

COUNCIL OF EUROPE



CONSEIL DE L'EUROPE

Strasbourg, 4 April 2016

CDCPP-Bu(2016)12
Item 7.1 on the agenda

**BUREAU OF THE
STEERING COMMITTEE FOR CULTURE, HERITAGE AND LANDSCAPE
(CDCPP)**

**FOLLOW-UP TO THE 2015 SARAJEVO CONFERENCE DECLARATION
ON "WOMEN IN TODAY'S EUROPEAN FILM INDUSTRY"**

Secretariat Memorandum
prepared by the
Directorate of Democratic Governance
Democratic Institutions and Governance Department

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Introduction

On 14 August 2015, at the opening of the Sarajevo Film Festival, Bosnia and Herzegovina held a high-level conference in the context of its Chairmanship of the Committee of Ministers entitled "Women in today's European film industry: gender matters. Can we do better?".

This conference – which was one of the priorities of Bosnia and Herzegovina's Chairmanship – highlighted the importance of audiovisual works in European culture and the significant role which the Council of Europe plays in the production and promotion of European cinema through its cinema co-production support fund Eurimages.

At the end of the conference, the Sarajevo Conference Declaration was adopted (see Appendix).

Follow-up to the Sarajevo Declaration

The Chairmanship of Bosnia and Herzegovina and the high-level experts at the conference expressed their desire for this declaration to give rise to a recommendation of the Committee of Ministers on the implementation of policies to reduce the current gender imbalance in the European audiovisual industry. A recommendation of this sort would be highly appropriate in view of the current importance of this subject but also because it would complement the work already done by the Council of Europe in this field.

A particular mention should be made in this connection of Recommendation Rec(2003)3 of the Committee of Ministers to member states on the role of women and men in conflict prevention and resolution and in peace building and of the Committee of Ministers' Declaration on "Making gender equality a reality", adopted at its 119th session (Madrid, 12 May 2009), and implemented through the Council of Europe Gender Equality Strategy 2014-2017.

Gender equality is a goal in itself and a cross-sectoral issue, which must be the focus of a practical decision-making process. Women and men should benefit from the promotion and protection of the same rights, freedoms and opportunities, and this includes participation in economic and cultural activities such as the film and audiovisual industries.

As part of its efforts to implement this cross-sectoral approach, the Committee of Ministers has adopted several recommendations on equality, particularly in specific areas such as sport, media, education and health. Examples are Recommendations CM/Rec(2015)2 on gender mainstreaming in sport, CM/Rec(2013)1 on gender equality and media, CM/Rec(2007)13 on gender mainstreaming in education and CM/Rec(2008)1 on the inclusion of gender differences in health policy.

Gender equality in the audiovisual sector

The Secretariat believes that the preparation and adoption of a recommendation based on the Sarajevo Declaration will be a major step forward in the fight against gender inequality in the audiovisual sector. A recommendation of this sort will secure a pioneering role for the Council of Europe in legislative advances in this area.

It will also consolidate the work done by Eurimages, whose Board of Management adopted a Strategy on gender equality in the European film industry on 16 October 2015. This strategy is based on the more general one adopted by the Council of Europe for 2014-2017, particularly its fifth objective, which is to achieve gender mainstreaming in all policies and measures, focusing specifically on Partial Agreements. Through this strategy, Eurimages undertakes to promote gender equality in the European film industry in two ways: through its own activities and by encouraging relevant national bodies to take action.

Proposal

If the Bureau agrees, the proposal to prepare a recommendation of the Committee of Ministers on gender equality in the audiovisual sector will be submitted to the Committee of Ministers, which will be invited to follow it up. The draft recommendation could be drawn up by a select group of experts, appointed by the member states from among specialists in the audiovisual professions and in gender equality.

The group of experts could meet twice and submit its preliminary draft recommendation for approval by the CDCPP at its May or June 2017 session.

Funding could be supplied by Eurimages while secretarial services could be provided jointly by Eurimages and the Managing Diversity Division (Democratic Institutions and Governance Department, DGII).

Action required

The Bureau is invited to give its view on the advisability of preparing a recommendation of the Committee of Ministers on the implementation of policies to reduce the current gender imbalance in the European audiovisual industry and the means of implementing this suggestion.

APPENDIX

BOSNIA AND HERZEGOVINA CHAIRMANSHIP OF THE COMMITTEE OF MINISTERS OF THE COUNCIL OF EUROPE

**HIGH-LEVEL CONFERENCE
Sarajevo, 14 August 2015**

**“Women in today’s European film industry: gender matters.
Can we do better?”**

SARAJEVO CONFERENCE DECLARATION

The representatives of the states participating in the Council of Europe’s conference on “Women in today’s European film industry: gender matters. Can we do better?”, held in Sarajevo (Bosnia and Herzegovina) on 14 August 2015, adopt the following declaration:

Recalling the principles affirmed by the Committee of Ministers of the Council of Europe in its Recommendation (2003)3 on balanced participation of women and men in political and public decision-making, and its declaration “*Making gender equality a reality*”, adopted at its 119th session in Madrid on 12 May 2009, and implemented in the “*Council of Europe Gender Equality Strategy 2014-2017*”, namely:

- gender equality is an integral part of human rights and a fundamental criterion of democracy;
- gender equality means an equal visibility, empowerment, responsibility and participation of both women and men in all spheres of public and private life, and is the opposite of gender inequality, not of gender difference;
- gender equality is both a goal in itself and a cross-cutting issue which should be at the core of practical decision-making.

Acknowledging the importance of audiovisual works in European culture and the significant role which the Council of Europe, through its cinema co-production support fund Eurimages, plays in the production and promotion of European cinema;

Observing, on the basis of the studies and reports presented at this conference:

- that women are considerably underrepresented in key job roles in the film industry;
- that they are at a significant risk of receiving less favourable treatment than men, in terms of both pay and film funding opportunities;
- that their work achieves less recognition than that of men.

Emphasising that a true democracy must make full use of the skills, talents and creativity of women and men alike;

Declare:

- our firm commitment to greater gender equality in the European audiovisual industry;
- our support for:
 - the efforts undertaken by Eurimages to collect and analyse data on the gender of projects and the presence of women in projects applying for co-production support;
 - the work carried out by the European Audiovisual Observatory in enhancing transparency with regard to the number of European female-directed films;
 - and also the activities of associations, at national and pan-European level in raising awareness about the role of women in the industry;
- and our support for the efforts already made by some member states of the Eurimages Fund to promote gender equality in access to public funding, and welcome the positive outcomes resulting from this policy;

Call on the Council of Europe to encourage its member states to implement policies to reduce the gender imbalance in the European audiovisual industry with a view to bringing about a lasting and widespread improvement in the situation; this involves enhancing women's access to key posts in the audiovisual industry and film-making, so that they can express themselves, drawing on their talent, their perspective and their authenticity;

And to that end, to carry out the following specific activities through the Eurimages Fund:

- 1) assess disparities and analyse the causes and factors leading to the marginalisation of women in the various sectors of the film industry; encourage member states to produce gender-based statistics in order to assess gender equality levels in their national film industry; set up a database containing information at national level and analyse the data using a list of monitoring and result indicators making it possible to assess progress and the impact of any measures adopted;
- 2) encourage member states to adopt equality policies aimed at promoting women in the film industry and improving their access to public funding;

- 3) develop and apply appropriate measures for reducing inequality and improving gender balance in decision-making posts in the industry and within selection panels, institutions for education and training, juries, festivals etc., in particular by enhancing prospects for women; by encouraging experienced directors and producers to act as role models and inspire younger generations (master-classes); supporting training initiatives helping women to assert themselves within the industry (seminars, coaching, summer courses in co-production); and creating a development prize to be awarded to a female scriptwriter/director during a festival;
- 4) enhance the visibility and recognition of female filmmakers, welcome their work and celebrate their successes, in particular by setting up a prize at a festival and organising a season of screenings in collaboration with a relevant theatre network;
- 5) raise awareness of the status of women in film, both as regards on-screen representation and in professional terms, in particular by: organising conferences and round-table discussions on equality-related topics and meetings between institutions and professionals; publishing studies and reporting on their findings; and identifying, collecting and disseminating examples of best practice among all stakeholders;
- 6) encourage film-makers to be more sensitive to on-screen female representation;
- 7) identify future areas of study and propose additional measures to strengthen member states' commitment to a gender equality policy in the European film industry.

To achieve these results, guarantees of visible political commitment should be given by drawing on existing standards and setting up, where necessary, an appropriate legislative and political framework; involving and mobilising civil-society organisations working in the same field; drawing on their experience and knowledge; and establishing the foundations for fruitful cooperation with all stakeholders, national and international institutions, professional bodies, NGOs, and other associations striving for gender equality in the audiovisual sector.

Thanks are due to the authorities of Bosnia and Herzegovina for hosting this conference, and to all those who took part.