

# Beyond Blurred Lines

## *Gender Bias in the Music Industry*

Low Profile  
June 2019

# Project Description

- Low Profile conducted a survey on gender bias in the music industry
- **Aim 1:** Investigate the surveyed population; understand high level trends in salary and raises
- **Aim 2:** Evaluate frequency in acts of discrimination and sexual harassment

# Primary Dataset

- The primary data source for this project is Low Profile's dataset
- The survey was distributed through professional and social networks
- Limited to women in the US (N=151)

# Primary Population

- 151 women who live in the US were surveyed
- Average age is 31 years ( $SD = 6.8$  yrs)
- Average years worked in the music industry is 9 years ( $SD = 6.7$  yrs)
- 24% are women of color\*
- Current average salary of surveyed women is \$66,522/yr ( $SD = \$37,178$ )
- Average starting salary of surveyed women is \$26,871/yr ( $SD = \$10,245/yr$ )
- 25% of surveyed women have held an executive position in the industry\*

\*These numbers should be compared to industry averages; the current research estimates 30% of executive positions in the UK music industry are held by women

(<https://www.ukmusic.org/news/workforce-diversity-in-the-british-music-industry>).

# Primary Population

<b>Sector of the Music Industry</b>	<b>% of Pop</b>
Label	26%
Licensing	19%
Other (Live Music, PR, Tech, etc)	17%
Publishing	16%
Management	12%
PR & Marketing	10%

<b>Job Title</b>	<b>% of Pop</b>	<b>Job Title</b>	<b>% of Pop</b>
Manager	38%	Sr. Director	4%
Associate	18%	SVP	4%
Director	17%	A&R	3%
Sr. Manager	6%	VP	3%
Assistant/Admin	5%	CEO/President	2%

# Company Information-- Gender breakdown

- Surveyed women work at companies with an average of 253 employees ( $SD = 936$ )
- Surveyed women work at companies with an average of 46% women ( $SD = 19\%$ )

## Small Companies ( $\leq 15$ employees)

- Average company size is 8 employees ( $SD = 4$ )
- Small companies have an average of 55% female employees ( $SD = 29\%$ )

## Large Companies (15+ employees)

- Average company size is 365 employees ( $SD = 1115$ )
- Large companies have an average of 42% female employees ( $SD = 11\%$ )

# Company Size

## Small Companies ( $\leq 15$ employees)

- **Average salary of surveyed women is \$54,844 ( $SD = \$28,877$ )\***
- 27% of surveyed women have held an executive position
- 12.5% of surveyed women of color have held an executive position ( $n=8$ )

## Large Companies (15+ employees)

- **Average salary of surveyed women is \$70,182 ( $SD = \$37,328$ )\***
- 23% of surveyed women have held an executive position
- 12.5% of surveyed women of color have held an executive position ( $n=24$ )

\*The difference in average salaries between small and large companies is statistically significant ( $p < .01$ )

# Executive Positions-- Gender breakdown

## Small Companies ( $\leq 15$ employees)

- 43% of executive roles at small companies are held by women ( $SD=39\%$ )\*
- 3% of executive positions at small companies are held by women of color ( $SD = 10\%$ )

## Large Companies (15+ employees)

- 22% of executive roles are held by women, as reported by surveyed women ( $SD=17\%$ )\*
- 3% of executive positions at large companies are held by women of color ( $SD = 6\%$ )

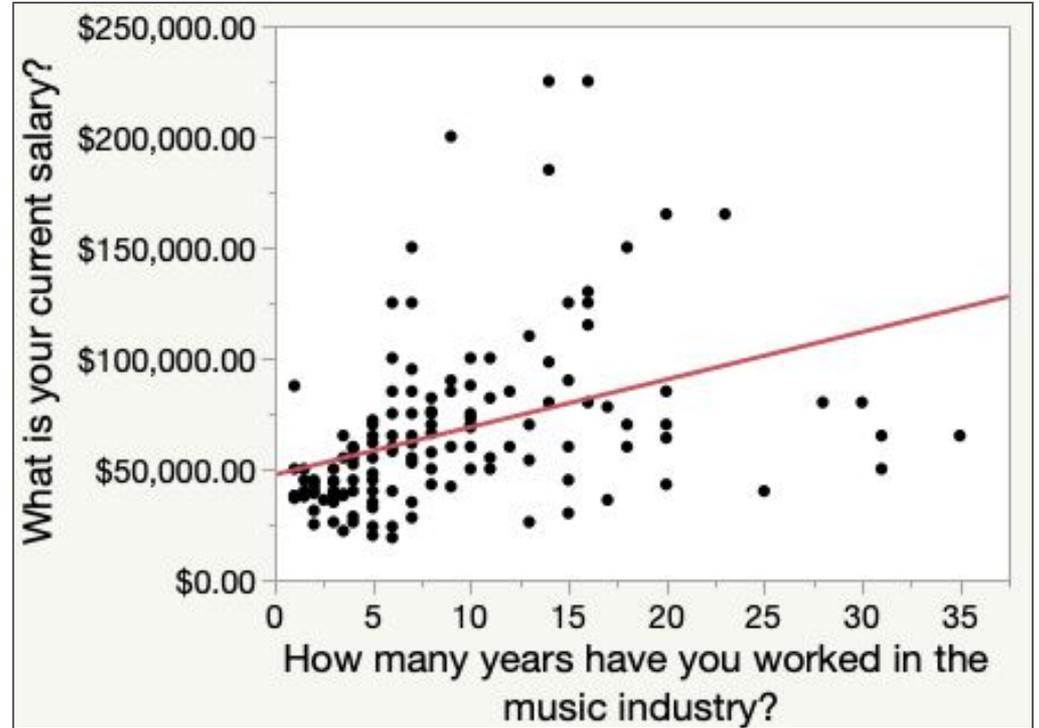
\*The difference in percent of executive roles held by women between small and large companies is statistically significant ( $p < .01$ )

# Average Salary - by tenure

There is a moderately strong positive correlation between annual salary and tenure in the music industry.

$$[\text{Current Salary}] = 47380 + 2146 * [\text{Tenure}]$$

$$R^2 = 0.147$$

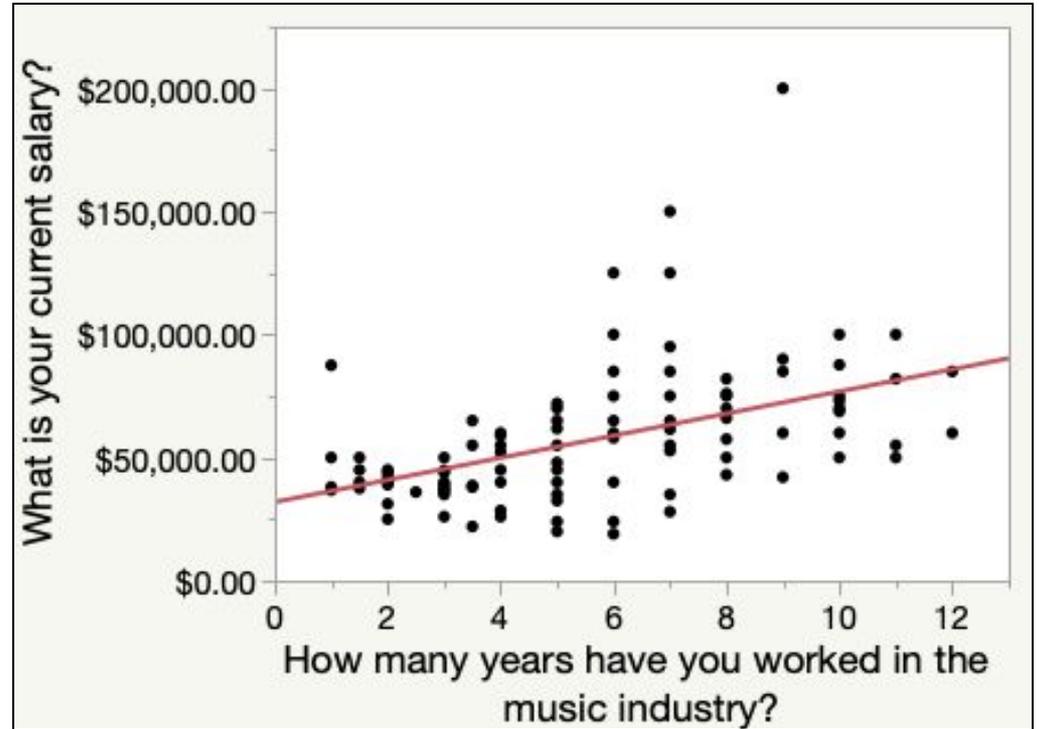


# Average Salary - by tenure (0-12 years)

The correlation between annual salary and tenure is strongest in one's first 12 years working in the music industry.

$$[\text{Current Salary}] = 31934 + 4494 * [\text{Tenure}]$$

$$R^2 = 0.243$$



# Average Salary- by Sector

<b>Sector</b>	<b>Average Salary</b>	<b>SD of Salary</b>
Management	\$ 75,263	\$ 52,080
Licensing	\$ 71,493	\$ 37,776
Label	\$ 71,437	\$ 36,239
Publishing	\$ 62,707	\$ 43,298
PR & Marketing	\$ 59,533	\$ 21,431
Other	\$ 57,869	\$ 26,784

# Average Salary- by Job Title

<b>Job Title</b>	<b>Average Salary</b>	<b>Std Dev</b>		<b>Job Title</b>	<b>Average Salary</b>	<b>Std Dev</b>
SVP	\$154,167	\$71,373		Associate	\$57,403	\$32,587
VP	\$133,750	\$32,500		Manager	\$56,731	\$23,917
Sr. Director	\$93,000	\$18,974		Sr. Manager	\$53,183	\$16,679
Director	\$76,870	\$28,565		A&R	\$46,400	\$25,987
CEO/President	\$72,500	\$10,607		Assistant/Admin	\$45,531	\$21,977

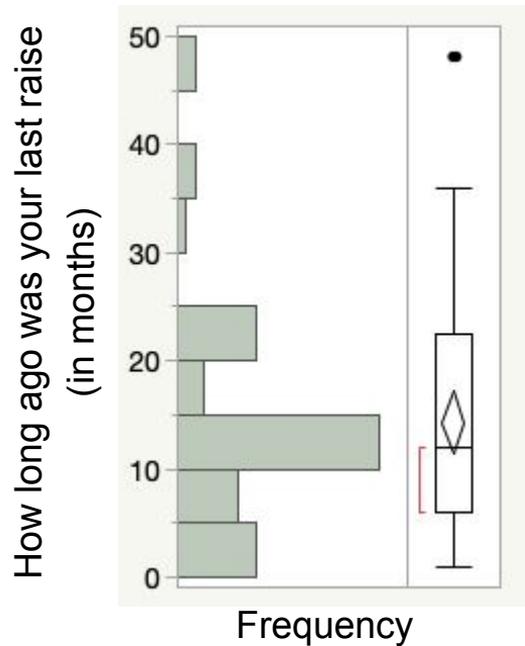
# Average Salary- by Sector and Job Title

		Job Title									
		SVP	VP	Sr. Director	Director	CEO/ President	Associate	Manager	Sr. Manager	A&R	Assistant/ Admin
Sector	Management	\$225,000**	\$90,000**		\$92,500**			\$58,683			
	Licensing		\$150,000**	\$79,000**	\$73,556		\$66,000	\$58,471	\$75,000**		\$80,000**
	Label	\$150,000**	\$165,000**	\$100,000**	\$79,950	\$80,000**	\$61,083	\$62,300	\$46,500**	\$22,000**	\$31,500**
	Publishing	\$170,000**	\$130,000**		\$60,500**		\$58,248**	\$44,941	\$52,163**	\$26,000**	\$28,500**
	PR & Marketing	\$60,000**		\$100,000**	\$77,000**		\$46,000**	\$33,000**	\$51,000**		\$73,000**
	Other				\$125,000**	\$65,000**	\$52,167	\$58,154		\$61,333**	\$39,917**

\*\*Indicates averages calculated on fewer than 5 observed salaries

# How long has it been since your last raise?

59% of surveyed women have received a raise in the last year



- Of surveyed women, the average number of months since their last raise was 14 months ago.
- There is a wide spread in recency, 9% of respondents have not received a raise in the last 2 years.

# Did you ask for your last raise?

- 63% of respondents asked for their most recent raise\*\*
- Of women who asked for a raise, 70% were met with resistance

\*\*  $n = 70$ ; 46% of the original population responded to questions about raises

# Who discusses salaries?

As reported by women, women discuss salary openly more often than men.

*This difference is statistically significant, as determined by a matched pairs t-test.*

Do any of the men at your company talk openly about their salary?

Response	% of Responses
No	77%
Some of them	15%
Yes	6%
n/a	2%

Do any of the women at your company talk openly about their salary?

Response	% of Responses
No	61%
Some of them	25%
Yes	13%
n/a	1%

# Have you ever made less than a man with the same or similar role?

59% of surveyed women have been paid less than a man in the same role.

Less than 1% of participants are sure they have never been paid less than a man with the same job.

<b>Response</b>	<b>% of Population</b>
Yes	59%
Maybe	40%
No	0.7%

# Have you ever experienced any form of discrimination at work?

80% of surveyed women have experienced discrimination at work<sup>[1]</sup>

Type of discrimination	% of surveyed women
Gender	53%
Age	18%
Race	9%
Other (General, Health, Sexual Orientation)	14%

[1] 13 respondents did not respond to this question

# Have you ever experienced sexual harassment at work or a work event?

53% of surveyed women have experienced sexual harassment

<b>Response</b>	<b>% of surveyed women</b>
Yes	53%
Maybe	7%
No	40%

49% of women have knowingly not reported acts of sexual harassment (of women who responded to questions about sexual harassment)

# Next Steps

- Respond to feedback from today's discussion
- Possible next steps:
  - Collaborate on a white paper and/or press release
  - Collect secondary datasets-- survey results from men and industry average salaries
  - Incorporate secondary datasets
  - Redesign *At What Cost?* survey and distribute to more people
    - Standardize responses
    - Distribute to men and women

# Secondary Datasets

- *Survey results from men:* Low Profile's salary and discrimination survey for men
- *Industry average salaries:* collected from open source, self-reported websites
  - Sources: Glassdoor, indeed