



ERGA Subgroup 4 on Gender Diversity
26 February 2019
Minutes

Attendees: CSA Belgium, VRM Belgium, SLKS Denmark, BAI Ireland, ESR Greece, CNMC Spain, CSA France, AEM Croatia, AGCOM Italy, CRTA Cyprus, NMHH Hungary, BA Malta, CvdM The Netherlands, KRRiT Poland, ERC Portugal, AKOS Slovenia, RVR Slovakia, MPRT Sweden, OFCOM United Kingdom, ERGA Secretariat European Commission.

Introduction:

The Chair, Karim Ibourki (Belgian CSA) welcomed the participants. After an initial tour de table on members' interest in the topic of gender diversity, the chair explained that the group can start the work since the Terms of Reference had been approved via the written procedure.

Presentation of the objectives and questionnaire:

The main objective of the subgroup's work is raising awareness of all industry levels regarding gender diversity. Two reports are foreseen to deliver on the objectives:

- Report in industry led practices, share and exchange ideas.
- Report with recommendations on good practices that could include common indicators.
Non-binding, addressed to NRAs.

The aim of the SG is not to repeat EPRA's report on gender diversity in broadcasting, which presented a good inventory of legislation and researches. Following EPRA's report, which showed that a multi-stakeholder approach is necessary for gender equality policies to be effective, the ERGA report aims at mapping industry-led practices (incl. AVMS, content producers, civil society...) and issuing additional recommendations.

The questionnaire is following a qualitative approach and focuses on practical examples and practices, such as initiatives targeting on-screen (e.g. characters)/off-screen (e.g. women writers) diversity and cross cutting initiatives (e.g. visibility of female-made programmes).

Presentation of questions and categories:

1) Existing industry-led practices initiatives

Existing good practices should include those service providers under the regulator's territorial jurisdiction, stakeholders and civil society.

On screen initiatives: includes practices to improve important media roles for women (journalists, experts) and to deconstruct stereotypes, acquisition and programming strategies, gender equality toolboxes and educational resources etc.

Initiatives regarding presence of characters in programming: some Belgian examples include *Expertalia* (a database of women and minority experts for journalists), RTBF's fund for Belgian series including a workshop on gender bias and gender stereotypes, *La Théorie du Y* (a web-series about bisexuality and stereotypes), *Univers Ciné's* highlighting women filmmakers and LGBT movies.

Analysis/Monitoring of gender balance on screen: For example, Belgian broadcasters VRT and RTBF monitor gender balance and diversity in their in house production. In the UK, the *Diamond* is an online system used by the BBC, ITV and others to obtain diversity data on programmes they commission.

Strengthening structural approach and dialogue development, which may relate to collaboration with civil society, charters, mentoring programs. Examples include *Alter Egoles* (participatory assembly for women's rights organising dialogue between stakeholders and public authorities, including in the media field).

Off-screen initiatives at management and corporate level, which may include HR policies, family friendly policies, databases, preventing harassment, training seminars etc. In Belgium, the broadcaster RTBF has, for example, a gender diversity department.

Women in creative and technical positions: initiatives to raise awareness, to counter harassment, to set up family friendly policies, place of women writers, deconstructing women bias, women in technical positions. Examples include the Campaign *Paie ton tournage* (platform denouncing sexism in Belgian cinema), *Elles tournent* (film festival)/*Elles font des films*, *Boost camp* (mentoring workshops).

Initiatives by funding bodies and decision-making bodies. Examples: *POV scheme* (Production and Training Scheme for Female Creative Talent in Ireland), Swedish film institute's *Eurimages* support for gender equality.

Cross cutting initiatives. Examples: EBU's yearly women executives in media meeting, MIPCOM's events (annual trade show in Cannes).

2) ***Gender equality indicators used by the various European regulatory authorities to analyse impacts – On-screen and off-screen indicators.***

These include indicators used in studies conducted by NRAs. To be noted: the CoE Recommendation developed off-screen performance indicators.

Debate

The French NRA suggested to merge the two reports, as this would strengthen the link between the existing practices and the resulting recommendations. This was supported by the members.

On the question about which initiatives to report on, the Chair clarified that the replies should refer to the known ones. It was agreed to include the option "Don't know". It was agreed to include possible actions concerning radio broadcasters in the scope.

The Irish NRA suggested to differentiate between initiatives aiming at journalists and experts, as they play different roles in media.

On the question if the questionnaire could be sent to stakeholders for their input, the Chair left this decision with the respective NRAs.

Timeline

Based on the outcomes of this meeting and the additional feedback from the NRAs, the Belgian CSA will revise the questionnaire. Members will be asked to provide their answers by mid-May.

Once the data will be gathered, a conference call will be organised with the drafters in June.

The next Subgroup 4 meeting is planned for October.