

# CHARTER

Charter for equal opportunities for women in broadcasting

Adopted on the occasion of the EBU/EC conference, London, 5 May 1995.

The UN Declaration on the Elimination of Discrimination Against Women recognises that "all human beings are born free and equal in dignity and rights". But while discrimination still exists, action must be taken to promote equal opportunities for women in all aspects of life.

**We declare that all women have the right to:**

1. Fair and equal treatment at work, and in selection, recruitment and promotion procedures.

2. Equal opportunities at all levels and in all occupational areas, with equal access to training, retraining, and career development; as well as the right to participate in decision-making and editorial processes.

3. Equal pay and employment benefits, as appropriate to their contract, with pro-rata entitlements for part timers.

4. Freedom from harassment, abuse or intimidation at work.

5. Working conditions, and a workplace ethos, which enable everyone, without loss of career prospects, to reconcile and plan their work and personal lives.

6. A healthy, safe, and secure working environment.

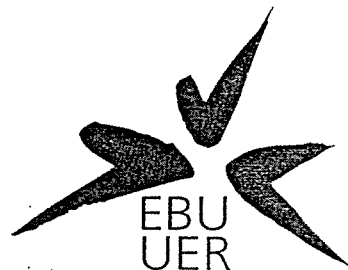
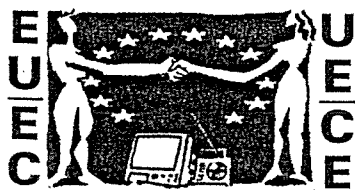
7. Fair treatment in programme preparation and content, as programme-makers or contributors; with respect for the concerns of female listeners and viewers.

In Europe, women are over 50% of the population. Yet in broadcasting, women make up only:  
6% of management board members  
11% of senior executives  
7% of technical staff

**We recognise:**

- that women make an important contribution to the diversity of values, culture and experience, expressed in broadcasting output, and in the work environment.
- that the presence of a fairer proportion of women in senior posts in broadcasting, would enhance the utilisation of the full potential of all sectors of the European workforce.
- that promoting equal opportunities improves efficiency, competitiveness, and sound business management; through better use of human resources.

**This organisation commits itself to recognising these rights in all aspects of its operation and planning, and will work towards making them available to all women working within the organisation.**



# SIGNATORIES

Broadcasting organisations and representatives who signed the Charter: EC/EBU Conference, London, May 5, 1995

**Algeria:** ENRS Acting Director General –  
Mr Hamza Tedjini Bailiche  
**Belgium:** BRTN Director General – Mr Cas Goosens  
**Denmark:** Danmarks Radio Director General –  
Mr Christian Nissen (by video)  
TV2 Chair of the Board – Ms Lone Kühlmann  
**Euronews:** Director of News – Mr Gérard Decq  
**Finland:** YLE Director General – Mr Arne Wessberg  
**France:** France 2 / France 3 Ms Marie-Claire Dallet-Humm, on  
behalf of Directors General M. Raphael Hadas-Lebel and  
M. Xavier Gouyou-Beauchamps  
Radio France Directrice du Personnel – Ms Nicole Dufay  
**Germany:** ZDF Ms Dagmar Skopalik (with a message of sup-  
port from the Intendant – Mr Dieter Stolte)  
**Greece:** ERT Chairman and Chief Executive –  
Mr Eugenios Giannakopoulos  
**Ireland:** RTE Director General – Mr Joe Barry  
**Italy:** RAI Direttore Generale – Mr Raffaele Minicucci  
**Latvia:** Latvian TV Deputy Director General –  
Ms Daina Ostrovska  
**Malta:** Radio Television Malta Manager Programmes TV –  
Ms Sylvana Cristina  
Head of Radio – Mr John Inguenez  
**Netherlands:** NOS Chairman – Mr Andre van der Louw  
**Norway:** NRK Director General – Mr Einar Førde  
**Poland:** Telewizja Polska Director of International Relations –  
Mr Jerzy Romanski  
**Portugal:** RDP Member of the Board of Administration –  
Dr José Garcia Marques de Freitas  
RTP Member of the Board of Administration –  
Dr Matias Fernandes  
**Romania:** Radio România Ms Doima Jalea  
Radioteleviziunea Romana Ms Sabina Pop Tahtareahu  
**Slovakia:** Slovak Radio Director General –  
Mr Ján Tuzinský  
Slovak TV Director General – Mr Jozef Darmo  
**Spain:** TVE Secretary General – Mr Jordi Bosch i Molinet  
**Sweden:** Sveriges TV Director General – Mr Sam Nilsson  
**Turkey:** TRT Director General – Dr. Tayfun Akgüner  
**UK:** BBC Director General – Mr John Birt  
ITN Chief Executive – Mr Stewart Purvis  
Carlton/Central TV Chief Executive – Mr Andy Allan  
Granada TV/LWT Chief Executive – Mr Charles Allen  
Meridian/Anglia MAI Resource and Development Director –  
Mr Mike Hughes  
Ulster TV Managing Director – Mr Desmond Smyth  
S4C Chief Executive – Mr Huw Jones  
GMTV Managing Director – Mr Christopher Stoddart  
**Vatican City:** Vatican Radio Direttore Generale –  
M. Pasquale Borgomeo

Did not attend, but have endorsed the Charter

**Belgium:** RTBF Administrateur Général –  
M. Jean-Louis Stalport  
**Bulgaria:** Bălgarsko Nationalo Radio Director General –  
Mr Ivan Obretenov (by video)  
**Cyprus:** Cyprus Broadcasting Corp. Director General –  
Mr Georges Potamites  
**Finland:** MTV Finland President – Mr Eero Pilkama  
**Germany:** Südwestfunk – Intendant – Mr Peter Voss  
**Monte Carlo:** Tele Monte Carlo Président – Mr Jean Pastorelli  
Radio Monte Carlo Directeur Général – Mr Jean-Noel Tassez  
**Sweden:** SR – Sveriges Radio Director General –  
Mr Ove Joanson  
**Switzerland:** SSR Director General – Mr Antonio Riva  
**UK:** Border TV Chief Executive – Mr James Graham  
C4 Chief Executive – Mr Michael Grade  
HTV Chief Executive – Mr Chris Rowlands  
Scottish TV Managing Director – Mr Gus McDonald  
Westcountry Television Chief Executive – Mr Stephen Redfarn  
Yorkshire Tyne Tees TV Group Director of Resources  
– Mr Tony Brill