

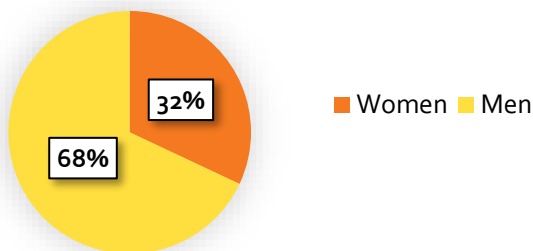
A snapshot of gender equality in the SAA membership:

Audiovisual authors and the collective management organisations protecting their rights.

End of 2022 the Society of Audiovisual Authors carried out a survey among its [33 members](#), the collective management organisations (CMOs) for audiovisual authors in 25 European countries, to map the situation in terms of existing equality and diversity data. The survey looked at the CMOs' members (screenwriters and directors), staff, and existing good practices. More than half of SAA members participated, and some interesting findings emerged:

- ✦ Among CMO members who are audiovisual authors (non-music), 32% are women.
- ✦ The gender composition on CMO boards of directors varies from 0 to 70% women, the average is 40%.
- ✦ The average age of audiovisual female authors is 48 years and of male authors is 53 years.
- ✦ Among audiovisual authors (non-music), 31% women have received payment in the year and 69% men. The gender gap for authors' average annual revenue is 30%.
- ✦ 64% of the CMOs' staff are women and 42% of CMOs' executive staff are women.
- ✦ 16 CMOs responded that they collect gender data, among which 3 include other categories than men and women. None reported collecting other diversity data.

AUTHORS



Among CMOs' members who are audiovisual authors (non-music), 32% are women and 68% men.¹

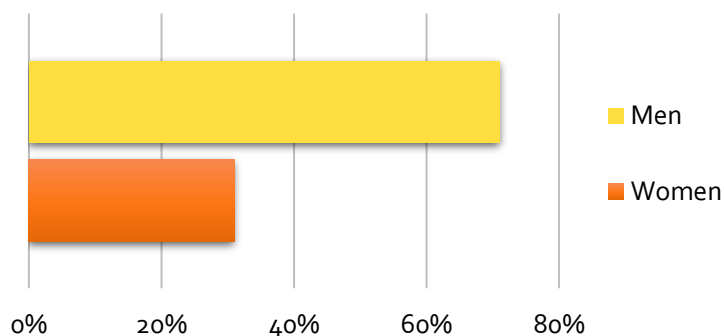
Overall, more female authors are members of CMOs than the average share of female professionals in the European film production, which is for directors 22% and for screenwriters 27% ([European Audiovisual Observatory](#)).

¹ This figure is taken from SAA key figures 2021 (based on more members' response)

The gender composition on CMO boards of directors varies from no women at all up to 70%. The average is 40% women and 60% men. Women represent 45% and men 55% on CMO advisory boards and other committees.

There are no comparable EU-wide figures for small companies or organisations. However, the share of members of boards in largest quoted companies, supervisory boards or boards of directors in Europe (2020) is 29% women and 71% men ([EIGE](#)). This points to the fact that **CMOs perform better in terms of female authors on boards compared to large companies.**

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Female authors' average annual payment is 3300 EUR compared to 4700 EUR for men.

The findings of the SAA members' survey indicate a much higher gender gap for authors' annual payment than the average pay gap in Europe.

In 2020, women's gross hourly earnings were on average 13% below those of men in the EU ([Eurostat](#)). Several factors contribute to this gap: different working patterns of women, often linked to factors such as their career breaks or change in working pattern to look after a child or other relatives; gender segregation in low-paid sectors and part-time employment. Some women are even paid less than men for the same work ([EU Commission](#)). In 2018, women in the EU over 65 years old received a pension that was on average 30% lower than that of men ([Eurostat](#)). One-third (32%) of the cultural workers are self-employed (compared to an average of 14% in the whole economy) ([Eurostat](#)). Women are substantially under-represented among self-employed workers, having lower earnings and income ([EIGE](#), read 'economic independence').

The disparity in production and budget for women compared to men is something specific to the audiovisual sector. The average budget for fiction films by female directors is 19% lower than the budget for films by male directors. In terms of documentary films, the budget for female directors is 8% lower. Moreover, the level of activity is slightly lower for female than for male professionals. Only about 10% of female directors made more than one film between 2017-2021 ([European Audiovisual Observatory](#)).

STAFF



64% of the CMOs staff are women and 36% men.

Compared to the cultural sector, and EU employment in general, more women work for CMOs.

In 2022, among the 7.7 million people working in the cultural sector across the EU (3.8% of total employment) the smallest ever gender gap was recorded, with 3.9 million men and 3.8 million women employed ([Eurostat](#)).

Compared with the total employment (46.3 %), slightly more women were employed in the cultural field (49.2%) ([Eurostat](#)). However, the EU average employment rate in 2022 shows that less women (69.3%) were employed than men (80%) ([EU Commission](#)).

42% of CMOs' Executive staff are women and 58% are men.

In 2019, women accounted for just 27-28% of board members of the largest publicly listed companies registered in EU countries ([EU Commission](#)). Figures from 2014 show that (in the EU, not sector specific) only 3.3% of CEOs (chief executive officers) are women ([EIGE](#)). The [EU Directive](#) of 23 November 2022 on gender balance on corporate boards requires listed companies of at least 250 persons to have 40% of the underrepresented sex among non-executive directors or 33% among all director positions by 2026 ([EU Commission](#)). Although it excludes small and medium-sized enterprises, it should still serve as a guiding principle to aim for equality.

16 CMOs responded that they collect gender data. Among these, 3 CMOs include other categories than men and women.

Several SAA members do not report a gender breakdown of their collection figures. In terms of data collection, [EIGE](#) (the European Institute of Gender Equality) recommends to "try to consider at least three gender categories when collecting your data, for example woman, man and non-binary (or gender-diverse)". Transgender Europe further explains that "many trans people who have already transitioned will state 'male' or 'female', so a separate question (in questionnaires) needs to be asked to identify those who are also trans." ([TGEU](#), [Trans-inclusive workplaces](#)).

GOOD PRACTICES

A few SAA members highlighted good practices such as inclusive hiring practices, gender equality roadmap, LGBT+ Commitment Charter, cultural diversity study and work against harassment and other forms of discrimination.

The European Handbook on Equality Data defines equality data as any piece of information that is useful for the purposes of describing and analysing the state of equality. (...) Accurate and comparable data is essential in enabling policymakers and the public to assess the scale and nature of discrimination suffered by vulnerable and marginalised groups. It allows policy makers to better design, adapt, monitor, and evaluate policies. Equality data are, therefore, a powerful tool in the fight against discrimination and exclusion ([EU Commission](#)). For information about national legislation, see [Equinet](#)'s directory of [national equality bodies](#).