

# GENDER EQUALITY COMMISSION

## Strasbourg, April 2014

### Gender Equality in Eurimages





# There are very few women working in the film industry

Europe-wide, in 2012, women accounted for only 17.5% of those employed in the film industry (Obs).

In the United Kingdom they accounted for only 11.4%, whereas in France the corresponding figure was 23%.

It will come as no surprise to learn that women are:

- present on a massive scale in the trades which are considered to be mainly for women: hairstyling and make-up, costumes, script-girls;
- and very poorly represented in technical teams: electricians, machine operators, sound recording.

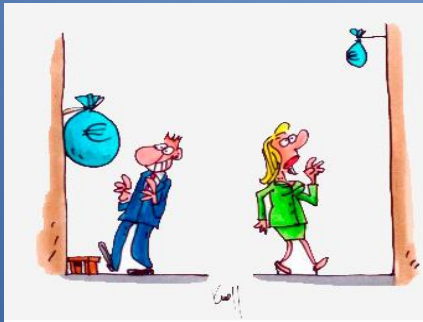


The jobs where there is the best gender balance are:

- assistant director (approximately 50/50 in France),
- film editing (approximately 46% in France)

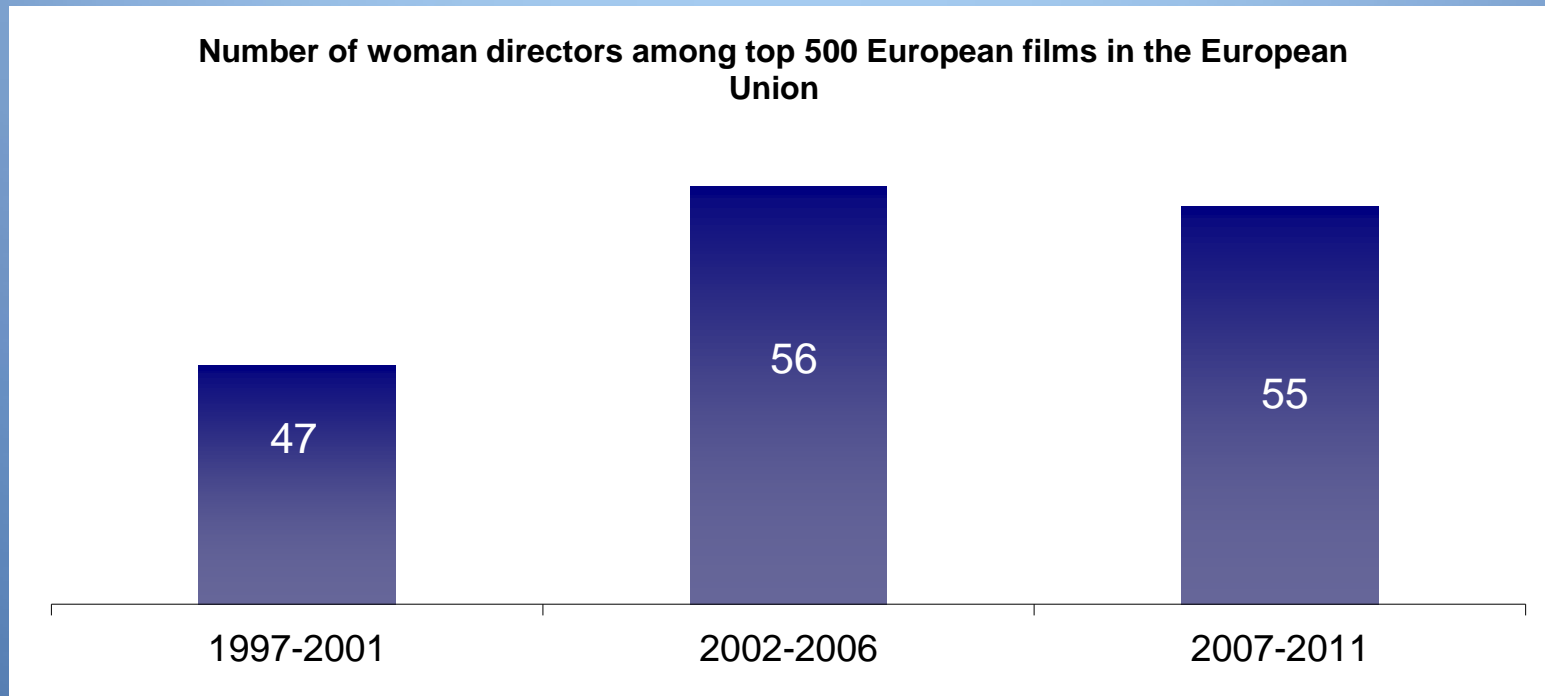
# Women are less well treated

- Women's salaries are lower than men's: 31.5% less on average for a female director, 30.4% for an actor (CNC).
- It is more difficult for women to obtain funding.
- However, taking the 50 best films, there were 3.3 entries per dollar invested by women compared with 3.0 for men (Obs).



# Box office statistics

Number of women directors among top 500 European films in the EU



Source: analysis of data in the European Audiovisual Observatory's LUMIERE database ([lumiere.obs.coe.int](http://lumiere.obs.coe.int))

# Some examples of female directors who have had box office hits

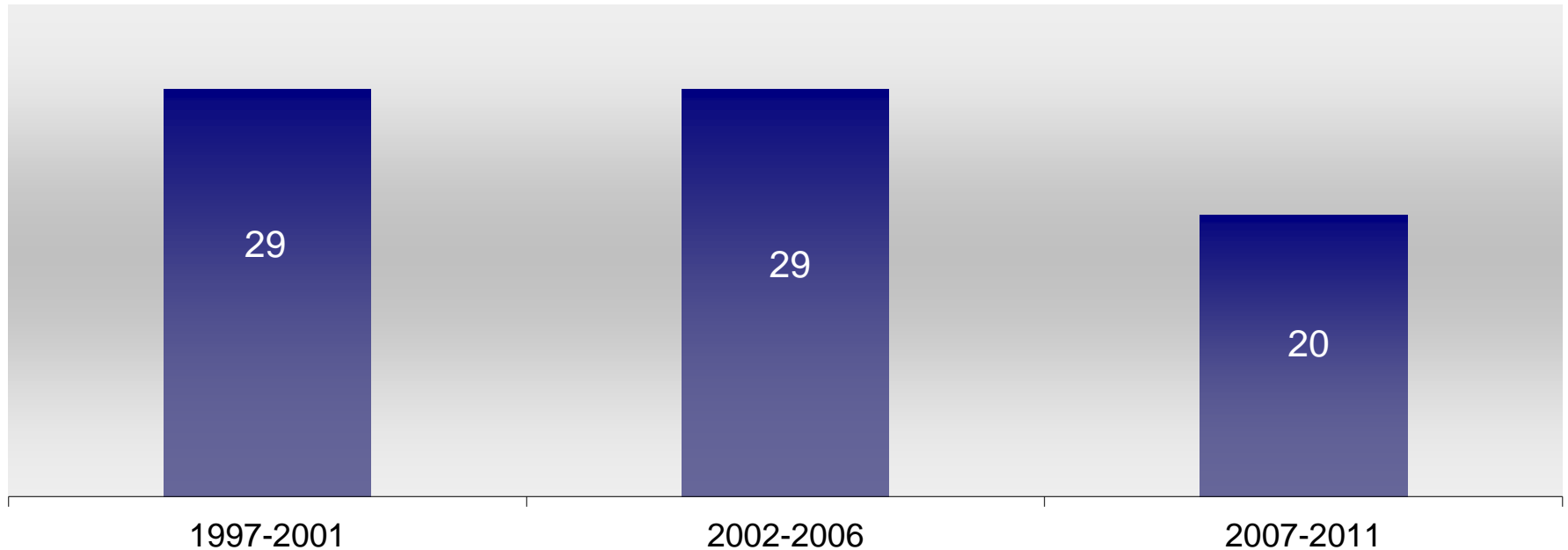
Women directors with the most films among the top 500 European films in the EU 1997 to 2011



# Box office statistics

Number of women directors among top 500 US films in the US

Number of woman directors among top 500 US films in the US



Source: analysis of data in the European Audiovisual Observatory's LUMIERE database ([lumiere.obs.coe.int](http://lumiere.obs.coe.int))

# Women's work is not given the same recognition

- Very few films produced by women are shown at major film festivals and even fewer receive awards.
- Only one Palme d'Or has ever been awarded to a woman at the Cannes Festival (Jane Campion in 1993 for the Piano Lesson).
- In 2013, there was only one woman (Valeria Bruni Tedeschi) in the official selection at Cannes.
- 26% of those shortlisted for a César award were women, but only 17% at the Oscars.





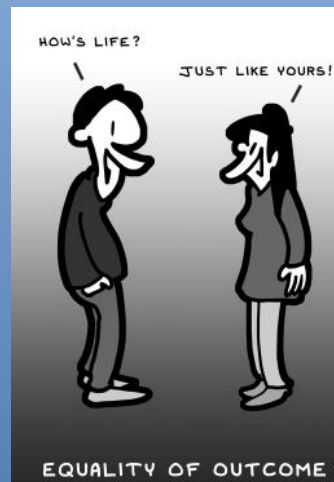
# Reactions

There have been various responses to this situation:

- The theme has become a subject of debate in several European countries;
- Studies have been launched, among others by the Obs and the CNC;
- in France, a «Charter for gender equality in the film sector» has been signed;
- the Swedish Film Institute has introduced a genuine gender equality policy with regard to the granting of funding (Action Plan 2013-2015);
- Women's associations are being established in various countries (FC Gloria in Austria, CIMA in Spain, and *le deuxième Regard* in France) and at European level (EWA: European Women's Network).

# PART II

## The situation in Eurimages: Current state of affairs and prospects for change



# Overall data 2012

KEY POSITION GENDER	WOMEN		MEN	
	%	Number	%	Number
Director	17.33%	26	82.67%	124
Producer	27.54%	103	72.46%	271
Head cameraman	2.90%	4	97.10%	134
Editor	36.76%	50	63.24%	86
Scene writer	23.21%	55	76.79%	182
<b>TOTAL</b>	<b>23.00%</b>	<b>238</b>	<b>77.00%</b>	<b>797</b>

# Films supported in 2012

KEY POSITION GENDER	WOMEN		MEN	
	%	Number	%	Number
Director	14.29%	10	85.71%	60
Producer	25.70%	46	74.30%	133
Head cameraman	1.54%	1	98.46%	64
Editor	44.26%	27	55.74%	34
Scene writer	17.86%	20	82.14%	92
<b>TOTAL</b>	<b>21.36%</b>	<b>104</b>	<b>78.64%</b>	<b>383</b>

# Films not supported in 2012

KEY POSITION GENDER	WOMEN		MEN	
	%	Number	%	Number
Director	20.00%	16	80.00%	64
Producer	29.23%	57	70.77%	138
Head cameraman	4.11%	3	95.89%	70
Editor	30.67%	23	69.33%	52
Scene writer	28.00%	35	72.00%	90
<b>TOTAL</b>	<b>24.45%</b>	<b>134</b>	<b>75.55%</b>	<b>414</b>

# Success rates

KEY POSITION	WOMEN		MEN	
	%	Number	%	Number
Director, projects presented		26		124
Director, projects supported		10		60
Success rate	38.46%		48.38%	
Scene writer, projects presented		55		182
Scene writer, projects supported		20		92
Success rate	36.36%		50.55%	
Average success rate	37.04%		49.67%	

# Gender equality working group

- Decision taken in Marseille, Eurimages Board of Management, June 2013.
- Group made up of representatives of 9 member states (SE/HR/BE/AT/NO/SL/RS/ES/BH) and 2 members of the secretariat.
- Terms of reference: gather information and analyse the situation at national and European levels; propose measures for improving gender equality in Eurimages selection procedures and monitor their implementation ...

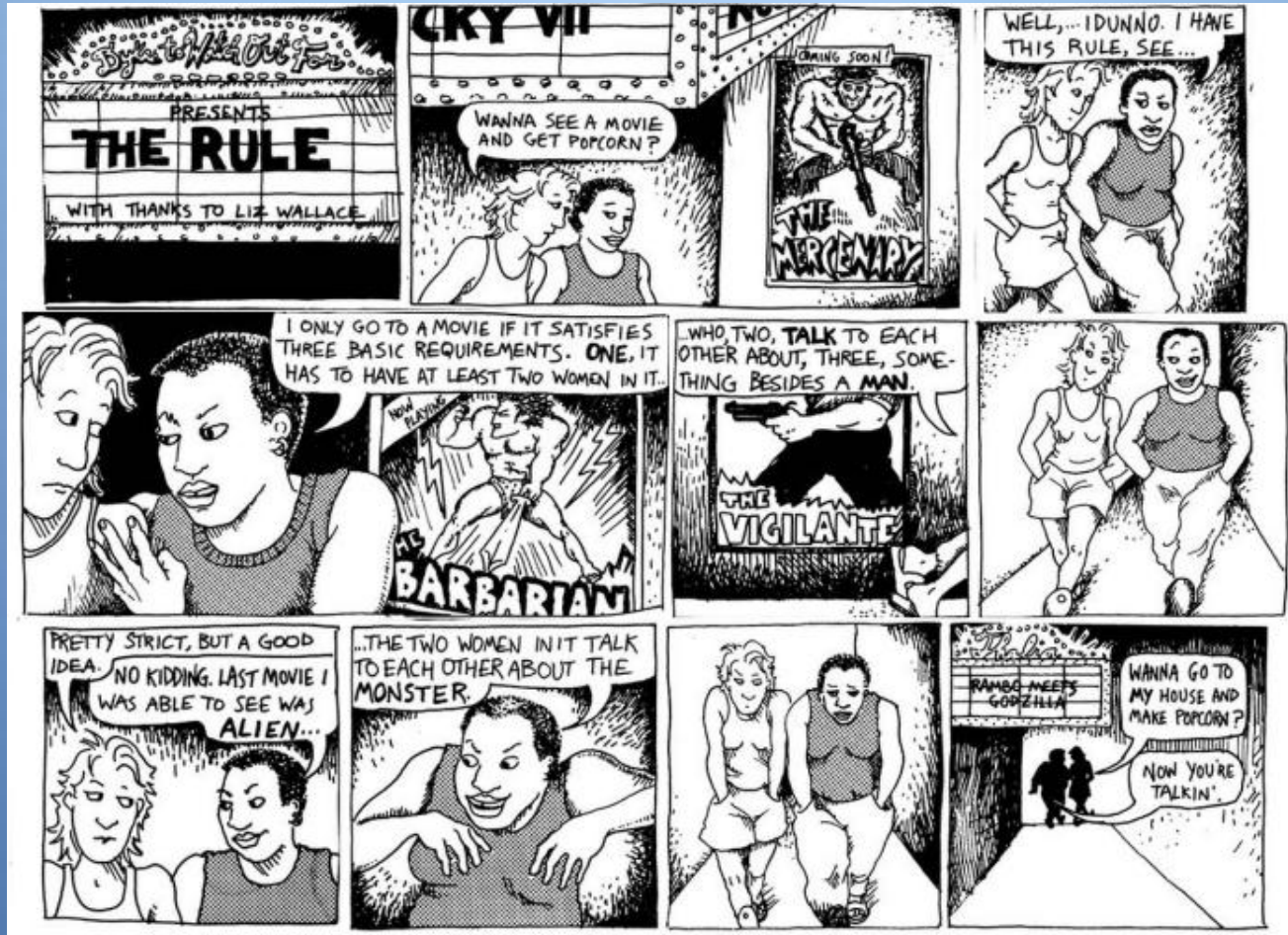


# Decisions taken in Vilnius, meeting held in October 2013

- Change the Rules of Procedure and draw member states' attention to gender policy.
- Introduce a gender criterion in the composition of the Co-production Working Group and in the selection of readers.
- Introduce a gender criterion in applications for Eurimages support.
- Introduce the Bechdel test in the analysis of readers.
- In connection with Eurimages meetings in member states, hold enlarged meetings including professionals and institutional staff from the country in question.



# The Bechdel Test



# Gender Test to be added to the criteria for readers

1. **Bechdel Test**– indicate whether the script:
  - a) contains at least two female characters with names,
  - b) who talk together,
  - c) about a subject other than a man.
2. **Further test:** indicate whether the script:
  - a) contains at least two male characters with names,
  - b) who talk together,
  - c) about a subject other than a woman.

# Developments in 2014

- Results obtained at the enlarged meetings held in Vienna and Budapest: information and awareness-raising.
- Call for projects in March, results obtained with regard to the type of project and the type of script.
- Studies in progress on the men/women issue:
  - analysis of the budgets of films supported in 2013;
  - analysis of the content, type of film, themes dealt with according to the gender of the director, and developments over the past 5 years;
  - evaluation of women's contribution to the diversity and cultural enrichment of the cinema.

# Conclusion

- A very topical subject in the film industry.
- More and more calls for a change in the situation.
- Many countries are interested in the issue and other studies and research projects are in progress.
- The EU (Creative Europe/Media) is also beginning to show interest in the subject
- Eurimages is currently at the organisational stage of collecting and analysing information. The next stage, which is scheduled for 2015, will be to decide, where appropriate, whether it is a good idea to introduce a gender policy with regard to the granting of support.