



HÄN – EQUALITY, CULTURE AND WOMEN

Welcome to the Seminar on Gender Equality in the cultural and creative sectors
on December 3rd 2019 at 9:30 am – 4 pm in Tampere, Finland!

PROGRAMME

From 9:00 am Arrival, registration, coffee. Venue: Tampere Hall, Tampere, Finland <https://tampere-talo.fi/en/>

9:30 Welcome by Eija Oravuo, Project Manager, City of Tampere, Tampere ECOC 2026

9:35 Opening Speech by Vice Mayor of Tampere Jaakko Stenhäll
“Tampere, the cradle of Gender Equality”

9:50 “Gender Equality in the cultural and creative sectors in the EU. What’s new in strategies, policies, actions and funding?” Else Christensen-Redzepovic, “Voices of Culture” - Structured Dialogue between the European Commission and the Cultural and Creative Sectors <https://voicesofculture.eu/Q&A>

10:15–10:35 Coffee break

10:35 “Facts on Gender Equality” Christian Veske, European Institute for Gender Equality
<https://eige.europa.eu/>

Q&A

11:00 Presentation by four members of the “Voices of Culture” Gender Equality topical groups

1. **Equal Access for women to the labour market and leadership positions**
Zita Holbourne, Barac UK, Artists Union England, Roots Culture Identity www.aue.org.uk
2. **Education and Training: Gender Stereotypes, representation and role Models**
Tamara Tatishvili, European Women’s Audiovisual Network www.ewawomen.com
3. **An End to Sexual Violence** - Imogen Gunner, FairPlé www.fairple.com
4. **Systemic discrimination demands systemic change** – Christine Langinauer, Culture for All
<http://www.kulttuuriakaikille.fi>

Q&A

12:00–13:00 Lunch
(noon–1 pm)

13:00 (1 pm) Four thematic group discussion with the aim of identifying projects and actions to address Gender Equality issues based on the four Voices of Culture topics presented above. Each group will be moderated by the topical speaker above.

14:30–14:50 Coffee break
(2:30–2:50 pm)

14:50 (2:50 pm) Panel discussion on output from groups. How can recommended actions and project ideas work in the field?

PANEL: Zita Holbourne, Tamara Tatishvili, Imogen Gunner, Christine Langinauer, Christian Veske, Paulina Ahokas, Managing Director, Tampere Hall, Juha Hemánus, Creative Director, Tampere ECoC 2026. Moderator: Else Christensen-Redzepovic.

15:50 (3:50 pm) Final word by Satu Vuorinen, Head of International Affairs, City of Tampere & Tampere ECoC 2026

16:00 (4 pm) Cocktails followed by visit to Moomin Museum <https://muumimuseo.fi/en/>

ABOUT THE TOPIC AND THE SEMINAR

Gender gaps exist in nearly all cultural fields in the world and across the member states of the EU. Women are not only underrepresented in the workforce, mainly in creative jobs and in leadership and decision-making positions, but also paid less than their male colleagues. Moreover, gender stereotypes and sexual harassment are still widely taking place, while access of female artists to resources and to the art market is often limited. The conditions on the labour market make women artists particularly vulnerable, in particular as far as labour segregation, social rights related to pregnancy, maternity and pensions are concerned.

Gender Equality is discussed at all levels of society and transversally across sectors both nationally as well as in the EU. The seminar will endeavour to build on existing foundations by drawing on most recent research and activities on the topic.

The European Commission project Voices of Culture had Gender Equality as a topic at a Brainstorming meeting in Prague in September 2019. 35 representatives of European networks, organisations and institutions were selected in an open call to work on the topic and to put forward recommendation on policy, actions and projects to the European Commission and the Open Method of Coordination group (representatives from EU Member States) in a Structured Dialogue that took place in Brussels on 6th and 7th November 2019. The results of this work will be presented at the Tampere seminar on 3rd December by representatives from the Structured Dialogue group. Their work will serve as a point of departure in the discussions in the Tampere seminar.

AIM OF SEMINAR: *The aim of the Gender Equality seminar is to raise awareness on gender balance in the cultural and creative sectors at policy, administrative and practical levels and to propose projects ideas and actions that can address the issues.*

OUTPUT OF WORKSHOP OF THE SEMINAR: *A catalogue of project ideas and actions.*

TO WHOM WILL THE SEMINAR BE RELEVANT: *Policy makers at EU, national, regional and municipal levels, cultural and other networks, NGO's, institutions, organisations and foundations interested in and/or working with the topic and European Capital of Culture cities (applicants, past and present ECoCs).*

Changes possible.

All the information, updated programme & registration:

<https://tampereregion2026.fi/en/equality-culture-and-women/>