

EUROPEAN FEDERATION OF JOURNALISTS

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WELCOME!

EFJ-SURVEY: WOMEN JOURNALISTS IN THE EUROPEAN INTEGRATION PROCESS

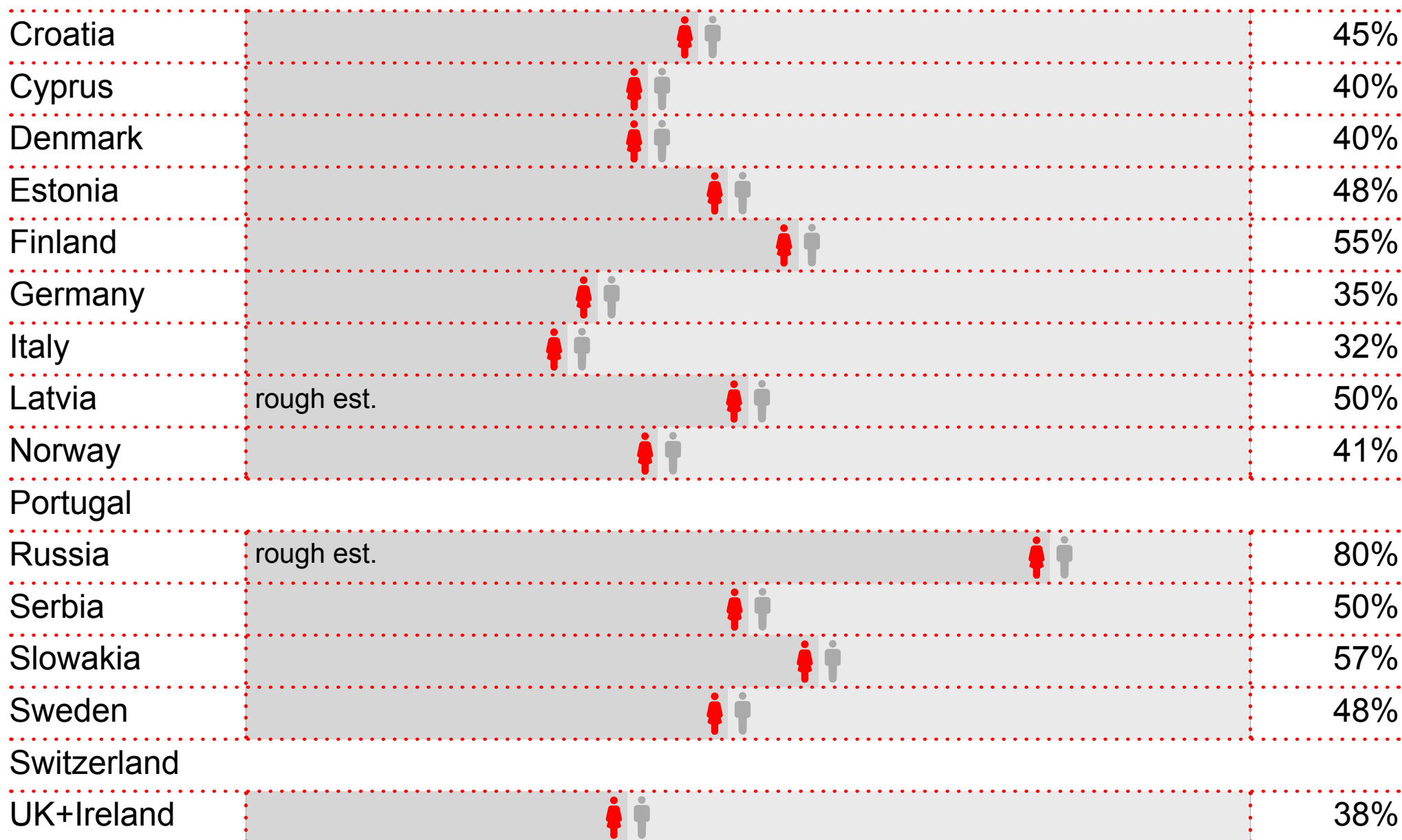


• MAIN RESULTS OF THE SURVEY – WHAT DID WE FIND OUT?

INTERMEDIATE RESULTS APRIL 2006

• MAIN RESULTS OF THE SURVEY •• Women in the Profession

How many women work as journalists in your country?



How many women work as journalists in your country?

AVERAGE 47,07%



• MAIN RESULTS OF THE SURVEY •• Women in the Profession

The survey affirms the observation in a lot of countries that women catch up in the profession: The average number of women journalists in the European countries is almost equal to the number of men.

In some countries women outnumber men. In comparison to 2001 (38%) the average percentage increased by almost 10 points (47,07%)

• MAIN RESULTS OF THE SURVEY •• Women in the Profession

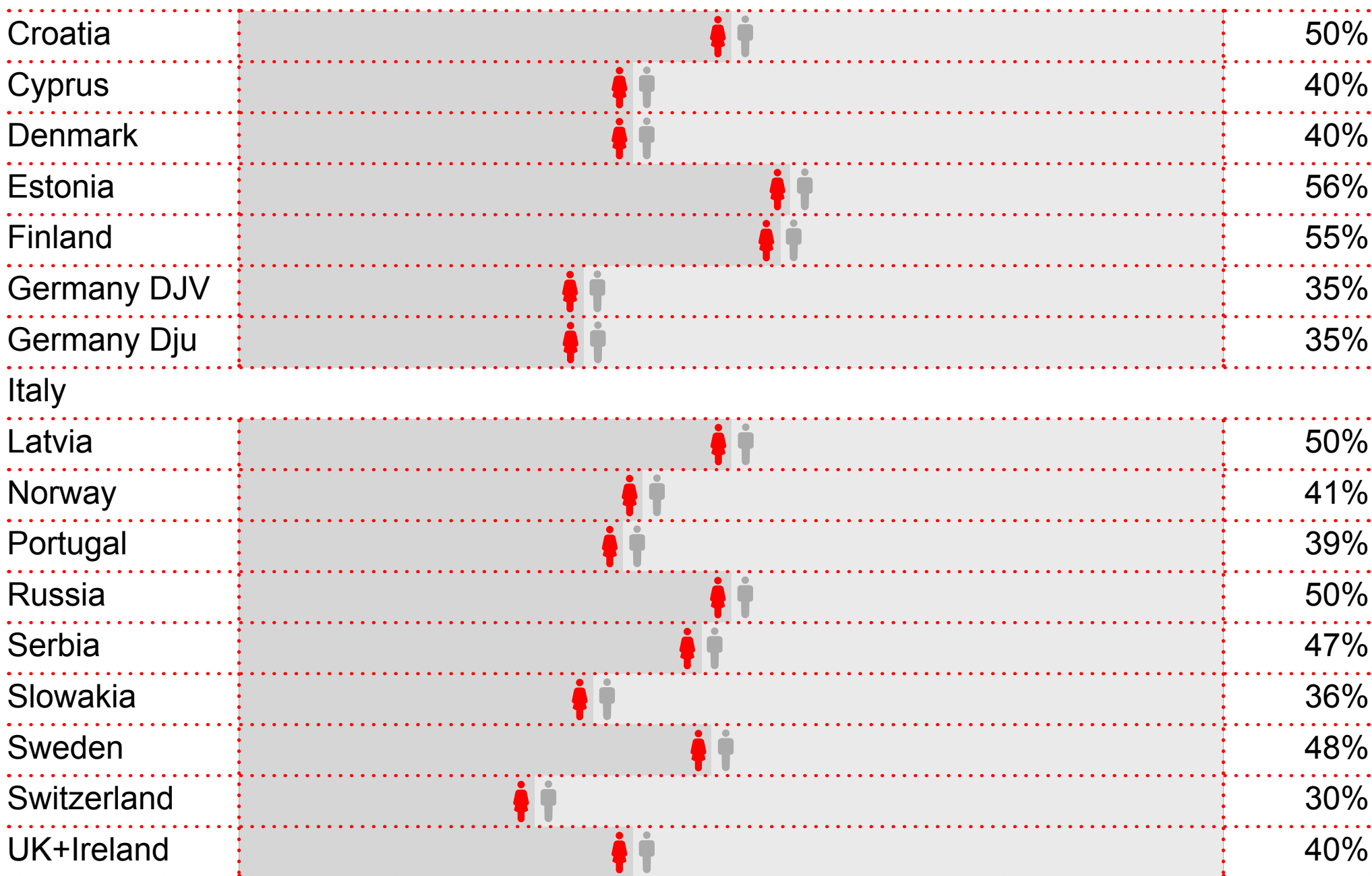
We also have a high representation of women journalists in eastern European countries (Russia, Serbia, Slovakia) which were not part of the European numbers in 2001.

• MAIN RESULTS OF THE SURVEY •• Women in the Profession

When it comes to the representation of women in decision making positions we have no solid data.
But the data we got show a slowly growing number of women in leading positions.

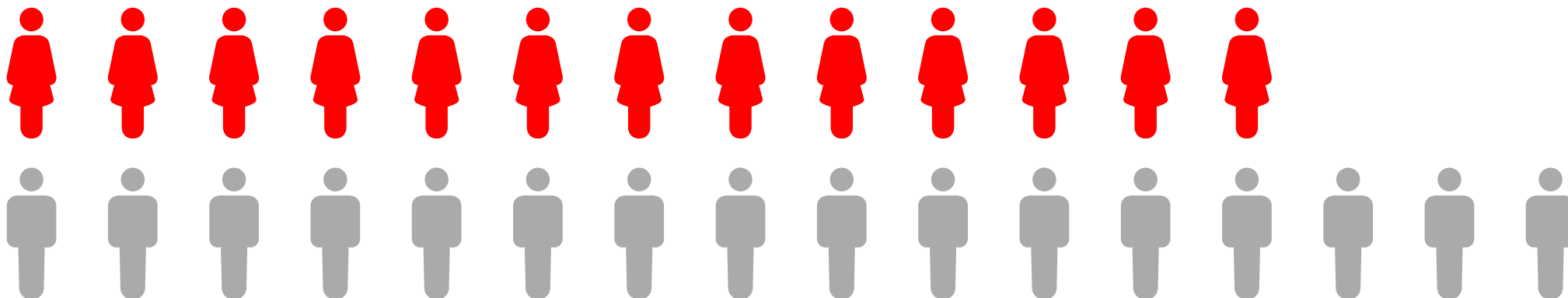
- MAIN RESULTS OF THE SURVEY •• Women in the Unions

How many members in your union are women?



How many members in your union are women?

AVERAGE 45,34%



• MAIN RESULTS OF THE SURVEY •• Women in the Unions

The tendency to equal representation of women in the profession is almost one to one mirrored in the unions.

• MAIN RESULTS OF THE SURVEY •• Women in the Unions

An average of more than 45% of the members in EFJ-unions are women (2001: 38%).

• MAIN RESULTS OF THE SURVEY •• Women in the Unions

They seem to catch up in the governing bodies of unions, where already 39,3% are women (2001: 19%).

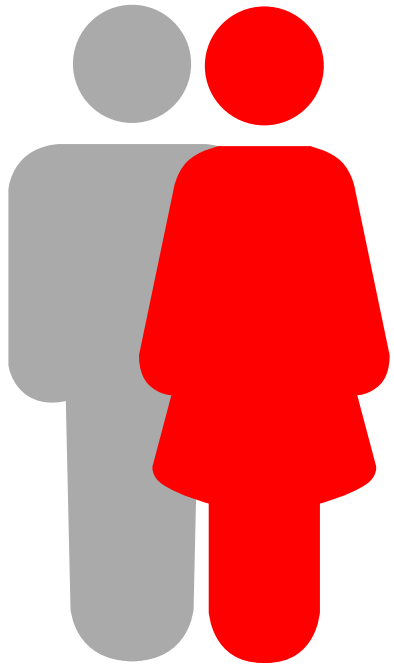
• MAIN RESULTS OF THE SURVEY •• Women in the Unions

In order to empower engaged women to take responsibility, about half of the unions have special structures for women, such as quota, mentoring, gender council (2001: 35%).

- MAIN RESULTS OF THE SURVEY •• Equal Pay for Equal Work

Equal Pay for Equal Work

0%



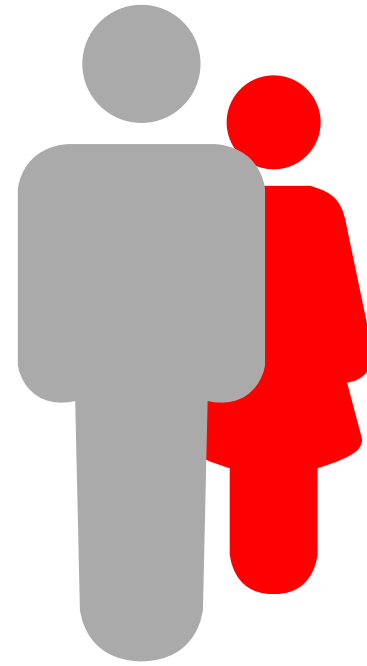
Croatia, Italy, Serbia

-10%



Cyprus, Denmark, Finland,
Slovakia, Sweden, Switzerland

-20% AND LESS



Norway, Germany, Russia, UK

What are the most common reasons for unequal pay?

Glass Ceiling

Secret Discrimination

Glass Barrier

Working Part Time

Stop of Career after Childbirth

Women don't know how to negotiate Salaries

Open Discrimination

Others

• MAIN RESULTS OF THE SURVEY •• Equal Pay for Equal Work

Looking for strategies - best practice examples

Legislation - the basis for equal pay

Collective agreement - making law practical

transparency - controlling the realization

training how to negotiate - supplying support

access to better jobs - cracking the glass ceiling

• MAIN RESULTS OF THE SURVEY •• Equal Pay for Equal Work

Key issues for equal pay

Promotion

Transparency

Reconciliation of work and family

• MAIN RESULTS OF THE SURVEY •• Equal Pay for Equal Work

Despite legislation and a European campaign aiming at closing the gender pay gap there is still a significant unequal pay.

• MAIN RESULTS OF THE SURVEY •• Equal Pay for Equal Work

Main reasons for this discrimination are

a lack of promotion policy which acknowledges the qualifications of women and

a lack of facilities which allow the reconciliation of work and family.

- MAIN RESULTS OF THE SURVEY •• Portrayal of Women in the Media
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• MAIN RESULTS OF THE SURVEY •• Portrayal of Women in the Media

Stereotyping or discriminating portrayal
Unions recognize the issue

10 from 17 unions discuss the matter

3 offer trainings

3 adopted special guidelines

Guidelines In the union (17 unions) + + + - - - - -

Guidlines in Media of country (16 countries) + — — — — — — — — — — — — — —

Guidelines of self- control bodies (16 + - - - - -)

• MAIN RESULTS OF THE SURVEY •• Portrayal of Women in the Media

Tools to achieve fair Gender Portrayal

Guidelines for fair portrayal of women and men

in the union

in the Media of the country

of self-control bodies in the media

• MAIN RESULTS OF THE SURVEY •• Portrayal of Women in the Media

Databanks with women experts
as a source for interviews, reports, portrayals

Gender Trainings (Portraying Politics)

in the union

in the media

in universities/journalist schools

- MAIN RESULTS OF THE SURVEY •• Portrayal of Women in the Media

Others, such as

awards for journalists

award for worst discrimination or portrayal

media watch (GMMP)

• MAIN RESULTS OF THE SURVEY •• Portrayal of Women in the Media

Unfair, stereotyping or discriminating portrayal remains an issue.

Unions discuss the matter, but little action is taken

Journalists, Media institutions, Unions created tools for change

Adopt them!

- MAIN RESULTS OF THE SURVEY •• Gender Situation in your Country
-

- MAIN RESULTS OF THE SURVEY •• Gender Situation in your Country

Women are present, but underrepresented in public life

Traditional role patterns are still an obstacle for women's careers

Reconciling work and family is the most important issue for professional women

• MAIN RESULTS OF THE SURVEY •• Gender Situation in your Country

Is there sufficient support for reconciling work and family

No question in the survey has initiated so many comments!

Only in 3 countries sufficient childcare

Lack of childcare prevent women from full time or employed work.

This means: less money, less social/job security, less career.

Many women detain from having children

Debates how men get more involved with their children and childcare.

- MAIN RESULTS OF THE SURVEY •• Gender Situation in your Country

Reconciliation is still a key issue in the life of women journalists
Balancing work and family must be a key issue for unions

- MAIN RESULTS OF THE SURVEY •• Impact of European Integration on Women in the Media
-

- MAIN RESULTS OF THE SURVEY •• Impact of European Integration on Women in the Media
-

Which action should the EFJ take to support women journalists?

Maintaining EFJ-network

Offering special trainings

Implement Gender Mainstreaming in all activities

- integrate men in the discussion on equality
- secure representation of women
- more translation
- east-west gender discussion and activities

- MAIN RESULTS OF THE SURVEY •• Impact of European Integration on Women in the Media
-

Which action should the EU take to support women journalists?

- **MAIN RESULTS OF THE SURVEY** •• Which action should the EU take to support women journalists
-

Issues

Owners don't respect EU-laws

Action

Setting up mechanism to put EU-law across

- **MAIN RESULTS OF THE SURVEY** •• Which action should the EU take to support women journalists
-

Issues

Rights and Social protection of workers/women

Action

Ensuring the implementation of EU-laws

Drafting legal norms with the help of EFJ

Survey on social situation of women

Promote social instead economic convergence

Croatia, Cyprus, Germany, Serbia, Latvia, Portugal

- MAIN RESULTS OF THE SURVEY •• Which action should the EU take to support women journalists
-

Issues

Equal Pay

Action

Support of collective agreements

Ensuring the implementation of EU-law

Directive on equal pay audits

- **MAIN RESULTS OF THE SURVEY** •• Which action should the EU take to support women journalists
-

Issues

Reconciliation: Public daycare, adjusted school hours for working parents, paid paternal leave for both parents

Action

Drafting precise legal norms

- MAIN RESULTS OF THE SURVEY •• Which action should the EU take to support women journalists
-

Issues

Union activities

Action

Further legislation to allow organization and mutual support

- **MAIN RESULTS OF THE SURVEY** •• Which action should the EU take to support women journalists
-

Issues

Promotion of professional skills and gender issues

Action

Training programs

- MAIN RESULTS OF THE SURVEY •• Which action should the EU take to support women journalists
-

Issues

Cross border communication for journalists

Action

Conference, TV-Festival

- MAIN RESULTS OF THE SURVEY •• Which action should the EU take to support women journalists
-

The unions cope with various problems of media globalization within Europe. Equally they expect advantages of the European integration on behalf of social conditions and gender equality.

Main tasks for EFJ and EU on behalf of (women) journalists

- to put European law into practice
- to strengthen cross border communication
- to secure social working conditions.

Women networks are a part of it.

• SUMMARY



• SUMMARY

In Europe's journalism we find a tendency to equal representation of women journalists in the profession and in the unions

Still women journalists earn less money or struggle for reconciliation of work and family

Gender Equality remains a Union Issue

Unions should prioritise gender issues in order to promote changes

• WHERE DO WE GO FROM
HERE?

- WHERE DO WE GO FROM HERE? •• Gender Issues –
Fields of EFJ-Action
-

Media:

Putting EU-Legislation across - European Works Councils

Unions:

Going for Equality – Gender Councils, Trainings on collective bargaining Gender Issues

EFJ:

Gender integral to Politics – how to develop Tools

- **WHERE DO WE GO FROM HERE?** •• Empowering Women in the EFJ
-

European Network of Women Unionists

Cross border visits of journalists, support of reporting on women in Europe

Trainings on building unions, negotiating wages, professional skills, e.g.

- WHERE DO WE GO FROM HERE? •• Completing the Survey
-

Participation of all European IFJ-affiliates!

THANKS FOR YOUR
INTEREST!