



**Workshop on Diversity and inclusion
in the European audiovisual industries:
both on and off-screen**

*European Audiovisual Observatory
Thursday 10 December 2020*

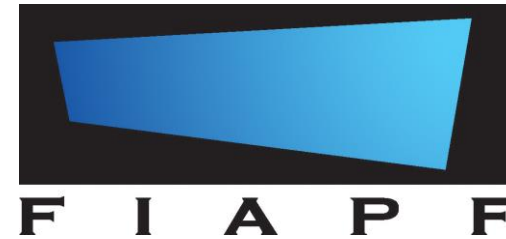
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**Achieving gender equality and promoting diversity
in the European Audiovisual sector**



**GOOD PRACTICE
HANDBOOK**

European Framework of Actions on Gender Equality in the Audiovisual Sector







Good practices – Lessons learned

What you don't see does not exist

Gender equality strategies without targets or gender equality targets without monitoring have proven of poor effect

Public funding can encourage transformations

Important role of film funding bodies, of public service media and of audiovisual regulators

Commit people and organisations to change

Make visible and understandable the structural discriminations that still persist between women and men

Good practices – Lessons learned

Change the way you work on a daily basis

Examples of workplace policies and actions (database of diverse profiles, childcare facilities, flexible work solutions, etc.)

Make safe spaces a priority and put procedures in place

Highlight on sector-level initiatives taken in the wake of #metoo

Gender equality and diversity have to be worked on in parallel

Relevant synergies have to be established between gender equality and diversity actions. Gender targets should not be dropped.





**The Good Practice Handbook
is available for download in
EN, FR, ES, DE :**

www.equalitydiversityinavsector.eu

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