

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

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

Job Title	% of Pop	Job Title	% of Pop
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 (≤ 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 (≤ 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 (≤ 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 ($SD = 6\%$)

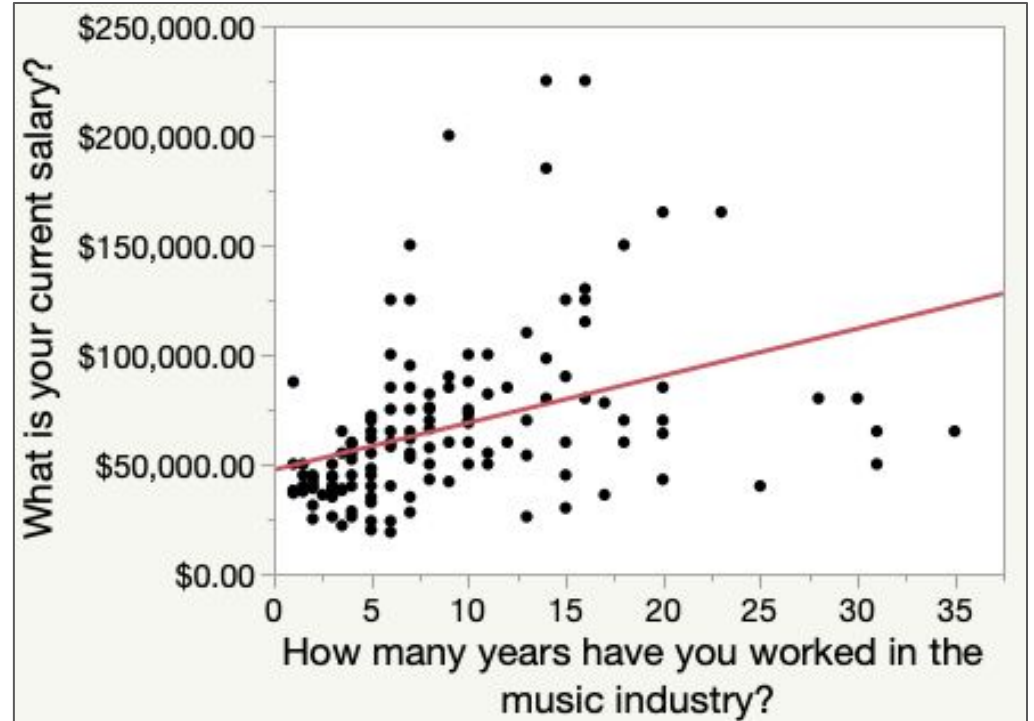
*The difference in percent of executive roles held by women between small and large companies is statistically significant ($p < .01$)

Average Salary - by tenure

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

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

$$R^2 = 0.147$$

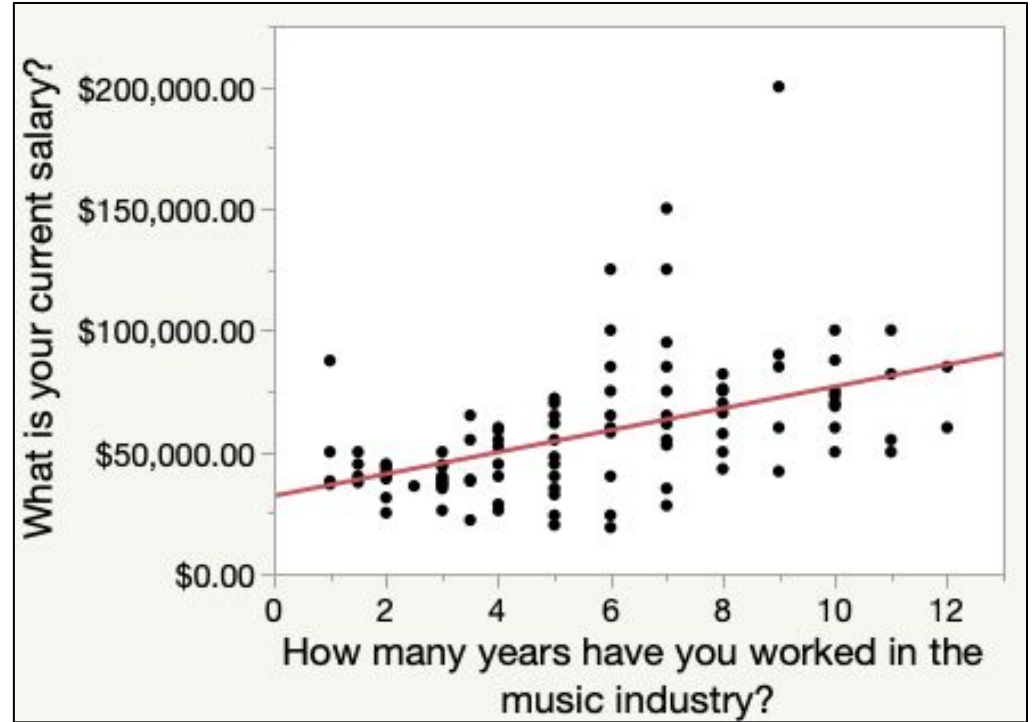


Average Salary - by tenure (0-12 years)

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

Sector	Average Salary	SD of Salary
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

Job Title	Average Salary	Std Dev		Job Title	Average Salary	Std Dev
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

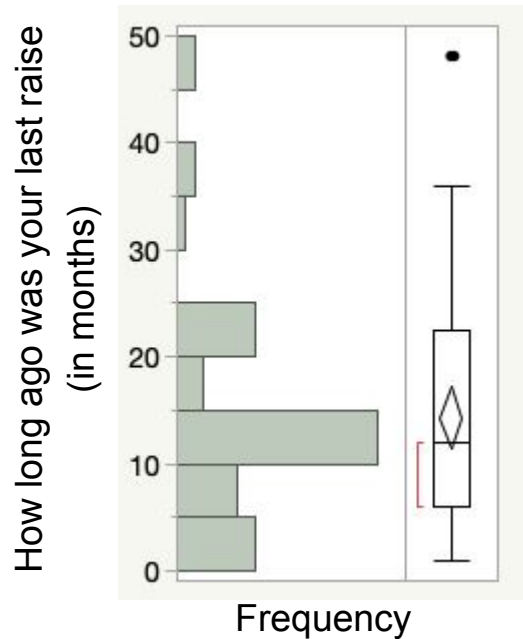
Average Salary- by Sector and Job Title

		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.

Response	% of Population
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^[1]

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

Response	% of surveyed women
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