

Yes it can, the specialists answer, if one looks hard for one. Norilsk was originally created as a mono-industrial centre of the country's non-ferrous metallurgical industry. The most respected and widely found trades here - cutter, metallurgist, foundry worker - are far from being female dominated. The general planners of the city and the combine have allocated supporting roles to the weaker sex - timekeepers, rate setters, housekeepers, . . .

Thanks to the planners' "efforts", women specialists with a higher or middle specialized education have been forced to stand in line for jobs in their specialty.

The situation became particularly difficult after the Norilsk Mining and Metallurgical Combine made the transition to being self-supporting. This event was preceded by a reduction in the number of administrative and office workers.

Thus, the situation is clear enough. But what about the future?

"Our organization," reports R. Kareva, director of the city employment centre, "currently has a short list of trades for women. What do the city's enterprises require today? 96 cleaning women, 60 plasterers-house painters, 20 road workers, 22 wardens, 9 cloakroom attendants. . . You'll agree that not every specialist with a diploma is going to go for this sort of work. What's more, from the point of view of the State, it would be extremely wasteful and economically unsound to use them in these jobs. But we are unable to offer any other work to our clients. Under current legislation," Raisa Konstantinovna continues, "following discharge from their previous employment specialists have the

Arctic city have not been on a large scale, they have nonetheless borne fruit. The number of women specialists looking for work is no longer on the increase, but the number is still quite high -