



Social Dialogue Gender Equality

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Henrik Stålspets - Swedish performing Arts

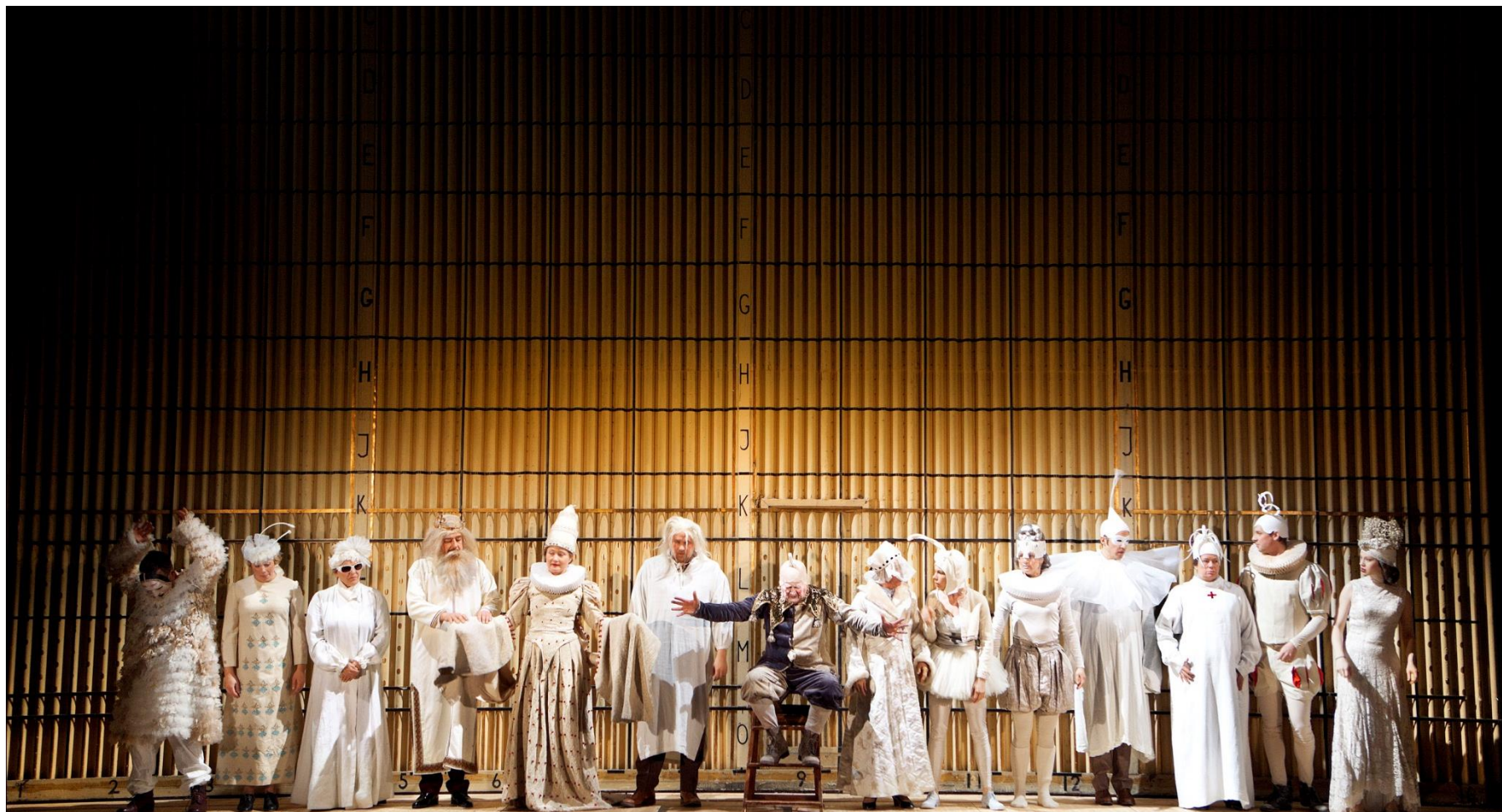


svensk scenkonst

Gender Equality

- Swedish Performing Arts - the Swedish employers organization for the Performing Arts
- 100 organizations and companies in the field of theatre, music, and dance
- Create the best possible conditions in order for our member organizations to carry out their activities both nationally and internationally

Why is gender equality so interesting?



Gender Equality

- ✓ gender equality contributes to more successful organizations
- ✓ gender equality is important for society at large, and here the performing arts institutions have a double responsibility – to embody gender equality in their own place of work and to challenge audiences to do the same in their lives

Gender Equality

- Sweden's reputation of gender equality
- The performing arts, in no way best in class
- "art needs to be free" (yeah, right...)
- Diversity is a factor for success!



Gender Equality

- Representative for the employer or for the employee; different points of entry
- Laws that govern employer responsibility; anti-discrimination
- Awareness of discrimination
- Importance of seminars, discussions and training

Gender Equality

- Increasing focus since (around) the year 2000
- Questions raised by the owners
- A study made by the Swedish Government; men had greater access to necessary resources than women
- The Swedish Arts Council strengthening gender equality

Gender Equality

- What have we done as employers' representative?
- Leadership education for future leaders within the performing arts; women only!
- Today more or less 50/50
- Positive spiral

Gender Equality

- In 2013, similar leadership program within the music life ("Spela Jämnt"); women only!
- Enable more women to high positions within the musical life
- Also a very positive feedback
- All directors/management are key individuals

Gender Equality

- Gender equality checklist
- A result of cooperation between employers and employees
- Creating a living dialogue and a constant questioning
- Available in English, www.svenskscenkonst.se



Gender Equality

- Checklist regarding diversity in a broader sense
- Including other grounds of discrimination such as sexual orientation, ethnicity, age etc.
- Concluded in 2014
- A result of a common working group with the union
- Directors and management in the working group

Gender Equality

- Other examples:
 - Panel discussion at Swedish Performing Arts annual meeting (gender equality and diversity)
 - The Göteborg Opera, review of policy documents and of the rehearsal process

Gender Equality

- Not only collaborations; pay attention to and respect our different point of views
- As employer you have certain obligations and you must be able to take responsibility and handle difficult situations
- A centralized organization might be able to support

Gender Equality

- Future perspective
- Gender equality/diversity is natural and must be treated as a positive challenge

