**Resolution on Gender Equality within EBU**

**Background**

Women with visual impairments face multiple forms of discrimination in society, but also within our national organisations as well as within EBU, gender equality issues are still pressing and equal representation is hardly the case, despite previous resolutions and actions taken.

**The 11th EBU General Assembly is therefore asked to**

1. set up a permanent gender equality committee/working group while maintaining the current set up of the EBU women’s network as an email list in the working period 2019 to 2023;
2. facilitate face-to-face networking meetings on gender equality on a regular basis, at least every four years in conjunction with each General Assembly and preferably also mid-term;
3. amend the constitution by adopting a quota system for the purpose of balanced representation of blind and partially sighted women and men of all ages on the board in the working period 2019 to 2023 and present the amended constitution on the GA in 2023;
4. amend the constitution by establishing a limit of two consecutive terms of office in the same position on EBU Board for all board members including table officers in the working period 2019 to 2023 and to present the amended constitution on the GA in 2023.

This resolution is based on the **EBU Malmo declaration**, a call for action agreed upon by the participants in the EBU GEAR conference held in Malmo, Sweden June 14-16, 2019.