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## women.demand.culture

"Feminism is a policy; a policy which aims at changing the balance of power between men and women currently prevailing in our society. This balance of power determines all areas of life: family, education, welfare, the world of work and politics, culture and leisure. It defines who does what for whom, who we are and what we can become."

*(Chris Weedon, Knowledge and Experience)*

The reduction of the different disposal proportions between women and men tends to gender democracy, the production of democratic proportions between the gender. Thus not alone the political participation chances are at aim, but also the social resources distribution between man and women. Gender democracy implies necessarily a change of the existing disposal proportions, also in democratic systems.

In the refusal of a rule over others, is with the same participation from women and man around a changed, positive power term - positive as entrance and auditing right of resources as well as decision and scope for design in the public area (politics, culture, economics, science etc..) and within the private sector. Democracy contains the acknowledgment of same rights for different ones, is characterized by openness and avoids homogenization within the group of the women and those of the men.

( See gender democracy -a new feminise example. Femina politica – magazine for toolistic political science. Issue 2/2002)

We demand from the country Upper Austria:

### **UA Culture advisory board**

We demand that women are equally represented in the advisory board for cultural affairs in Upper Austria as soon as possible, including the specific advisory boards for the various fields. We demand that women are equally represented in selection committees.

Members of the advisory board for cultural affairs have to get for this employment an appropriate representation allowance.

### **Assignment of prices and scholarships**

Medium term is to arrive with a package of measures, that prices and scholarships of the country Upper Austria are going to be assigned equally between genders.

We demand that women are equally represented in selection committees and that men and women are explicitly invited to contend for prizes of the Land, grants, studio and talent sponsorships in Upper Austria.

Information on the composition of selection committees has to be made publicly available (e.g. in the Upper Austrian cultural report)

In particular, the advisory board for cultural affairs and the networking centre for women in art and culture are to be involved and have the right to take a stand.

As far as grants, prizes of the Land, talent and studio sponsorships are concerned, they should be open to all people living in Upper Austria regardless of their citizenship.

The text for invitation of tenders has to express, that women are explicitly invited to contend for prizes of the Land, grants, studio and talent sponsorships in Upper Austria.

In the special case of talent sponsorship the age limit has to be abolished to make it accessible to people who become aware of their interest at a later stage in life for reasons such as childcare etc.

The principle of parity also applies to migrants in proportion to their share of the total population. Women have to be considered to the same extent as men.

Also different committees in the art and culture range e.g. are to occupy in equal terms, even if its about sift out institutions and even if they are just used for a certain time.

## **Personnel policy of the provincial government of Upper Austria**

In the cultural administration and in the external cultural institutions of Upper Austria (Landestheater, OK, Landesmuseum, music schools) as well as in all municipal cultural institutions an increase in the proportion of women in top positions should be aimed at. All job offers have to make clear that in the case of equal qualifications female applicants are preferred.

In the revival of the new Upper Austrian cultural report the number of employees has to be classified according to rank and gender for public interest.

Jobs on the basis of fees, which are becoming more and more common in municipal institutions and in those affiliated to the provincial government, should be limited and employees should be offered salaried jobs.

## **State parliament**

A continual culture committee should be established in the state parliament, whose sessions and protocols has to be made publicly available.

A connection to the support of political parties and the number of the woman mandates is necessary to reach equal gender terms in the state parliament. (financial restrictions in case of women shortage)

## **Program planning**

Trough conscious woman support is medium term reachable, that all cultural institutions of Upper Austria and all organisations, which collect subventions for cultural activity from UA, are asked for an equal gender term program planning.

In institutions of the state a gender sensitive project management needs to be implemented.

Free institutions and initiatives are encouraged through special measures for such a program planning.

Equal gender terms have to show up as well in the culture media creation and the promotion work of cultural institutions.

## **Subventions**

While proposing a motion for subventions equal gender term is to concentrate on. The end report has to show how many women and men have been participating in a creative way and in which roles. (artists, curators, organisation, temporary workers, ...)

## **Reporting system**

The culture support report, open to the general public, which is mentioned by the Upper Austrian culture-subvention-principle, has to be reinstalled.

He has to show logical and international comparable how tax money is used in culture issues. Therefore is a gender deviding statistic, in the aspect of gender mainstreaming, to accept.

The culture-management of the state is implicated to report constantly to the public over the progress of gender Mainstreaming and gender Mainstreaming measures.

## **Culture documentation, Cultural legacy**

In the documentation of culture life of Upper Austria women are equal to consider. Also with the review of the cultural background womens achivement should be mentioned particularly.

These women should get a platform - either through expositions, scientific work, documentations – or through acknowledgement in public. (monumentals, naming of streets or places)

## **Cultural great events**

To create equal gender terms, numerous cultural great events in Upper Austria (exhibitions of the state, regional festivals, “Bruckner”-festival, “Ars Electronica”, ... ) are ready to plan gender-sensitive.

To counteract particular discrepancies in this case, it is good to work out different cultural great events with an actual women topic every second year.

Otherwise financial means in similar extents have to be of benefit to special women-culture-projects.

## **Support for nursery schools**

The state Upper Austria founds a specific supporting-pot, which is for offering nurcery schools at culture events, seminars, workshops, etc. (concerning mainly daytime activities)

Seen in the long term nursery expenses should be integrated in the current budgets of the culture initiatives and –projects. The budgets are to increase for this amount.

Gender-sensitive child-culture is to offer specifically.

The offer on high-quality-nursery-institutions for all ages, in particular on the countryside, is to extend in general.

## **Education offers for art and culture**

Female-specific aspects have to be taken into consideration as far as content and organisation are concerned in the areas of education, pre-service and further training for female cultural workers and artists. The basics of feminist theory should be part of the training in every comprehensive education programme, gender-specific offers for further training should get particular support.

Another thing that should be taken into consideration is the fact that usually women have fewer financial means at their disposal and that it is therefore necessary to offer training and further training that women can afford.

Maintenance and development of the UA. Educational account is therefore unaffable. Tuition fees at universities of arts are working against it.

## **Honorary post**

In culture issues are as well over average high rates of women in honorary posts. Employees, who offer their work and time for free, are to support through aiming further training opportunities and measures for certification of honorary acquired qualifications.

Based on the model of period of educational rest, there is one year of “period of cultural rest” to be installed. The state UA is asked to speak up for in face of “AMS” and federation.

This year it is possible for interested ones to participate with a financial foundation directly and more surrounding at cultural works, as it is possible with a full time job. Educational and cultural period of rest are next to the existing securities are counting as well for retirement. The amount of insurance is to increase at least for the comparing allowance standard rate.

## **Networking**

In order to put cultural activities for and of women on firmer ground in the regions, FIFTITU, the regional female networks which are connected to existing cultural initiatives, should develop and be financially supported by the provincial government of Upper Austria.

These autonomous centres are not so much venues where events take place but rather locations for production, information, communication and media workshops, where women can get local support for their cultural activities. As a first step such regional networks have to be established in all districts in Upper Austria.

## **Law of supports in culture (UA)**

The above mentioned areas are – as far as possible in rights, obligatory installed in the UA law of supports in culture.

## **Women Referendum**

In analogy to the petition for a referendum concerning the situation of women, women which was signed by over 600 000 women, we demand a minimum gross salary of Euro 1200 gross. Within the culture range this minimum wage will benefit many women the public subsidy giver inside has to ensure that these expenditures are guaranteed in cultural facilities and to ensure, that they are also within the budget.