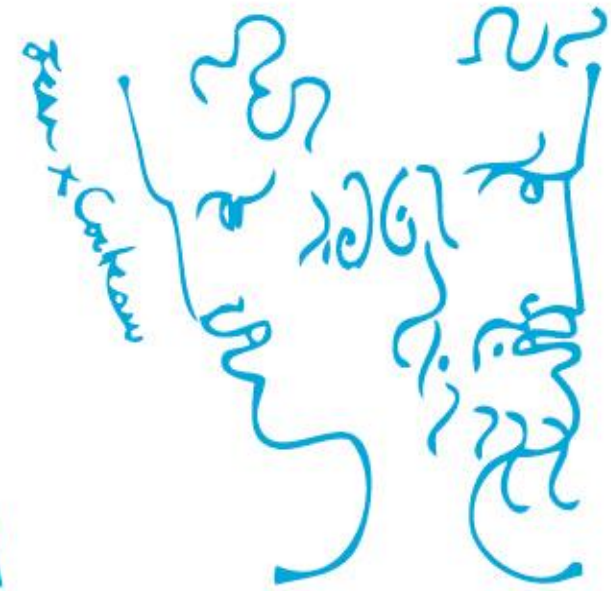


**FIA**



**INTERNATIONAL FEDERATION OF ACTORS**  
**FEDERATION INTERNATIONALE DES ACTEURS**

[www.fia-actors.com](http://www.fia-actors.com)

FIRST FIA CONGRESS, 1951





**FIA's First Female President  
French Actor France Delahalle  
President from '73 to '82**

# FIA Supports the Rights of Women Performers World-wide to

**Preamble from the FIA Women's Charter, initiated in 1976**

- **Opportunities** for employment and professional development equal to that of male performers,
- **Maternity leave**, maternity benefits and free child care when working, should they choose to have children,
- **Pay and conditions** equal to that of male performers for work of equal value,
- **Equal access** with men to social protection and work benefits such as pension provision, medical and dental plans and unemployment insurance,
- **Freedom** from inequitable casting practices, sex-role stereotyping and age discrimination,
- **Freedom** - backed by protection in collective agreements and in law - from sexual harassment,
- **Freedom** from coercion to perform work which is sexually degrading,
- **Active promotion** of women in more leadership roles in the entertainment industry and in their performers' trade unions,
- **Active promotion** of scripts by women and of artistic works that portray women in the many stages and aspects of their lives,
- **Urgent action** by their trade unions in the furtherance of all the above goals.



# AGE, GENDER AND PERFORMER EMPLOYMENT IN EUROPE

REPORT ON RESEARCH FOR THE INTERNATIONAL FEDERATION OF ACTOR'S (FIA) PROJECT

'CHANGING GENDER PORTRAYAL:

PROMOTING EMPLOYMENT OPPORTUNITIES FOR WOMEN IN THE PERFORMING ARTS'

Deborah Dean

Industrial Relations Research Unit  
Warwick Business School  
University of Warwick  
UK  
Deborah.Dean@wbs.ac.uk



**Research Commissioned by FIA  
in 2008**

# Neropa – NEutral ROles PArity: A Method for more Genderbalanced Casts



**Performer Belinda Ruth Stieve  
has conceptualized the 'NEROPA'  
approach**

# Campaign ERA 50:50 by 2020



Swedish Film Institute: Equal access to funding

# Looking at the wider picture:

**“Performing work, being both publicly visible and one of the most longstanding of gender-integrated jobs, is an important and useful site for the study of social inequalities and employment. Performers’ work represents us to ourselves through a variety of media and therefore their working realities (how, why and when they get jobs) represent more than their own experiences as workers.”**

*Dr Deborah Dean, Age, Gender, and Performer Employment in Europe*

**“Until the audience’s values change, we cannot expect the industry’s to”**

*Female performer, responding to the questionnaire for Age, Gender, and Performer Employment in Europe*



**2017:**

**#MeToo**

# A joined-up approach:

- 2017 **CM/Rec(2017)9** Council of Europe Recommendation on Gender Equality in the Audiovisual Sector
- 2011 European Framework of Action on Gender Equality in the Audiovisual Sector
- 2009 FIA Handbook of Good Practices to Combat Gender Stereotypes and Promote Equal Opportunities in Film, Television and Theatre in Europe
- FIA 2018 [Combating Sexual Harassment](#): Resources, Inspiration, Good Practice (Web Section)