

**MEDICI FIFTH WORKSHOP
DEVELOPMENT / GENDER and QUOTAS
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**Spotlight on Eurimages and its work on gender equality and
film**

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What we have already done

Decisions taken in Marseille, June and Vilnius, October 2013:

- Create a Gender Equality Study Group,
- Introduce a gender criterion in the composition of the coproduction WG and in the selection of readers
- Organise enlarged meetings in each of the host countries, in the framework of the Board of management meetings
- Create a gender analysis tool
- Define performance indicators to measure progress



Gender Analysis Tool

Which allows:

To define the gender of a project (gender grid in the application to Eurimages);

To define the gender of the script (*Bechdel* test in the readers' analysis)

To collect and analyse the budgets' data of eligible projects.



Gender Analysis Tool: Gender Grid

GENDER OF ELIGIBLE PROJECTS 2014	NUMBER OF MEN		NUMBER OF WOMEN		TOTAL
FICTIONS	Total	% Men	Total	% Women	Men & Women
Volume of projects	151		151		151
Total producers	259	71,55%	103	28,45%	362
Director	119	78,81%	32	21,19%	151
Scriptwriter	114	75,50%	37	24,50%	151
1st role	92	61,33%	58	38,67%	150
2nd role	91	63,19%	53	36,81%	144
3rd role	76	60,32%	50	39,68%	126
Cameraman/Image	136	90,07%	15	9,93%	151
Editor	89	61,81%	55	38,19%	144
Researcher	0	0,00%	1	100,00%	1
Composer	110	93,22%	8	6,78%	118
Sound engineer	140	97,22%	4	2,78%	144
Total artistic&technical list	967	75,55%	313	24,45%	1280
Totals	1226	74,67%	416	25,33%	1642

Gender Analysis Tool: Bechdel test

- Applied only to fiction projects
- *female*: the work has at least two identifiable and named female characters -1 point-
- These two women speak to each other -1 point-
- The subject of their conversation is not exclusively a man -1 point ;
- *male*: same questions applied to men.

Gender Analysis Tool: Budget Analysis

- We have budget information for 290 eligible co-production projects, submitted to Eurimages in 2013 and 2014;
- The analysis of this information has just been completed and will be presented to the Board of Management during its next meeting in October.

Result indicators (all eligible projects)

measuring the degree of equality:

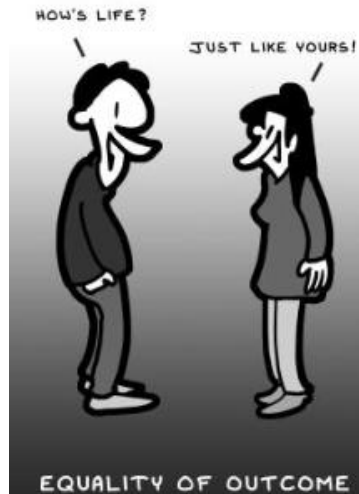
- Project gender
- Selection rate
- Support rate
- Film budgets
- Support granted
- Salaries (producers and directors).

Content indicators (eligible fiction projects)

Measuring the representation and role of women on screen:

- Bechdel test
- Main character
- Second and third roles
- Age and responsibilities (main character),
- Detection of stereotypes, clichés...

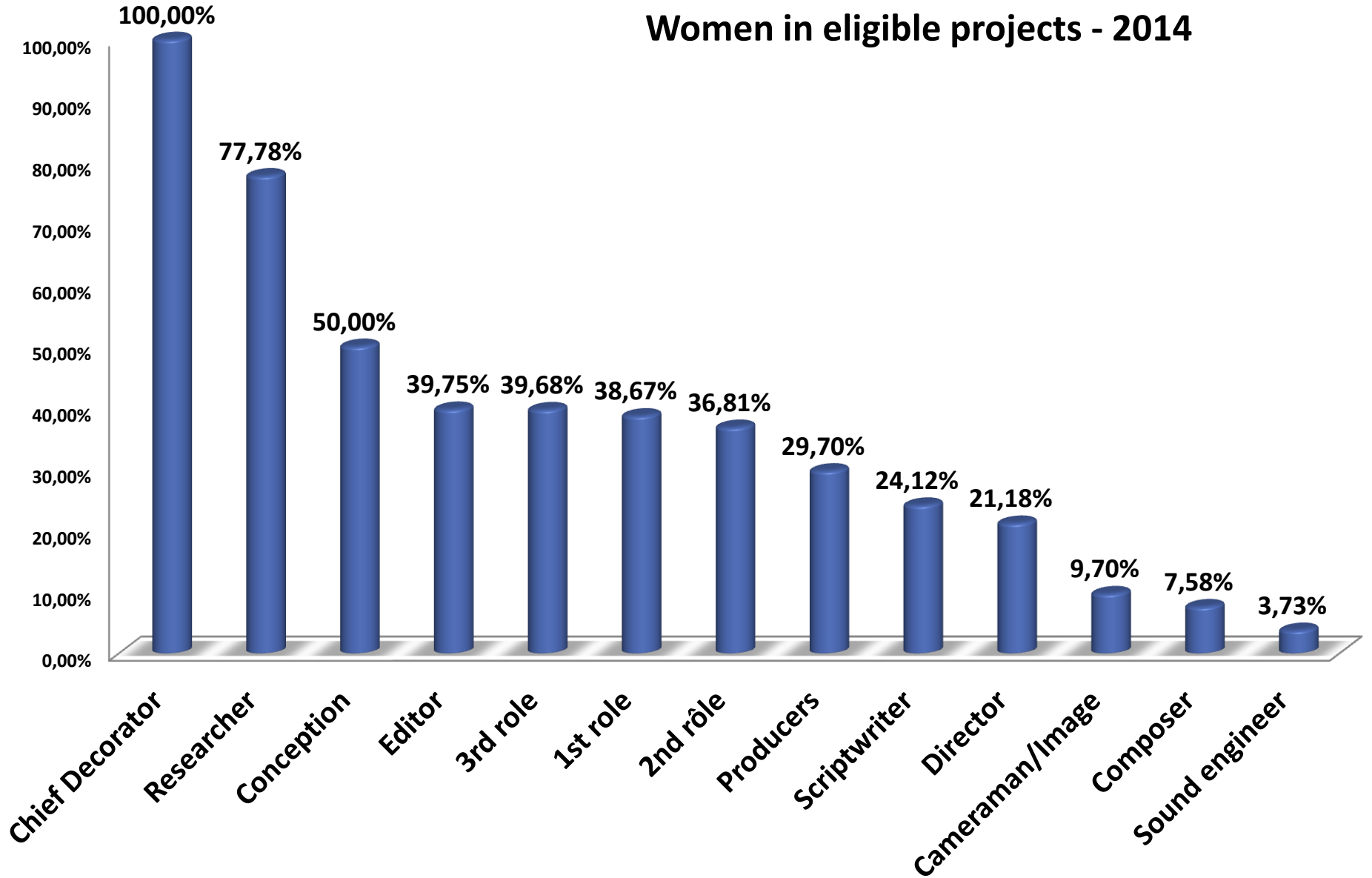
The situation in Eurimages: The state of play and scope for change



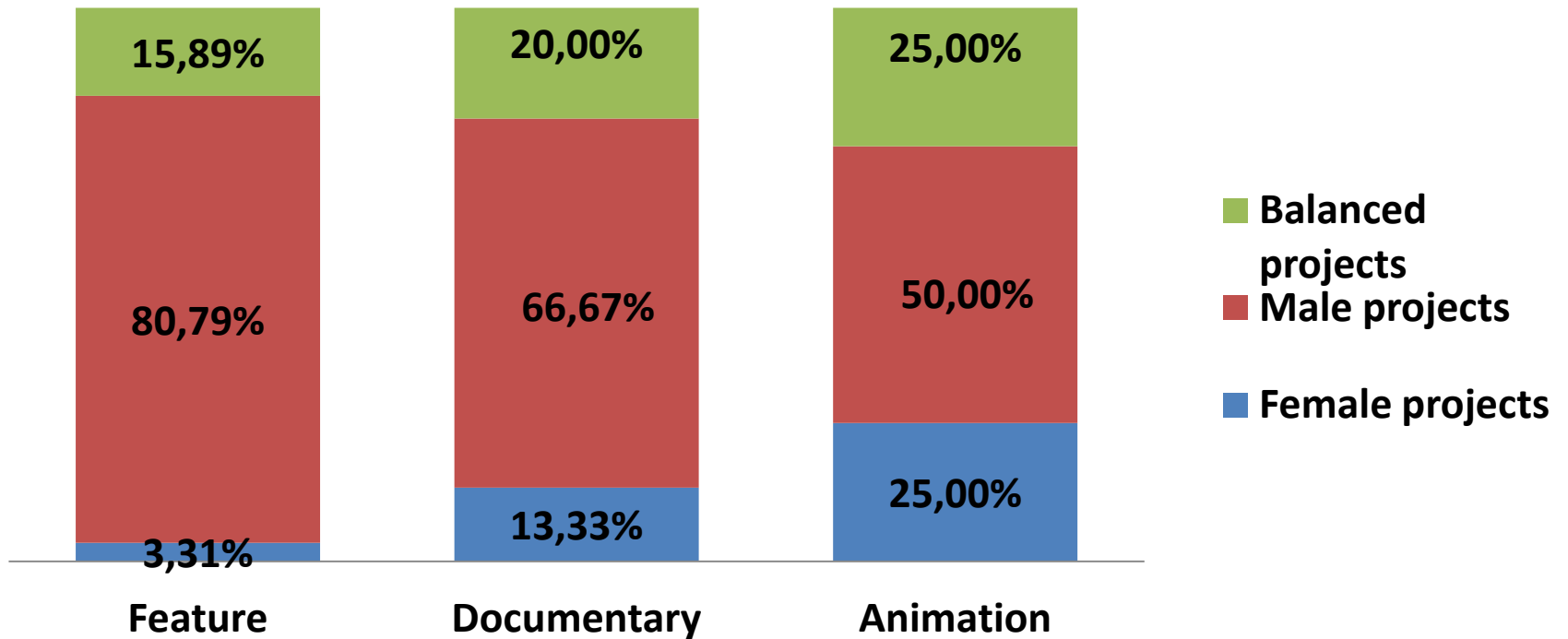
Main data

Key Functions	2012		2014	
	Women	Men	Women	Men
Director	17,33%	82,67%	21,18%	78,82%
Producer	27,54%	72,46%	29,70%	70,30%
D.O.P.	2,90%	97,10%	9,70%	90,30%
Editor	36,76%	63,24%	39,75%	60,25%
Scriptwriter	23,21%	76,79%	24,12%	75,88%
TOTAL	23,00%	77,00%	26,00%	74,00%

Women in eligible projects - 2014



Gender of eligible projects- 2014



Bechdel test (eligible fictions projects 2014)

Bechdel Test	Female & balanced projects Female Test	Female & balanced projects Male Test	Male projects Female Test	Male projects Male Test	Total
0 - 0,5	3,4%	0%	11%	1,6%	5,3%
1 - 1,5	10%	13,8%	32%	3,3%	16,6%
2 - 2,5	17,2%	20,7%	16%	9,8%	13,9%
3	69%	65,5%	42%	85,2%	64,2%

Results from budget analysis 2013-2014

Supported projects	Men directors	Women directors	Difference
Percentage of projects	81%	19%	-62
Selection rate	51%	47%	-4
Budget (average: K€)	3 704	2 426	-35%
Salary (average: K€)	122	81	-34%
Grant per project (average: K€)	321	251	-22%
Total support granted (K€)	36 884	7 530	
Percentage on total support	83%	17%	



So, what can we do now?

Presentation to the Board of Management in October 2015 BoM meeting, Tbilisi:

- study results and recommendations,
- **a gender policy for Eurimages** to be adopted,
- an action plan for 2016 and 2017.

A political declaration has been adopted by members states of the Council of Europe in Sarajevo on 14 August 2015.



Where can you find about us, our work so far and about latest developments:

Dedicated website:

http://www.coe.int/t/dg4/eurimages/Gender/Gender_en.as