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**PALESTINIAN PRISONERS TO BE RELEASED
IN STAGES OVER 5 YEARS, ISRAEL REPORTS**
By Cynthia Mann

JERUSALEM, Oct. 20 (JTA) -- Israel will release Palestinian prisoners in stages throughout the five-year interim autonomy period, rather than all at once, according to reports here.

The issue of the release of security prisoners topped the agenda at the talks for the implementation of Palestinian self-rule, which reconvened Wednesday in the Egyptian border town of Taba and which were scheduled to last two days.

The dimensions of the autonomous area around Jericho were also on the agenda.

The atmosphere in the Taba Hilton Hotel, the site of the negotiations, was described by participants as more serious than last week's initial round.

Jewish settlers from the Jordan Valley drifted in two boats in the seas opposite the hotel to protest any agreement that would endanger their settlements.

Separate talks in Taba on the issue of security arrangements in the Gaza Strip and the West Bank town of Jericho -- the two regions where Palestinian self-rule will initially go into effect -- reportedly hit a snag Wednesday.

An Israeli proposal for maintaining security in the two regions received a cold response from the Palestinian delegation.

"The Palestinians listened to our conception on security arrangements in Gaza and Jericho and I cannot say that they have a smile on their lips," Jacques Neria, an Israeli delegate to the talks, told reporters.

Palestinian leaders have called for the release of all 12,000 Palestinians in Israeli prisons for security reasons.

The Palestinian negotiators have assigned a high priority to the prisoner-release issue because they say it is needed to demonstrate to the Palestinian people some immediate, positive results from the self-rule accord signed last month in Washington.

Attempt To Demonstrate Results

Israeli officials have been insisting that prisoners convicted of murdering Israelis will not be released.

Israeli sources estimate that no more than 2,000 of the prisoners were imprisoned for murder or attempted murder.

But Israel is reportedly prepared to release other prisoners -- including administrative detainees, women and minors, as well as the elderly and sick -- to demonstrate some immediate results from the accord.

Nabil Sha'ath, a senior adviser to Palestine Liberation Organization Chairman Yasser Arafat, told Israel Television that he was optimistic about reaching an agreement.

"There is commitment on the two sides to proceed and the commitment has been made public," he said.

Prime Minister Yitzhak Rabin angrily quashed suggestions that there is a plan to release massive numbers of Palestinian prisoners immediately. He said such conclusions are premature.

An Israeli source in Taba told Israel Radio

that the first stage of the prisoner-release plan would include 2,000 to 3,000 Palestinians detained for minor security crimes.

In an effort to build confidence among Palestinians for the implementation of the accord, Israel released its longest-held Palestinian prisoner on Tuesday.

Twenty-three years after Salim al-Zeri entered the gates of an Israeli jail, he was set free Tuesday to the cheers of hundreds of Palestinians who had turned out to greet him.

Zeri, 50, had been a commander in Arafat's Al Fatah movement. He was jailed in 1970 after he attempted to infiltrate Israel with a terrorist unit from the sea. He received a life sentence.

Meanwhile, Victims of Arab Terror, an organization of families of murdered Israelis, has petitioned the High Court of Justice to block a massive release of Palestinian prisoners.

They claimed Wednesday that the court has deliberately delayed responding to the petition, a charge that a court spokesman has denied.

Shifra Hoffman, the group's founder, said the prisoners constituted a "clear and present danger" to Israeli society and that the petition demanded immediate action.

**RABIN'S MESSAGE TO U.S. ENVOY:
SECURITY CONCERNS ARE PARAMOUNT**
By David Landau

JERUSALEM, Oct. 20 (JTA) -- U.S. Middle East envoy Dennis Ross was doing his best this week to get the Israeli-Syrian peace negotiations back on track, but neither side was making it easy for him.

Early this week, Syrian Foreign Minister Farouk al-Sharaa said his country would boycott the peace talks if they remained "sterile."

And when Ross arrived in Israel on Wednesday, Prime Minister Yitzhak Rabin told him that Syria must prove the seriousness of its intentions to make peace with Israel by curbing the terror activities of the Islamic fundamentalist Hezbollah movement in southern Lebanon.

Ross, who is the U.S. State Department's special coordinator for the peace talks, arrived here after holding lengthy meetings in Tunis on Tuesday with Palestine Liberation Organization Chairman Yasser Arafat.

It was the first time a high-ranking U.S. diplomat had visited PLO headquarters.

Their conversation reportedly focused on the substantive issues facing Israeli and Palestinian negotiators, who on Wednesday began their second round of talks in the Egyptian border town of Taba to find ways to implement the Palestinian self-rule accord signed last month in Washington.

Arafat apparently sought U.S. support for the PLO demand for a large and early release of prisoners being held by Israelis for security reasons.

Before flying to Israel, the U.S. envoy made a stopover in Amman, Jordan, where he met with King Hussein. Afterward, the Jordanian monarch announced a new initiative, calling for a "supra-political" Arab body, apparently headed by Jordan, to push forward Arab positions on such issues as the future status of Jerusalem.

Here in Jerusalem, the meeting between

Rabin and Ross was largely devoted to discussion of the ongoing negotiations between Israeli and PLO officials regarding the implementation of the self-rule accord.

But Israeli sources speculated that Rabin and his high-level State Department guest may have devoted more time to Syria during a private meeting they held without aides.

These sources said that Rabin was clearly at pains, in the larger meeting, to stress both to Ross and to his own public that his prime concern at this time is the security aspects of the accord with the PLO.

The sources said Rabin wants to focus on the talks with the PLO while at the same time leaving room for negotiations with Syria.

Jerusalem Bill Passes Knesset

Ross made clear, in remarks to reporters in Amman on Wednesday, that the United States would not oppose secret negotiations between Israel and Syria if that would help advance the peace process.

Those remarks, along with a decision earlier this week to postpone the next round of Washington peace talks until late November, appear to reflect a growing recognition on the part of the Americans that the current framework for the negotiations is not working.

A chief purpose of Ross' Middle East mission this week was to determine what type of process would best jump-start the negotiations. After his meetings in Israel, the envoy was scheduled to fly to Damascus on Thursday.

After hearing a report on Ross' talks in the region, U.S. Secretary of State Warren Christopher will decide whether to embark on a shuttle mission of his own next month.

While the United States is still hoping to see real progress in the Israeli-Syrian negotiations before the end of this year, there seems to be less urgency in both Damascus and Jerusalem.

Rabin's remarks to Ross about Syria's intentions were seen by some here as a clear signal to the American envoy that Israel would rather not embark right now on a second track of negotiations with Syria while it works with the PLO on implementing the autonomy accord.

Already the country is concerned about the security ramifications of Palestinians taking control of parts of the administered territories. The last thing the Israeli government needs is to trigger another wave of public concern over the future of the Golan Heights, whose complete return Syria is demanding as its price for peace.

Rabin's domestic concerns were sharply highlighted Wednesday, soon after his session with Ross, when an opposition bill on the future status of Jerusalem won a majority in the Knesset on its first reading.

The bill, introduced by Likud Knesset member Uzi Landau, would forbid any Israeli government from negotiating over the status of Jerusalem. It now goes to the appropriate committee for action before final votes by the full Knesset.

The head of the government's Knesset caucus, Eli Dayan, sought to minimize the significance of Wednesday's vote, saying that government ministers and many Labor Knesset members were absent from the chamber for what he termed "technical reasons."

But he could hardly disguise the fact that the majority of 36 included Knesset members from the Shas party, which had previously been part of the government coalition.

In the end, despite his frantic efforts, Dayan was able to amass only 33 votes to oppose the bill.

Dayan insisted the government is as committed as anyone to the unity of Jerusalem and that the bill was therefore unnecessary.

But Landau said the bill was needed "to immunize the government against itself."

Political observers said the vote, though not a disaster for the government, would make Rabin more determined than ever to try to persuade the Israeli public that government is paying careful attention to the security aspects of the self-rule accord with the Palestinians.

STATE DEPT. URGES BUSINESS LEADERS TO INVEST IN MIDDLE EAST FOR PEACE By Deborah Kalb

WASHINGTON, Oct. 20 (JTA) -- American Jewish business leaders heard a strong pitch from the Clinton administration this week to get involved in business opportunities in the Middle East in order to assist the peace process.

With the signing of the Israeli-Palestinian accord last month, economic visions of regional cooperation once dismissed as dreams have now become distinct possibilities.

Israeli officials and American businesspeople, including leaders of American-Israel chambers of commerce around the country, gathered at the Israeli Embassy here Wednesday for an all-day economic seminar to learn how they could help secure peace in the Middle East.

Edward Djerejian, the assistant secretary of state for Near Eastern and South Asian affairs, played the role of salesman, telling the business leaders that governments alone cannot create peace without businesspeople creating an accompanying prosperity.

"The administration sees the private sector as bringing the Middle East peace process to fruition," he said.

For example, he said, the region needs new energy, transportation and telecommunications links, and "U.S. firms are well-placed to capitalize on these opportunities."

Secretary of State Warren Christopher delivered a similar message Wednesday to another group of businesspeople.

"Bringing peace to the region cannot be left to governments alone," Christopher told the National Foreign Policy Conference for Senior Business Executives.

"Our private sector and each of you can help ensure that peace takes a firm hold in the Middle East" by "taking advantage of the growing demand for energy, transportation, telecommunications, tourism, all of those things that they need throughout the Middle East," Christopher said.

FRANCE GIVES \$1 MILLION TO PALESTINIANS

PARIS, Oct. 20 (JTA) -- France is giving 6 million francs (slightly more than \$1 million) to Palestinian institutions as a gesture of support for the accord signed last month by Israel and the Palestine Liberation Organization.

Lucette Michaux-Chevy, the French junior minister in charge of humanitarian actions and human rights at the Foreign Ministry, announced that part of that sum will be devoted to providing emergency help for Palestinian public health services.

**FOCUS ON ISSUES:
WOMEN FIND GLASS CEILINGS
IN JEWISH COMMUNAL WORLD**
By Debra Nussbaum Cohen

NEW YORK, Oct. 20 (JTA) -- Female professionals working in the Jewish communal world have had little success breaking the glass ceiling and gaining entrance to the executive suite, according to data recently gathered by the Council of Jewish Federations and others.

In this sense, the Jewish community is not much different from corporate America, where only 1 percent of Fortune 500 companies have a woman chief executive officer, and only 5 percent of board members are female.

It also means that the Jewish community has a long way to go before women's voices and concerns will be fairly represented in Jewish communal life, say critics.

In a survey of 42 national Jewish agencies, including the American Jewish Congress, the Council of Jewish Federations, the Hebrew Immigrant Aid Society and the Jewish Telegraphic Agency, Diana Aviv found that 37 are run by men.

Aviv is outgoing associate executive director of the National Jewish Community Relations Advisory Council and will soon be the Washington representative of the Council of Jewish Federations.

A similar situation exists in Jewish community federations.

There are 157 Jewish federations with paid professional leadership; the 30 with women executive directors are nearly all small and mid-size.

While 60 percent of employees at federations are female, none of the 18 largest federations has a woman at the helm. There is only one woman director among the 23 larger intermediate-size federations: Cindy Chazen, executive director of the Jewish Federation of Greater Hartford.

One reason that more women are not federation directors is because the job requires financial management skills that most women do not possess, according to Barry Kosmin, director of research at the Council of Jewish Federations.

Future Bodes Well For Female Lay Leaders

Fewer women have "the qualifications that are required," he said. "Jewish women are going into medicine and law. But are they going into accountancy in equal numbers?"

The picture for female lay leaders is brighter. Among lay leaders, "things have changed faster than on the professional side because inherited wealth comes to both genders," Kosmin said.

Female federation lay leaders are pulling the professionals after them.

"Women who are the leadership show support for women and are now looking to make a more equitable situation on the professional side," Kosmin said.

Another trend boding well for the future of female leadership is the increased number of women running federation fund-raising campaigns, both on the lay and professional sides.

According to the results of a new survey by CJF, which will be released at that organization's General Assembly next month in Montreal, about a third of the campaign directors in large and intermediate-size federations are women.

"As more women become campaign chairs they will be presidents of federations, and cam-

paign directors will get into the executive suite," said Kosmin.

At community relations councils, about half of directorships are held by women, but "the lion's share of the larger CRC executive positions are held by men," Aviv said recently in a speech at the Women's Economic Summit in New York.

At the deputy level, jobs are shared almost evenly between men and women, she said, adding, however, that the councils "do not have substantial budgets nor wield a great deal of influence within the Jewish community."

There also are pronounced disparities in pay for female and male federation professionals, in which the higher the level of management, the more disparity exists.

In entry-level positions, men and women earn the same, said Ellen Deutsch Quint, associate director of personnel services at the Council of Jewish Federations.

Senior Female Federation Staff Earn Less

Senior-level female staff professionals in federations, however, earn between 67 percent and 92 percent of what men earn in comparable positions, Deutsch Quint said.

According to Aviv, one-fifth of men and two-thirds of women working in Jewish communal organizations earn between \$20,000 and \$40,000.

As the level of pay rises, the percentage of women in the earning category sinks.

Forty-five percent of men and 9 percent of women earn \$65,000 or more in the Jewish communal world, said Aviv.

Deutsch Quint recently surveyed women in senior professional positions at federations and found that 80 percent of respondents said there are obstacles that keep women from attaining top federation staff positions.

The primary problems cited were the "old boys" network, which does the hiring for staff positions, and the fact that the candidates are selected on a male model of success, said Deutsch Quint.

Senior female professionals also cited relocation as a problem in climbing up the federation hierarchy, she said.

Most respondents said the relocation requirements, which are viewed as part and parcel of success in the federation world, are often not possible.

According to Aviv, however, "the relocation question is a red herring. It is usually the higher earner who is more likely to move whether it is male or female."

What is required before more women can take their place running large communal organizations, say observers, are changes in family-friendly policies at Jewish agencies. Such changes will likely happen as women slowly make their way into the executive suites.

According to Chazen of the Jewish Federation of Greater Hartford, changes in expectations come as women take the most senior jobs.

"I made it very clear to the search committee here that I would be at my desk from 7 a.m. until 11 p.m. if I had to be. But I wouldn't stay at my desk over the dinner hour or during Shabbat or holidays just to make the point I could do it," she said.

"Setting up an infrastructure with more progressive policies is more difficult than conjuring up a woman to be a successful candidate for a top job," said Kosmin. It is time "to start thinking about what kind of community we want."

NEO-NAZI GROUP SURFACES IN UKRAINE; RIGHTIST PAPER EXCERPTS 'MEIN KAMPF'

By J.A. Sisman

KIEV, Ukraine, Oct. 20 (JTA) -- A group of Ukrainian students is busily engaged in neo-Nazi activities, according to a local newspaper.

Kievskie Vedemosti (Kiev News), the tabloid paper which carried the report, also wrote that another newspaper had recently published an excerpt from Adolph Hitler's "Mein Kampf."

The neo-Nazi group is based in the southern Ukrainian city of Zaporozhye, according to Sunday's edition of Kievskie Vedemosti.

Under the banner headline, "The Fascists are Coming," the paper's front page showed several pictures of the group dressed in SS uniforms and displaying Nazi flags and other paraphernalia.

The story inside the paper, which is the largest-selling daily here, was accompanied by photographs of members of the group participating in paramilitary training.

According to the report, a group of students at Zaporozhye Government University met around April 20 -- Hitler's birthday -- and decided to form the neo-Nazi group.

It is unknown how many people are members of the group, but it is believed to be very small.

In an interview with the paper, one member of the group, a 25-year-old resident of the city, was quoted as saying, "We like the era of the 1930s in Germany -- the storm troopers, the firm, iron discipline. Hitler was a strong personality, a great man."

According to the report, one member of the group is a fifth-year student at the university and also teaches history in a local school.

'Mein Kampf' Routinely Sold On Streets

The newspaper commented that the formation of the group was especially ironic, since the city of Zaporozhye is currently marking the 50th anniversary of its liberation from the Germans by the Red Army.

During World War II, Ukraine was occupied by the Nazis and was the scene of some of the harshest fighting anywhere in Europe. Several million citizens of the country, including an estimated 900,000 Jews, were killed.

In late September, the Jewish community of Kiev commemorated the 52nd anniversary of the mass slaughter at Babi Yar in September 1941, when the occupying German army shot more than 30,000 Kiev Jews during a period of two days.

Kiev News also reported that another paper, Holos Nacii (The Voice of the Nation), which is published in the western Ukrainian city of Lviv -- as Lvov is now known -- had published an excerpt of Hitler's "Mein Kampf" in a recent issue.

According to the article, the editorial board of Holos Nacii -- which is published by the Ukrainian National Army, a right-wing nationalist group -- said it chose the excerpt "to acquaint" readers with the theoretical basis of fascism.

Holos Nacii ran a disclaimer stating that the theory of Slavophobia that was espoused by the Nazis is completely unacceptable to Ukrainians.

But the editorial board said the paper ran the excerpt because it was necessary to study the phenomenon of nationalism in Nazi Germany.

Copies of "Mein Kampf" and other Nazi books are routinely sold on the streets of major Ukrainian cities and as well as other countries of the former Soviet Union.

JEWISH GROUP GETS AN INSIDE LOOK AT DEFENSE DEPARTMENT OPERATIONS

By Deborah Kalb

WASHINGTON, Oct. 20 (JTA) -- In what has become an annual ritual, members of a Jewish group focusing on national security issues were taken this week on a daylong trip into the secretive corners of the Pentagon for briefings with high-level Defense Department officials.

This year, it was approximately 30 members of the Jewish Institute for National Security Affairs' Young Leadership Division who spent Monday meeting with Pentagon officials, including experts on the budget, strategic force planning and ballistic missile defense and proliferation.

The focus during the day of off-the-record briefings was more on U.S. defense policies than on Israel and the Middle East.

But in one session on ballistic missile technologies, the Pentagon briefer shrugged off concerns raised in a recent congressional report about Israel's Arrow missile program.

The report, by the General Accounting Office, suggested that Israel might have transferred U.S. technology connected to the Arrow missile project to third parties. But the Pentagon briefer indicated that the Defense Department did not share the GAO's concerns.

Shoshana Bryen, JINSA's special projects director, who attended the briefings, said this was not the first time that JINSA officials had heard Pentagon officials dismiss the GAO report.

On another Israel-related proliferation question, Bryen said the Pentagon official was "unwilling to point a finger at Israel" on the issue of reported Israeli technology sales to China. But the briefer did not complain about this, Bryen said.

Overall, the group learned about "how post-Cold War philosophy guides" defense," said Bryen.

The JINSA members were surprised by some of what they discovered, including how much money is spent on ecological and nuclear-cleanup programs and how much time is spent on planning "non-fighting" strategy, such as peacekeeping and disaster relief.

DUTCH ARREST ISRAELI DRUG RING

AMSTERDAM, Oct. 20 (JTA) -- Police in Amsterdam have detained 19 Israelis living in Holland in connection with the laundering of millions of dollars of drug-related money.

Announcement of the arrests was made here Tuesday, the same day that Tel Aviv police said that they had detained two other Israel-based members of the operation who had been investing the illegal funds in real estate there.

The Amsterdam police identified the gang leaders as brothers Menashe and Ami Eini and their cousin Zion Eini.

The Eini family, originally from Rehovot, immigrated to the Netherlands more than 12 years ago. They are said to have employed 31 people, including 19 Israelis, all of whom have been detained. The Eini brothers were known to the police as the "Israel Connection" in a separate drug-selling operation uncovered a month ago.

According to police here, the investigation of the money-laundering operation involved close cooperation between the Amsterdam and Tel Aviv police forces for more than half a year. Police in Belgium, Russia and Colombia are also involved in the investigation, code-named "Golden calf."