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**GENDER 25**  
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**NOTE**

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From:	General Secretariat of the Council
To:	Delegations
No. prev. doc.:	8403/19
Subject:	Open Method of Coordination (OMC) Working Group - Gender equality - <i>Final mandate</i>

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Delegations will find attached the mandate for the Open Method of Coordination (OMC) group of Member States' experts on gender equality, as finalised further to the discussions at the Cultural Affairs Committee meeting on 3 May.

**Open Method of Coordination (OMC) Working Group**

set up under the Work Plan for Culture 2019-2022

**Priority D: Gender equality**

**MANDATE of the Working Group**

1. SCOPE

The OMC Working Group will concentrate on gender equality in cultural and creative sectors, covering areas such as: audiovisual, architecture, archives, libraries and museums, artistic crafts, tangible and intangible cultural heritage, design (including fashion design), festivals, music, literature, performing arts, books and publishing, radio, and visual arts, as well as aspects of cultural mainstreaming in other sectors. The OMC Group should seek synergies with other initiatives, build on existing foundations and avoid any possible overlapping with other well-researched and well-documented areas.

2. ACTIVITIES

- a. The OMC Working Group members will exchange information, focusing on gender-based issues related to the situation of female artists and cultural professionals in their respective countries. The following issues will be examined: gender stereotypes, sexual harassment, access to resources, women's participation in decision-making positions, position in the labour market (e.g. segregation of the labour market, social rights related to pregnancy and maternity, pay and pensions). The group will also address access to the art market, career pathways and representation in cultural and artistic programmes, as well as in cultural institutions.

- b. The OMC Working Group members will present and discuss legal frameworks, policies and initiatives at national, regional and/or local level that aim to combat gender stereotypes and achieve gender equality in the cultural and creative sectors.
- c. The OMC Working Group will identify promising initiatives aiming to promote gender equality in the cultural sphere.
- d. The OMC Working Group will propose evidence-based and concrete measures under the Creative Europe Programme, to complement already existing support schemes at national level aiming to achieve gender equality in the relevant cultural and creative sectors.
- e. The OMC Working Group will also give special attention to the implementation of gender budgeting methodologies and sharing good practices on gender indicators for the cultural and creative sectors.

### 3. OUTPUT

Based on the findings resulting from the activities mentioned in point 2, the OMC Working Group will prepare a report providing at least the following chapters: a record of the range and nature of gender-related issues encountered by female artists and cultural professionals that were identified by the Group; the role of public policies in ensuring gender equality in the cultural and creative sectors; recommendations on data collection; analysis of best practices; policy recommendations.

A short introduction to the report will highlight the role of women in the history of art and culture so as to better understand the women`s work and the circumstances in which they created.

## Work Plan for Culture 2019-2022

### **D. Gender equality**

#### ***Topic:***

Gender equality in the cultural and creative sectors

#### ***Working methods:***

Mapping and OMC group followed by possible Council conclusions

#### ***Rationale:***

Mapping by the Commission will examine the situation of female artists and cultural professionals (e.g. fight against stereotypes and sexual harassment, access to resources, representation in decision-making positions, pay). In parallel, the Member States will exchange information on national circumstances and good practice. The OMC group will identify the main obstacles and suggest a set of concrete actions. Following that, the Council may adopt conclusions focusing on selected objectives and actions.

#### ***Target outputs:***

The aim is to raise awareness of gender equality in the cultural and creative sectors at political, administrative and practical levels and to propose concrete measures under the Creative Europe Programme.