

Business

People with disabilities: equality of opportunity

The European Commission adopted a Communication on equality of opportunity for people with disabilities.

This document is aimed at bringing about a new impetus to the way European society tackles disability issues. It focuses on equality and human rights rather than impairment and the traditional welfare perspective. It looks at the principles involved and their importance at national and European level, and details plans for the Commission's own contribution over the coming years. In this document, the Commission sets out a rights-based approach to disability which constitutes a new departure for its policy in this field, and which is in keeping with its longstanding concern to build a people's Europe based on inclusion and participation.

The Communication reviews the extensive web of existing Community policy measures which impact on people with disabilities and plots a strategy for the future, focusing in particular on developing the com-

multiplier effect of these programmes on equal opportunities.

The Structural Funds are a key element in this, and crucially the European Social Fund - the single most important financial instrument at Community level for improving employment possibilities for people with disabilities - which the Commission plans to apply as an integral part of its broader disability strategy.

For example, more than 500 million ECU has been allocated to the HORIZON strand of the Community's EMPLOYMENT initiative which deals with the new approaches to the integration of disabled people into the world of work.

The Commission is committed to developing a coherent approach on the issue of employment for disabled people by 1997. The Commission will also be setting up a special task force to explore ways of harnessing the potential of the Information Society and new Information and Communication Technologies in securing equal opportunities for people

with disabilities.

As primary responsibility for promoting equal opportunities and ending discrimination lies with the Member States, the Commission has also put forward a Resolution for adoption by the Council, endorsing key principles established by the United Nations in 1993 on the equalization of opportunities for people with disabilities. This marks a significant shift of emphasis away from an exclusive consideration of the welfare needs of people with disabilities towards a policy of commitment to their active participation in society and the labor-market.

In a people's Europe, valuing and accommodating human diversity is everybody's business. The challenge ahead is to develop practical policies to ensure that disabled people can participate fully as part of the mainstream of society rather than being consigned to the sidelines.

The Communication specifically proposes the following initiatives:

- **Mainstreaming.** In order to

optimize the integration of disability issues into mainstream Community policies and actions, the Commission will strengthen the operation of its inter-service group on disability.

- **Cooperation.** A High Level Group of Member States' Representatives on Disability will be set up in order to keep policy developments in the Member States under review and to pool information and experience.

- **Encouragement of the work of Non-Governmental Organizations (NGOs).** The Commission wishes to consolidate the cooperation developed during recent years under HELIOS II. It also welcomes the establishment of the new independent European Disability Forum and intends to develop actively the contacts and stimulate the work of NGOs.

- **Employment.** In the preparation of the Single Report to the European Council in Dublin, the next stage in the Essen process, the Commission will take the initiative to strengthen policies for the prevention of long term unemployment and for the integration of disabled people in work-

ing life.

- **Information and communication Technologies (ICTs).** The Commission is anxious to harness the potential of the Information Society in the pursuit of equal opportunities, especially through the development of ICTs and will set up an internal ad hoc group to that end.
- **The Structural Funds.** A total of 5.5 billion ECU is specifically allocated to combating exclusion for the period 1994-99. As part of its forthcoming mid-term evaluation of the Structural Funds, the Commission will try to assess the extent and impact of actions in respect of people with disabilities. A new round of projects in the framework of the Community Initiatives, including HORIZON, is due to be launched towards the end of 1996.

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BUSINESS BRIEFS

Dow nears record territory

The Dow Jones industrial average has regained nearly all of its July losses and is nearing its record high close of 5,778.00, set on May 22. Last week's stock rebound was knocked off course late Friday by a sell-off in tobacco shares, following a Florida jury's verdict against the industry. But analysts say the market's upward momentum remains intact. Analysts say the low long-bond yield of 6.69 percent should also help stocks. Despite a general market optimism, some skeptics remain.

Week's IPO outlook heavy

Ron Perelman's Consolidated Cigar Inc. is the star of a heavy schedule of new offerings coming this week, despite a traditional summer lull for initial public offerings. As many as 40 new issues are expected this week; 22 went public last week. Consolidated Cigar should have a smoking debut, with premiums expected, said John Fitzgibbon of the IPO Aftermarket.

Biotechs battered by selloff

Analysts say the biggest loser in this summer's Wall Street selloff has been the biotechnology sector. While most market indices have started to rebound in recent weeks, a number of biotech stocks remain stuck at prices lower than where they began the year. Scores of companies have had to put off equity offerings for lack of interest, and those that went ahead with plans came away with disappointingly slim proceeds.

Fed sees inflation low

Philadelphia Federal Reserve President Edward Boehne is predicting the U.S. rate of inflation will remain low in the short term as the economy continues to grow thanks to "a happy confluence of events." Boehne noted growth, job creation and subdued inflation as that "happy combination."

US manufacturing to soften

The U.S. manufacturing sector is expected to soften in the third quarter as firms slow the pace of inventory building. Analysts say recent statistics suggest there was a sharp inventory build-up in the second quarter as most companies increased their pace of production.

Microsoft helping Apple

A published report says Microsoft has launched an effort to help small software companies write Internet programs for its struggling rival, Apple. The Wall Street Journal says this unusual strategy is designed to boost Apple's efforts in the Internet arena, which Apple has said is crucial to its campaign to survive.

Seagate sees computer bounce

The president of Seagate Technology says he expects the global computer industry to begin recovering from its slump next month. Alan Shugart says the industry should get a boost ahead of the Christmas holiday and as companies begin upgrading their networks.

HP new printers

Hewlett-Packard is introducing a new family of professional-quality, network-capable color inkjet printers that are expected to be the first of their kind to sell under \$800.

\$728,250 for environmental restoration projects

Bureau of Reclamation Commissioner Eluid Martinez today made available \$728,250 for 13 fish and wildlife restoration challenge grants in 11 Western states, including one grant to a Native American tribe, as part of an effort to promote the health of ecosystems of the American West.

Reclamation and the National Fish and Wildlife Foundation joined in partnership to jointly fund several projects designed to meet this objective. The successful applicants were chosen from a pool of 61 proposals.

Although there were not enough funds available for all the projects, Reclamation and NFWF are work-

ing to expand the funding level next year.

Reclamation is requesting \$2.5 million in its fiscal year 1997 budget to continue offering challenge grants for projects in the Western U.S. that enhance Reclamation's water resource mission by employing sound environmental practices.

"We are delighted to offer these challenge grants to projects that meet the West's need for good natural resource management," said Commissioner Martinez. "We chose a cross-section of projects that we felt to be the most environmentally worthwhile. I'm especially pleased to be able to assist the needs of the Native

American community."

A \$21,500 grant was awarded to the Ochoco Chapter of Trout Unlimited to work with the Bureau of Land Management, the Forest Service, Oregon Department of Fish and Wildlife, local school districts, and private landowners to restore riparian and wet meadow complexes in the Crooked River Basin in Oregon. Total project cost is about \$126,000.

A \$21,000 grant was awarded to the Oregon Water Trust to acquire water rights from willing sellers within the Deschutes, Grande Ronde, John Day, and Umatilla river basins in Oregon. Total project cost is about \$63,000.

Local businessman recognized for community leadership

The Mutual Life Insurance Company of New York (MONEY) announced that William (Bill) Findlay, CLU, ChFC is one of four Million Dollar Round Table (MDRT) members featured in the organization's international campaign recognizing members as "Business and Community Leaders."

Recognition is awarded for past and present achievements. Mr. Findlay is just one of four selected from among nearly 19,000 MDRT members.

Mr. Findlay is being recognized

for his work with Portland's Rotary Club to build the largest barrier-free park in North America and for his role to expand free public transportation to more downtown districts as committee chairman of the Association for Portland Progress.

Created in 1927, the Million Dollar Round Table is comprised of professional insurance underwriters, whom have met strict ethical and production requirements to qualify. This year's four selected members will become part of the second annual "Business and Community Leaders"

campaign.

Mr. Findlay joined MONEY in 1978 as a field underwriter and today is a member of the company's prestigious Top Producer Group 2. In 1995, this group won *Sales & Marketing Management Magazine's* Best Sales Force Award.

Mr. Findlay is a graduate of Iowa State University with a degree in architecture.

A member of various civic organizations, including the Oregon Public Broadcasting Board, Mr. Findlay resides in Portland.

Mitsubishi denounced for low minority ratio

Jesse Jackson is angered by an "unproductive" meeting with Mitsubishi Motors over alleged sexual harassment of its workers in the United States. Jackson vowed to step up protests against the firm.

Jackson said Mitsubishi was just the first target of an all-out campaign against car firms in the United States in the coming year with another Japanese automaker, Honda, next on the list.

"We are going to go down car line by car line and challenge the automobile industry," Jackson told a news conference after a 90-minute meeting with Mitsubishi executives.

Jackson denounced Mitsubishi and other carmakers, both domestic and foreign, for not hiring enough African-Americans, Hispanics and women, not putting enough minorities in executive positions and not giving enough dealerships to minorities.

"We will escalate our protests until they (carmakers) include us (minorities)," Jackson said.

"We're going to expand the boycott process against Mitsubishi around the United States."

Jackson's Rainbow Coalition—a political and civil rights organization—and other minority groups have boycotted Mitsubishi for several months. He did not say what other steps would be taken.

Mitsubishi Managing Director Taizo Yokoyama, admitting Jackson

was "displeased" with the meeting at the firm's Tokyo headquarters, said the company still wanted to keep its "lines of communication open" to the civil rights leader.

The U.S. Equal Employment Opportunity Commission (EEOC) has charged Mitsubishi with creating a "hostile and abusive" work environment at its subsidiary Mitsubishi Motors Manufacturing of America Inc (MMA) plant in Normal, Illinois.

It alleges women were groped, grabbed and touched and forced out of their jobs if they complained.

The suit seeks back pay with interest and benefits as well as damages that could reach \$300,000 for as many as 500 of the 700 employees at the plant.

Jackson has met executives from all of Japan's major carmakers, including Mitsubishi, Toyota, Nissan, Mazda and Honda; since his arrival in Tokyo on Saturday on what he describes as a

"trade and human rights mission."

Jackson has also met executives from Sony and the New Otani Hotel Corp, which is having labour problems at its hotel in Los Angeles.

After Tokyo, Jackson will visit Indonesia on a similar mission.

Jackson dismissed announcement of training programs for MMA executives on the eve of his talks as a useless "pre-emptive strike."

The training, which aims to protect and promote women and minorities, was recommended by former Labour Secretary Lynn Martin who was brought in by the company as a consultant to help solve its dispute with the EEOC.

Jackson said Martin and her consultants did not directly represent, as he did, the groups involved in the dispute.

"We were dealing directly with Mitsubishi. Now they want us to deal

Summit shows Latino art

The Gallery at Summit Bancorp's headquarters in Carnegie Center, Princeton, is a showplace for some of New Jersey's brightest Latino-American artists.

The work of eight artists is on display through Aug. 16 for employees, customers and the public to enjoy.

This is the first in a Summit series of multicultural exhibits planned for the Gallery, according to Patricia Hendricks of Summit's Organization Development and Diversity Department.

Each of the eight artists, chosen through referrals from employees and community organizations, will display several pieces highlighting their individual areas of expertise.

On July 17, a gala reception will be held in the Gallery for the artists, employees, customers and invited guests.

Selected paintings by the eight artists will be available for sale at the exhibit, according to Hendricks.

The artists participating in the Latino-American exhibit are:

- **Pietro Anastacio**, a Jersey City resident originally from Argentina. His artistic style encompasses his cross-cultural reality of South America and Europe.
- **Edgar Estrada**, a Morristown resident who was born in Guatemala City. Estrada is a painter and sculptor who draws upon his talents to

create works of art in two mediums.

- **Soraida Martinez** was born in New York City to parents of Puerto Rican origin. She is a very talented graphic artist and currently resides in Moorestown.

- **Mauricio Moreno** is a Morristown resident and has origins in Colombia.

- **Duvan Lopez**, another Morristown resident, was born in Quinbaya, Colombia. His work is greatly influenced by the artist Matisse.

- **Sonia Gonzalez** was born in Puerto Rico and currently lives in Cherry Hill. She studied at Rutgers University.

- **Luis Martinez**, a talented artist of Puerto Rican heritage, currently lives in Mine Hill.

- **Hilda Castillo-Diaz**, a teacher in the Trenton School District, is the child of Puerto Rican parents. She is originally from Trenton and currently resides in Fairless Hills, Pa.

The Latino-American Multicultural exhibit is open for viewing during regular business hours and from 4:30 p.m. to 6:30 p.m. the day of the reception.

According to Hendricks, other exhibits planned for the Multicultural series include African-American, Asian-American and women artists. "The series is intended to promote and foster diversity within Summit Bank and the communities we serve," she said.

with consultants. That is totally unacceptable," Jackson said.

Yokoyama said Mitsubishi believed there should be no discrimination in any of its operations around the world but the implementation of

policy was up to local subsidiaries.

"We understand Mr Jackson is very active in the civil rights movement so we found it valuable to listen to his opinions," Yokoyama told a separate news conference.

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