



European
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Journalists



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Survey report on women in journalists' unions in Europe

IFJ/EFJ Conference on Gender equality in journalists' unions

Confronting the financial crisis, empowering women

Athens 2012

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Foreword

The European Federation of Journalists (EFJ) and the International Federation of Journalists (IFJ) have been providing an overview of gender equality in journalism for many years. Every few years, the surveys highlight the situation for female journalists, in this case, in Europe. These numbers provide a snapshot of what has improved, and what still needs to be done. These numbers and facts can also be used to highlight the need for unions to develop further action plans and trainings to tackle the problems shown. Gender opportunities will always be an important issue for media organisations, because media decides what we see as “news”, and shapes our understanding of the world, and vision of both sexes.

The three (combined) surveys, that the EFJ/IFJ have presented here, show that a lot of things have been achieved in Europe during the past ten years: common declarations, gender councils, networks and some work to eradicate the gender pay gap. Sadly, it also shows that not every journalist’s union has developed these tools. As a consequence, there remains a lack of common standards and equal opportunities. Therefore the EIJ considers, as one of its main tasks, enabling the exchange of best and worst practice experiences; during conferences, meetings and in the form of printed materials, like the Gender Best Practice Handbook. This kind of work becomes more and more important in times of crisis, when women journalists often have to defend what they have achieved in former times, and when they are often forced into freelance and low paid jobs. We see these sort of data as essential markers to help understand us where we are, and the path to where we want to go.

Kerstin Klamroth

European Regional Coordinator of the IFJ Gender Council

Introduction

As much as women need unions to support their career and working conditions, unions need women to strengthen their voice.

The widespread feminisation of journalism requires an adapted response from the unions. The extra job precariousness, the unyielding gender pay gap, the struggle to reconcile work and private life and the blocked access to leading roles in the media are some of the core challenges unions must address.

At a time of crisis where unions are confronted with a decrease of membership and a struggle to bargain collectively the presence of women in union membership and their representation in unions' leadership is an asset to sustain union strength. Additionally, the role women play in union activities will ensure that all workers' needs are taken into account in union policies and initiatives.

It has been more than 10 years since the International Federation of Journalists (IFJ) last surveyed women in the unions in the world. The IFJ Survey on the Status of Women Journalists¹ conducted globally in 2001 concluded that while women represented less than one fifth of the members in the union governing bodies in Europe they represented more than a third of the membership of unions surveyed.

The situation had improved in 2006 where the European Federation of Journalists (EFJ)' survey on *Women journalists in the European integration process*² recorded that women made up almost half (45.3%) of journalists' union membership mirroring women in journalism (47%). The survey also reported that women occupied 39.3% of positions in union governing bodies.

The aim of this report is to update the 2006 findings and assess progress made in reducing the representation gap between women and men in journalists' trade unions. It will also assess women's presence in youth as well as freelance and permanent staffers' membership. It will eventually present an overview of union gender policies adopted by IFJ/EFJ affiliates in Europe and assess to what extent the financial crisis has affected women and youth journalists more specifically than men in the profession.

This survey is the result of an IFJ/EFJ seminar organised in Athens in November 2012 with the support of the Friedrich Ebert Stiftung on *Gender equality in journalists' unions- Confronting the financial crisis empowering women*³. Preliminary results of this survey were presented during the event and it was decided to extend the deadline to allow for more IFJ and EFJ affiliates to respond to the questionnaire.

¹ Equality and Quality: Setting Standards for Women in Journalism, 2001

² <http://www.ifj.org/assets/docs/118/144/bad0a76-d2b7b90.pdf>

³ <http://www.ifj.org/en/pages/european-gender-conference-2012> This survey covered the following countries: Croatia, Cyprus, Denmark, Estonia, Finland, Germany, Italy, Latvia, Norway, Portugal, Russia, Serbia, Slovakia, Sweden, Switzerland, UK and Ireland

Twenty one unions and associations out of 78 IFJ/EFJ members responded to the questionnaire in the course of fall 2012, namely the Gewerkschaft de Privatangelstellten, Druck, Journalismus, Papier (Austria), the Belarus Association of journalists, the Association des journalistes professionnels (Belgium), the Union of Bulgarian Journalists, the Vlaamse Vereniging van journalisten (Belgium), the Croatian Journalists' Association, Basin-sen (Cyprus), the Dansk Journalist Forbund (Denmark), the Union of Estonian Journalists, the Union of Journalists in Finland, the SNJ- CGT (France), the Independent Association of Georgian Journalists, the Deutscher Journalisten Verband (DJV), the Deutsche Journalistinnen- und Journalisten-Union (dju) in Ver.di (Germany), the Federazione Nazionale della Stampa Italiana (Italy), the Lithuanian journalists' union, the Syndicat des journalistes de Monaco (Monaco), Federación de Asociaciones de la Prensa Española (Spain), the Norsk Journalistlag (Norway), the Swedish Union of Journalists, the National Union of journalists (UK and Ireland).

Results show that the increased number of women in journalism led to a significant rise in unions' membership and leadership since 2001. However, a decline has been noticed since 2006 in both categories. Additionally, women now make up almost half of the freelance and permanent membership in the unions. However, while women make up the majority of the young generation of journalists in union membership, this category's involvement in union leadership positions remains very limited. The results lastly show that gender policies have been adopted by most respondents with many targeted initiatives in place and that despite the lack of data available to respondents the financial crisis had in general affected all workers regardless of age or gender.

These results clearly illustrate that targeted action is needed to respond to current changes in the profession provoked by the arrival of a young, multitask and feminine generation and that concrete campaigns need to be endorsed to support the membership and equal treatment of workers in media houses.

Pamela Morinière
IFJ/EFJ gender officer

Executive summary

The report shows that:

- Women represent an average of 42.1 % of union membership, a 3% decline in the EFJ 2006 survey results.
- While a limited number of women hold leading roles (President, vice-president, general secretary, director) in the unions, 36.2% of them are represented in union leadership bodies and a number of them lead committees and specific structures in the unions. This represents a 3 % decline in the EFJ 2006 survey results
- Youth (defined as under 30) represent on average 10.6% of the respondents' membership and a majority of those youth are women (53.6%). They make up 5.4 % of unions' leadership.
- Union membership has on average 23% freelancers and 58.2% journalists working on a permanent basis /full time work. The rest of members are either retired journalists or students.
- Women represent 42.1% of these freelance members and 43.7% of permanent/full time staff members.
- Journalists' union density ranges from 15% in France to 90-95% in Belgium and Finland
- Most IFJ/EFJ affiliates have endorsed policies on gender equality, from gender council or women committees to gender portrayal initiatives, surveys on women in leadership and the adoption of quotas.
- The majority of respondents did not see a direct effect of the crisis on women and reported that it has affected union members regardless of gender. Most respondents find it also difficult to measure the impact the crisis had on their members.

Methodology

A questionnaire (see annexed) approved by the IFJ gender council was sent to IFJ and EFJ affiliates in Europe in October 2012.

The preliminary results of this questionnaire were presented at the IFJ/EFJ seminar on *Gender equality in journalists' unions-Confronting the financial crisis empowering women*⁴ organised in Athens in November 2012.

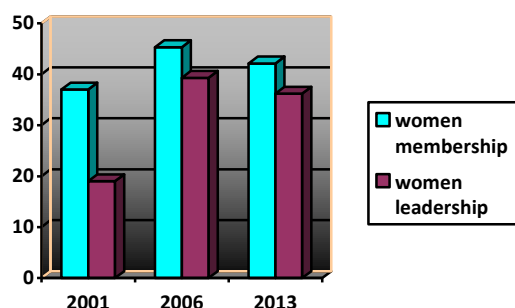
The decision was made in Athens to extend the deadline to allow for more IFJ and EFJ affiliates to respond to the questionnaire.

A final call for respondents to check their data was sent in January 2013.

The final report compiles the responses received from 21 trade unions and associations of journalists in Europe.

⁴ <http://www.ifj.org/en/pages/european-gender-conference-2012> This survey covered the following countries: Croatia, Cyprus, Denmark, Estonia, Finland, Germany, Italy, Latvia, Norway, Portugal, Russia, Serbia, Slovakia, Sweden, Switzerland, UK and Ireland

Section 1: Women in Journalists' unions



This part of the report introduces the changes that occurred in the female trade union membership and leadership in IFJ/EFJ affiliates since the last survey made in 2001⁵. A comparison between 2001 and 2013 figures already show that women membership in the unions has clearly increased and that women have made significant steps in attaining leadership positions that also reflects their growth in membership. However, a comparison with EFJ 2006 figures⁶ shows a slow decline of women in both categories.

It is worth noting at this stage that the 2006 EFJ figures analysed the results provided by 16 respondents, of which 6 (Russia, Switzerland, Slovakia, Serbia, Portugal, Latvia) did not respond to the 2012 survey. This consideration is important in analysing the current trend. The participation of some of these respondents could have influenced the 2013 results in a different way.

Membership

The results show that women make up on average **42.1 % of unions' membership**. This is an interesting increase from the IFJ's 2001 figures which showed that women made up 37% of membership in Europe. However, membership has decreased when compared to 2006 where European unions included 45.3% women.

Unions with a majority of women members include Georgia (65%), Bulgaria UBJ (58%), Finland (57%), Lithuania (58%), Estonia (55%), Sweden (51,7%). Unions with the lowest percentage of women include Italy (32.4%), Belgium-AVVB (31%) and Germany-Ver.di (30%).

Women in elected leadership position

⁵ Equality and Quality: Setting Standards for Women in Journalism, 2001

⁶ EFJ survey on women journalists in the European integration process, 2006 <http://www.ifj.org/assets/docs/118/144/bad0a76-d2b7b90.pdf>

Respondents had different understandings of what constituted leadership in their unions. In order to compare those figures, we took into account responses covering representation in unions’ boards and executive committees. However, other committees are also mentioned in a separate table as they contain significant data to assess women leadership in a wider picture.

Although women’s presence in leading positions does not match their membership, they occupy over **a third (36.2%) of unions’ decision making bodies** with highest scores in Lithuania (71%), Estonia (66%), Bulgaria UBJ(65%) and Sweden (50%). In some organisations, women representation in leadership even exceeds women membership (Austria, Belarus, Bulgaria UBJ, Estonia , Lithuania, Norway).

Compared to 2001 where women made up 19% of union leadership positions, this is a significant increase. However, a slight decrease can be noted when compared to 2006 figures where women made 39.3% of leading positions.

In all, amongst the 20 respondents, 4 have elected women as president/chair (Belarus, Bulgaria UBJ, Norway, Spain FAPE), 7 have elected women as vice-president/vice-chair (Belarus , Croatia CAJ, Estonia, Finland, Germany DJU, Germany DJV, Sweden), 1 has elected a woman treasurer (Belgium AJP), 1 has elected a woman general secretary (UK and Ireland).

Women appointed in leadership positions

Too little data was collected on leading appointed positions held by women in the unions (eg: general secretary, director). It was therefore difficult to assess this aspect of the questionnaire. However, we noted that Belgium AJP, Swedish SJ and German DJU had appointed women general secretaries and that Denmark DJ had appointed a female director.

Country/ union	% Women in unions’ membership	Women in unions’ leadership
Austria/ AJP	36.7	40
Belarus/BAJ	38.7	40 (woman chair, 2 women vice-chairs, 2 men vice-chairs)
Belgium/ AVBB	31	11.7 ⁷
Belgium/AJP	33	33 ⁸ (one woman treasurer, one appointed woman general secretary)
Bulgaria/UBJ	58%	65%
Croatia/CJA	48	45.5 ⁹ (2 women vice-presidents)

⁷ board
⁸ board
⁹ Executive committee

Cyprus/ Basinsen	49	43 ¹⁰ (1 woman general secretary; one woman treasurer)
Denmark/ DJ	46	38.5 ¹¹ (2 male presidents, 1 appointed woman director)
Estonia/UEJ	55	66 ¹² (male chair, female vice-chair)
Finland/UJF	57	46.2 ¹³ (male president, 2 female vice-presidents)
France/SNJ-CGT	36	33.3 ¹⁴
Georgia/IAJG	65	20 ¹⁵
Germany/DJV	39	29.1 ¹⁶ (one woman vice-chair, 7 women are presidents of the associations on the level of the states)
Germany/ DJU	30	20 ¹⁷ (one woman vice-president, one appointed woman general secretary)
Italy/FNSI	32.4	18.7 ¹⁸
Lithuania/LJU	58	71 ¹⁹ (one chairman)
Monaco/SJM	40	0 ²⁰
Norway/NJ	43.2	46 ²¹ (woman president, man vice-president)
Spain/FAPE	48.4	46.2 ²² (woman president)
Sweden/SUJ	51.7	50 ²³ (male president, woman vice-president; appointed woman general

¹⁰ board

¹¹ National executive committee

¹² board

¹³ board

¹⁴ board

¹⁵ board

¹⁶ Landesvorsitzende + Bundesvorstand

¹⁷ Administrative committee

¹⁸ Executive committee

¹⁹ Chiefs of regional departments

²⁰ board

²¹ board

²² Executive committee

		secretary)
UK and Ireland/NUJ	39.2	27.6 ²⁴ (male president, male vice-president, male treasurer, woman general secretary)

Women in unions' structures and secretariat

Some respondents added additional relevant information regarding leading roles women hold in their unions either by appointment or election. It is interesting to note, for instance, that the Danish union elected 22 women amongst its 36 board members in its student section and has appointed a number of women in managing positions of different structures of its secretariat. In Finland, women represent a large majority (60%) in the union's council. In Italy, the FNSI's national council is made up 23.1% women, which is higher than their representation in the board. The Swedish union has appointed a woman chief of operations and a woman senior adviser to the president. In Spain, 15 of the 48 associations of journalists that compose FAPE are chaired by women (31.3%).

Country/ union	Women holding leading roles in other unions' structures and secretariat
Austria/ AJP	1) Sector print, online, news agencies, private broadcasting: one male chairman, one deputy male and one deputy female (33.3% women) 2) Sector public broadcasting: 1 male chairman, one male deputy and one female deputy (33.3% women)
Belarus/BAJ	ND
Belgium/ AVBB	1 appointed male general secretary
Belgium/AJP	In the secretariat 5 women and 2 men (one woman general secretary and one man deputy general secretary)
Bulgaria/UBJ	ND
Croatia/CJA	ND
Cyprus/ Basin-sen	ND
Denmark/ DJ	1) unions' Sub committees (elected): 50/50 (female/male) and very few youth 2) 3 students organisations (elected): 36 board members with 22 women, all 36 members below 30 3) Shop stewards (elected): 50/50 (female/male) 4) Management (appointed): 1 director (female), 1 deputy director (male), 1

²³ board

²⁴ National executive committee

	<p>administrator (female), one chief of accounting (female), no youth</p> <p>5) advisors (appointed): 14 male and 9 female, no youth</p> <p>6) membership and media news (appointed): 1 editor in chief (female)</p> <p>7) unemployment fund (appointed): 1 manager(female)</p> <p>8) member service department (appointed): 1 manager (female)</p>
Estonia/UEJ	ND
Finland/UJF	<p>1) Shop stewards (elected): 151 (42 %women, 58% men)</p> <p>2) Union council members: 77 members (60% female 40% male) , one male president, 2 female vice presidents; 6 under 30</p> <p>3) Appointed staff: treasurer general (female), director of advocacy (male), chief editor (male)</p>
France/SNJ-CGT	The national committee is composed of 42 members including 12 women (28.5%) but no youth
Georgia/IAJG	All appointed staff are men
Germany/DJV	<p>The General Secretary of the DJV is male, the DJV employs on the national level 4 female Secretaries and 4 male Secretaries, the legal adviser is male.</p> <p>The DJV has 5 general secretaries in his associations on the state level.</p>
Germany/ DJU	The union has appointed a female general secretary
Italy/FNSI	FNSI's national council is made up of 117 journalists of which 90 are men (76.9%) and 27 are women (23.1%).
Lithuania/LJU	ND
Monaco/SJM	There are 3 counselors in the board including one woman
Norway/NJ	The appointed general secretary is a man
Spain/FAPE	FAPE is composed of 48 associations of journalists, 33 are chaired by men and 15 by women (31.3%)
Sweden/SUJ	The union has appointed a woman GS, a woman chief of operations, a woman senior adviser to the president. The union chief negotiator is a man as well as the communication strategist is man
UK and Ireland/NUJ	ND

Section 2: Youth in journalists' unions

Based on the IFJ gender council's decision, youth is considered as a person under 30 years old.

Responses for this section show a lack of data in union figures.

The survey shows that **youth represent on average 10.6% of the respondents' membership**. Unions with the highest scores of youth are Basin-sen, Cyprus (67.7%), IAJG, Georgia (30%), BAJ Belarus (25.2%). Unions with the lowest youth membership are SJM Monaco (0%), UEJ Estonia (2%), UBJ Bulgaria (2.2%) and SNJ-CGT France (2.5%).

Although a couple of respondents were lacking data, estimations show that youth represent on average **a low 5.4 % of union leadership positions** despite Basin-sen scoring exceptionally high (57.1%). The low wages and the precariousness of this category remains however a core concern in journalism. The fact that they are poorly represented in union leadership could in the short term challenge their membership. This low score also reflects a lack of interest of youth in being involved in unions' leadership and structures.

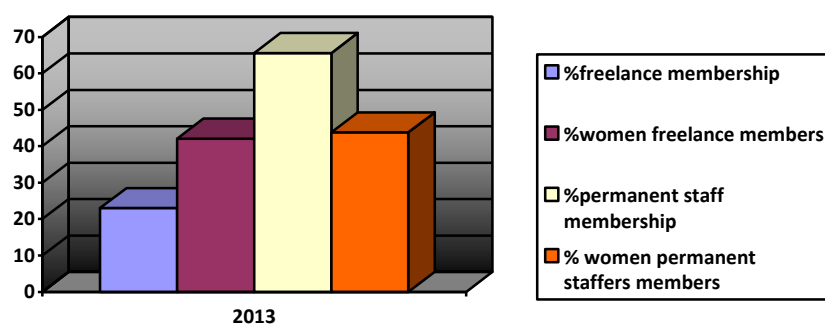
While the lack of data concerning female and male ratio in youth membership and leadership must be noted, **women tend to represent the majority of the youth population in the union (53.6%)**. This figure is confirmed by the feminisation of the profession.

Unions and associations with a majority of women in the youth membership are UJF Finland (71%), FAPE Spain (70%), UBJ Bulgaria (36%), CJA Croatia (54%), AJP Belgium (53%), DJ Denmark (51.4%), AJP Austria (50.8%).

Country/ union	% Youth membership in the unions	% women among youth	Youth in leadership
Austria/ AJP	4.8	50.8	2.8
Belarus/BAJ	25.2	50	8 (50% women)
Belgium/ AVBB	20	43	11.7 (no women)
Belgium/AJP	12.6	53	9.5 (both members are women)
Bulgaria/ UBJ	2.2	63	0
Croatia/CJA	3.4	54	0
Cyprus/ Basin-sen	67.7	48	57.1 (1 men, 3 women)
Denmark/ DJ	19.2	51.4	7.7 (one male)
Estonia/UEJ	2	28	ND

Finland/UJF	9	71	0
France/SNJ-CGT	2.5	ND	0
Georgia/IAJG	30	20.9	0
Germany/DJV	10	ND	4,1 (one female)
Germany/ DJU	10	ND	10 (one female)
Italy/FNSI	ND	ND	0
Lithuania/LJU	24	68	0
Monaco/SJM	0	0	0
Norway/NJ	7.7	49	0
Spain/FAPE	12.9	70	ND
Sweden/SUJ	10	59.1	0
UK and Ireland/NUJ	7.47 (under 26)	ND	0

Section 3: Freelance and full time/permanent journalists



Freelance vs Permanent

Freelance work in journalism is dramatically increasing and the EFJ report on *Freelance journalists in the European media industry* released in 2003 already noted that around 20% of journalists were employed through freelance contracts in Europe²⁵. It must be noted that freelancers are generally more difficult to organise and the increase of ICT's and the possibility to work autonomously and independently from the media's premises make this category even more difficult to reach. This part of the report illustrates that unions' membership have an average of **23% freelance/pigistes members**.

The results also show that **permanent staffers represent the majority of union membership figures with an average of 65.6%**

Organisations with the highest percentage of permanent staffers members are BAJ Belarus (100%), Basin-sen Cyprus (95%), IAJG Georgia (90%) DJ Denmark (82.2%), SNJ-CGT France (80%), NUJ UK and Ireland (77.7%). Organisations with the highest percentage of freelancers are SJM Monaco (66.6%), DJU Germany (60%), AJP Austria (40%).

What the responses do not necessarily show is that union policies may or may not include students and retired journalists.

Women ratio within Freelance and permanent categories

Women represent 42.1% of freelance members and 43.8% of permanent/full time staff members.

Women make up the majority of freelance membership in NUJ UK and Ireland (63.2%) and UJF Finland (54%). They make up the majority of permanent staffers' membership in SJM Monaco (80%), IAJG Georgia (65%), UJF Finland (58%), UEJ Estonia (57%).

Country/ union	% freelance membership in the unions	% women among freelance members	% permanent (full time) staff membership in the union	% women among permanent/full time members
Austria/ AJP	40	36.6	60	37.4
Belarus/BAJ	0	0	100	ND
Belgium/ AVBB	18	24	75	34
Belgium/AJP	22	37.5	77.5	32
Bulgaria/UBJ	ND	5	ND	95
Croatia/CJA	24.9	37.6	49.9	49.9
Cyprus/ Basin-	5	20	95	50

²⁵ <http://www.ifj.org/assets/docs/251/142/9d877fb-224c58e.pdf>

sen				
Denmark/ DJ	17.8	45.8	82.2	43.8
Estonia/UEJ	20	47	53	57
Finland/UJF	11	54	58	58
France/SNJ- CGT	20	ND	80	ND
Georgia/IAJG	10	8	90	65
Germany/DJV	ND	45%	ND	ND
Germany/ DJU	60	ND	40	ND
Italy/FNSI	31.5	43.8	68.5	32.1
Lithuania/LJU	23	ND	87	ND
Monaco/SJM	66.6	20	33.3	80
Norway/NJ	11	48	73.3	ND
Spain/FAPE	ND	ND	ND	ND
Sweden/SUJ	13.1	54.4	ND	ND
UK and Ireland/NUJ	22.3	63.2	77.7	36.8

Section 4: Union density in the sector

Respondents provided estimations of union density in journalism. **Figures range from 15% in France to 90-95% in Belgium and Finland.** Nordic countries' scores are generally very high. As for Belgium, the different figures are due to the fact that each union represents different language speaking media (Flemish or French).

Country/ union	Union density in the sector
Austria/ AJP	ND
Belarus/BAJ	ND. Respondents pointed at other organisations also representing journalists such as the Belarusian Union of Journalists, the association of regional editors, the Belarusian association of sports press.

Belgium/ AVBB	90-95%
Belgium/AJP	89.5%
Bulgaria/ UBJ	ND
Croatia/CJA	Rather high, no major publishing house without a union
Cyprus/ Basin-sen	Many workers in the sector are members of the union
Denmark/ DJ	Unknown but very high within traditional journalism jobs and quite low within communication jobs
Estonia/UEJ	1 in 4 journalists is a union member
Finland/UJF	95%
France/SNJ-CGT	15%
Georgia/IAJG	ND
Germany/DJV	The DJV represents 38.000 of over 70.000 professional journalists in Germany.
Germany/ DJU	0 to 30-40% depending on the sector
Italy/FNSI	70%
Lithuania/LJU	1/3 working journalists are union members
Monaco/SJM	35%
Norway/NJ	Above 85%
Spain/FAPE	60-70% (estimations)
Sweden/SUJ	Very high, especially in newspapers (approximately 90%)
UK and Ireland/NUJ	40-50%

Section 5: Gender policies adopted by journalists' unions

Most respondents have endorsed policies on gender equality, from gender portrayal targeted initiatives (AJP Belgium) to surveys and actions on women in leadership (SNJ-CGT France, FAPE Spain), adoption of quota systems for unions' elections (DJU Germany) as well as provisions in collective agreements to secure gender equality in the workplace (AJP Austria), measures against sexual harassment (NUJ), specific events for women journalists (DJV Germany), equal opportunity policies (DJ Denmark, FNSI Italy) and gender policies in the secretariats (SJ Sweden). A number of unions run gender councils, women committees or Equality councils.

Some of these policies can be consulted on the IFJ/EFJ handbook on gender equality best practices²⁶.

A few unions acknowledged that they had no gender policies in place, either because the union never faced gender problems (Belarus), or without providing any specific explanation (AVBB Belgium, Monaco, Georgia).

The responses compiled below should not be considered exhaustive but provide an overview of some of the policies in place.

Country/ union	Gender policies
Austria/ AJP	Increase the quota for women's representation up to 50% for the next committee's elections; Gender policies play an important role in our collective agreements (e.g. income-increase during parental leave) and on media company's level (plan for the promotion of women).
Belarus/BAJ	Gender issues have been discussed in the organization. No need for gender policies because the union never faced gender problems
Belgium/ AVBB	None
Belgium/AJP	Yes in particular in the past two years, including on diversity and gender portrayal. See www.quelgenredinfos.be et www.ajp.be/diversite
Bulgaria/UBJ	No
Croatia/CJA	Yes
Cyprus/ Basin-sen	Policy on women in NGO's leadership. The union is making an effort in recruiting women workers in the union

²⁶ <http://www.ifj.org/assets/docs/021/253/bae4f15-24b01fd.pdf>

Denmark/ DJ	YES, however, we should phrase it 'equal opportunity policies'. We are trying to implement them in all collective deals and agreements, particularly in areas such as wages (women in our wage statistics still earn on average less than men), birth and parental leaves (men are generally not allowed as much leave as women). We are working on raising awareness through surveys etc. that women and immigrants are at the same level as men of Danish origin when it comes to information sources, and we are trying to find the reason(s) behind the limited number of immigrants (1 st , 2 nd , or 3 rd generation) joining journalism studies.
Estonia/UEJ	No, as the topic has not been hot so far. However the union has a department called "the union of female editors" that connects significant women journalist and deals with gender-biased themes
Finland	Yes, since 1994
France/SNJ-CGT	Parity between men and women will become a rule for members of the national committee. The SNJ CGT promotes women applications to elections of delegates in media companies . The union promotes women journalists application to the election of the national commission that delivers the press card (9 women elected amongst 16 members)
Georgia/IAJG	The code of ethics requires that all journalists respect human rights equally
Germany/DJU	Quota system
Germany/DJV	Gender council recommendations election of at least 39% women; The gender council organises every two years the congress "Frau Macht Medien". It is currently looking into best practices to improve reconciliation of family and work and aims to publish a brochure.
Italy/FNSI	Our union has set up years ago an Equal Opportunities committee, made up almost exclusively by women. The presidency and coordination of the committee is also held by women. Recently, our union has signed the Equal Opportunity Charter, a government document produced by the Ministry of Labour, which calls for gender parity within working and representative activities. Some associations of our union federation have applied principles of gender parity to the candidacy to elective roles. An awareness campaign is undergoing amongst publishers in order to promote gender parity in employment practices.
Lithuania/	Priorities for the union is youth and equal opportunities for both sexes
Monaco	Never discussed
Norway/NJ	Yes, for years
Spain/FAPE	A "vocalia de genero" organizes studies and surveys on women journalists. At the moment it carries a survey to assess the number of women in leading positions in media.
Sweden/SUJ	A section on gender policies is included in the union's action programme. The union has also adopted a gender policy in the office

Section 6: Women and youth journalists and the financial crisis

Most respondents found it difficult to assess the impact the crisis had on their women and youth members.

The majority did not see a direct effect of the crisis on women and youth and say that it has affected union members indistinctively of their sex with a series of dismissals, a weakening of the market particularly for freelancers, salary reductions, an increase of stress in the workplace, an increase of precarious contracts, a reduction in union membership and the fact that older journalists paid a higher tribute.

The SNJ-CGT in France pointed at youth accepting to work unpaid hours and accept dangerous coverage.

The NUJ mentioned some side effects of the crisis on women, namely the increase of violence, bullying and sacking of pregnant women and threatening of mothers working flexitime. The FNSI in Italy said that the few women which held responsibility positions in the media have been laid off through early retirement. Many of those with temporary contracts, especially women, have seen their relationships greatly diminished or cancelled altogether. In Spain, women and especially young women are reported to be those most affected by the crisis, especially due to the reduction of salaries, dismissals and precarity. FAPE links it to the fact that they are also becoming more and more numerous in news rooms. The Estonian union also mentions that job losses have affected women more than men. In Sweden, however, more men than women are reported to have left the union mainly because of retirement.

Country/ union	How has the financial crisis affected women and youth journalists ?
Austria/ AJP	ND
Belarus/BAJ	Unknown
Belgium/ AVBB	For the 1 st time since 1963, the number of professional journalists in Flanders seems to stabilize or even decrease

Belgium/AJP	No precise figure but the old generation is more affected. Young journalists struggle to find a job but those who have one keep it. They cost less than their older colleagues. No specific data on women and the crisis
Bulgaria/UBJ	The number of freelancers is increasing as well as the number of jobless people
Croatia/CJA	No precise data but our opinion is that the crisis has affected equally every category of journalists
Cyprus/ Basin-sen	It affected all workers and their social rights. The reduction of advertisement in the country has affected the media.
Denmark/ DJ	<p>The Danish paper and broadcast media are all very much affected by the crisis. There have been several rounds of dismissals of our members from the media houses during the last four years. The result is a general immobilization in the market which has led to youth unemployment on a larger scale than usual. In general, the unemployment has increased, however, many new jobs have also been created, particularly in the areas of communication. Our union membership is still rising month by month.</p> <p>The market for freelance journalism and communication has weakened very much, the payment is going down and demands are growing.</p> <p>We cannot supply any reliable information as to differences between male and female members in these areas.</p>
Estonia/UEJ	Job loss has impacted the union's membership and women have lost more jobs than men. As the membership of the union is old the effects in the union are more obvious in the older generation than the younger. The effect of the crisis can be seen in the lack of young journalist belonging to a trade union
Finland	Women and youth equally as badly as men
France/SNJ-CGT	Very negative impact on journalism, increase of precarious contracts, difficult working conditions, stress and pressure have weakened the place of journalists in the newsrooms. Women are more often confronted with precarious working contracts, lower salaries despite their commitment to cover war and dangerous zones. Journalists tend to isolate themselves due to competitive spirit. Youth tries to get their job done by doing many unpaid hours and accept dangerous coverage. Media concentration, the work on different media without knowing it.
Georgia/IAJG	In general journalists are not well paid. Since the majority of journalists are women we should consider that their social protection is not well enforced
Germany/ DJU	Pro quote movement for 30% women in leading media position
Germany/DJV	ND
Italy/FNSI	Insufficient data to determine precisely the impact of the crisis on women and youth membership. We do however fear a drop in free-lance unionization. In the media, on the other hand, the impact has been radically different. The few women which held responsibility positions have been laid off through early retirement. Many of those with temporary contracts, especially women, have seen their relationships greatly diminished or cancelled altogether.

Lithuania/	Redundancies lead to a decrease in union membership
Monaco	ND
Norway/NJ	Not only women but all members
Spain/FAPE	Women and especially young women are those most affected, especially due to the reduction of salaries, dismissals and precarity. It is logical as there are becoming more and more numerous in news rooms. This type of data will be included in a survey carried at the moment.
Sweden/SUJ	More men than women have left the union (although mainly because of retirement). The number of women is still growing, although slowly. The number of students members is also growing (56,4 are women)
UK and Ireland/NUJ	Many women lost their jobs and thus, reduction of women membership, more pregnant women are targeted for redundancy, those getting flexitime after maternity leave are also more targeted , rise in sexual harassment and general bullying of women

Conclusion

This report illustrates the extent to which women are making their way into journalists' union membership and leadership positions. There can be many reasons for this. The extensive feminisation of the newsroom is one, and the fact that many more unions have adopted a gender culture within their structures and policies is another.

However, the slight decrease observed since 2006 cannot be ignored. It also mirrors the decrease of union membership in most unions in Europe. While this is a worrying result it does not necessarily mean that the trend for improved representation has been reversed. It does however mean that unions must remain vigilant as the gender equality issue is far from won. Continuous efforts to monitor and report on the changing gender trends would be key to launch focused actions supporting women in union membership and their access to leading roles.

While youth continue to join the unions, their struggle to make it to leadership positions is striking in this report. Additional thought could be given to mechanisms to empower youth, both within journalists' unions and also at the EFJ and IFJ level. The lack of data in some unions on topics such as youth, freelancers/permanent members, union density, etc, is another lesson from this report. Additional thought could be given to gathering this type of data as a useful tool to measure changes within the unions and influence targeted policies and activities towards certain categories of membership.

It is not an understatement to say that the effect of the financial crisis on journalism is disastrous. The report highlights a number of burning issues including dismissals, precarious work, stress and even violence. The way unions respond to job losses will be the subject of another study. The European Federation of Journalists is preparing a report on this issue to be presented at its annual meeting on 13-15th May 2013. Job losses and union strategies will be described in detail in this document.

Finally, we would like to thank our affiliates for their involvement in this study. They have made great efforts to research data and contribute to these findings and we truly acknowledge that.

Appendix

Questionnaire

To be returned to the IFJ/EFJ secretariat by 20th October 2012 (Yuklan.wong@ifj.org)

Mapping your union

In order to help us make a better assessment of the present gender situation in your union, we would like you to provide answers to the questions below. These questions and the answers you provide shall help in mapping your union's situation in respect to gender and youth. Results of this questionnaire will be shared at the European conference on gender equality in journalists' unions.

Country:

Union:

1. What is the total membership of your union?
2. Of the total how many are women and men? Please specify percentage
3. How many of the membership is youth (up to 30years)? Please specify percentage according to sex.
5. How many of the membership are (a) permanent (b) free-lance members? Please specify percentage
6. How many are women out of the permanent and freelance members? Please specify percentage
6. What is the union density in your sector?
7. Please specify the number and job title of elected leaders in your union. How many are women? How many are men? Out of each sex, how many are youth (up to 30)? Please provide percentage and specify which role these persons' hold.
8. Please specify the number and job title of appointed leaders in your union. How many are women? How many are men? Out of each sex, how many are youth (up to 30)? Please provide percentage and specify which role these persons' hold.
9. Does your union have adopted gender policies? Is yes, describe. If not explain why.
10. How has the economic crisis affected women and youth membership in your union and in the media in your country?

Thank you!