



APA

***Parenting in the
audiovisual industry***

About the research

- **Quantitative questionnaire, exploratory research**
- **123 male and female respondents**
- Data collection May 2024, respondents selected from contact database, non-representative sample
- Responses collected via Google Forms
- Men and women (36% men, 64% women)
- Mainly from the professions of film producer, film director, screenwriter, film editor
- Age of respondents: 40% aged 30-39, 33% aged 40-49

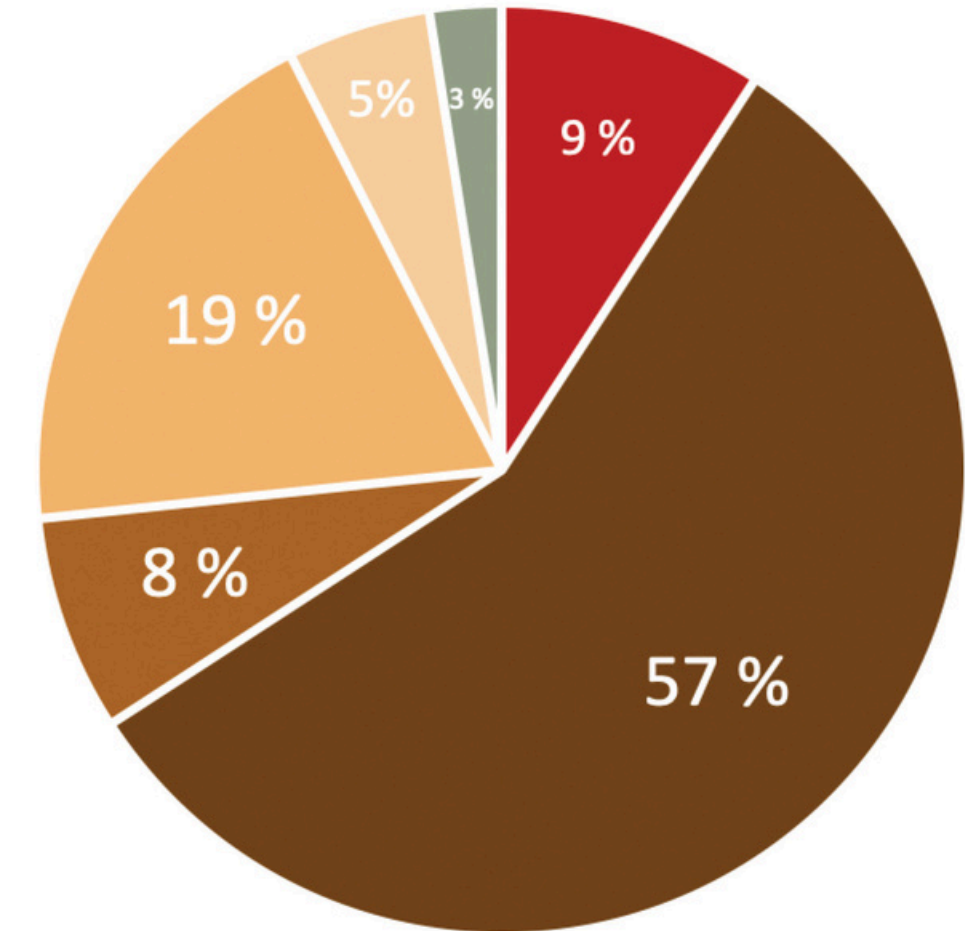
Employment status of respondents

Respondents are mostly **self-employed (57%)**

Challenging aspects of parenthood-related business

- Not always entitled to maternity leave
- Difficulties in combining work and childcare
- Insecurity and irregularity of income

What is your current work status? (%), N=120

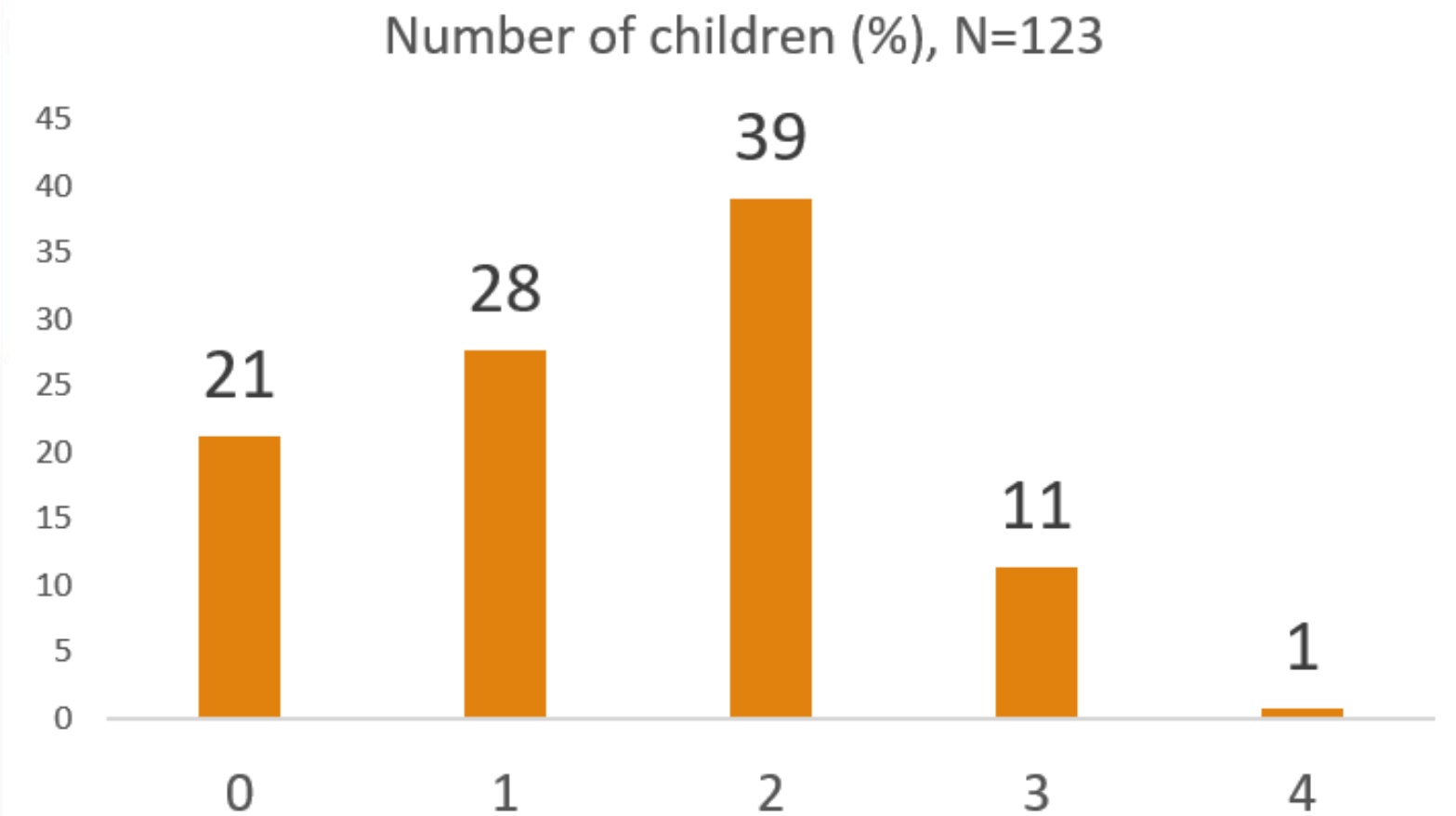


- As an employee
- Self employed but tied to one company
- Self-employed
- Self-employed in combination with employment
- Own company. Employee in own company
- Maternity leave

Parenthood (in sample)

There were **79 parents**
and 21 childless respondents.

Most respondents had **two children**,
reported by 39 of them.



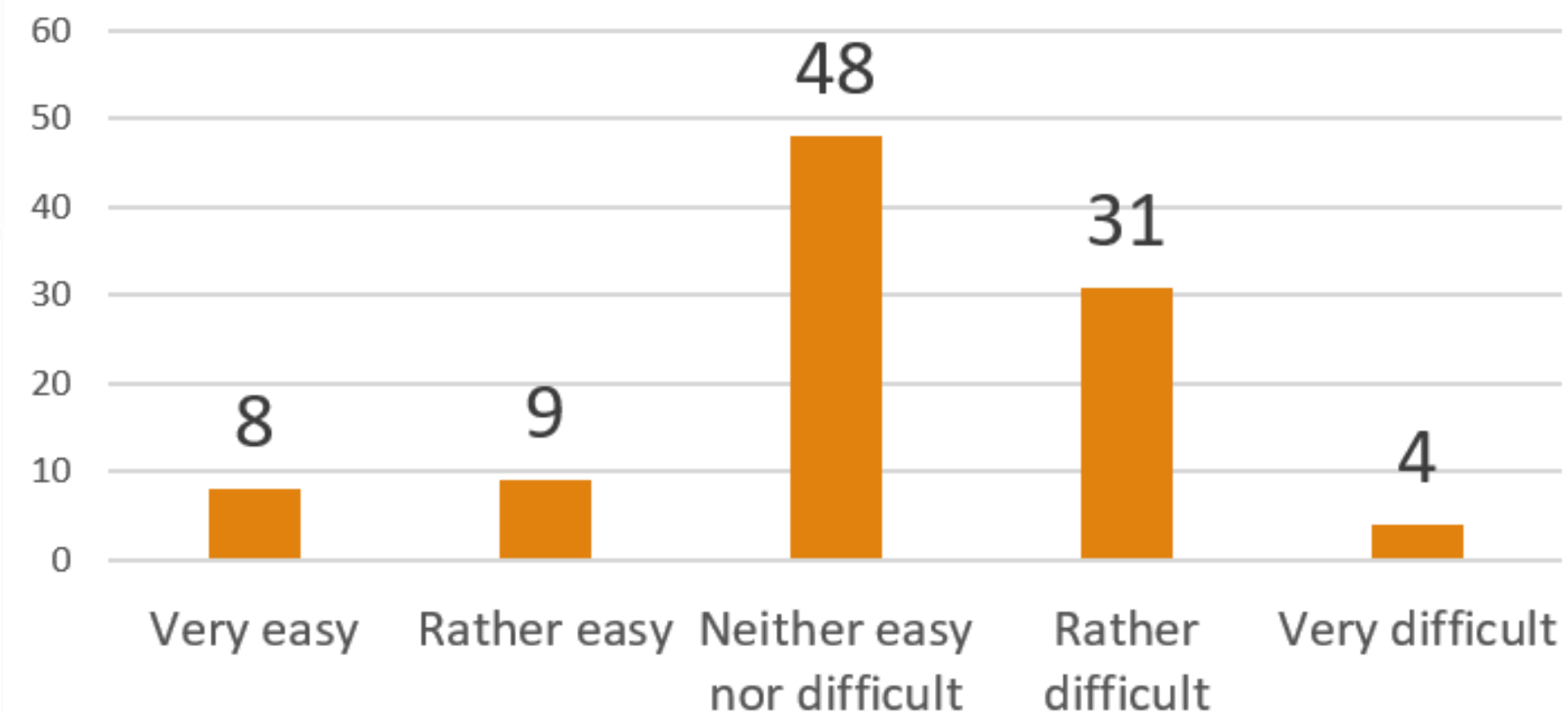
Evaluation of the participation of women in the audiovisual industry

Respondents are aware of the difficult situation of women in the audiovisual industry.

35% consider it difficult (rather difficult and very difficult) for women to participate in the audiovisual industry.

17% find it easy (very easy and rather easy)

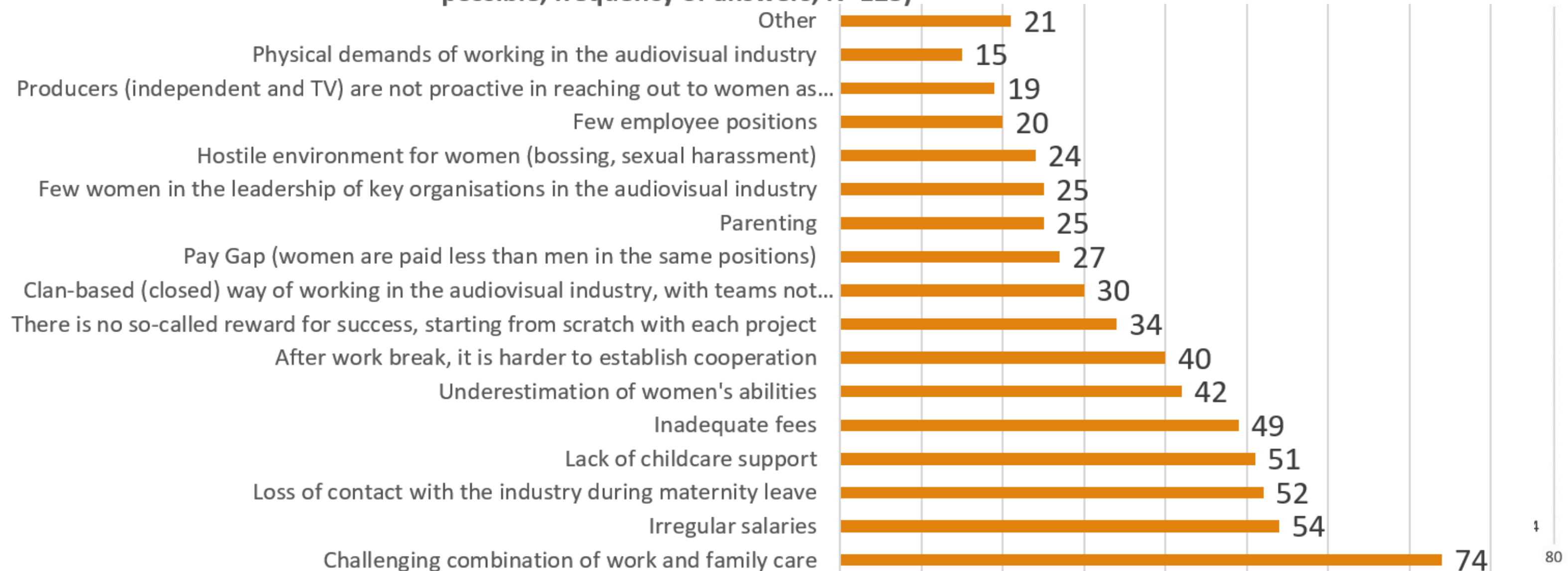
How easy do you think it is for women to work in the audiovisual industry? (%), N=123



Problems of women's participation in the audiovisual industry

The main perceived problem for women's participation in the audiovisual industry is the difficulty of combining work and family care (74 responses). Also important are irregular salaries (54) and loss of contact with the profession during maternity leave (52). Discrimination, lack of childcare support and inadequate salaries are also common problems.

What do you think is the main problem of women's employment in the audiovisual sector? (multiple answers possible, frequency of answers, N=123)

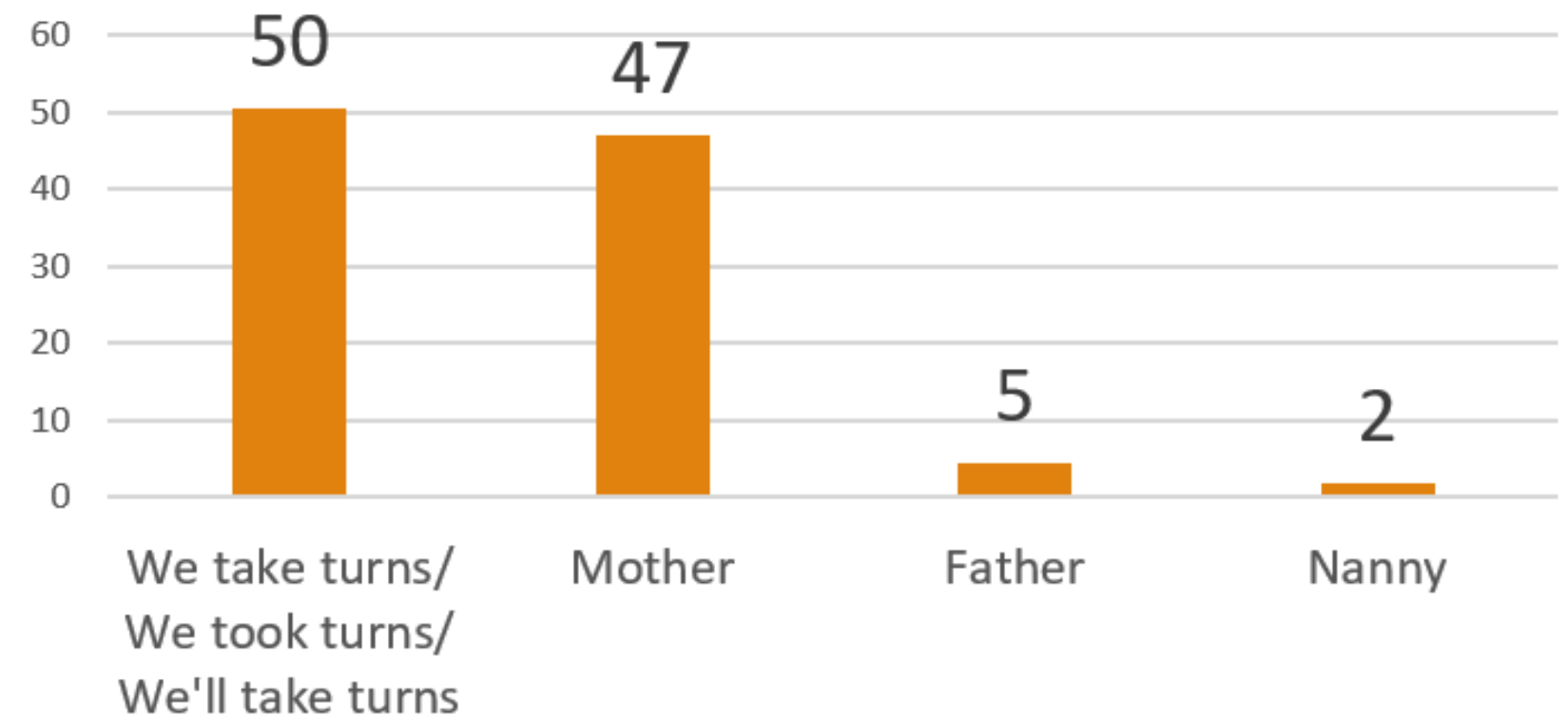


Who takes parental leave

Half of couples share childcare.

Fathers who look after the children exclusively are still the great exception, accounting for only 5%.

Who stayed with your children during parental leave (%), N=111



How the decision to take parental leave was affected by the financial situation

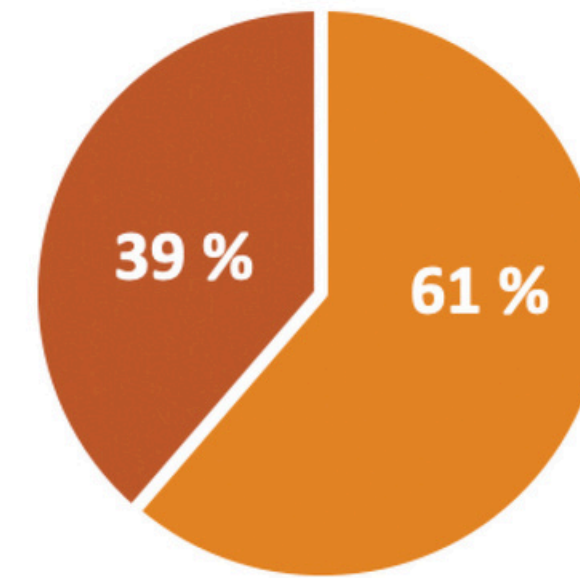
Finance was a factor in 61% of cases

According to the results, 61% of respondents' decision to take parental leave was influenced by their family's financial situation.

Conversely, 39% of respondents said that finances were not an important factor in their decision.

This difference suggests that for most families, financial stability is a key factor in the decision to share parenting responsibilities.

How did you decide who would receive the parental allowance and do most of the childcare? (%), N=106



- The agreement was not influenced by the family's financial situation.
- Financial evaluation

Who helps parents with child care

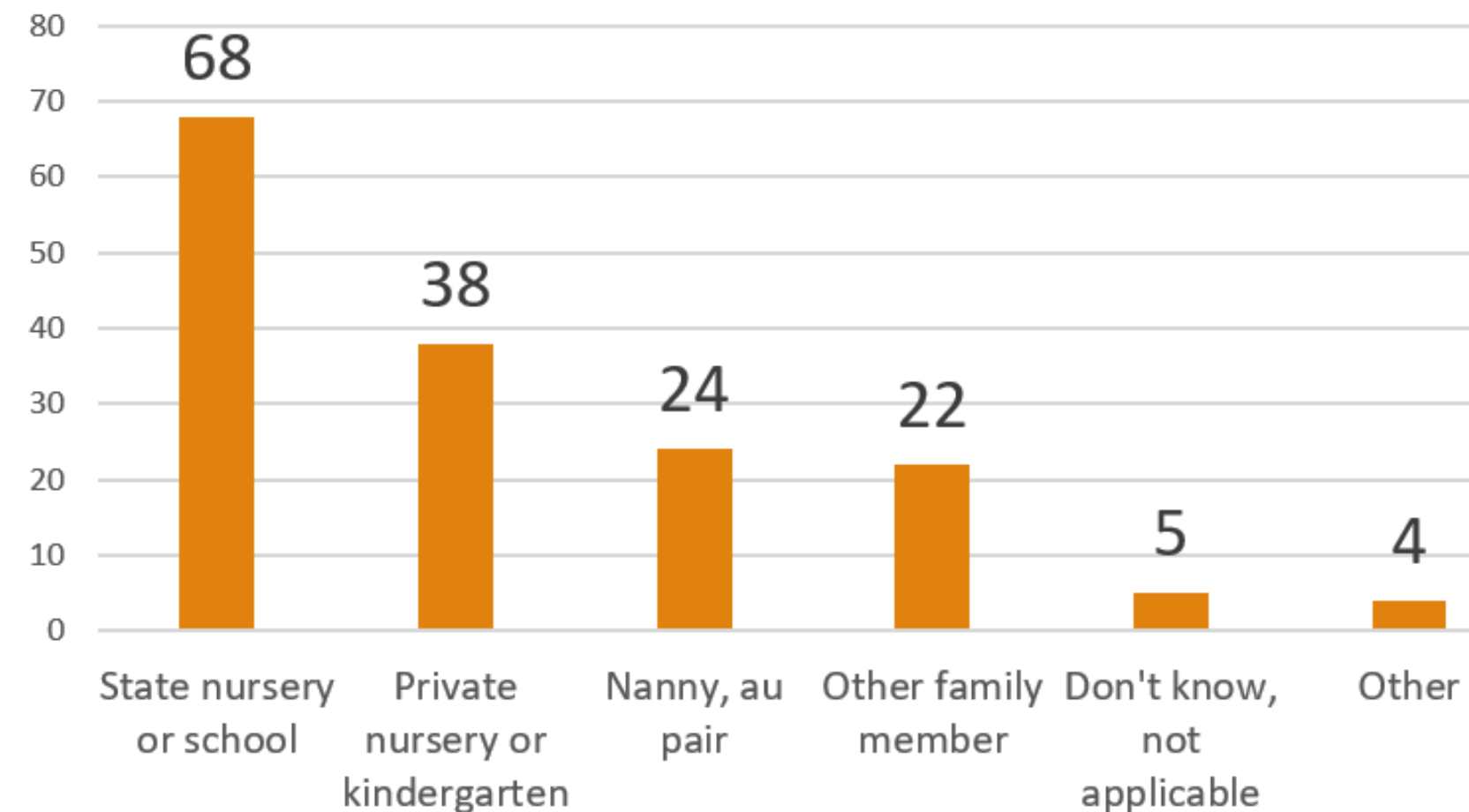
Parents often use a combination of sources of help help. The need to juggle a demanding work schedule with family responsibilities is complicated by the fact that the institutional care setting does not accommodate such a schedule.

Open-ended responses then included views that private nurseries and nannies were unaffordable and that 'it is difficult to get anything at all' (due to lack of capacity).

Respondents sometimes opted for flexible solutions depending on their current financial situation.

Unconventional models - home education - were also emerging.

For childcare I use/have used/will use: (absolute values, multiple answers possible)

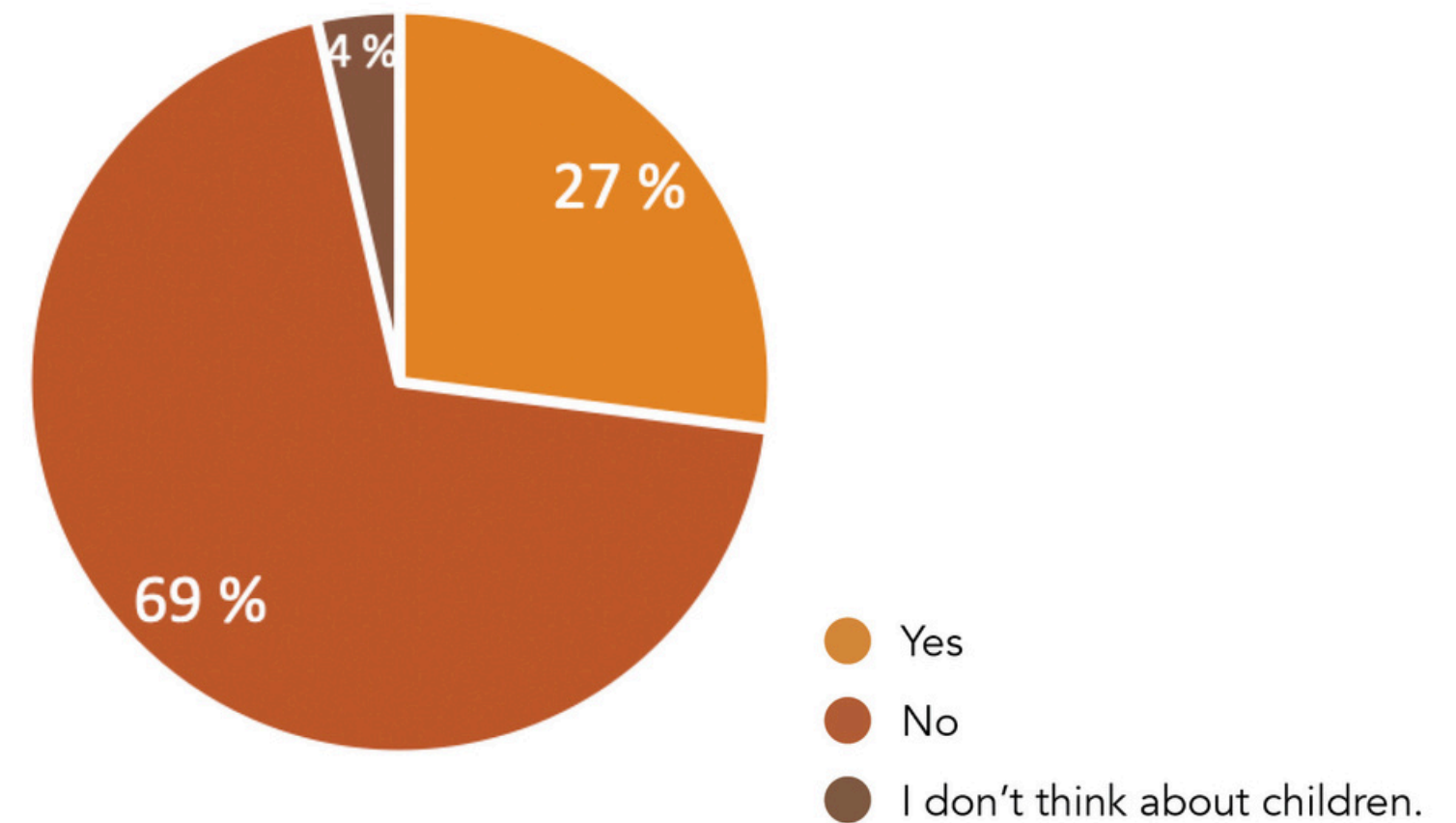


The impact of the demands of work on parenting decisions

27% of respondents considered not having children because of the demands of their job

This included both those who had decided not to have children at all and those who had children and have experienced the demands of combining family and work.

Have you ever thought about not having children because of the demands of working in the audiovisual industry? (%), N=111

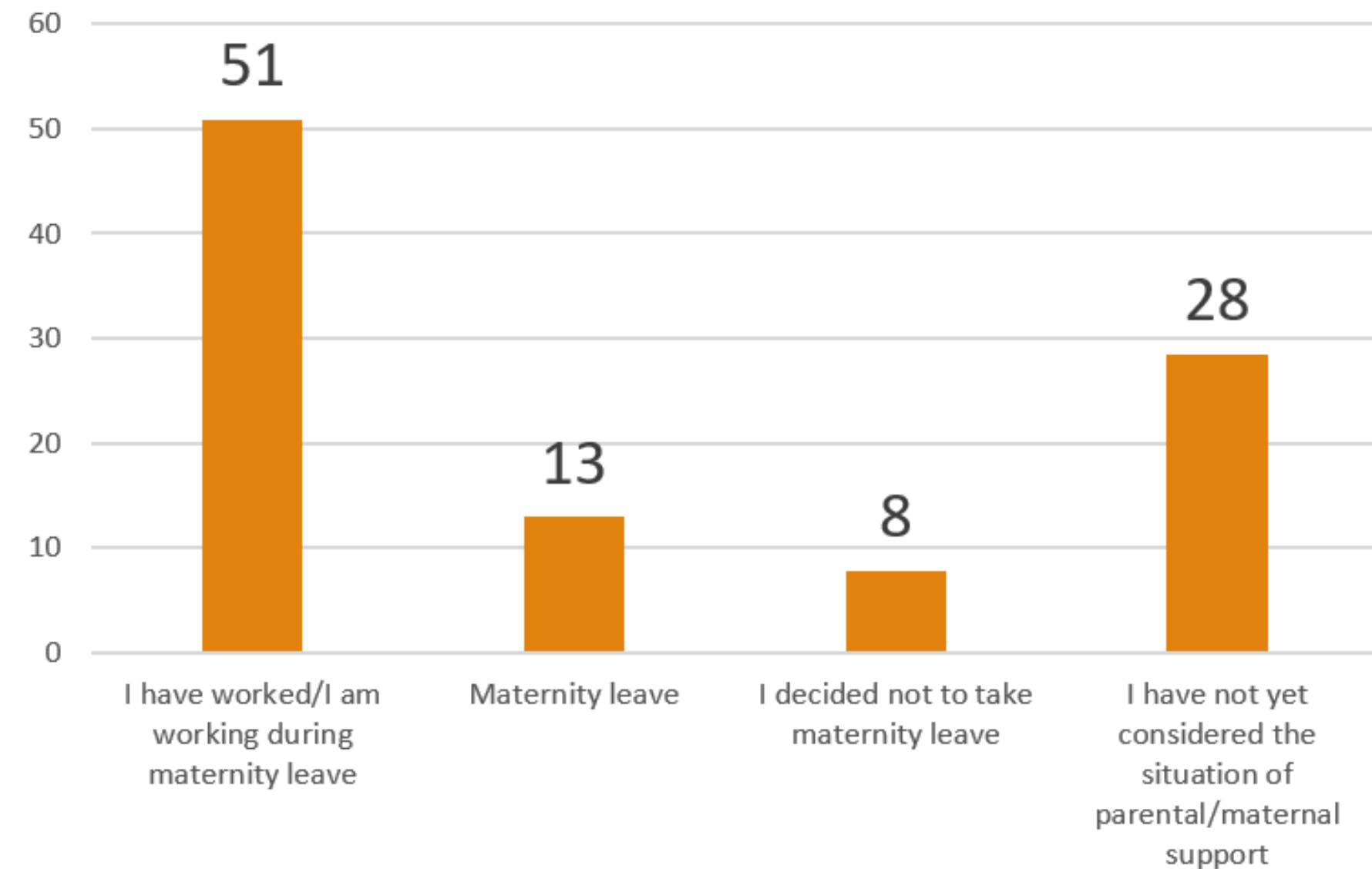


Combining working and maternity/parental leave

Half of parents (51%) worked while on maternity or parental leave.

Interestingly, **8% of parents did not start maternity leave at all.** (The reasons for this need to be explored further - were they not entitled to maternity leave, did their work environment not allow it, or was it a voluntary decision?)

Which option best describes your situation regarding government support for parenthood? (%), N=116



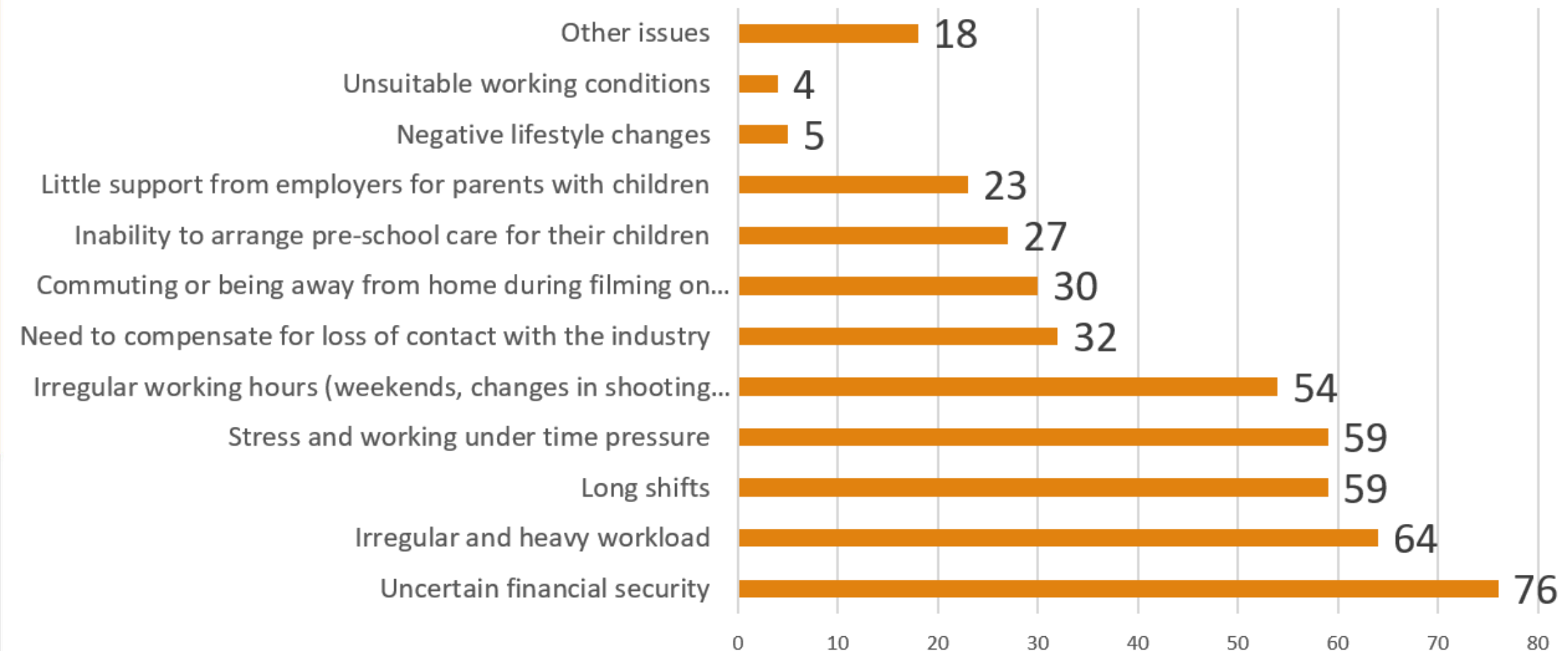
Parents' concerns about combining work in the audiovisual industry with childcare

Most problems reported related to **income insecurity**

Problems with the nature of work
- irregularity, long shifts, stress

Problems with interrupting work,
career breaks due to parenthood

As a parent, what worries you or would worry you if you tried to combine work in the audiovisual industry with childcare? (multiple answers possible, N=123)



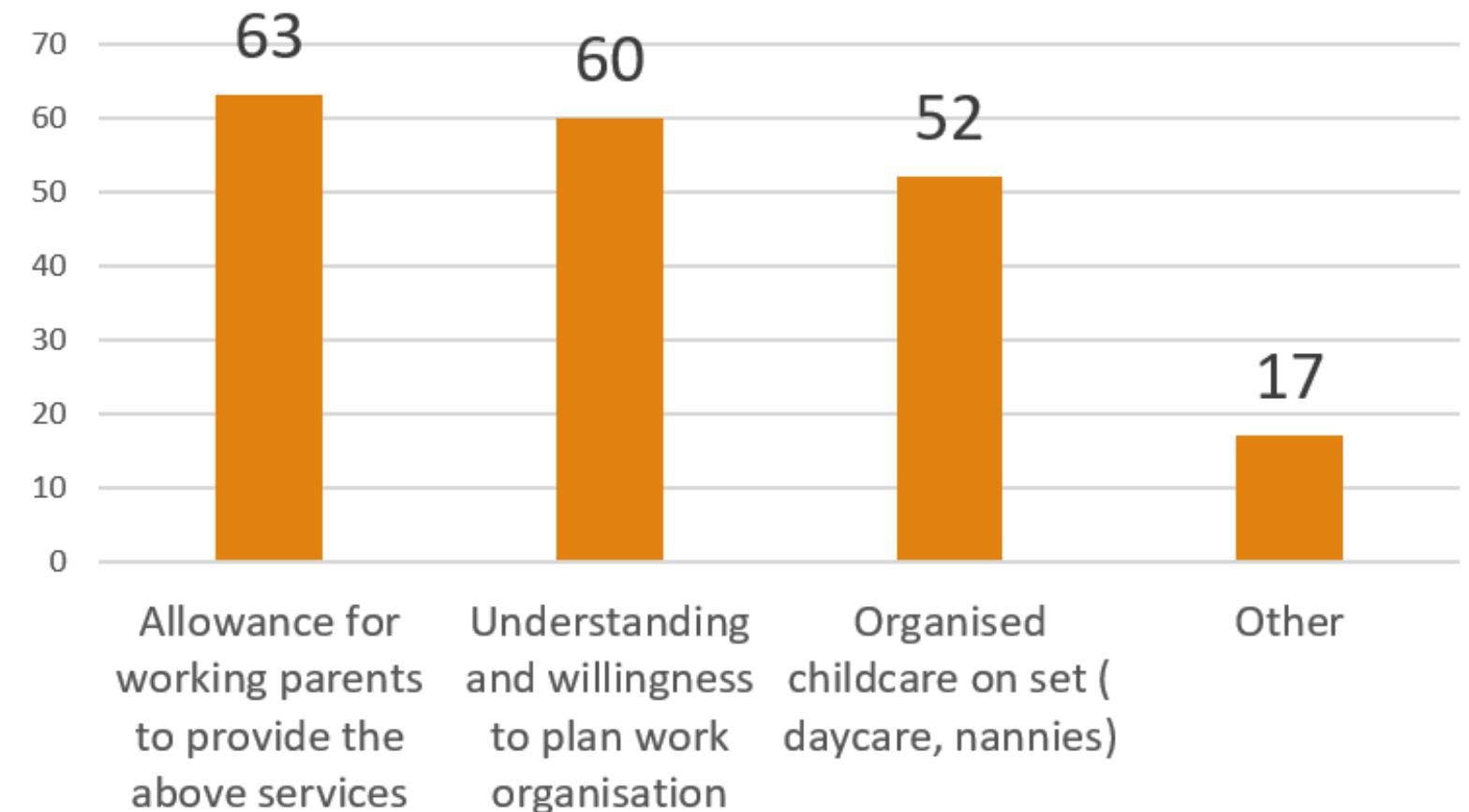
What would make it easier to combine work and family life?

Respondents most prefer to receive **funding for childcare** that they can decide for themselves

Other:

- More accommodating working conditions (time, working conditions, ...)
- Help from families
- Better financial rewards for work

As a parent, what would make it easiest for you to combine working in the audiovisual industry with looking after your children? (absolute numbers, more than one answer possible), N=123



Respondents' perceptions of their work environment

Positive perceptions:

- Many respondents found the working environment to be positive, supportive and friendly.
- Some respondents highlighted the pleasure of having good colleagues and the friendliness towards parents and children.

"My working environment in the audiovisual industry is very child-friendly and I have never had the feeling that the children are 'in the way'".

"A very positive atmosphere for parents, especially the support to work from home even with very flexible working hours".

"I often lacked confidence in my abilities as a woman when dealing with various institutions. I have also experienced harassment and insults from a senior producer on television".

"In general, I see a lot of pressure to perform and a lack of understanding of 'what are we always complaining about', especially from the older generation, especially women who are in high positions and reinforcing the status quo."

"Institutions like CT or FAMU don't even have a day care where a child can be with its own nanny if it is being breastfed and needs to be close by."

Negative perceptions:

- Some respondents mention unprofessionalism, low fees and having to work on several projects at the same time.
- The prevalence of negative experiences, including sexism, xenophobia and discrimination, especially against women and parents.

How respondents perceive the approach of universities with a focus on the audiovisual industry in terms of supporting the inclusion of women in practice

Positive perceptions:

- Some respondents perceive the universities' approach as positive and supportive of women's inclusion in practice.
- Efforts have been made in recent years to improve the conditions for inclusion.

"It's gotten better in the last few years and more emphasis is being put on it, which is great."

"I think they are supportive (e.g. the status of a parent studying at FAMU is a great thing)."

"When I studied at FAMU, the school made no effort to support us in our field; on the contrary, we were underestimated."

"Definitely not, but I think it depends on the school. I only have experience with my own school and I think there is an underestimation of the involvement of women and men in practice, regardless of gender".

"A lot could be written about this. At the moment, for example, it is only possible to do a full-time PhD at FAMU, which is a logistical challenge for parents".

Negative perceptions:

- Many respondents felt that universities were not sufficiently supportive of women in practice.
- Some respondents experienced discrimination and undervaluing of women in universities.
- Lack of institutional support for students with children, such as day care and flexible study.

SUMMARY

of exploratory research

35% of respondents considered it difficult for women to work in the audiovisual industry, the main problems being the reconciliation of work and family life, irregular pay and loss of contact with the industry during maternity leave.

27% of respondents considered not having children because of the demands of the profession.

50% of couples share childcare, but only 5% of fathers look after children exclusively.

The financial situation influenced the decision to share parental responsibilities **in 61% of cases**.

Parents often use a combination of public and private nurseries, nannies and family members, with availability and capacity being the main barriers.

Half of parents (51%) worked during maternity or parental leave, while **8% did not start maternity leave at all**.

The most common concerns of parents and potential parents about reconciling work and family life are **income insecurity, irregularity of work, long shifts and stress**.

Recommendations include **financial support for childcare, more accommodating working conditions and better financial remuneration** for jobs in the audiovisual industry.



**Thank you for
your attention!**

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