



Gender Equality Thursday N°3 – October 28th 2pm – 4 .00pm CEST Combatting Sexual Harassment in the Live Performance Sector

As part of the joint EU funded project “Gender Equality on and off the Stage: A Mapping Project of the European Live Performance Sector”, the European sectoral social partners – namely PEARLE*, FIA, FIM and UNI MEI – are organising a series of four two-hour workshops covering different dimensions of gender equality in the Live Performance sector. This Gender Equality Thursdays series will run throughout the Autumn of 2021. The third webinar addresses sexual harassment in the live performance sector.

The high-profile revelations of sexual misconduct in the US in 2017 created a domino effect across the globe, within the entertainment industry, and far beyond. The #metoo movement was a global wake-up call, lifting the lid on an endemic culture of sexual harassment in the industry that had long gone unquestioned. How can we put a definitive end to this harassment culture, and bring about real change in our society and in our sector? How can we appropriately address sexual harassment and gender based violence in the workplace? What tools can we use to create a workplace that is free of discrimination, harassment and retaliation? The webinar will be moderated by project consultant Anne Boukris






Keynote Address: “Sexual Harassment in the Entertainment Industry: Legal and Policy Approaches” Margherita Licata, International Labour Organisation

Debate with our Expert Panel:

- Karine Huet, SNAM & TBC Representative of FESAC (France)
- Paula Lejonkula, Project Leader on Inclusive Workplaces in the Performing Arts, (Sweden)
- Christa Criel, Social Fund Performing Arts Flanders & Niek Verlinden, oKo – Platform arts organisations (Belgium, Flanders)

Breakout Sessions: Each of the panellists will join a short interactive breakout session with webinar participants to further discuss the challenges highlighted by the keynote speaker, to answer questions and to take stock of the different national situations.

Meet the speakers:

	<p>Margherita Licata works at the International Labour Organization, in the Sectoral Policies Department and has over 15 years of experience in policy advice and support in the area of social and labour issues, migration, health and gender at work, including two years in Southern Africa. She currently coordinates global and regional research, policy advice and facilitates consensus building on employment and labour issues in retail/commerce, media and culture and financial services.</p> <p>She holds a M.Sc. in Public Health from the London School of Hygiene and Tropical Medicine, a Master in International Legal Studies from the University of Verona, as well as a degree in Political Science from the University of Perugia.</p>
	<p>Karine Huet has been a professional musician and an « intermittente du spectacle » (ie: working intermittantly as a performing artist within the dedicated French social security system) for more than 20 years. She is also the Deputy General Secretary of the French Musicians' Union SNAM CGT.</p>
	<p>Paula Lejonkula is a lawyer, specialised in discrimination law and Equality development with 20 years of experience within the field whereof 10 at the Swedish Equality Ombudsman. Years of assignments in a diversity of sectors and a variety of organisations including Diversity Expert positions in Unions as well as Employer organisations giving a broad picture of Diversity & Inclusion.</p> <p>Founder of Praktikum (www.praktikum.se) providing support for Equality development and legal advice and part time hired to lead the project "Inclusive workplaces within Performing Arts" (Swedish Performing Arts Association and The Swedish Union for Performing Arts and Film) since 2019.</p>
	<p>Christa Criel has been working for the Social Fund for the Performing Arts for over 10 years. As a sector consultant, she uses her knowledge of the sector and her training in corporate psychology on various themes related to employment. Among other things, she contributes to the development of a training offer, career guidance and actions on mental health. In recent years she has also worked intensively on the theme of 'transgressive behaviour' in the sector.</p>
	<p>Niek Verlinden studied art sciences and cultural management in Ghent and Antwerp (BE). She has been working in the arts sector throughout her entire career. She started as assistant production management and artistic planning in NTGent, where she subsequently became personnel manager. She then worked as a HR manager at the arts center Vooruit. Since 2019, Niek works at the Flemish branch association of arts organisations (oKo) being responsible for the coordination of the network and for social affairs. Her expertise lies in the field of HR and remuneration policies, the position of the artist, fair practice, well-being at work and social dialogue.</p>

