

Global Report on the Status of Women in News Media [report title]; Chapter 5 'Eastern Europe'

The data gathered concerned numbers of women on each level in organizational hierarchy and average salaries among women and among men on each hierarchy level; the sample is reliable as far as dominant media are concerned (covers almost all public media, and the leading private ones); however, it should be noted that lots of organizations declined participation (response rate was about 15%); there is a mistake in one of the tables saying that not all Polish companies had paternity/maternity leave policies: all companies had at the time and still have since it has been required by law (some companies would say no meaning "they have no policies except for those required by law which grant to a parent a from-20-to-37-week fully paid leave")

Key information on EU or National policies/legislation on women's' representation on the Media:

Polish newsrooms surveyed have a mixed showing on gender-related policies. All have adopted policies on returning women to the same jobs after maternity leave and on providing educational opportunities to women. Most have a policy on paternity leave (89%) and providing child-care assistance (78%). However, fewer than half (44%) have a policy on maternity leave and only a third (33%) a policy on gender equality. Only 1 (11%) out of the 9 companies has a policy on sexual harassment.

Key information on trends and challenges on women and the media:

The 85 companies surveyed in this region [Bulgaria, Estonia, Hungary, Lithuania, Poland, Romania, Russia and Ukraine] show strong tendencies toward gender egalitarianism. Men and women's salaries are comparable across occupational levels for the most part and women's job security is excellent. [page 12]; glass ceilings identified in 16% of companies surveyed in Eastern Europe [page 9]. All regions except Eastern Europe contained nations where women's under-representation was the predominant gendered pattern in journalism employment [page 27]. In Eastern Europe, the dominant pattern across occupational levels is one of relative similarity in salaries along gender lines, with men and women earning comparable pay in both average low and average high ranges. As noted in the regional report for Eastern Europe, the longstanding practice of the former Soviet states and the Eastern bloc nations under communism was to educate women and move them into the workforce. Researchers for this region noted that while inequality in women's status manifests itself in other ways in these nations today, equal access to jobs and relatively similar salary structures by gender remain common." [page 29]; "Women are fairly close to parity with men in the Polish news companies surveyed

Key stakeholders mentioned:

The study in Poland covered 9 Polish news companies – 2 newspapers, 4 television stations, and 3 radio stations participated in the study. Together, these companies employ approximately 5,000, including 2,214 women and 2,726 men. The sample included public as well as private media.

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