2025/26 Survey on Gender Equality in FIAF-Affiliated Institutions: A Report

1. Overview of respondents

The total number of respondents was **104** FIAF affiliates out of 186, or 56%.

The proportion of respondents representing FIAF Members was significantly higher than those representing Associates.

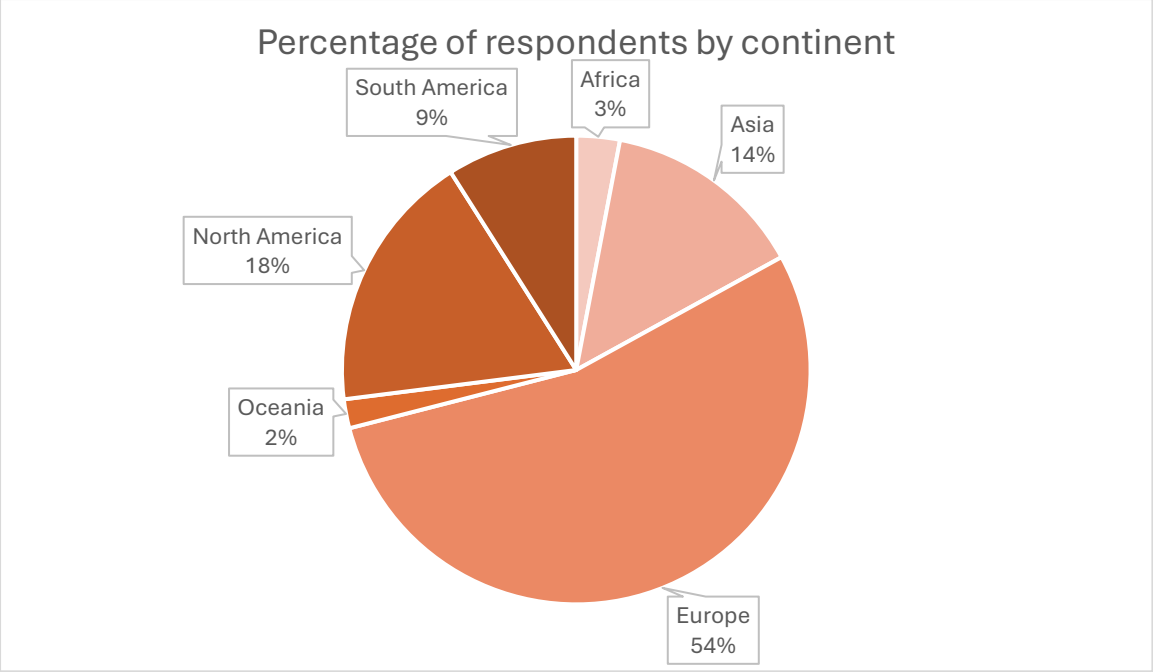
Affiliate type	**Number of respondents (and percentage)**
Members	**70** out of 97 (72%)
Associates	**34** out of 89 (38%)
Total	**104** out of 186 (56%)

1.1. Respondents by geographical location

The geographical distribution of respondents almost exactly replicated the overall geographical distribution of all of FIAF's affiliates. Europeans accounted for more than half of respondents (54%), while affiliates from Africa and Oceania were the least represented, as they are in the FIAF community in general.

Percentage of respondents by continent:

	Percentage of respondents	**vs.**	**Percentage of all FIAF affiliates**
Africa	3%		5%
North America	18%		18%
South America	9%		8%
Asia	14%		14%
Europe	54%		52%
Oceania	2%		3%



The representation of individual countries among the respondents was also not surprising. The two countries with the highest total number of affiliates in the FIAF network, France and the United States, were also by far the most represented among the respondents. (To protect respondents' anonymity, exact breakdowns are not given.)

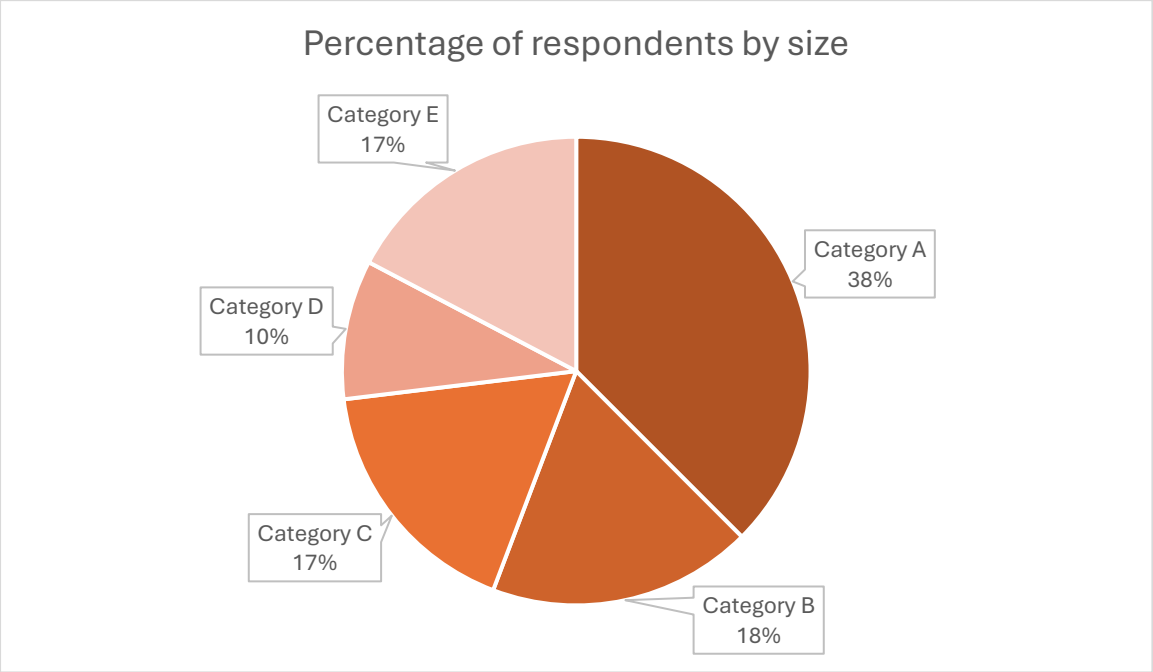
1.2 Respondents by size

All FIAF affiliates are split into 5 categories according to their annual yearly budget, ranging from A (highest budget bracket) to E (lowest). While the size of an institution can be measured in a number of ways, annual budget is one helpful indicator of the scale of the affiliates' activities; therefore, institutions in category A can be broadly viewed as the "largest", while those in category E can be considered the "smallest".

Unlike the geographical distribution, there was a notable disparity between the distribution of small, medium and large institutions among survey respondents and their distribution across the entire FIAF community. The two highest-budget cohorts were overrepresented in the responses, with 38% of participants being from Category A institutions (compared with an overall representation of 31%) and 18% being from Category B institutions (compared with an overall representation of 14%). By contrast, mid-sized (Category C) institutions were underrepresented (17% versus an overall representation of 20%), as well as the smallest-size cohort (Category E; 17% of responses compared to their overall representation of 25%).

Percentage of respondents by size:

	Percentage of respondents	vs.	Percentage of all FIAF affiliates
Category A	38%		31%
Category B	18%		14%
Category C	17%		20%
Category D	10%		10%
Category E	17%		25%

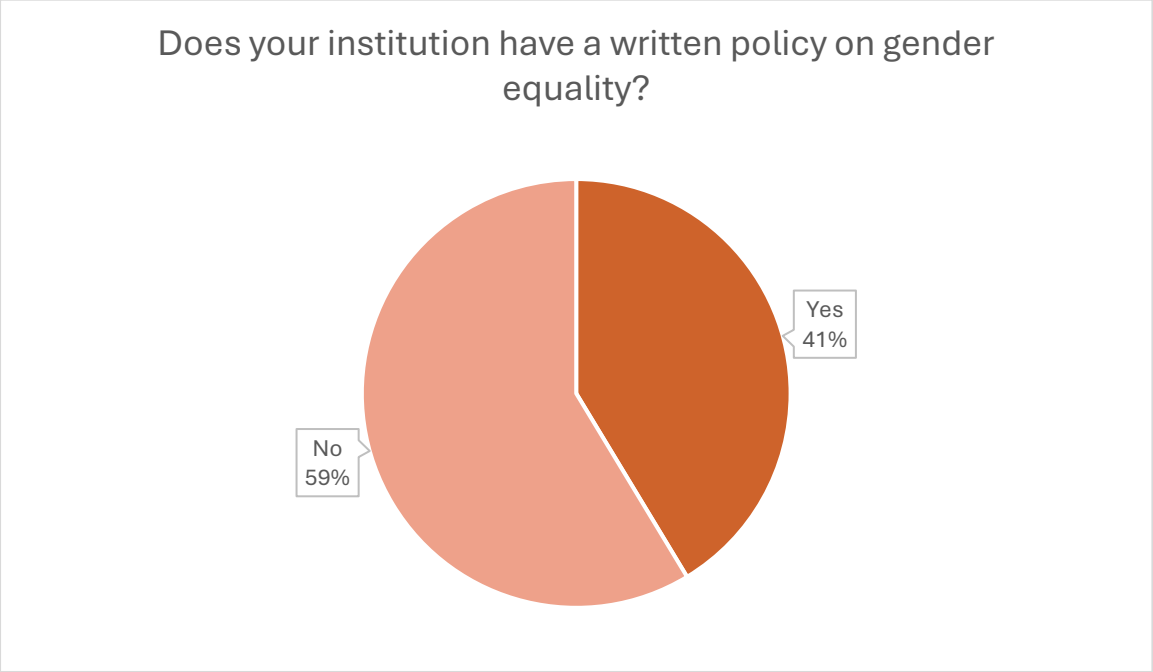


This inconsistency is arguably self-explanatory, as larger institutions are more likely to have the human resources to dedicate to responding to a non-obligatory survey. Other potential explanations may include a perceived lack of relevance of a questionnaire on this topic for smaller institutions, and volatile political contexts which may disproportionately affect the smallest affiliates and may disrupt their day-to-day operations, preventing them from answering a survey such as this.

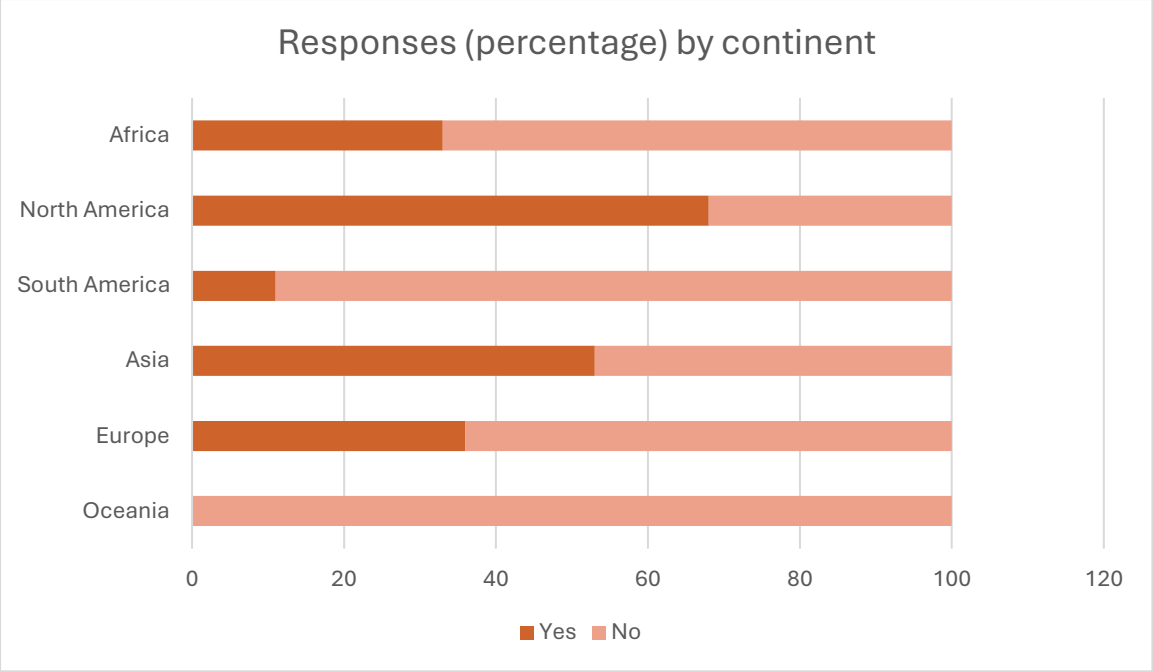
2. Gender Equality Policies

The survey opened with the question: “Does your institution have a written policy on gender equality?” Institutions that had not yet produced a written policy on gender equality slightly outnumbered those that did.

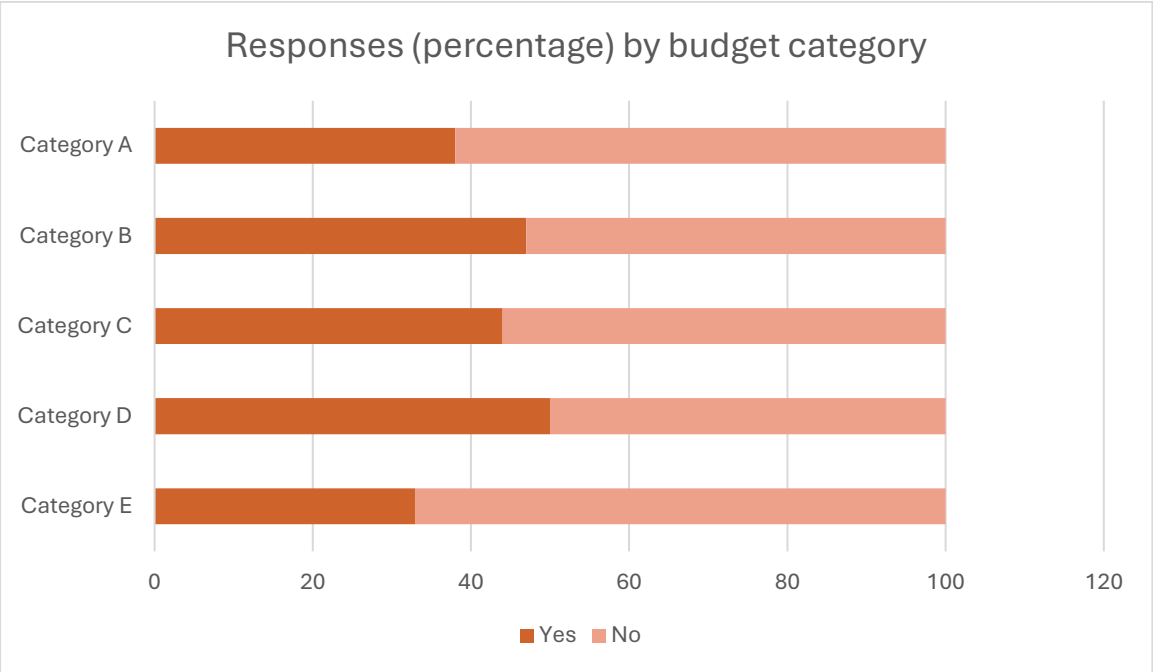
Yes	43 (41%)
No	61 (59%)



North American respondents were the most likely to have a written gender equality policy within their institutions, as 68% of respondents from this region answered positively to this question. Respondents based in Asia were the second most likely at 53%. Participants from South America and Oceania were the least likely to have a gender equality policy (although it is worth bearing in mind that these two regions, along with Africa, offer the smallest sample sizes among the survey respondents).



Cross-referencing the responses to this question with the budget categories, it appears perhaps surprisingly that having a budget on the highest end of the scale did not increase the likelihood of answering positively to this question. In fact, the categories at the both ends of the scale showed the lowest "Yes" response rates, with 33% of Category E institutions and 38% of Category A institutions reporting that they had gender equality policies.

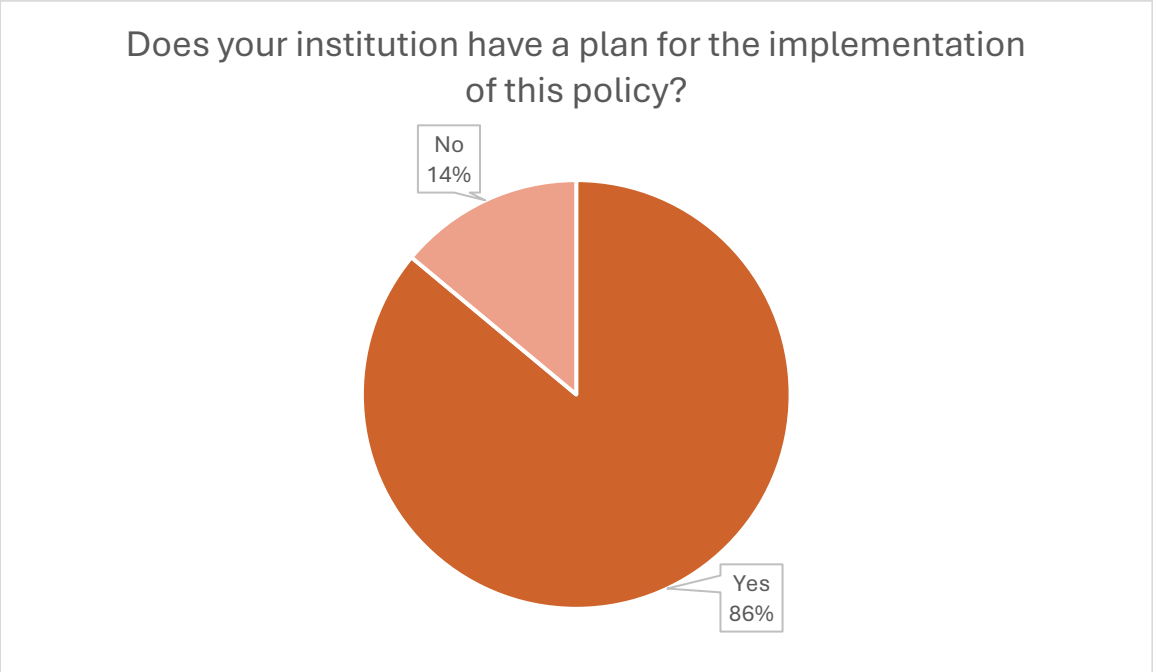


Note that the totals given for all the following questions in this section are based on the number of participants who answered "Yes" to this first question.

2.1 Implementation

The vast majority (86%) of respondents with a written gender equality policy stated that they had an implementation plan for this policy.

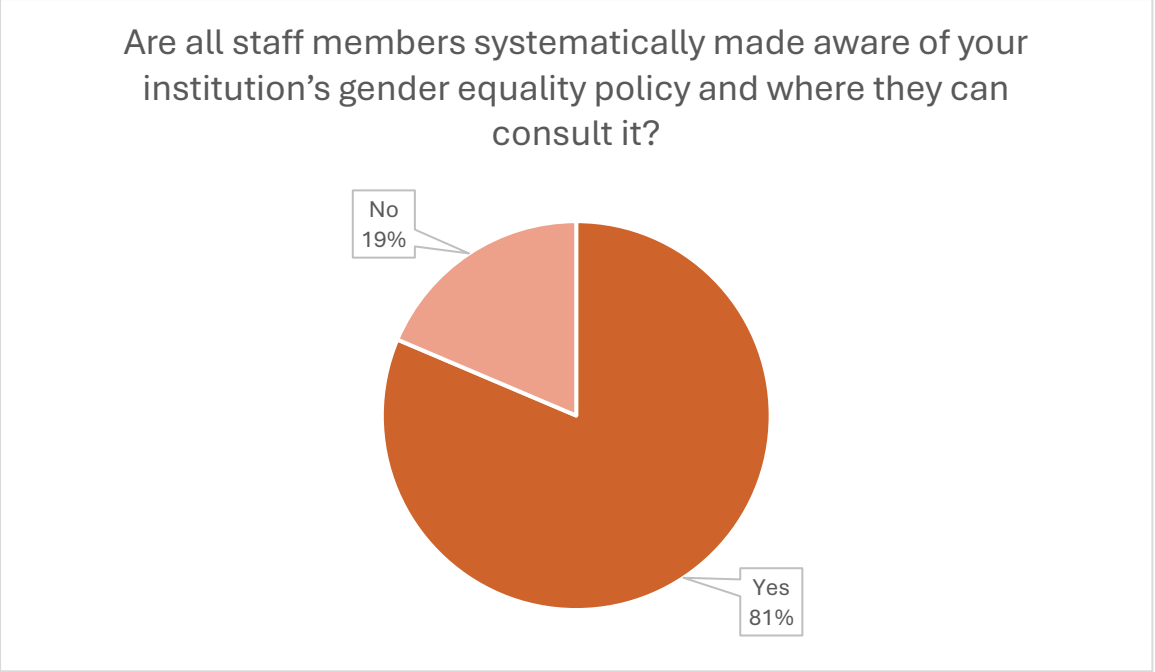
Yes	37 (86%)
No	6 (14%)



2.2 Visibility and accessibility

Again, a clear majority (81%) of respondents with a written gender equality policy stated that they ensured the internal visibility and accessibility of this policy by systematically making staff members aware of its existence and where to consult it.

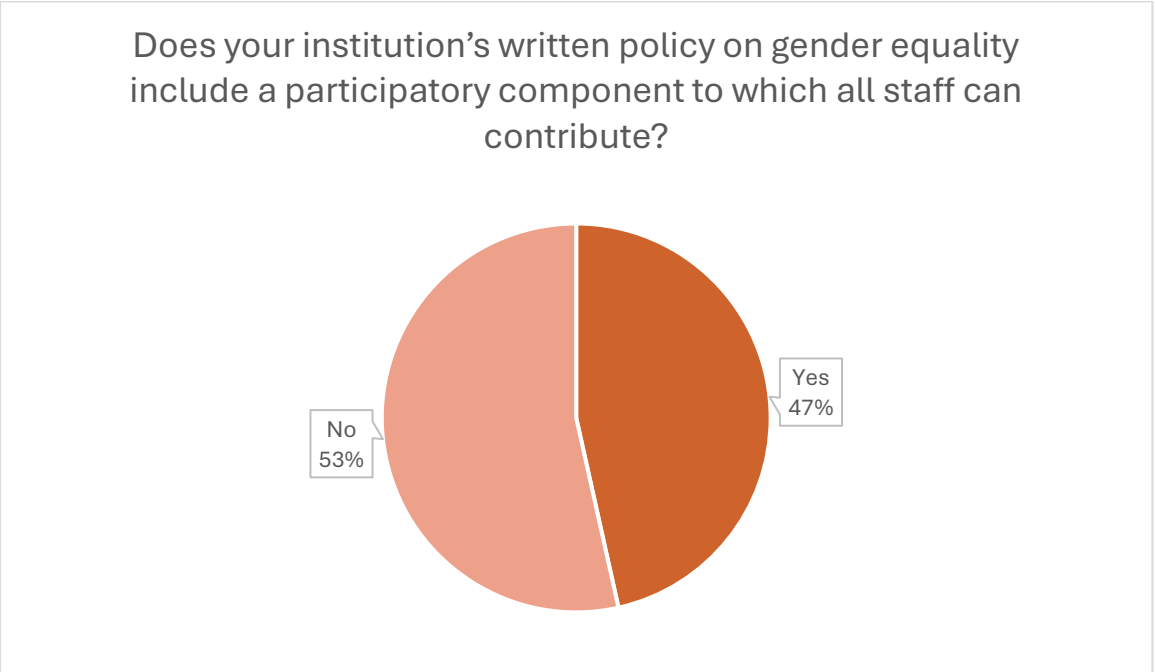
Yes	35 (81%)
No	8 (19%)



2.3 Participatory component

Respondents were then asked if there was a participatory component to their gender equality policy to which all staff could contribute. There was an almost even split in responses to this question, with a slight majority (53%) answering that there was not.

Yes	20 (47%)
No	23 (53%)



2.4 Online availability

In response to the request: “If your institution has made this written policy available online, please provide the URL here”, a total of 19 respondents provided a publicly accessible URL; an additional 5 respondents sent private links or shared their policies via email. This means that at least 44% of respondents with a policy on gender equality make their policy publicly accessible online. It is important to note however that this question was non-obligatory, hence there may be an additional cohort of respondents whose policies are available online but who chose not to share it via the survey.

2.5 Additional comments

Respondents were encouraged to add further details in a free-text field at the end of this section. Comments frequently clarified the provenance of the policy, with many explaining that they belonged to the institution’s parent organization rather than the film archive itself, or that their institution depended on national or regional policies.

Other responses elaborated on the practical application of these policies; topics included the policy’s accessibility, the appointment of specific staff members or working groups for implementing the policy, and the organization of classes and workshops to educate staff in matters related to gender equality.

> “[…] Staff are expected to read all sections during their onboarding and all staff are notified when updates/changes to the handbook are made. Staff who have questions about this policy, including changes to their official record or who would like to discuss their personal circumstances, can contact the Senior Human Resources Director.”
>
> “[…] The anti-discrimination workgroup consists of several staff members from different departments of [institution], but is not open to all staff members.”
>
> “[…] We also conduct regular class on the prevention of sexual violence and sexual harassment […]”

A handful of answers alluded to accessibility or awareness issues.

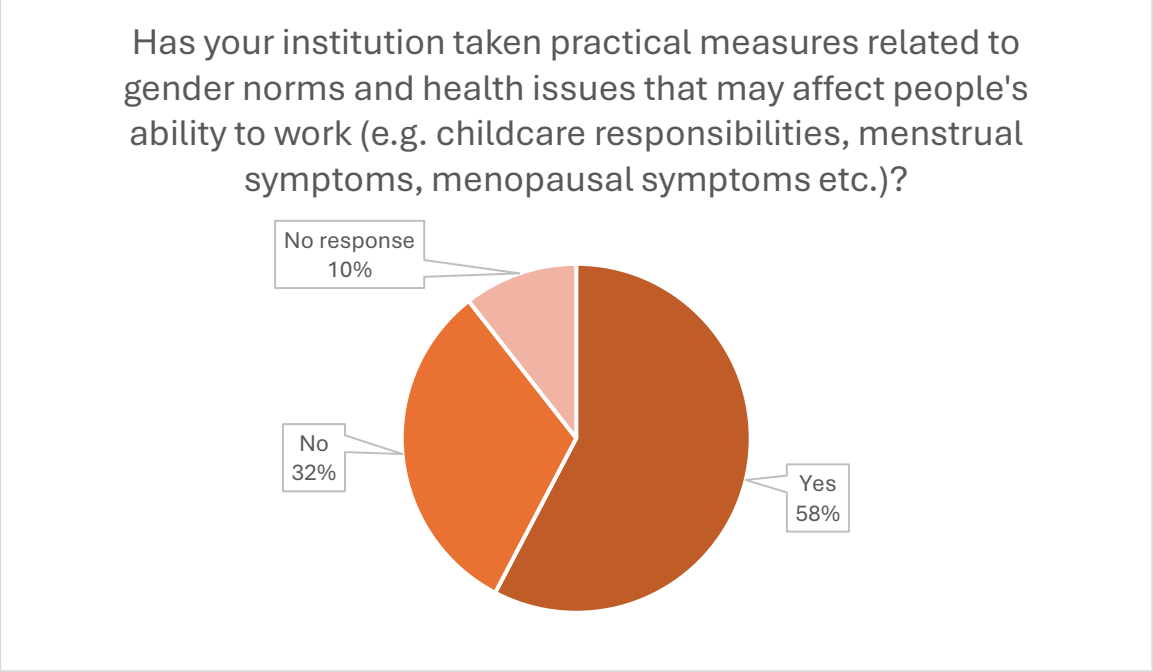
> “Once hired, however, colleagues sometimes have difficulty accessing […] all the information available.”
>
> “[…] The policy was shared with the entire staff upon its completion. However, the institution can take this survey as an inspiration to consider how every new staff member will be made aware of the policy once they join the institution.”
>
> “I don't think we have …”

3. Practical measures related to gender norms and health issues

This section sought to establish the prevalence of practical measures related to gender norms and health issues. Unfortunately, the first question in this section, “Has your institution taken practical measures related to gender norms and health issues that may affect people's ability to work (e.g. childcare responsibilities, menstrual symptoms, menopausal symptoms etc.)?”, was erroneously marked as non-obligatory. As a result, several respondents skipped this question.

More than half (58%) of respondents answered yes.

Yes	60 (58%)
No	33 (32%)
No response	11 (10%)



Additional comments revealed a significant disparity in the measures implemented. A number of respondents mentioned parental leave, but in some cases it was reserved only for mothers. Flexible working hours, special arrangements, and sometimes reduced working hours without loss of pay were also highlighted. Childcare support in various forms was also mentioned: daycare support or onsite childcare, teleworking policies, and allocated time off for childcare. Support for other kinds of carers was also occasionally mentioned.

> “Women with children under 12 are entitled to work one hour less than they are required to work.”
>
> “[…] a reduced weekly working hours regime is authorised for employees with children under the age of 12 or, in the case of children with disabilities, regardless of age.”
>
> “Employees have the choice between 3 working-hour structures (35 hours / 37 hours / 39 hours) which allows them to adapt their schedule, knowing that in the 37-hour formula, they have a 1/2 day freed up. Employees have a possible total of 12 days of leave for sick children per year, with medical proof. We are currently reflecting upon how to support caregivers."
>
> “[…] Free childcare places are available for employees. Temporary part-time work for childcare purposes is possible.”

A number of respondents noted practical measures at their workplaces to accommodate gender-related health matters, such as the symptoms of menstruation or menopause, or gender-affirming care.

> “[…] Female staff have the right to request leave days for annual gynecological check-ups. […]”
>
> “[…] Following an initiative by female staff members the organisation provides free menstrual products for our workforce.”
>
> “We have health and safety groups that include menopause at work. […]”
>
> “[…] Employees of diverse gender identities who are undergoing gender transition may use 30 days of sick leave and other types of leave according to their basic entitlements for hormone treatments, psychiatric consultations, surgeries, and post-operative recovery. However, if a medical certificate from a healthcare facility is provided, the leave will not be counted against their leave days.”

Some answers referred to flexible working arrangements that were not explicitly gendered.

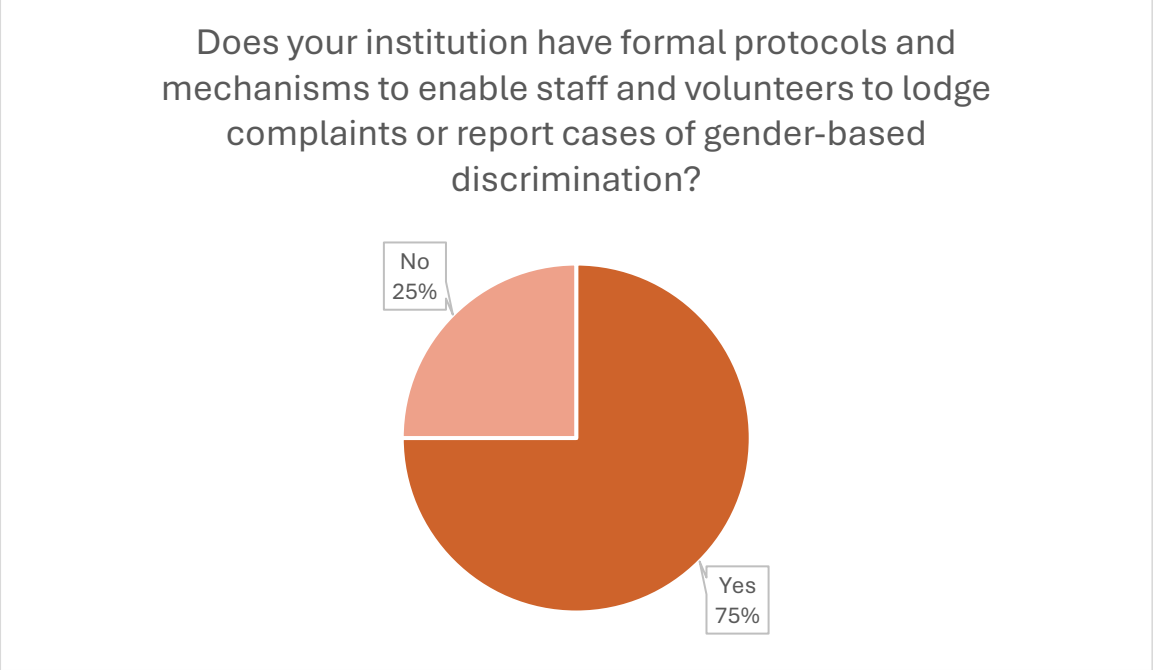
> “Our institution provides flexible working arrangements for most staff members. However, we have not yet implemented specific measures targeting gender-related health issues such as menstrual or menopausal symptoms.”
>
> “As a governmental agency, [institution] has considered it redundant to introduce an additional policy on something that is required by default. [Institution] offers as much flexibility as possible to their staff that have health issues or need to take care of their close ones.”
>
> “No, because our institution is always very careful to staff requests, whether they concern childcare responsibilities or health issues in a broader sense.”

4. Gender-based discrimination

4.1 Formal complaint/reporting mechanisms

Three-quarters of respondents stated that their institutions had formal protocols and mechanisms to enable staff and volunteers to lodge complaints or report cases of gender-based discrimination.

Yes	78 (75%)
No	26 (25%)



Several reporting tools were identified in the comments, ranging from physical boxes or digital channels for depositing complaints to specific referents responsible for receiving reports. Referents and consultants mentioned included employees' managers/supervisors, dedicated committees, external advisors, unions, and HR staff delegated to address issues related to harassment and sexism.

> "Our employees may submit complaints via a confidential suggestion box."

> "[...] Employees submit complaints/reports in writing to their immediate supervisor and to the Secretary of the institution."

> "[...] Complaints can be submitted directly to the supervisor or through an anonymous online channel. The responsible unit will respond within 7 days."

> “A person dedicated to these issues in the human resources department. A report form on the intranet [...]"
>
> “Yes, the complaint can be submitted directly to the ethics committee [...] The committee will request a defense from the person complained about and impose any necessary sanctions.”
>
> “We have the support of a gender specialist whom we consult when a situation calls for it. She provides guidance, answers questions, and refers our concerns or complaints related to gender-based discrimination or violence, ensuring a responsible and confidential approach. [...]”
>
> “[...] Staff and volunteers can contact confidential advisors (internal and external) and file official complaints through the complaints committee.”

Some respondents reported that, although their institution lacked a formal mechanism for reporting cases of gender-based discrimination, their working culture was welcoming and/or diverse. In some cases, the institution’s small size or a reliance on governmental policies and protocols were cited as reasons for the absence of a dedicated reporting mechanism.

> “There are no official mechanisms in place, but we are working to create a welcoming environment so that people can report any instances of discrimination.”
>
> “Since we are a small organization so far we have not felt the need to take a formal protocol in case we need to lodge complaints or report cases of gender-based discrimination. Our institution takes care of staff members, who can report any difficult situations, confident that they will be listened to.”
>
> “[...] [Institution] does not have specific policies on this matter, but it must comply with the law.”

Several participants stated that their institutions were currently seeking to improve their reporting protocols.

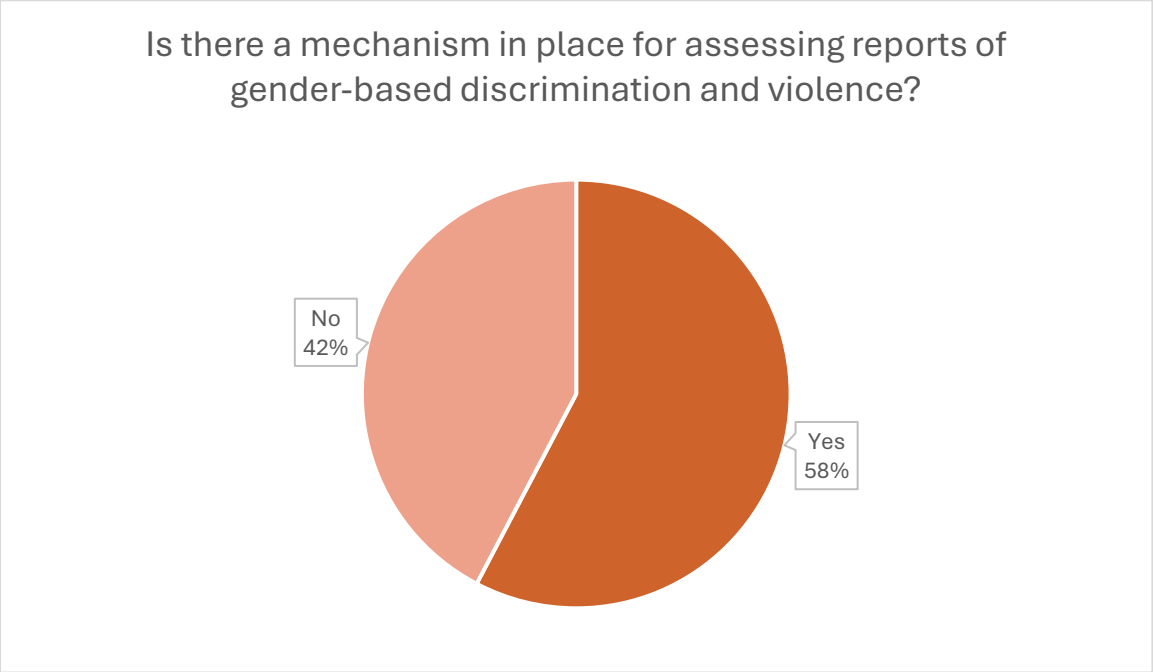
> “[Institution] aims to improve these protocols and mechanisms further because those available so far have been recognised as not yet sufficiently effective. [...]”
>
> “[...] Due to an openly feminist stance of the institution and its management, there is a basis of trust that has already led to incidents being reported. However, we do not consider this to be sufficient as things can change and we all have blind spots. We also believe that a formalized basis is necessary that everyone can refer to, especially newcomers. We are working on this.”

4.2 Assessment of reports

Participants were asked if their institutions had a mechanism in place to assess reports of gender-based discrimination and violence.

The number of positive responses to this question was less than that of the previous question, with only 58% of participants answering yes. This suggests that while many institutions have systems in place for receiving complaints of this nature, these systems do not all necessarily include the assessment of complaints.

Yes	60 (58%)
No	44 (42%)



However, the nuance between this question and the previous one may have been understood differently by individual respondents. For example, one participant stated that their institution did not have a mechanism by which staff could lodge complaints, but that they did have a mechanism for assessing such complaints. This participant clarified in their comments that, while the FIAF-affiliated archive did not have its own mechanism for receiving complaints, their parent institution did.

Other comments referred to assessment procedures carried out by internal committees or external bodies, as well as the regular undertaking of reviews of reports received.

> "[...] When a case is reported, it must be referred to a Gender and Sexual Diversity Affairs Committee, where anonymity is guaranteed, along with the necessary support and follow-up to resolve the case. If the case cannot be resolved within the institution, it is referred to the appropriate government agencies for resolution."

> "The disciplinary inspection body conducts annual reviews of complaints, reports, and the handling of cases involving improper conduct, and submits summary analyses to higher-level authorities."

> "[...] An annual report is also submitted to the General Directorate regarding the number of complaints received, the recommendations issued, and the grounds for each complaint."

Some respondents stated that while their institution did not yet have any assessment procedures in place, this was something which they aimed to put in place in future. A small number of respondents stated that they did not know what mechanisms, if any, their institutions had in place for assessing reports.

5. Staffing figures

5.1 Gender representation among all staff

Participants were asked to report the gender representation among their staff of all types as raw figures. An average percentage for each gender category was calculated by generating ratios for each category across every individual institution, then by calculating an average for each category across all institutions.

Of all the people currently working in your institution (full-time and part-time, permanent and temporary, managerial and non-managerial), how many identify as:

	WOMEN	MEN	GENDER NON-CONFORMING
Average proportion of staff per institution (nearest whole number)	51%	48%	1%

5.2 Gender representation in management positions

Participants were then asked to report the numbers of staff in managerial positions for each gender category. Again, the below percentages were calculated by generating ratios for each gender category across every individual institution, then by calculating an average for each gender category across all institutions.

Of those in management positions, how many identify as:

	WOMEN	MEN	GENDER NON-CONFORMING
Average proportion of staff per institution (nearest whole number)	48%	50%	2%

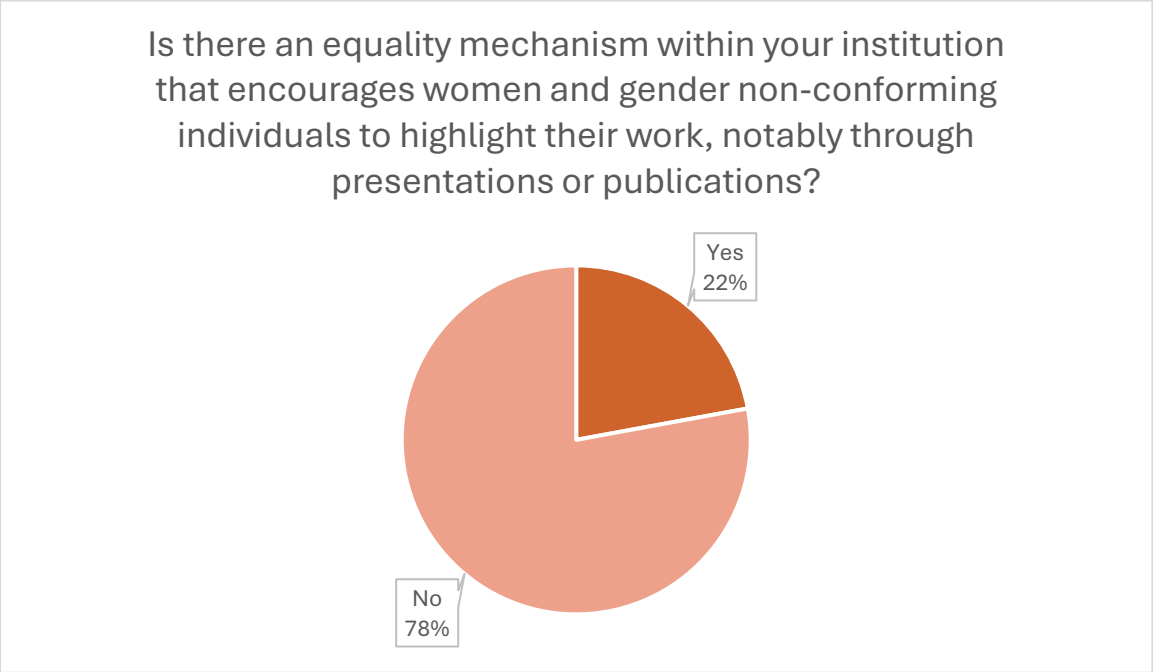
While these results suggest that respondents' institutions are, on average, approaching gender parity in the workforce, there is a slight underrepresentation of women in managerial positions compared to their overall representation.

Comparing the representation of gender non-conforming staff members in respondents' answers with the representation of gender non-conforming adults in the general population is difficult as issues relating to definitions, census-taking and self-reporting make it nearly impossible to determine the percentage of gender non-conforming people worldwide. However, recent large-scale studies conducted in the United States[1], Brazil[2], and the United Kingdom[3] suggest rates of >2% in these countries. With this in mind, representation of gender non-conforming individuals in responding institutions may be more or less on a par with the proportion of this gender category in the general population.

6. Highlighting the work of women and gender non-conforming individuals

Participants were asked if there was an equality mechanism within their institution that encouraged women and gender non-conforming staff to highlight their work, notably through presentations or publications. A clear majority answered no to this question.

Yes	23 (22%)
No	81 (78%)



[1] https://news.gallup.com/poll/656708/lgbtq-identification-rises.aspx
[2] https://pmc.ncbi.nlm.nih.gov/articles/PMC7838397/
[3] https://www.ons.gov.uk/news/news/firstcensusestimatesongenderidentityandsexualorientation

Many comments asserted that all staff at their institution, regardless of gender, were encouraged to highlight their work.

> "[...] All staff members, regardless of gender, have equal opportunities to present their work achievements through oral presentations and to submit written reports as part of the application process for professional and technical titles."

> "There is no special mechanism in our institution, nor is there a need, since our proposals for exhibitions, publications, presentations are approved by the management based on their content and quality, not on who proposes what. We are completely equal in this."

> "There is no formal mechanism, but we encourage everyone, regardless of their gender identity, to highlight their work."

However, some institutions reported to have policies promoting women's participation in the workforce, including a policy on equality in terms of participation in public events, presentations, and conferences, and the implementation of gender-responsive budgeting.

7. Additional comments

7.1 Institutions' practices

56 respondents wrote a long-form answer to the question, "Would you like to add a few more comments on your institution's practices around gender equality?"

Many answers included references to a need to formalize gender equality practices and implement practical measures, as well as a tendency to overlook gender equality in comparison to other diversity and inclusion initiatives.

> "Although we do not currently have a formally written policy, there are shared guidelines for action and working criteria that guide our practices regarding gender equality from a human rights perspective. This issue is a constant presence in our management and is not overlooked in the institution's processes, decisions, and activities. As a means of improvement, we recognize the need to formalize this in a written document that sets forth our commitment and clearly guides future actions in this area."

> "Surveys such as this make one realise that quite a bit more could be done by our institution to formulate and articulate practices around gender equality. There is recent progress with regard to the developing of practices around diversity and LGBTQ+, with staff-representative forums meeting regularly to discuss issues and encourage adoption of practices where appropriate, but there is no such forum for gender equality."

> "At present, the institution is primarily focused on safety and professional training issues, and a gender equality policy still needs to be developed and formally adopted. [...]"
>
> "[...] gender notwithstanding, we have treated all our staff, volunteers, interns fairly and respected their abilities and talents. However, we have recognised the need to articulate our policies better which is why we are reviewing the written guidelines for staff and volunteers."

A number of respondents took this opportunity to further explain the staffing figures provided (see section 5). Some spoke favourably of the gender balance within their workforce and managerial positions, while others commented that there was room for improvement in this regard.

> "[...] Most of the leadership positions are now held by women, which stands as a powerful example of women's empowerment on the global stage. [...]"
>
> "In terms of gender representation among employees and collaborators, [institution] is very balanced. The current director is a woman; however, it is true that among the five department heads, there are five men and one woman. [...]"
>
> "My institution implements gender equality policies and related welfare schemes in accordance with national laws and guidelines. However, as can be seen from the gender ratio in management positions, those who hold key decision-making roles are predominantly men. [...]"
>
> "We plan to better consider how to include women in our workforce [...]"

Several responses included mentions of the institutions' efforts to promote the work of women, as well as gender non-conforming individuals, in their collections and programming.

> "Beyond internal policies, [institution] actively focuses on the visibility of (forgotten) women in film history through collection research, oral history projects, digitisation and restoration, and conference and programming activities."
>
> "In addition to women working at [institution], we do feature female and gender non-conforming curators and filmmakers in our regular cinema programming and archive holdings."
>
> "[...] At [institution], we invite the public to diversify and foster access to and participation in our programming, where perspectives are broadened, and efforts to build audiences and deepen knowledge of film and audiovisual media for all citizens are strengthened."

Notably, some answers to this question pointed to a perceived absence of gender-related issues at the respondent's institution, though some still emphasized the need for practical measures on this matter.

> "No initiatives have been undertaken to support and promote gender diversity since [institution] is a traditionally diverse and non-abusive institution."

"At present, our institution has not identified issues related to gender equality, and no complaints or reports have been received."

"In our institution, there is a high level of tolerance and respect for all genders and gender-nonconforming individuals without special mechanisms regulating this area. [...] I am not aware of any case that could be classified in this group of human rights violations."

"[...] Although I would definitely encourage more practical measures related to gender norms and health issues, I must say that we work in an environment of great time management flexibility and to be honest I've never [...] witnessed or heard about any gender discrimination in our work place."

7.2 Potential opportunities for the FIAF Gender Observatory

52 respondents wrote a long-form answer to the question, "How do you think the FIAF Gender Observatory could contribute to improving equality within your institution or indeed within all affiliated institutions?"

Comments most frequently mentioned the need to share peer data and develop best practices and benchmarks based on findings:

"It might be interesting to share the responses you received in order to assess how the issue is addressed in other contexts and perhaps set up a discussion group to see how we can move forward collectively on this very important issue."

"Share the overall study results and let each institution know how it compares to the others."

"Reporting on findings and providing real life examples. FIAF affiliates are so diverse in their institutional structure and so geographically dispersed that results might be very different between affiliates in different countries and even in the same country. Learning what others are doing may be enlightening for some affiliates, and possibly inspire them to adopt and follow best practices."

"The FIAF Gender Observatory could provide valuable case studies, examples of effective policies from comparable institutions, and sector-wide benchmarks. Such resources would support [institution] in enhancing the gender equality strategies. Exchanging experiences and best practices would create a shared framework for continuous improvement across the international archival field."

"The FIAF Gender Observatory could help [institution] by providing useful benchmarks, shared data, and practical guidance to strengthen gender equity practices. This would support clearer progress tracking and more consistent, evidence based approaches across all affiliated institutions."

A number of respondents mentioned the value of sheer awareness raising, with some noting that this matter sometimes went overlooked within the film archiving world. In this vein, several answers referred to the potential for and importance of training on this topic, while others noted the knowledge-sharing impact of networking opportunities like conferences and membership programmes.

> "I think FIAF Gender Observatory is a great tool to at least improve self-awareness in one's work place. I also think that coming together as women and non-confirming gender workers across institution can be a valuable learning experience and lead to improvement and progress."

> "Creating awareness, raising questions and discussion about gender equality. Networking and sharing experiences about positive and negative examples. Make sure that gender equality already starts with education and is brought up as topic during educational programs."

> "[...] Workshops, seminars, and awareness initiatives on gender sensitivity, leadership development, and prevention of discrimination or harassment would empower both women and men to create more equitable and supportive work environments. [...]"

> "[...] run trainings on inclusive HR practices — things like fair recruitment, promotion, leadership, and tackling unconscious bias. Sharing success stories in newsletters or at conferences, and setting up a helpdesk or online space where institutions can exchange ideas and useful tools, would also go a long way in helping everyone make real progress."

> "[...] Collaborative initiatives such as mentorship programs, gender-focused research, and workshops would empower women and gender-diverse professionals in film archiving and preservation."

Other suggestions put forward by respondents included conducting further surveys; offering targeted support to affiliates in countries in which gender-related issues are being exacerbated by the political context; and establishing reporting mechanisms and protocols for gender-based discrimination within the FIAF community as a whole.

Survey designed by Caroline Fournier and Drika De Oliveira,
on behalf of the FIAF Gender Observatory

Report written by Clare Healy

genderequality@fiafnet.org