

# **WOMEN'S LABOUR ISSUES IN THE FILM AND TELEVISION INDUSTRY IN BRITISH COLUMBIA**

**Prepared for the BC  
Institute of Film Professionals**  
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## **MAJOR FINDINGS FROM THE SURVEY OF WOMEN IN THE FILM AND TELEVISION LABOUR FORCE INCLUDE:**

1. The participation rate of women (32%) in BC's unionized sector of the industry is significantly lower than the overall participation rate of women in BC's labour force (47%).
2. The participate rate of women in Permittee (entry level) positions in BC's largest film union is less than 25%.
3. Women film professionals are seriously under-represented in certain occupations, especially at the higher levels.
4. Women film professionals are highly trained in proportion to their numbers in the industry. Women account for 40% of film students but only 32% of participants in the film and television industry labour force.
5. Women film professionals account for 22% of members on elected boards in BC film unions and guilds.
6. Little data is available on participation of women film professionals in the non-unionized sector. A small survey undertaken by Ference Weicker indicated that just 28% of employees of companies in the non-unionized sector are female.

## **RECOMMENDATIONS:**

A permanent coalition of industry organizations should be established to develop an action plan that will address and implement the following recommendations of this report:

1. Set targets to increase women's participation in under-represented departments and industry focused training.
2. Develop innovative programs to increase opportunities for women in job learning, mentorship, networking and knowledge transfer.
3. Develop a coordinated and integrated approach to industry training and professional development.
4. Clarify occupations and career pathways into and within the film and television industry.
5. Develop and champion family friendly work environments in the film and television industry.

The report ends by noting that through partnerships, awareness and advocacy, the many agencies, government, business and labour groups involved with BC's film and television industry can undertake the actions required to effect change and create equal and fair employment and advancement opportunities for women in BC's film and television industry work force.

## **PLEASE NOTE:**

**FULL DETAILS OF THIS REPORT CAN BE FOUND AT [WWW.BCIFP.COM](http://WWW.BCIFP.COM)**