

Too little women in leading positions – what is to be done?

November 2021

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Means to extend the percentage of women in leading-positions ...regardless of the cultural sector, political field or business branch!

- Define parity as business goal
- Change the management philosophy respectively
- Empower women at the central leading-level ...to reach the top-level
- Improve transparency of promotion-criteria
- Introduce more flexible working-conditions
- Reduce actively gender stereotypes

(Source: German Institute for Economics/ DIW)

What do we need as well...

- Defined targets/quotas in combinations with sanctions
- Inclusion of men, winning them as fellow campaigner

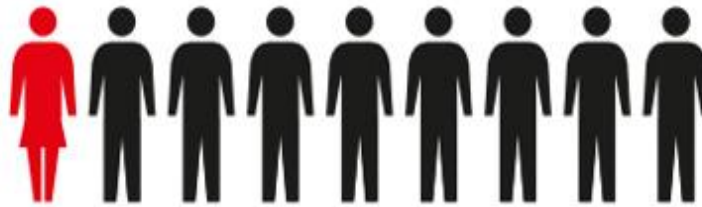
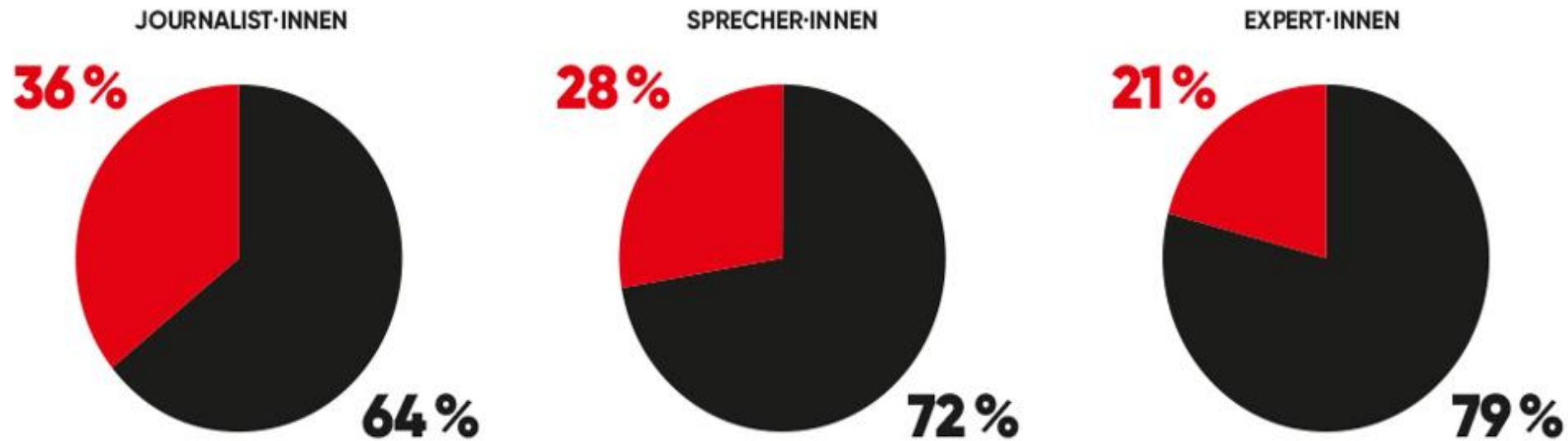
Instead – what do we have:

- a show-gap (TV, Social Media, Concerts, Politics...
- a pay-gap (all fields – except for technical jobs or union rates)
- a representation-gap (museums, google, text-books...)

INFORMATIONSFERNSEHEN

Verhältnis Frauen : Männer

There are too little role-models
Infotainment & News (percentage of men & women)
Journalists / Speaker / Experts

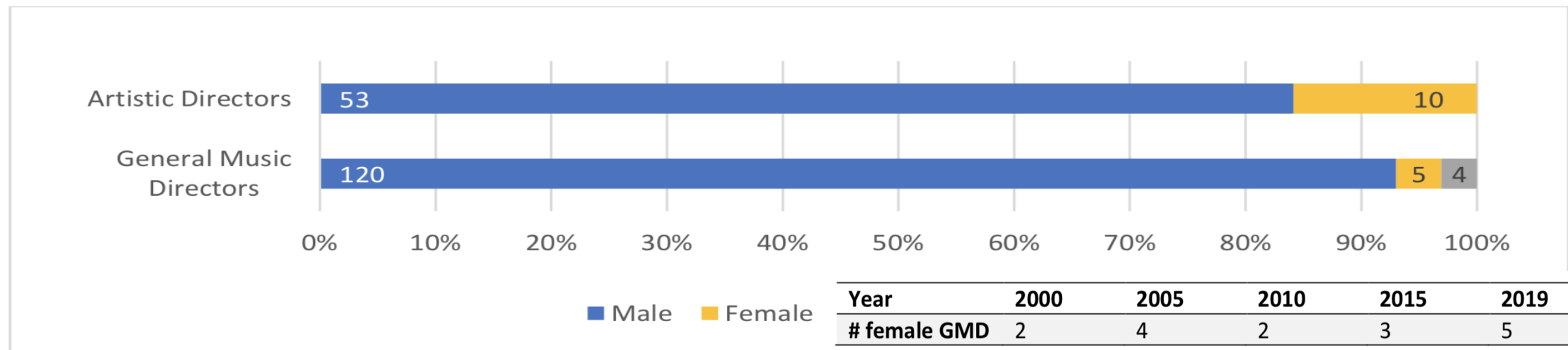


In der nonfiktionalen Unterhaltung im deutschen Fernsehen sind Frauen über 50 unsichtbar. Ihre Meinung zählt nicht.

Women in High-Visibility Roles in German *Berufssorchester*

Leadership Positions

General Music Directors and Artistic Directors

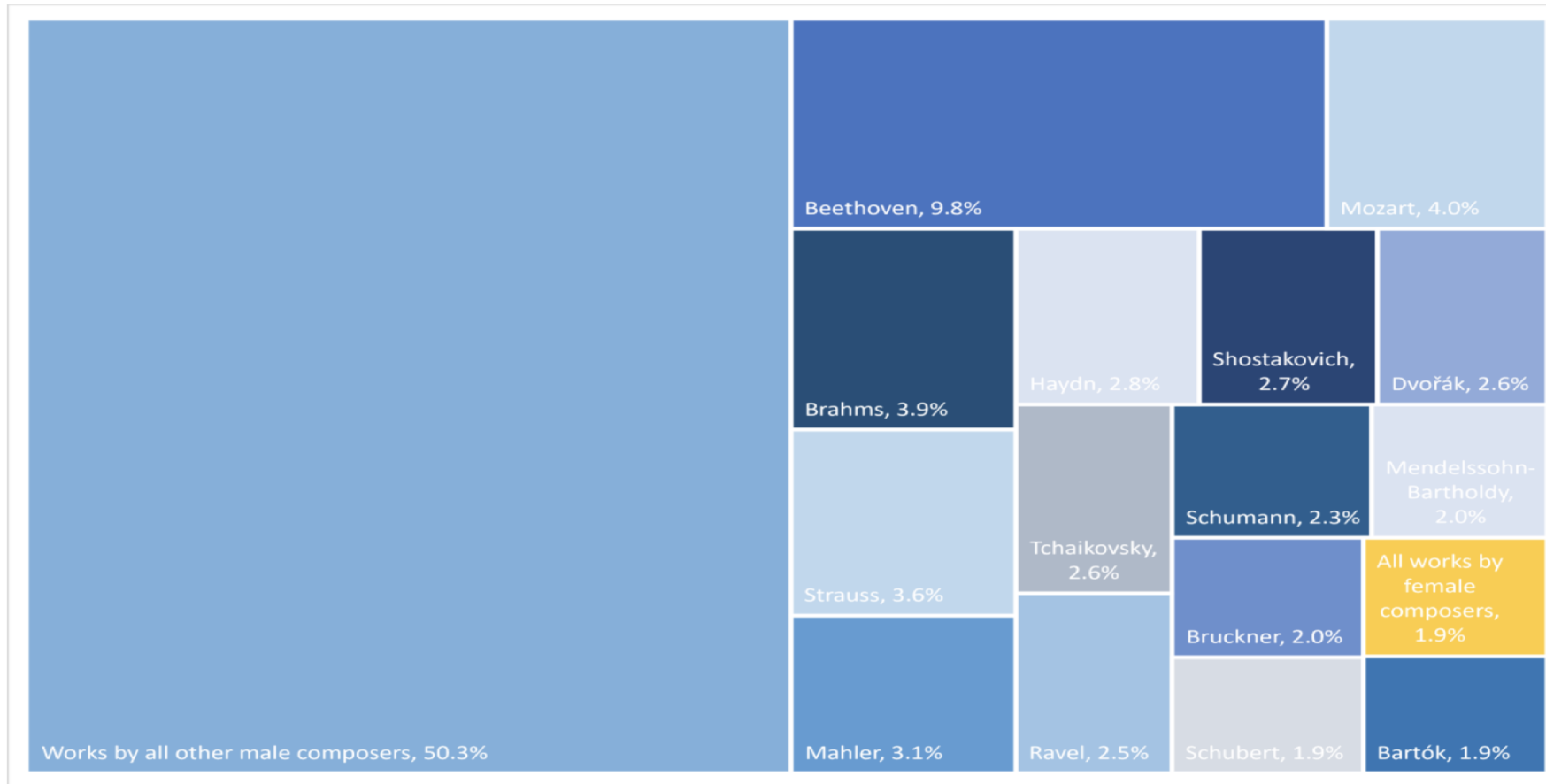


There are currently 129 *Berufssorchester* in Germany, which are divided into four categories: 81 theater orchestras, 29 concert orchestras, 8 chamber orchestras, and 11 radio ensembles (excluding dance orchestras and big bands)..mainly financed by public funds (MIZ).

Source: Women in High-Visibility Roles in German *Berufssorchester*, by Melissa Panlasigui (<https://www.archiv-frau-musik.de/wp-content/uploads/2021/02/Sonderveröffentlichung-AFM-mfm-Panlasigui-Orchester-2021.pdf>)

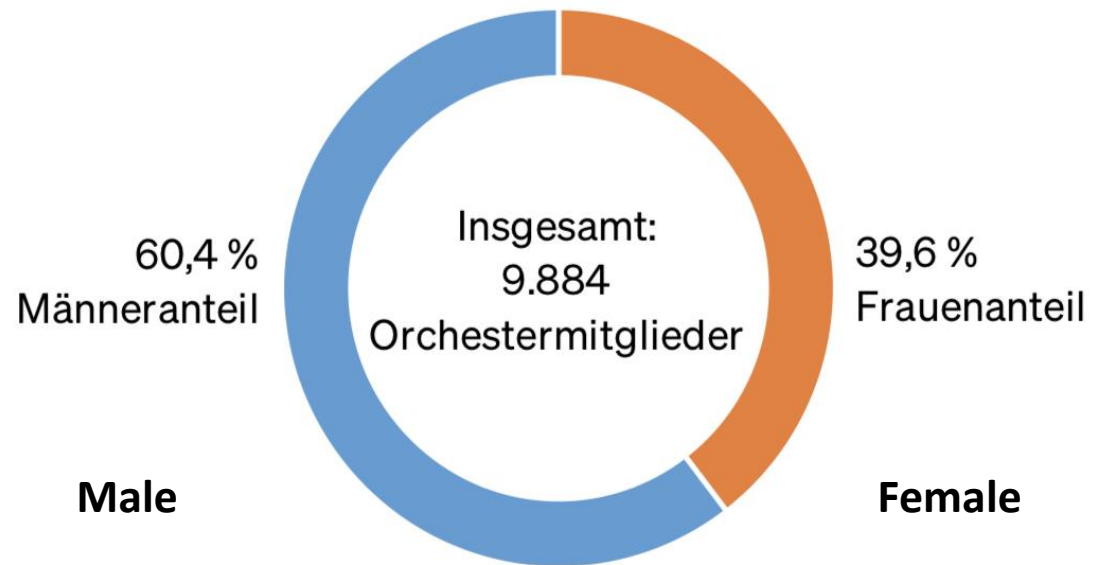
Percentage of performances of works by composer gender

(...in subscription concert series) The 15 most-performed male composers are identified.



Quelle: Women in High-Visibility Roles in German *Berufssorchester*, by Melissa Panlasigui (<https://www.archiv-frau-musik.de/wp-content/uploads/2021/02/Sonderveröffentlichung-AFM-mfm-Panlasigui-Orchester-2021.pdf>)

Women in High-Visibility Roles in German *Berufsorchester*



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MIZ: Untersuchung zur Geschlechterverteilung in deutschen Berufssorchestern; März 2021
<https://themen.miz.org/musikleben-in-zahlen-orchestererhebung>

Regarding the 6 most known Berlin-Theatres – guess who is leading which theatre...

- Deutsches Theater 24 Millionen
- Volksbühne 18,5 Millionen
- Schaubühne 15 Millionen
- Berliner Ensemble 13,8 Millionen
- Maxim Gorki Theater 12,6 Millionen*
- Hebbel am Ufer 7,6 Millionen*

*...in female leadership



Mentoring-Program for women in leading-positions

Accomplishments:

130 tandems of an ultimate leading person, the mentor, (f/m) and women with great CVs, at least 10 years of employment and much ambition for a top-leading position

*strategic guidance *negotiating skills *cooperations
*encouragement *higher self-esteem *better time management
*shadowing *feedback *crisis management...
Finally: *advise in compability of family & work