Basic information

2008/2182(INI) INI - Own-initiative procedure	Procedure completed
Equal treatment and access for men and women in the performing arts **Subject** 4.10.04 Gender equality 4.15.08 Work, employment, wages and salaries: equal opportunities women and men, and for all	

Key players

European Parliament	**Committee responsible**	**Rapporteur**	**Appointed**
	FEMM Women's Rights and Gender Equality	GIBAULT Claire (ALDE)	16/07/2008

European Commission	**Commission DG**	**Commissioner**
	Employment, Social Affairs and Inclusion	ŠPIDLA Vladimír

Key events

Date	Event	Reference	Summary
04/09/2008	Committee referral announced in Parliament		
20/01/2009	Vote in committee		Summary
24/02/2009	Committee report tabled for plenary	A6-0003/2009	
10/03/2009	Decision by Parliament	T6-0091/2009	Summary
10/03/2009	Results of vote in Parliament		
10/03/2009	End of procedure in Parliament		

Technical information

Procedure reference	2008/2182(INI)
Procedure type	INI - Own-initiative procedure
Procedure subtype	Initiative
Legal basis	Rules of Procedure EP 55-p4 Rules of Procedure EP 55
Stage reached in procedure	Procedure completed
Committee dossier	FEMM/6/65402

Documentation gateway

European Parliament

Document type	Committee	Reference	Date	Summary
Committee draft report		PE414.205	16/10/2008	
Amendments tabled in committee		PE415.321	13/11/2008	
Committee report tabled for plenary, single reading		A6-0003/2009	24/02/2009	
Text adopted by Parliament, single reading		T6-0091/2009	10/03/2009	Summary

European Commission

Document type	Reference	Date	Summary
Commission response to text adopted in plenary	SP(2009)3244	06/10/2009	

Equal treatment and access for men and women in the performing arts

2008/2182(INI) - 10/03/2009 - Text adopted by Parliament, single reading

The European Parliament adopted by 604 votes to 18, with 43 abstentions, a resolution on equality of treatment and access for men and women in the performing arts. Members underline the scale and persistence of the inequalities between men and women in the performing arts and the impact that the unequal way in which the sector is organised can have on society as a whole, given the particular nature of its activities. They recognise the need to take specific action in this sector to analyse the mechanisms and behaviour that produce inequalities. Parliament stresses the absolute need to promote access for women to all the artistic professions where they are still in the minority. The proportion of women employed in artistic professions and in the official culture industry is only very small and women are under-represented in positions of responsibility in cultural institutions and in academies and universities. Member States are encouraged to remove all obstacles to women accessing top positions in these institutions.

Parliament stresses that discrimination against women holds back the development of the cultural sector by depriving it of talent and skills and notes that talent requires contact with the public in order to achieve recognition. It calls for the following:

- measures to increase the presence of women on the directors' boards of institutions, in particular by promoting equality within cultural undertakings and institutions and professional organisations;
- the actors in the field of culture to increase the presence of female creators and their works in programming, collections, publishing and consultation;
- whenever possible, applications should be anonymous. Parliament emphasises the need to continue using screened-off auditions for recruiting orchestra musicians, which has helped women join orchestras.

The Commission and Member States are asked to consider immediately, as a first realistic step in the fight against inequality in the performing arts, ensuring that **at least a third of the people in all branches in the sector are of the minority sex.**

Member States are encouraged:

(a) to consider together with their cultural institutions how best to understand the mechanisms which produce inequalities so as to avoid any discrimination on the basis of sex as early as possible;

(b) to remove all obstacles to women accessing top positions in the most prestigious cultural institutions and organisations;

(c) to introduce to the sector new ways of organising work, delegation of responsibilities and time management which take into account the personal-life constraints of women and men;

(d) to recognise that in this sector, where untypical hours, high mobility and job insecurity are the norm and are more destabilising for women, collective solutions should be found for providing childcare (e.g. opening of crèches in cultural undertakings with hours adapted to rehearsal and performance times).

The cultural institutions are reminded of the absolute need to translate into fact the democratic notion that equal work by men and women must be matched by identical pay, which, in the arts as in many other sectors, is still not the case.

Lastly, Parliament encourages Member States to produce comparative analyses of the current situation in the performing arts, to draw up statistics in order to facilitate the design and implementation of common policies and to ensure that the progress achieved can be compared and measured.