

## News and Notes

celebrating the International Year of the Family when women in the country are being raped, beaten and treated like animals, the National Council of Women said.

Council president Dame Josephine Abajiah stressed during a Family Life Seminar in Port Moresby that women are the central point of any family life and should be treated with respect. In Papua New Guinea, however, women have been subjected to various forms of subordination and abuse by their own spouses. Abajiah challenged Papua New Guinea's men to recognize women as human beings and accord them the dignity and equality they deserve. (WINA, Vol.1, No. 1, 30 November, 1994; WINA-Women, Information & News Agency, P.O. Box 439, Republic of Nauru)

### Perverse preferences in Tokyo

**CATERING TO** sadomasochists, fetishists and perverts, Tokyo's myriad sex clubs offer almost every conceivable perversion that degrades women.

For example: One club allows customers to abuse pregnant women; another sells female excrement. A third allows men to grope girls made up as old ladies. "The fee is ¥30,000 (US\$316), everything included. You can choose up to two girls and play with them for two hours," answered a male voice on the telephone.

Another place was a five-story condominium on a back street in the Shinjuku district. In one of them, the room resembled a magnificent drawing room of a daimyo's mansion.

Men pay between ¥50,000 and ¥160,000 (US\$526 and US\$1,684) to tie, whip or burn women with dripping candle wax or give them enemas. (Today, 11 March 1995)

## The glass is really there

Three years ago, Elizabeth Dole, then US secretary of labor, initiated an investigation into the so-called glass ceiling. The glass ceiling, women and members of minority groups charged, was what they crashed their heads against as they climb up the corporate ladder. You can go only this far, the men on the top rungs seemed to say, and no farther.

The bipartisan Glass Ceiling Commission has now reported that, yes, indeed, such an invisible barrier exists. Despite 30 years of affirmative action, 95 percent of senior management positions are still held by white men, who constitute only 43 percent of the workforce.

Affirmative action has borne more fruit at lower levels. White women hold close to 40 percent of the jobs in middle management, but black women hold only 5 percent and black men even less.

Something blocks their further advance up, other than a lack of qualifications or capable candidates. Thirty years since, and the number of women and minority members who have acquired the education and skills to move up has risen considerably. But the time lag appears still not long enough to erase the fears and stereotyped preconceptions employers bring to female and minority candidates. No employer would assume that a white male is too lazy or ill-trained, or even genetically bound to fail. Yet those assumptions are constantly brought to bear on Hispanic, black and female applicants, the report suggests. Moreover, women and minority members have no access to the kind of mentoring and other forms of support that white men automatically receive from other white men.

The commission report should be required reading for Senator Bob Dole, who sponsored the legislation establishing the commission but is now trying to end the very programs that may one day demolish that glass ceiling. He might also reread the autobiography he wrote with his wife several years ago. On her first day at Harvard Law School, Elizabeth Dole recalled, a male classmate asked her what right she had to take the place of a man who could be counted on to make good use of a high-powered legal education. Although Mrs. Dole later crashed through the glass ceiling, right at that moment, she had a very clear view of its reality.

from *International Herald Tribune*, 18-19 March 1995