

Social dialogue meeting  
Agenda item 6  
'how to tackle transgressive  
behavior'  
Report from Flanders/Belgium

# The sector

- Small companies
- Accordeon companies
- Short term employment
- ≠ work statuses

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- Confidential adviser?
- Welcome policy ?
- Health and safety?

# Before #metoo

- Health and safety policy in the sector since 2013
- End 2016: survey well-being in the sector
  - Two questions concerning transgressive behaviour:
    - (1) At work, are you confronted with jokes or remarks with a sexual connotation that you receive as inappropriate?
    - (2) In your work, does someone physically touches or grasps you in a manner that you consider inappropriate or undesirable?

Result: 98 % of the respondents experience no or little transgressive behaviour.

# #metoo

May-Nov 2017 : [engagementarts.be](http://engagementarts.be)

Oct 2017 : dialogue and talks with partners in the sector

Nov 2017 - ...: sectoral action plan (social partners and social fund)

Feb 2018: round table minister of Culture

March 2018: hearing Parliamentary commission

>> 3 levels

# Level 1

Artists and people working in the arts sector:

- Research
- Article in magazine recto verso: #Wetoo: [What dancers talk about when they talk about sexism](#)
- Peer to peer: virtual and in real life
- [Online statement](#): *'By signing this statement we show our commitment to join a worldwide movement to end harassment, violence, discrimination and abuse of power*
- Campaigning – against sexism and promotion of gender equality

# Level 2: political level



Minister of Culture Flanders



Flemish Parliament

# Level 2: political level



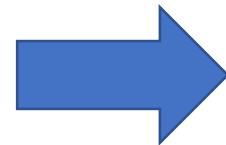
- **Survey (University of Gent)**
- **2 Working groups**



**Action Plan**



# Level 2: political level



**Action Plan**



# Level 3: the sector

## WHO?

1. Social Fund
2. Employers (oKo)
3. Unions (LBC-NVK, ACOD-cultuur, ACLVB)

## WHAT?

*Action plan: Prevention, awareness raising and information*

# Sectoral action plan

Sector	Organisation	workers
Ethical leadership	Training confidential persons	information
Code of integrity	Intervision conf persons	training
Good governance	Sharing good practices	
Fair practice	Information on legal procedures	
Boundaries in artistic process		

**SECTORAL CONTACTPOINT?**

# Sectoral action plan

## Actions already undertaken:

- Guidelines on legal procedures to prevent psychosocial risks, used by unions, employers and engagementarts.be
- Presentation of action plan in special commission of the Flemish parliament on 'transgressive behaviour'
- Participation in the working groups set up by the minister of culture
- Sectoral event on the best way to tackle and prevent (sexual) harassment (legal issues, good practices from other sectors and other countries).
- Sectoral (5d) training of so-called 'confidential persons' or 'advisers specialised in the prevention of psychosocial transgression'.
- Dance sector

# Conclusions sectoral event

- Terminology
- Protection of boundaries
- Procedures
- Leadership
- Training and education

# Next steps

Thank you for your attention!

Questions?

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