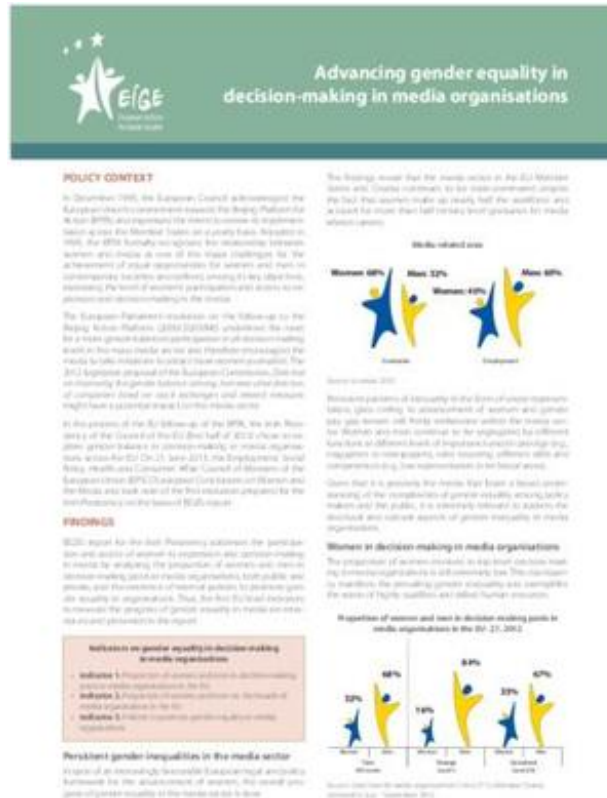


# Fact sheet: Advancing gender equality in decision-making in media organisations



**Advancing gender equality in decision-making in media organisations**

**POLICY CONTEXT**

In December 2010, the European Council addressed the European Council's commitment to the Beijing Platform for Women (BPW) and urged the member states to implement action across the Member States on a priority basis. In 2011, the BPW formally recognised the relationship between women and media as one of the major challenges for the achievement of equal opportunities for women and their contribution to society and economic growth. It set clear goals, including the need for women participation and active involvement in decision-making in the media.

The European Parliament resolution on the follow-up to the Beijing Action Platform (2010/2015/EU) emphasised the need for a more gender-equal participation in decision-making in the media sector and for gender-mainstreaming policies to take into account the specific needs of women. The 2012 European proposal of the European Commission, aimed at addressing the gender balance among decision-makers of companies listed on stock exchanges and listed companies, might have a potential impact on the media sector.

In the context of the follow-up of the BPW, the work of the Gender Equality Unit (GEU) of the European Commission is also relevant. In 2011, the GEU published a report on the gender equality in the media sector, which was the first of a series of reports prepared by the GEU on the follow-up of the BPW.

**FINDINGS**

GEU report on the follow-up of the BPW, the main findings are:

- There is a need to improve the gender equality in decision-making in the media sector.
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**Barriers to gender equality in decision-making in media organisations**

- Indicator 1: Proportion of women and men in decision-making
- Indicator 2: Proportion of women and men in decision-making in the media sector
- Indicator 3: Proportion of women and men in decision-making in the media sector

**Persistent gender inequalities in the media sector**

Despite an increasing female representation of women in the media sector, the achievement of equal opportunities for women and their contribution to society and economic growth remains a challenge.

**Media-related data**

The findings reveal that the media sector in the EU Member States with a higher commitment to the gender equality agenda, the fact that women make up nearly half the workforce and almost half the top management positions in the media sector.

**Women in decision-making in media organisations**

The proportion of women in decision-making in the media sector is still relatively low. The main barrier to this is the gender inequality in the media sector. The main barrier to this is the gender inequality in the media sector.

**Proportion of women and men in decision-making posts in media organisations in the EU (2012-2013)**

Country	Year	Women (%)	Men (%)
Belgium	2012	32%	68%
	2013	32%	68%
France	2012	32%	68%
	2013	32%	68%
Germany	2012	32%	68%
	2013	32%	68%
Netherlands	2012	32%	68%
	2013	32%	68%

Related publications:

**Report: [Advancing gender equality in decision-making in media organisations](#)**

**Main findings: [Advancing gender equality in decision-making in media organisations](#)**

**Interviews with women experts: [What about gender equality in the media?](#)**

## [EIGE's work on women and media](#)

## Downloads



**Women and Media Fact sheet**

EN (PDF, 633.52 KB)

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# Metadata

**AREAS:** Beijing Platform for Action

**BPFA AREA:** J. Women and the Media