Ethnic Affairs Policy Statements (E.A.P.S.).

The Premier announced that all sections of the N.S.W. government administration would be required to prepare E.A.P.S. in a speech at the Ethnic Affairs Commission on 5th September, 1983. Guidelines as to the content and objects of these policy statements were subsequently set out in a letter from the Premier to all his Ministers, dated 23rd December, 1983.

The briefing sessions expanded upon those guidelines and helped participants explore what will be involved in preparing their "statements".

Specific officers from the Commission's project section have been allocated as the contact point for each organisation.

The central objective of this Government initiative is to ensure that people of non-English speaking background have equal access to community services.

All bodies providing services, as well as all bodies which have an important effect on the delivery of services, are required to examine how accessible their services are to all of their clientele and to take corrective measures where necessary.

The EAC's specific role will be to advise departments in the preparation of their policy statements and then to report to the Premier as to how they meet his objectives and guidelines. The Commission regards

these statements as working, developing documents which will probably require some years to cover all requirements.

What is Happening in the Hunter

The EAC in Newcastle recently made its mark in the history of opera. Mrs J. Knott of Maitland, a lyric soprano, was given a part in Puccini's opera "Suor Angelica" on condition that she learn the part within three weeks. The drawback was that the libretto is in Italian.

Mrs Knott, worried that she might miss this rare opportunity, turned to the Commission for help.

The Commission made a special effort and translated the libretto in record time. Mrs Knott was able to learn the part and the Newcastle public enjoyed Puccini's lovely opera and Mrs Knott's performance.

What is Happening in the Illawarra

THE MIGRANT HERITAGE PROJECT

The EAC in Wollongong has been involved in the planning of three major projects proposed for the Illawarra Region concerning the preservation of migrant heritage. These are:

- The international village project.
- The restoration of Wentworth Street project, Port Kembla.
- The Migrant Heritage Centre project.

A Migrant Heritage Committee was formed to follow up the proposals. The committee recently received funding under the CEP to employ a project co-ordinator and a clerical assistant. The first priority for the two workers will be conducting discussions with the various local ethnic groups.

Events, News, Views

Committee on Multicultural Education

Meets

The National Advisory and Co-ordinating Committee on Multicultural Education met for the first time on the 2nd May, 1984.

The Committee, chaired by Professor D.L. Jayasuriya of the University of Western Australia, comprises 14 members.

N.S.W. is represented by Ms Vasiliki Nihias from the Office of the Minister for Education, Ms Margaret Valadian from the Aboriginal Training and Cultural Institute and Ms Helena Rudnik from the N.S.W. Board of Adult Education.

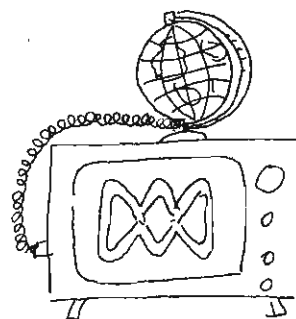
The role of the Committee includes co-ordinating, monitoring and reviewing multicultural programmes and activities and determining appropriate procedures for information exchanges on multicultural education.

Senator Ryan, who addressed the Committee at its first meeting, indicated her personal commitment to multicultural education. The main areas of concern were identified as follows:

1. The language area:
 - E.S.L. programmes
 - Community language programmes
 - Ethnic schools
2. The question of equity and access for children of non-English speaking background in the education system.
3. Community education.
4. The setting up of a system of information exchange about multicultural education programmes throughout Australia.

For more information contact:

Harriette Swift on (062)
727 352



ABC Review of Programming

The A.B.C. Board of Directors has asked its Secretariat and TV Management to review objectives and policies for ABC television.

One important strand of this review is the development of policy specifically directed at meeting those requirements on the ABC's Charter dealing with "programming contributing to a sense of national identity and reflecting the cultural diversity of Australia" (Section 6 of the Act).

The same section also requires that the ABC should take account of the multicultural character of the Australian community.

The review will address the following issues:

- Whether the ABC should develop an overall policy statement on multiculturalism, relevant to ethnic and Aboriginal communities.
- Whether valid guidelines for programs in this area can be established that will enable the ABC's performance to be fairly assessed.
- Whether there are special areas of need for programs.
- Whether the ABC should broadcast material in languages other than English, taking into account the activities of the SBS.

The Commission welcomes the review and hopes that it heralds long-needed initiatives by the ABC to reflect the true composition of Australia's society.

The WPP-an Update

In January, 1983 the Federal Government announced guidelines for spending \$200 million on employment projects under the Wage Pause Programme (WPP). In all, 20,000 jobs were to be created.

Figures as at 31 March, 1984 indicate that in the first nine months of the 1983/84 financial year 11,594 previously unemployed people got a job in N.S.W. under the WPP and Community Employment Programmes (CEP). More specifically:

Wage Pause	6,503 jobs created
Community Employment Programme	5,091 " "
Total	11,594

The guidelines included provisions to ensure that women, young people under 25 years of age, the handicapped and immigrants of non-English speaking background also benefited from these job creation programmes.

In relation to immigrants with English language difficulties, there is a lack of hard data available from CES registers. A special survey of CES registers is currently being undertaken and it is hoped that this position will be remedied.

The EAC's Wage Pause Program

The Ethnic Affairs Commission employed 33 people under the Wage Pause Programme from July, 1983.

These people included:

Sydney:

- 9 trainee interpreters
- 3 trainee translators
- 6 liaison officers
- 1 overseas qualifications interviewer
- 1 information development officer
- 1 research officer
- 3 clerks
- 2 typists

Newcastle:

- 1 trainee interpreter
- 2 welfare-liaison officers

Wollongong:

- 1 trainee interpreter
- 3 welfare-liaison officers

Fourteen (14) of the Commission's Wage Pause workers have found permanent employment in the past 10 months.

Afet Erem with the Workers' Compensation Commission, Alexandra Papadopoulos with the Housing Commission, Jorge Aroche, Lidiya Vranjic and Hassan Moussa with the Department of Youth and Community Services, Vivien Altman with TAFE, Violetta Walsh with the Migrant Resource Centre in Newcastle, Wlodek Bogacki as an Oncologist in Victoria, Lalitha Raman with the Taxation Department, Deborah Anderson with Elsie Women's Refuge, Suvendi Perera with the Ethnic Affairs Commission, Walter Zukowski with the Ethnic Child Care Unit. Two typists employed under the WPP, Ms Jagoda Bogdanovska and Ms T. Yohannes have also found full-time employment.

The Language of Childbirth

In 1983 the N.S.W. Adult Migrant Education Service (AMES) undertook an investigation of the language needs of immigrant women having babies in Australian hospitals.

Using the language recorded in hospitals, a special programme was developed to assist immigrant women communicate more effectively with hospital staff. The program aims to help the women to understand instructions given in English, to ask and answer questions, and to understand the whole process of childbirth.

The kit contains an audio-visual programme, a student workbook, a cassette tape and a bilingual booklet.

It was launched by the Minister for Immigration and Ethnic Affairs, the Hon. S. West, at the end of April, 1984.

For further details, contact:

Marianne Courtenay on 27 5301

All Quiet on Overseas Qualifications Front

At the recent conference of the Immigration and Ethnic Affairs Ministers all States and Territories expressed their serious concern at the delay in taking action to implement the Fry Committee's Report on the recognition of overseas qualifications. Ministers pledged their support for any action to be taken to follow up on the Report's recommendations.

The Commonwealth Minister explained that it has been a very complex matter to take action on the Report because so many different bodies are concerned with the recommendations. However, it was stated that a Cabinet Minute is currently being considered and action should be announced in the near future.

Equal Employment Opportunity and Immigrants

A recent publication by the Office of the Director of Equal Opportunity in Public Employment shows that immigrants of non-English speaking background employed by N.S.W. State government departments and authorities have proportionately higher education levels than their Australian-born counterparts. This, however, is not reflected in higher, or even equivalent salary levels between the two groups.

The fact that immigrants of non-English speaking background are not in top salary groups at comparable ratio as the Australian-born, but are over-represented in the lowest salary groups, suggests that they experience discrimination in seeking promotions. The issue clearly needs to be examined more closely.

These findings emerged from a study of data from nineteen departments and authorities

Source: A Statistical Analysis of EEO Management Plan Survey Data on Migrants, Office of the Director of Equal Opportunity in Public Employment.

English for People on Probation and/or Parole

The N.S.W. Departments of Technical and Further Education and Corrective Services are examining the feasibility of offering English for Specific Purposes courses for people under the supervision of the Probation and Parole Service.

An interim study canvasses various options.

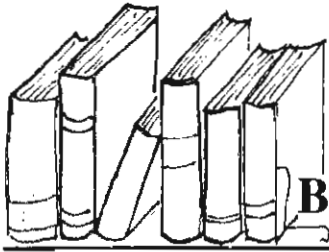
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Prime Minister Confirms Government's Commitment to Multiculturalism

(continued from front page)
The Hon. F.J. Walker, Q.C., M.P., Minister for Youth and Community Services also used the occasion of the opening of the F.E.C.C.A. office to express his deep concern with the steady build-up of activity by racist groups in Sydney.

"Their numbers are small but their hatred is great enough for their evil messages to be spread. Their activity can no longer be dismissed as a fleeting aberration, a momentary effect of our economic situation These groups are achieving some success. What started with an occasional slogan on a wall has now become a well-organized propadanda machine with slickly produced pamphlets and stickers displayed openly in shop windows and distributed through schools and tertiary institutions There is much to be done by those dedicated to a multicultural Australia to counteract the activities of a destructive minority in our community", Mr Walker said.

The Ethnic Affairs Commission welcomes this reaffirmation from both the Federal and N.S.W. State Governments that non-discriminatory policies will continue to form the basis of Australia's development as a multicultural society.



BOOKS & PUBLICATIONS



THE MOVING TARGET

(by R. Bartos - Free Press, New York, 1982)

"The Moving Target" is about the ways and areas in which women are changing and how advertising can effectively reflect these changes.

Working women represent an important consumer market, but this market has, in the past, been more or less invisible. The book evolves from a perceived need to examine the buying behaviour of working and non-working women, to a review of current advertising approaches.

"The Moving Target" begins by examining the statistics of the female section of the population and how the activities and purchasing power of women has changed over the years.

There is an increasing need to understand these changes and respond to them in the market place.

As the book deals with the consumer market in the U.S.A., the fact that women are now in the majority in the population is discussed and the implications of this development examined.

The book concludes by looking at advertising and the way it influences the lives and work of women.

Available from Methuen General Book Co., North Ryde, Price: \$29.95

COMMONWEALTH/STATE BILATERAL DISCUSSIONS ON MIGRATION AND POPULATION MATTERS, 1984

Background Data, summary tables and brief notes on broad population and migration trends. Compiled by: Population and Research Branch, Department of Immigration and Ethnic Affairs, Jan/Feb. 1984.

DIRECTORY ON N.S.W. STATISTICAL PERSONNEL (2nd Edition)

(By State Statistical Co-ordination Unit)

This Directory is designed to facilitate communication amongst staff working on statistical projects within State Government administration. It lists such people by agency, together with their office addresses, telephone numbers and a brief resume of the agency's statistical activities.

For more information contact:

State Statistical Co-ordination Unit, The Treasury.

N.S.W. SUPPLEMENTARY SURVEY 1984

Each year the State Statistical Co-ordination Unit selects a topic for a Supplementary Survey to be carried out by the Australian Bureau of Statistics. Some of the interesting surveys run over recent years included:

- Superannuation (Vic), May 1968
- Immunisation (N.S.W.) Feb. 1971
- Why Married Women Work (Qld) November 1979
- Use of Health Facilities (WA) November 1979
- Consumer Problems (WA) Oct. 1980
- Use of Health Services (Qld) October 1980

The topics selected for October 1983 were

- Care for the Aged (Qld)
- Public Awareness and Knowledge of Welfare Services in N.S.W. (NSW)
- Housing Preferences and Intentions (Vic, W.A.)
- Alcohol Consumption Patterns (S.A.)
- Household Fish Consumption (Tas.)

Suggestions for future surveys are welcome. For more information contact:

Ken Pickering on 270 4156

Papers and Other Publications

Participation and Equity in Australian Schools.

The Goal of Full Secondary Education. Commonwealth Schools Commission, Canberra, March 1984.

Residential Service Training Workshop .

Australian Council on the Rehabilitation of the Disabled (NSW) - S.C.W.A. Summary of proceedings. Hampden Park Public School, Sydney 15-17 May, 1983.

Project Heritage.

A report on intergenerational program which focusses on developing links between generational groups in our society. By Ruth Wilson, Co-ordinator.

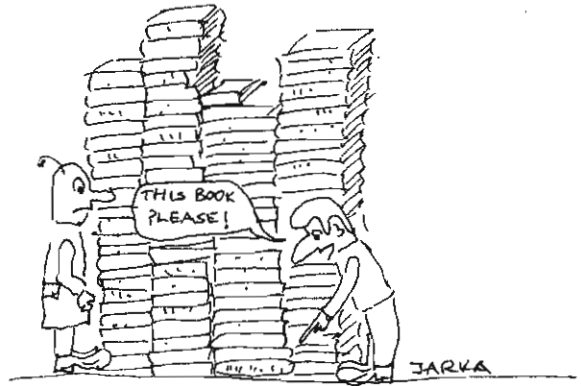
Report of the Provision of N.S.W. TAFE Counselling Service to meet the needs of persons of non-English speaking background (draft report). By Phua, Seng-Min, Sydney Technical College, Sydney, 1984.

A Statistical Analysis of EEO Management Plan Survey Data on Migrants. Stage 1. Ethnicity, Salary, Qualifications. Background Information on EEO, No.4, Office of the Director of Equal Opportunity in Public Employment.

Submission to the Consultations on the Recommendations of the Committee of Review of AIMA. Policy Paper No. 5. By the Federation of Ethnic Communities Councils of Australia, (FECCA). Phone (02) 267 9722.

"Haven't You Got a Sense of Humour?" A paper presented at the National Mass Media Education Conference, 1984 by the Hon. Franca Arena, A.M., M.L.C.

The Italian Committee of Assistance (Co.As.It) has prepared a report on the problems which affect Italo-Australians living in the Ashfield Municipality. For more information contact Co. As.It. on 211 5011.



Proceedings from the seminar "Retirement Issues and the Migrant Worker in the Eighties", held on 21 October, 1983 are now available from Ms Mary Trout, N.S.W. Council on the Ageing on (02) 27 4857.

New Blood: A Social Portrait of Australia's Recent Immigrants by M.D.R. Evans, Postdoctoral Fellow in Sociology RSSS, Australian National University, March, 1984. (Available for perusal in the EAC library).

Response to the White Paper on "Reforming the Australian Public Service". Policy Paper No. 6 FECCA, Sydney, 1984 (Tel. 267 9722).

Response to the discussion paper "Towards Implementing a National Occupational Health and Safety Strategy". Policy Paper No. 7, FECCA, Sydney, 1984 (Tel. 267 9722).

Submission to the Committee of Review of the Special Broadcasting Service. Policy Paper No. 8, FECCA, Sydney, 1984 (Tel. 267 9722).

Response to the Issues Paper of the Committee of Review, Private Overseas Student Policy. Policy Paper No. 9, FECCA, Sydney, 1984.

Interpreters in the Legal System. A Guide. Produced for Law Week, 1984. For more information contact:

Jenny Bollen, Law Society on 232 2511.

New Information

MIGRANT HEALTH PROJECT

The Minister for Immigration and Ethnic Affairs, Stuart West, recently opened a display of information produced by the Regional Migrant Health Team.

The Regional Migrant Health Team was employed under the Wage Pause Program to produce multi-lingual information about health services for immigrants.

For more information contact:
the Health Care Interpreter Service in Port Kembla on (042) 746 272.

Films & Videotapes

DEVIRIM - A NEW DOCUMENTARY FILM

Devrim is a short documentary film portraying the dilemma faced by a young Turkish woman, Devrim, who migrated to Australia.

The film has been written, produced and directed by the Migrant Women's Film Group. The group comprises 6 women who felt there was a need for migrant women to express their ideas and experiences.

For more information contact:
The Migrant Women's Film Group,
P.O. Box 443,
BROADWAY. N.S.W. 2007

For rental, sales and preview information, contact:
Sydney Filmmaker's Co-operative,
P.O. Box 217,
KINGS CROSS. N.S.W. 2011

. A new series of videotapes titled The Myth of the Careless Worker, Repetitive Strain Injuries at Work and Chemicals in the Workplace has been produced by the Victorian Trades Hall Council and Open Channel.

Distributed by Oceania Media Network, G.P.O. Box 1391, SYDNEY. N.S.W. 2001.
Telephone (02) 264 3529.

. The EAC has a collection of videotapes available for viewing or loan to government departments or community organisations.

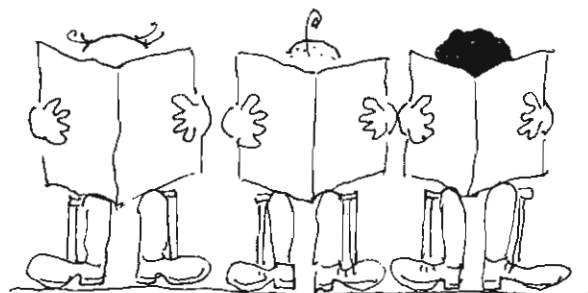
Ring Sally Bartley, the EAC Librarian on 237 6988.

Newsletters

. The Federation of Ethnic Communities Councils has published its first Newsletter "Ethnic Spotlight".

For copies ring the Federation on (02) 267 9722.

. New South Wales Guangdong Economic Committee has produced its first bilingual newsletter. The EAC's Chinese Unit has carried out the translations.



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189 Kent Street, Sydney 2000. Telephone: 237 6500.
For information and mailing list inquiries contact:
Mrs Jarka Sipka, Senior Publicity Officer, on 237 6666.

