

2013 EUROZINE SURVEY: GENDER AND CULTURAL JOURNALS

To be presented in a "Gender and cultural journals" workshop at the 25th European Meeting of Cultural Journals, Oslo, from 29 November to 2 December 2013.

Please formulate your responses in a separate document and CLEARLY LABEL anything NOT for publication, as it will be assumed that everything not labelled in this way is publishable.

The main aim of this survey is to generate essay-style responses to the following questions.

See the [2012 survey for examples of such responses](#)

(<http://www.eurozine.com/comp/focalpoints/defunding.html>). However, we do need concrete figures for female and male staff, board members, etc. – for the purposes of which, please refer to the Appendix (p.4), where a table is provided for your convenience. Please otherwise address those questions relevant to your journal (there is no need to respond to all questions) in prose that incorporates a meaningful degree of reflection.

1: Gender representation in the organizations essential to journal publication

1.1 Gender representation among journal staff

Does your organization have a *policy on gender* where hiring staff is concerned? *How many female and how many male employees / freelancers / volunteers worked at the journal in 2012 (please provide figures)?* How did the *division of labour* break down in terms of gender (eg: managing directors, editors, editorial assistants, secretaries; full or part time, piece work, etc. – please provide figures)?

Are you able to provide any information on *the relation between gender and wages* (important, independent of gender representation, given the well-known discrepancy in pay when comparing female and male workers)?

During your term as editor, what **changes** have there been in:

- *policy on gender*
- *female:male ratio among staff*
- *relation between gender and division of labour*
- *relation between gender and wages among staff*

...and why? Are you able to comment on any changes in these aspects prior to your term as editor? How would you expect it to change in the future?

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1.2 Gender representation among journal staff

Do you take an author's gender into consideration when selecting and commissioning articles for publication? Does searching for female contributors require extra work? If so, is it worthwhile investing resources in this extra work? Do you steer the ratio of female to male authors in any way? If so, how?

How many authors were female, and how many male in 2012 (please provide figures)? Have major changes occurred in the female:male ratio among authors during your term as editor? And previous to your term as editor (if you are able to comment)? How would you expect it to change in the future?

1.3 Boards, owners and funders

How many of the journal's owners and editorial members are female and how many male (please provide figures)? Please provide figures showing the number of females and males involved in any other relevant bodies in the organization (please specify; e.g., "advisory board").

Do funders (private or public) try to influence the journal's choice of who to employ in terms of gender e.g., through enforcing a quota? Are there any other mechanisms in place to regulate the ratio of female to male staff (e.g., gender requirements linked to funding, prizes, etc.)?

Do any of the individuals involved in funding bodies, boards or ownership of the journal have any interest, stated or unstated, in gender issues? How do you (and any further editors) respond to attempts to influence your decisions on gender issues related to staff?

Do any of the issues that these questions raise have an effect on the journal's content?

2: Gender and content

To what extent does gender feature as a theme *per se* in the journal (please mention any landmark articles / issues in this regard)? And where gender does feature *per se*, are the

authors female or male? Are female or male authors better equipped to write on gender and why?

Could the scope for handling gender in the journal benefit from greater dialogue between female and male authors? Or possibly articles co-authored by both female and male authors? Do current networks preclude such dialogue / co-authorship?

Do you take gender into account in connection with other fields? Given that gender can be considered as playing a role in almost every field or topic, to what extent is it presented as actually doing so? Do particular themes/genres seem to attract more women authors than men or *vice versa* (e.g. non-fiction vs fiction, essays vs reviews, etc.)? How might gender equality contribute to content?

What are the headline events and developments that have, in the context of your editorial work, shaped the relation between gender and content over time? What do you expect to change, if anything, with regard to the relation between gender and content in the future?

3: Gender and audience

Do you have any data concerning the gender of your readers / subscribers? Are you able to provide any analysis of this data (eg: over time) that may enlighten Eurozine partners and readers as to the relation between journals and the gender of their readership? Do readers or media ever respond (in a positive/negative way) with questions, critique, etc. to your coverage of gender topics?

4: Gender quota

Do you see a need for quotas for women working on cultural journals, i.e., a system of affirmative action that stipulates a minimum percentage of women contributors and/or staff? What advantages/disadvantages might they have? Do you see a need for alternative solutions to gender inequality? What kind of solutions do you propose?

5: Any further comments?

Please feel free to add any further comments on any of the issues raised here.

APPENDIX: Tables (please print and fill in)

STAFF	Key: ft = full time; pt = part time; f-l = freelancer; v = volunteer												
Position	Number of females working in this position during 2012				Number of males working in this position during 2012				Any major changes in these figures for 2013? (please include brief summary and explanation as to why)				
managing director	ft				ft								
	pt				pt								
editor-in-chief	ft				ft								
	pt				pt								
editor	ft				ft								
	pt				pt								
	f-l				f-l								
	v				v								
editorial assistant	ft				ft								
	pt				pt								
	f-l				f-l								
	v				v								
secretary	ft				ft								
	pt				pt								
	f-l				f-l								
	v				v								
further position (please specify)	ft				ft								
	pt				pt								
	f-l				f-l								
	v				v								
further position (please specify)	ft				ft								
	pt				pt								
	f-l				f-l								
	v				v								
TOTALS	ft				ft								
	pt				pt								
	f-l				f-l								
	v				v								
GRAND TOTAL													

<u>CONTRIBUTORS</u>		
Number of female contributors in <u>2012</u>	Number of male contributors in <u>2012</u>	<u>Any major changes</u> in these figures for <u>2013</u> ? (please include brief summary and explanation as to why)
<u>OWNERS</u>		
Number of female owners in <u>2012</u>	Number of male owners in <u>2012</u>	<u>Any major changes</u> in these figures for <u>2013</u> ? (please include brief summary and explanation as to why)
<u>EDITORIAL BOARD</u>		
Number of female members in <u>2012</u>	Number of male members in <u>2012</u>	<u>Any major changes</u> in these figures for <u>2013</u> ? (please include brief summary and explanation as to why)
<u>OTHER RELEVANT ORGANIZATIONS (please specify, e.g. "advisory board")</u>		
Number of females in <u>2012</u>	Number of males <u>2012</u>	<u>Any major changes</u> in these figures for <u>2013</u> ? (please include brief summary and explanation as to why)
<u>OTHER RELEVANT ORGANIZATIONS (please specify, e.g. "advisory board")</u>		
Number of females in <u>2012</u>	Number of males <u>2012</u>	<u>Any major changes</u> in these figures for <u>2013</u> ? (please include brief summary and explanation as to why)

Please feel free to add further comments on the table of figures here: