

Botan International Medya LTD, the partner of Reporters Without Borders declares that it will abide by all the rules in the "Charter on gender equality".



Charter on gender equality

(adopted by RSF's Steering Committee on 25 September 2018)

1. RSF's gender equality doctrine

Introduction

Reporters Without Borders (RSF) incorporates a gender-equality approach into the way it works, and takes account of all other gender-related approaches. Its values include "mutual respect, commitment to dialogue, non-discrimination, a collective approach to work, concern for professional and personal achievement, provision for reporting ethical breaches, and respect for the environment."

1.1 Definitions

Gender equality

While the concept of sex refers to biological differences between men and women, "the gender approach's starting point is the observation that inequalities between men and women are social constructs. These inequalities stem from the masculine and feminine roles that are assigned on the basis of biological differences. The gender approach questions the processes of hierarchizing individuals as a function of their sex and the resulting discrimination¹."

Sexist or gender violence

The term "sexist or gender violence" designates any act of violence that is carried out as a function of sex or gender and causes or is liable to cause personal harm or physical, sexual or psychological suffering. It includes the threat of such an act,

¹ French Gender and Development Strategy

constraint and arbitrary deprivation of freedom, either in public or in private.²

1.2 Reference texts

Our charter is inspired by the leading international and national instruments on promoting women's rights and combatting gender inequality, in accordance with the applicable legal and contractual requirements and our organization's goals.

Equality between men and women before the law became an international standard with the adoption of the Universal Declaration of Human Rights. The most complete text on this subject is the 1979 United Nations Convention on the Elimination of All Forms of Discrimination Against Women, which has so far been ratified by 185 countries, including France in 1983.

The international framework has been reinforced by the World Conferences on Women in Copenhagen in 1980, Nairobi in 1985 and Beijing (with its Plan of Action) in 1995, by the International Conference on Population and Development in Cairo in 1994, and the High Level Forums on Aid Effectiveness in Paris in 2005, Accra in 2008 and Busan in 2011. These conferences contributed to the concept of gender becoming regarded as a priority.

Gender equality is also regarded as a specific goal in the 17 Sustainable Development Goals (SDD³), adopted in 2015, and in French cooperation and development policy (Agenda 2030). SDD 5, "Achieve gender equality and empower all women and girls," gives empowerment of women a prominent place alongside gender equality.

Gender equality and an end to gender-based discrimination are nonetheless far from being achieved.

2. Our commitments

External:

Our commitment is part of our strategic course objectives

² https://www.francophonie.org/IMG/pdf/Plan_d_action_francophone_sur_les_violences_faites_aux_femmes_et_aux_filles_2013.pdf

³ <http://www.undp.org/content/undp/en/home/sustainable-development-goals.html>

1- We inform

about women journalists and the specific problems they may encounter. We constantly provide information about abuses against women journalists. And we ensure that the cases of women journalists and accounts of women journalist are given prominence in what we publish: reports, dispatches, the round-up, the Index and profiles.

2- We mobilize

the public's interest in cases of women journalists by means of awareness campaigns and petitions. In particular, we draw the public's attention to (specific) cases of abuses against them.

3- We advocate

inter alia, by issuing recommendations to governments and to international, regional and local organizations about protecting women, gender equality and access for women to professional work. We draft recommendations on the adoption of more protective standards related to their specific situation.

4- We protect

We pay particular attention to requests for support from women journalists and we also provide assistance that is adapted to their needs in cases of exile, relocation and financial support. We also offer security material that is adapted to women.

5- We train

women journalists, offering them special training in physical and digital security. We provide them with tools with the aim of strengthening their empowerment⁴. We also provide male journalists with training designed to combat gender violence.

6- We collaborate

with local organizations that put the issue of women journalists at the centre of their concerns and/or we help them to take more account of the gender approach.

Internal, within RSF:

⁴ UNESCO and International Federation of Journalists, Gender equality in journalism: setting the balance right.

7- We adopt

a dual gender approach: crosscutting, to prevent inequality (*gender mainstreaming*), including inequality based on sexual orientation or gender identity; and specific, to reinforce women's rights.

8- We implement

gender equality principles and mechanisms in a constant, institutional manner. This is reflected in:

- our decision-making and governance bodies
- all internal processes of discussion and decision-making
- all RSF reference documents and management documents
- our human resources policies
- our internal and external publications and communications.

3. Our approach and method

Our actions have a dual gender approach: crosscutting (*gender mainstreaming*) and specific. These are complementary approaches and are employed as such within RSF.

Gender mainstreaming is “the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and at all stages, by the actors normally involved in policy-making⁵.” This approach aims to strengthen gender equality in society.

⁵ EG-S-MS: Final report of the activities of the Group of Specialists on Mainstreaming, 2004