



Council of the
European Union

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LIMITE

**CULT 69
SOC 722
GENDER 136
ANTIDISCRIM 117**

NOTE

From: Presidency
To: Delegations

Subject: *Presidency conclusions on gender equality in the field of culture*

Coreper examined draft Council conclusions on gender equality in the field of culture at its meeting of 18 November 2020.

In the light of the discussion, the Presidency concluded that it was not possible to reach a consensus on the draft conclusions.

The Presidency was, however, in a position to conclude that 24 delegations (BE/CZ/DK/DE/EE/IE/EL/ES/FR/HR/IT/CY/LV/LT/LU/MT/NL/AT/PT/RO/SI/SK/FI/SE) supported the text in its entirety as annexed to this document.

Presidency conclusions on gender equality in the field of culture

RECALLING

1. that gender equality is a fundamental principle of the European Union,
2. that, as stated in Article 2 of the Treaty on European Union, the values on which the Union is founded ‘are common to the Member States in a society in which pluralism, non-discrimination, tolerance, justice, solidarity and equality between women and men prevail’. Further, ‘to eliminate inequalities, and to promote equality, between men and women’ is mentioned as an aim of the Union ‘in all its activities’ in Article 8 of the Treaty on the Functioning of the European Union,
3. the intrinsic value of culture and cultural diversity, also enshrined in the Treaties,
4. that the Charter of Fundamental Rights of the European Union stipulates in Article 22 that ‘the Union shall respect cultural, religious and linguistic diversity’ and, regarding equality between women and men, stipulates in Article 23 that it ‘must be ensured in all areas, including employment, work and pay’,
5. that the Council identified gender equality as one of six priorities in its Work Plan for Culture 2019-2022 and decided to set up an OMC group in order to examine gender-based issues in the field of culture as well as adopt conclusions on this topic,
6. that the Commission Gender Equality Strategy 2020-2025¹ is an important step towards achieving a Union of Equality;

¹ COM(2020) 152 final.

ACKNOWLEDGING

7. that despite the progress made so far, and taking into account the different situations in the Member States, women still face a lot of obstacles in terms of, e.g., equal access to the cultural and creative labour market, equal payment and representation in creative and decision-making positions, and equal appreciation and recognition of their work,
8. although there are notable differences in the different sub-sectors and between Member States, the lack of equal access, participation and visibility of women in the field of culture tends to perpetuate gender-based discrimination and lead to societies missing out on talent – in quality and quantity – and lacking a richer diversity of cultural content and forms of artistic expression²,
9. that gender stereotyping and sexual harassment and abuse remain major concerns also in the cultural and creative sectors, issues in relation to which the #metoo movement has raised broad public awareness,
10. the potential of culture to advance gender equality through self-empowerment, awareness-raising and combating prevailing stereotypes through active participation in the creative process and cultural life, in the entire value chain, from artists to the audience,
11. that since the current crisis caused by the COVID-19 pandemic has impacted the cultural and creative sectors extremely hard and there is the risk of gender stereotypes and structural gender inequality being exacerbated, measures for the recovery of those sectors should be seen as a chance to advance gender equality;

² German Commission for UNESCO (2019), *Re/Shaping Cultural Policies 2020. Approaches, strategies and good practice in International Policy*. Workshop and publication funded by the Minister of State for Culture and the Media, Berlin.

NOTING

12. that the European sense of belonging together and the future prosperity of Europe depend on societies that value diversity in cultural expressions and combat discrimination,
13. that cultural and creative expressions in their various forms, as well as media representations, can influence the public's perception of gender roles and relations within society and thereby have a direct and indirect impact on fostering gender equality,
14. that the cultural and creative sectors should be recognised as having considerable potential to foster gender equality in the field of culture, since they not only create and showcase the diversity of culture, but also provide significant employment throughout Europe,
15. that the gender-disaggregated data available remains insufficient to fully understand the challenges to achieving gender equality in the cultural sector; data collection remains a cornerstone of any sustainable, evidence-based policy agenda and is the best tool to identify the issues to be tackled, set the aims and results to be achieved and record actual progress;

UNDERLINING

16. that the scope of these Presidency conclusions covers the arts, the cultural and creative sectors, including the audiovisual sector, and all other forms of artistic and creative expression and cultural policy measures,
17. that gender equality is a cultural policy objective at EU level, as endorsed by the Work Plan for Culture 2019-2022, and could also be strengthened in the international cultural relations of the EU, in full complementarity with Member States' actions,
18. that measures supporting and promoting gender equality should reinforce and not impede the right to take part in cultural life, freedom of expression and artistic freedom as enshrined in many international conventions and constitutions of the Member States;

THE MEMBER STATES ARE INVITED, WITH DUE REGARD TO THE PRINCIPLE OF SUBSIDIARITY, AND WHILE RESPECTING THE ROLE AND AUTONOMY OF THE SOCIAL PARTNERS, TO

19. aim to ensure everyone has equal access to and can fully participate in cultural life without discrimination,
20. recognise that gender equality contributes to artistic, cultural, and media diversity, by opening up new perspectives and opportunities for creatives and the audience, advancing their empowerment,
21. strengthen and mainstream gender equality in cultural policy and encourage positive role models through cultural policy and other related policies,
22. strengthen and mainstream the cultural sector's perspective in gender policy, economic and social legislation and policy measures in order to acknowledge the special circumstances of cultural and creative working conditions,
23. strengthen equal participation for professionals in the cultural and creative sectors by improving labour structures regarding equal pay for women and men for equal work or work of equal value and promoting measures supporting improved work-life balance, and in particular measures supporting people with caring obligations, in the cultural and creative sectors,
24. strengthen, where appropriate, equal access to funding in the field of culture, e.g. through mainstreaming gender equality through education and training initiatives, to advance equal opportunities for all,
25. consider developing terms of reference that reflect gender equality for funding decisions in the cultural and creative sectors,
26. promote female entrepreneurship, special networking events and mentorship programmes for women in the cultural and creative sectors,

27. consider regular exchanges among the working parties dealing with gender equality in other policy fields, including joint meetings to share best practices, exchange information, and ensure better coordination,
28. consider promoting research, studies, statistics, collection of gender-disaggregated data and analysis of gender equality in the field of culture, including the effects of gender stereotypes,
29. foster gender equality in cultural institutions as well as in decision-making bodies in the cultural and creative sectors, including in leadership positions and in the composition of juries, boards or committees that decide on awards, scholarships, employment policy, etc.,
30. promote gender equality by strengthening the visibility and representation of women in the cultural and creative sectors at all levels, e.g. by encouraging gender-balanced curation and programming of all types of cultural and creative institutions,
31. encourage, where appropriate, the cultural and creative sectors to develop sector-specific commitments to foster gender equality and cultural diversity as well as prevention of sexual harassment and abuse,
32. encourage, where appropriate, cultural institutions and the cultural and creative sectors to publish gender-disaggregated data in order to create transparency and a basis for debate on the process of strengthening gender equality in the field of culture,
33. promote a more equal and inclusive approach to gender representation in the press and media, especially during the COVID-19 pandemic;

THE MEMBER STATES AND THE COMMISSION ARE INVITED, WITHIN THEIR RESPECTIVE SPHERES OF COMPETENCE AND WITH DUE REGARD FOR THE PRINCIPLE OF SUBSIDIARITY AND WHILE RESPECTING MEMBER STATES' RESPONSIBILITY FOR CULTURAL POLICY, TO

34. strengthen and mainstream gender equality in the field of culture, e.g. through historical research, cultural policy and other related policies and EU programmes at all levels to foster cultural diversity,
35. foster a regular exchange of good practices between the Member States and the European Commission on gender equality measures in the field of culture, e.g. regular presentations on measures fostering equal access, visibility and participation in the field of culture during meetings of the Cultural Affairs Committee,
36. consider exchanging good practices and guidelines on how cultural institutions and the creative sector could develop organisational structures and measures to prevent all forms of sexual abuse and harassment, such as establishing contact points on sexual harassment and encouraging information-sharing,
37. promote exchange of information on the impact of the COVID-19 pandemic on gender equality aspects in the field of culture, especially focusing on possible measures to combat the reinforcement of gender stereotypes and discrimination,
38. take stock of these conclusions in 2022. The aim of this stocktaking is to exchange on measures taken by Member States and the European Commission in the implementation of the recommendations put forward in these conclusions;

THE COMMISSION IS INVITED TO

39. consider including all cultural and creative sectors in prospective gender equality strategies, while respecting the national competences of the Member States,
40. regularly report to the Cultural Affairs Committee on actions taken by the Commission in relation to the promotion of gender equality relevant to the cultural and creative sectors,
41. ensure that the planned launch of an EU-wide communication campaign combating gender stereotypes, as stated in the Gender Equality Strategy 2020-2025, covers the role of the cultural and creative sectors,
42. support transnational initiatives on gender equality in the field of culture, such as awareness-raising, exchange of good practices, studies, networks and projects, within the framework of EU funding programmes, including Creative Europe,
43. promote research on the role of the cultural and creative sectors in shaping the values, attitudes, needs and interests of women and men, analysing aspects such as equal access, visibility and participation in the field of culture,
44. take measures to obtain data on gender balance in the future Creative Europe programme, e.g. gender-disaggregated data on granted projects,
45. promote the collection and distribution of culture-specific data on gender equality and cultural diversity in Europe, in cooperation with the European Institute for Gender Equality (EIGE) and Eurostat,
46. analyse and compare the aforementioned data, put forward proposals addressing the drivers of the gender gaps in the cultural and creative sectors and regularly present the results to the Cultural Affairs Committee,
47. consider how measures for recovery from the COVID-19 pandemic can be used to foster gender equality in the cultural and creative sectors, especially considering the gender gap in unpaid care work.

Relevant policy documents

Council

- *Council conclusions on strengthening the commitment and stepping up action to close the gender pay gap, and on the review of the implementation of the Beijing Platform for Action* (OJ C 345, 18.12.2010, p. 1)
- *Council conclusions of 7 March 2011 on European Pact for Gender Equality (2011-2020)* (OJ C 155, 25.5.2011, p. 10)
- *Council conclusions of 21 May 2014 on Gender Equality in Sport* (OJ C 183, 14.6.2014, p. 39)
- *Council conclusions on advancing gender equality in the European Research Area* (14846/15)
- *Council conclusions on Enhanced measures to reduce horizontal gender segregation in education and employment* (15468/17)
- *Council conclusions on the Work Plan for Culture 2019-2022* (OJ C 460, 21.12.2018, p. 12)
- *Council conclusions on Gender-Equal Economies in the EU: The Way Forward* (14938/19)
- *Council conclusions on Closing the gender pay gap: key policies and measures* (10349/19)
- *Council conclusions on The Future of Work: the European Union promoting the ILO Centenary Declaration* (13436/1/19 REV 1)

- *Council conclusions amending the Work Plan for Culture (2019–2022)* (OJ C 193, 9.6.2020, p. 20)
- *Council conclusions on EU priorities at the United Nations and the 75th United Nations General Assembly, September 2020 – September 2021* (9401/20)

European Parliament

- *Resolution of 28 April 2016 on gender equality and empowering women in the digital age* (2015/2007(INI))
- *Resolution of 13 December 2016 on a coherent EU policy for cultural and creative industries* (2016/2072(INI))
- *Resolution of 17 April 2018 on gender equality in the media sector in the EU* (2017/2210(INI))

European Commission

- Communication from the Commission to the European Parliament, the Council, the European Economic and Social Committee and the Committee of the Regions: *A Union of Equality: Gender Equality Strategy 2020-2025* (COM(2020) 152 final)

United Nations

- *Convention on the Elimination of All Forms of Discrimination against Women* (adopted by GA Resolution 34/180, 1979)
- *Gender Stereotyping as a Human Rights Violation* (OHCHR Commissioned Report, 2013)

UNESCO

- *Recommendation concerning the Status of the Artist* (1980)
- *Convention on the Protection and Promotion of the Diversity of Cultural Expressions* (2005)
- *Gender Equality, Heritage and Creativity* (2014)

Council of Europe

- *Recommendation CM/Rec(2017)9 on gender equality in the audiovisual sector* (2017)

Other studies

- *Gender in Culture* (EIGE, 2016)
- *Re/Shaping Cultural Policies 2020. Approaches, strategies and good practice in International Policy* (German Commission for UNESCO, 2019)
- *Gender Equality and European Funding for Culture* (Creative Europe Desk KULTUR Deutschland, 2019)
- *Gender Equality: Gender Balance in the Cultural and Creative Sectors*. Brainstorming report reflecting group discussions during the Voices of Culture session, Prague, 4-5 September 2019.
- *Gender gaps in the Cultural and Creative Sectors* (European Expert Network on Culture and Audiovisual, 2020)