



CHARTER FOR GENDER EQUALITY within orchestras and opera houses

Recommendations presented by
the Association Française des Orchestres
and Les Forces Musicales

Upon conclusion of a jointly-attended seminar in Aix-en-Provence on 9, 10 and 11 July 2018, the members of the Association Française des Orchestres and the members of Les Forces Musicales committed to stepping up their action in favour of gender equality in their respective organisations.

Being aware of the results of the AFO survey on the subject, they have issued recommendations which they will implement locally in their organisations, and by developing the necessary partnerships.

This is a long-term effort, for which orchestras and operas, their directors and staff, the AFO and Les Forces Musicales, will take action by encouraging dialogue with all the players involved.

The implementation of this charter will be subject to annual analysis, making it possible to validate or amend its terms.

No requirement will change the orchestra or the opera house if society as a whole does not change itself, they reassert that all players in a true chain of responsibilities must mobilise around the same cause, from the earliest age.

The recommendations are appended to this press release.

Recommendations

Paris, 16 July 2018

OBSERVATION

1. Collect annual data on gender equality:
 - for all permanent staff of orchestras and opera houses;
 - for chorus directors, stage directors and choreographers;
 - for composers, librettists.

NB: These data will need to be collected in a harmonised manner with the public authorities, social partners and partner networks.

ARTIST INTEGRATION AND CAREER

Conductors and assistant conductors

2. Promote the professional integration of young artists after national and international competitions, upon graduation from conservatories and academies, in order to promote gender equality.
3. Each year, organise a repeat edition of the “Springboard for young woman conductors” as tested during Orchestres en fête ! in November 2018, with internationally-recruited participants.
4. That orchestra and opera house chief executives be consistently informed about and invited to exit examinations organised by higher education institutions.
5. Establish with artistic agents and conservatories a “database” of female conductors early in their career, at the European level.
6. Identify and promote the assistant conductor positions for musical ensembles in France in order to help recruit women as musical directors.
7. Ensure that female conductors are included in pre-selection rounds for conductor positions.

For example:

- ⇒ *by creating a young conductor incubator to facilitate their entry into the profession;*
- ⇒ *by helping, in particular, make women more visible in the programming of orchestras and opera houses so as to facilitate their later search for conducting positions;*
- ⇒ *several orchestras will join forces to recruit assistants;*
- ⇒ *by organising, in orchestras and opera houses, a national conducting master-class programme.*

Instrumentalists

8. Improve integration schemes for young artists by paying particular attention to the integration of women.
9. Recruitment competition:
 - 9a. Promote gender equality on recruitment panels through the inclusion of women amongst the “qualified figures”;
 - 9b Subject recruitment competition procedures to assessment;
 - 9c Before the start of the tests, provide the members of the jury with gender statistics in the respective sections;
 - 9d Promote gender equality when selecting extra or substitute musicians;
 - 9e Raise awareness among new entrants about equality between women and men, in particular by addressing this subject during the AFO orientation days for “New Entrants” and/or in a Musicians’ Welcome Guide, to be drafted;
 - 9f Set up a continuous training module in partnership with AFDAS and CNFPT on gender equality for all staff (fighting harassment, stereotypes, prejudice, etc.).

Female composers

10. Promote gender equality in the programming of orchestras and opera houses:
 - 10a. Draw up an inventory of works composed by women to be shared across the sector;
 - 10b Share information on the programming of female composers by mobilising orchestra and opera house librarians;
 - 10c Ensure that women have a greater role when programming works from the twenty-first century and when commissioning works, as well as when holding artist residency programmes;

COMMUNICATION / SYMBOLIC REPRESENTATION OF THE PROFESSIONAL WORLD

11. Ensure balanced representation of women and men in the visual communication materials (seasonal brochures, posters, etc.)
12. Launch an awareness-raising campaign aimed at doing away with gendered stereotypes with regard to instruments:
 - 12a. Involve volunteer musicians in introducing the youngest children to instruments, when they are to make their own choice, ensuring that both men and women are involved. For example, by offering them the chance to take part in the instrument introduction days at conservatories;
 - 12b. Initiate and take part in designing and distributing a publication for young children, in connection with the conservatories, the parents of students and the Ministry of Culture.

COLLECTIVE NEGOTIATION / SUPPORT MECHANISMS

13. Fighting sexist violence and discrimination remains a priority for each member organisation as well as for the AFO and Les Forces Musicales, across the nation.
14. Provide member orchestras and opera houses with tools to implement legal obligations: template collective agreements on gender equality, action plans with special attention to quality of life in the workplace.
15. Create incentives for companies with fewer than 50 employees to implement the rules applicable to companies with more than 50 employees.
16. Review, with social protection organisations (an avenue explored in the whole of the live and recorded entertainment industry) other incentive measures.

For example:

- ⇒ *ensure a balanced representation of women in governance bodies;*
- ⇒ *where possible, adjust funding criteria in recognition of initiatives promoting equality.*

NETWORK PARTNERSHIPS

17. Many of the initiatives listed among the recommendations in this document will be implemented in partnership with other organisations, including: higher learning institutions, conservatories, and any other public or private partner.
The partnerships thus established or developed will be specifically promoted.

A MONITORING COMMISSION

18. A Standing Committee on Gender Equality has been set up within the Association Française des Orchestres and Les Forces Musicales.

CONTACTS

> On behalf of the Association Française des Orchestres:

Zoé Garry

zgarry@france-orchestres.com - +331 42 80 26 27

> On behalf of Les Forces Musicales:

Alexandra Bobes

a.bobes@lesforcesmusicales.org – +331 40 38 66 01