

## Questionnaire for the report on the safety of journalists and the issue of impunity

### 1. Gender-specific obstacles:

In Germany are **no specific obstacles for women in access** to media or data, journalistic education and jobs in the media.

However, when it comes to **salary and working conditions** there are differences between male and female journalists. The latter, according to observations of the ECPMF, suffer more often from discrimination, sexual assaults and the phenomenon of the so called 'glass ceiling', that refers to the fact that many female journalists work in the media sector, but only a very limited number are in leading media or in **management positions**. According to the organization "pro-quote", in the German leading media (such as Spiegel, Die Zeit, Süddeutsche Zeitung etc.) work less than 30% female journalists and only 2% of all editors-in-chief are female. (<http://www.pro-quote.de/>)

In Germany, the **gender pay gap** exists in journalism, too. Women earn 21% less than men, which is a number that refers to all job sectors, not the media sector alone.

([https://www.destatis.de/DE/ZahlenFakten/Indikatoren/QualitaetArbeit/Dimension1/1\\_5\\_GenderPayGap.html](https://www.destatis.de/DE/ZahlenFakten/Indikatoren/QualitaetArbeit/Dimension1/1_5_GenderPayGap.html))

According to a 2016' study of *Deutscher Kulturrat* (German Culture Council) on women working in the culture and media sector in Germany in the past 20 years the percentage increased, but women earn less in all positions and are less represented in every leading position, e.g. the broadcasting councils.

(<https://www.kulturrat.de/wp-content/uploads/2016/12/Frauen-in-Kultur-und-Medien.pdf>)

### 2. + 3. Monitoring and collecting of data/actions/network **on gender specific obstacles and violence:**

ECPMF monitors all kinds of media freedom violations which also include threats and physical attacks against journalists who are under fire because of their profession.

As female journalists often face different forms of violence than men – in particular threats of rape, sexual and abusive comments, comments which attack more the person than actually the journalistic work – ECPMF reacted with the implementation of a reporting point for gender-based violence against female

journalists: <https://ecpmf.eu/get-help/womens-reporting-point> This was launched on International Women's Day 2016 in cooperation with partners like the European Federation of Journalists (EFJ) and its Italian branch FNSI.

Via this reporting point, victims of gender-based violence can report those cases to the ECPMF staff and seek advice or even support in legal proceedings. Threats can be reported via the website and also via encrypted messaging. Notifications coming in via this special reporting point are taken care of only by ECPMF's female staff to make victims feel more comfortable – as this kind of gender-based violence against women often comes from men.

As all reports handed over to ECPMF, the content of those messages remains strictly confidential – unless the person expresses explicitly that the case should be published to get public attention.

ECPMF encourages all women to report attacks. Not only to seek help, but also to make the dimension of attacks against journalists visible: ECPMF will collect the cases reported in a database – with details of the woman's identity removed in order to protect her – as basis of an analysis to show the scale of the problem across Europe.

A similar reporting point exists for male/all media workers/general media freedom violations. It is treated on the same confidential level, but is taken care of by male and female members of staff: <https://ecpmf.eu/get-help/reporting-point>

4. No answer

## **5. Laws/initiatives to address gender stereotypes and discrimination**

Yes, in Germany there are a number of specific laws which are supposed to lead to deterioration of and the awareness rising for gender specific issues.

The most important is the Bundesgleichstellungsgesetz (Federal Equality Law) that regulates a number of actions for the equality of men and women in all working sectors, e.g. job announcements have to be gender neutral and state that women are preferred if they have the same qualifications. However, this law does not only include regulations concerning gender equality but also touches issues like equality of migrants.

Compared to other countries, Germany has also strong protection laws for maternity leave and return to work to make it easy for women (and also men) to have children and they do not have to fear a dismissal as consequence.

Nevertheless, journalists are among the minority of all professions in terms of birthrate. On an average the birth rate is 1,35 children/women in Germany; among journalists only 0,73. (<http://www.mediummagazin.de/archiv/2009-2/03-2/vorfahrt-fur-die-familie/>)

Some experts say women between 30 and 35 seem to disappear in editorial teams, because of the difficulty to combine work and family, because of difficult working times/overtime etc. Also, the social protection for freelance journalists (a difficult topic for journalists all over the globe) is weak – equally for men and women. However, especially women who have or would like to have children are affected by this in a specific way which might be a reason for the low birth rate among journalists.

7. See also answer question 2./3.

ECPMF works with a wide network of partner organisations (e.g. EFJ, Index on Censorship...) who are active in the field of media freedom. Through this, we are in contact about media freedom violations across Europe which include attacks against female journalists, but there is no specific focus on this topic.

8. No answer

9. We have no specific initiatives according the SDG 5 and 16.