

# MANIFEST

„Feminism is the radical view that women are human.“

Marie Shear 1986

## Theatre - the place for art, vision and social criticism

The German theatre often claims to be socially critical and innovative, to name grievances and to hold up a mirror to society. But behind the stage, this apparatus is largely closed and uncritical towards its own power structures. The theatre exists in a rigid, stereotypical state. Using public funds, it creates its own laws and is lopsided: men\* decide, women\* work and whisper.

## The facts

According to the study "Women in Culture and Media", commissioned by the Minister of State for Culture Monika Grütters, 78% of the theatres are male owned and run by company directors and theatre managers. 70% of all productions have male directors who dominate our viewing habits. Even 75% of the spoken word on stage is written by men.

## Where are the women?

Women account for 51% of assistant directors. The low-wage position of feeding lines at German city and state theatres is 80% female. While the big stages of the theatres throughout the country to which 78% of the directors "belong" have women\* directors, these are mostly regulated to secondary stages as well as children and youth pieces. As a consequence, only a small number of women directors manage to break through the "glass ceiling, for example at the Berlin theatre conference – where in 2017, only one of the ten performances had a female director. Performances by women were almost overlooked by the jury of the 'Berliner Theatertreffen'.

We want to change that!

We are a growing group of female stage directors and theater professionals in Germany who are committed to equal representation in the theater.



## The quota

- ▶ 50% female acting directors and artistic directors
- ▶ 50% female house directors
- ▶ 50% of performances staged by female directors on big stages

### Stop the chain of discriminatory decisions

One of the prerequisites for this is the consistent parity of the commissions, to whom the responsibility the occupation of the directorship falls.

### Transparency

We demand from the theatres the disclosure of the use of public funds:

- ▶ How is the total of the directors' fees distributed among female and male directors?
- ▶ How is the entire artistic budget distributed between men and women?

### Same chances and payment for all

Since 1994, article 3, paragraph 2 of the German constitution (Basic Law) states: "men and women are equal. The state promotes the effective implementation of equal rights for women and men and works towards the elimination of existing disadvantages." In addition to equal opportunities, there must be equal pay: payment that honors artistic achievements, regardless of gender. There is often enough precarious employment behind artistic work. Added to this is the gender pay gap, which stands at 21% in Germany (as of 2016: Federal Statistical Office).

### Work-life balance

To ensure that female voices do not fall silent after starting a family, a new focus must be put on the compatibility of work and family at the theatre.

This concerns both the change of the structures, as well as a change of consciousness in the directorship and artistic direction, as well as in the rehearsal procedures

### The goal

We want a theatre that reflects the needs of all people.

We want a theatre that is set up inwardly as the Basic Law envisages. In other words, we want a theatre that lives and breathes equality, tackles and the issue of the diversity of role models in society.

### Conclusion

If half of the people who work artistically and thus also shape our society, are shown on secondary screens and kept small, this reduces the potential of ideas, voices and perspectives and creative forces by half.

Everyone benefits from diversity: creators and viewers. It is encouraging that also more and more men are joining this discourse.

**We – PRO QUOTE BÜHNE – need your solidarity and your voice!**

If you agree with our demands, we ask you to sign this manifest.

Pro Quote Bühne founding team:

Angelika Zacek, France-Elena Damian, Amina Gusner, Eva Jankowski

Berlin, June 2017

\* At this point in the manifest, as in any subsequent passage that speaks of "women," trans \* humans, black and PoC feminists are explicitly included!

<sup>i</sup> <https://www.kulturrat.de/wp-content/uploads/2016/12/Frauen-in-Kultur-und-Medien.pdf> (retrieved on 09/26/2017)