

Equal Access Report 2023

Assessment based on reporting on the
Code of Conduct for Equal Access in Music



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Equal Access

The Partnership for Sustainable Development in Music was initiated in 2022 with the aim of bringing together organisations, institutions, and businesses from the Danish music scene to collectively address some of the major cross-cutting challenges facing our industries.

The challenge of ensuring equal access to the Danish music scene affects all parts of the Danish music industries and cannot be solved by a single entity; it requires partnerships and collaboration.

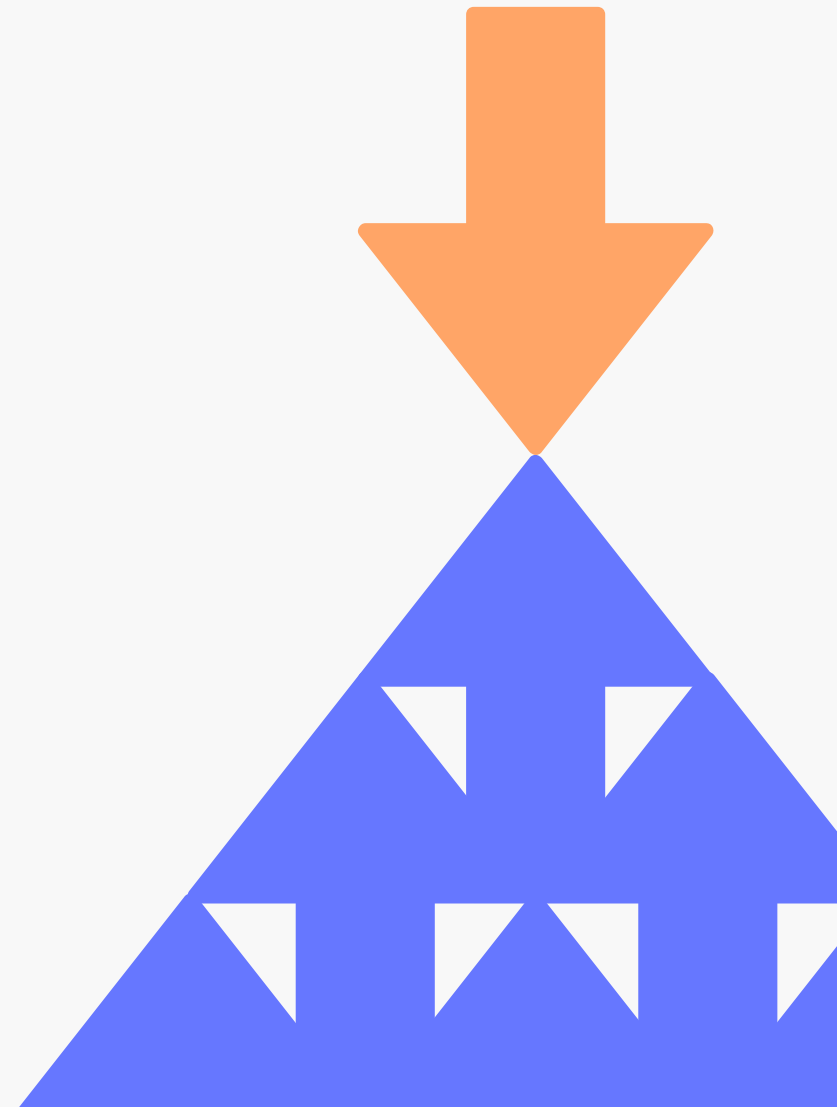
The lack of equal access is a systemic issue within the Danish music scene and is also central to the UN Sustainable Development Goal 5: Gender Equality and Goal 10: Reduced Inequality. This challenge calls for innovative thinking and cross-sector collaboration.

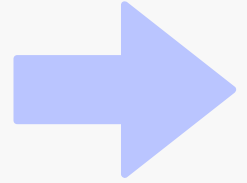
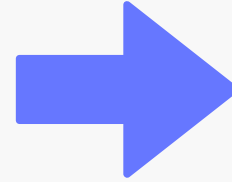
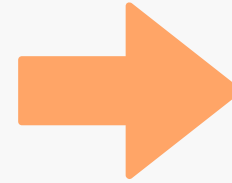
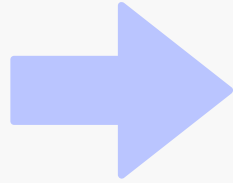
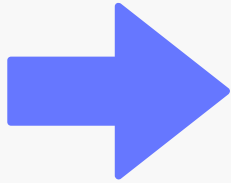
The Partnership for Sustainable Development in Music works to promote equal access to the

music scene, so that everyone has the opportunity to achieve their full professional potential – in creative, performing, and leadership roles, both on and off stage.

Our vision is that the partnership can serve as a common platform for change enabling us individually and collectively to overcome the challenges that stand in the way of a more sustainable music industry. We do this through knowledge creation and joint action.

Learn more about the partnership at www.partnershipforsustainablemusic.com





About the report

The report is based on voluntary, self-reported data from 47 partners, and is thus not representative for the entirety of the Danish music industries.

At the time of reporting, the partnership comprised 65 partners, meaning that almost 75 percent of the partners reported for 2023. While the current data set does not provide a complete picture of the music industries, it does offer valuable insights into the status of those actors who, through the Partnership for Sustainable Development in Music, have actively committed themselves to creating positive change towards equal access in the music industries. As the first of its kind, the report shows the potential of an annual evaluation of the many efforts that are underway, but also a clear picture of who is committed to change and collaboration towards structural improvements.

Over time, this report aims to expand both the number of respondents and the data foundation, so that future reports can present an increasingly relevant industry benchmark at sector level. The partnership comprises of leaders from alle parts of the Danish music industries, including venues, educations, organisations, booking agencies etc.

Introduction

For the first time, the Partnership for Sustainable Development in Music is publishing data on gender balance among its partners.

The 2023 report serves as a baseline measurement that will form the basis for future reports.

The basis of the report is the Code of Conduct for Equal Access in Music developed by the partnership, which presents six action-oriented principles for equal access and inclusion in the music industries.

The purpose of the report is to establish an annual measurement of gender balance and, over time, other diversity parameters among the partners in the Partnership for Sustainable Development in Music. The ambition is that this report will eventually serve as a common reference point for the Danish music industries and as an evaluation of the industries' progress in working towards equal access.

Data and evaluation are crucial elements of a systematic approach and for documenting progress. Additionally, the process of data collection is important, as it can, in itself, motivate action.

Enabling change in complex issues that can be reflected in data requires a sustained effort. This report emphasises that the music industries are in the midst of a transformation, where some organisations are just beginning their change process while others have been at it for longer. Now the partnership is taking a collective step to support development across the value chain of Danish music.

A big thank you to all participants in the report for their contributions and engagement.

Data and methodology

This report is based on voluntary submissions from 47 partners in the Partnership for Sustainable Development in Music, reporting on their status as of 31 December 2023 regarding gender balance among employees, management and board members, and regarding their core activities.

This approach likely introduces a self-selection bias in the reporting, resulting in an overrepresentation of respondents already engaged in sustainable development efforts. This bias also appears to be reflected in the findings.

The primary data for the report was collected in February–March 2024 through a survey distributed to the then 65 partners in the partnership. In May 2024, additional data was collected as it became clear during the analysis process that the initial data set alone was insufficient in providing an accurate measurement of the gender balance. In the second round of data collection, 46 out of the 47 partners submitted additional data.

In the survey, respondents had the option to leave questions unanswered, resulting in not all respondents providing responses to every question. Similarly, survey participants were able to choose whether or not to remain anonymous in

the report. This option was provided, as some may find it less challenging to contribute data when anonymity is an option. To ensure that individual respondents are not identified in the report, certain sectors with few respondents in each group have been combined into larger groups. This includes respondents categorised as ‘Other organisations’ as well as the ‘Publishers’ group, which have been grouped together with music companies.

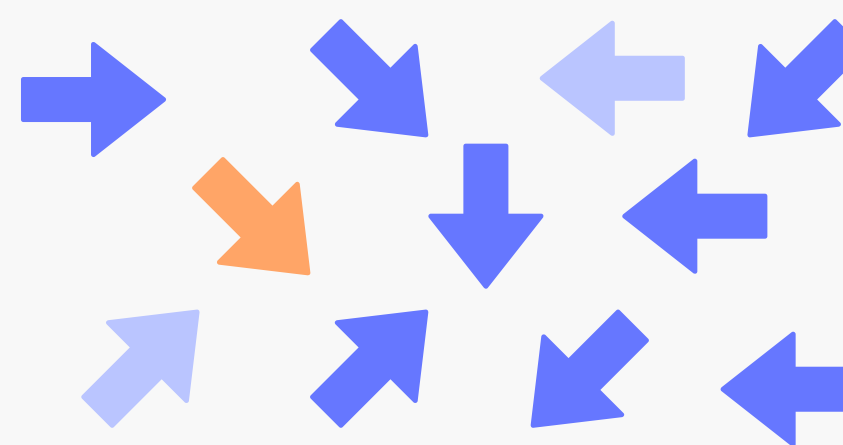
In the survey, partners submitted quantitative data on gender balance within their organisations and in relation to core activities. They also responded to a series of yes/no questions. This provided an overview of the state of the Danish music industries in relation to gender balance; however, this approach also limits nuance. Respondents were able to elaborate on their data in open-text fields and through direct communication with the Partnership for Sustainable Development in Music’s secretariat.

Key metrics in the report focus on gender balance, although diversity is much broader than only binary genders. The priority for 2023 has been to support a new joint reporting framework in the music industries that is both ambitious and accessible to stakeholders who are new to reporting, while building competence and a foundational data set to eventually report more broadly on diversity.

Data presentation

The report includes averages for gender balance within each sector. These averages are calculated based on the number of men and women in each category.

The report presents average sector-level data aggregated at industry level. It does not delve into the reasons behind the current representation among industry sectors. These reasons are already well documented in Danish and international analyses.



Efforts to strengthen this report

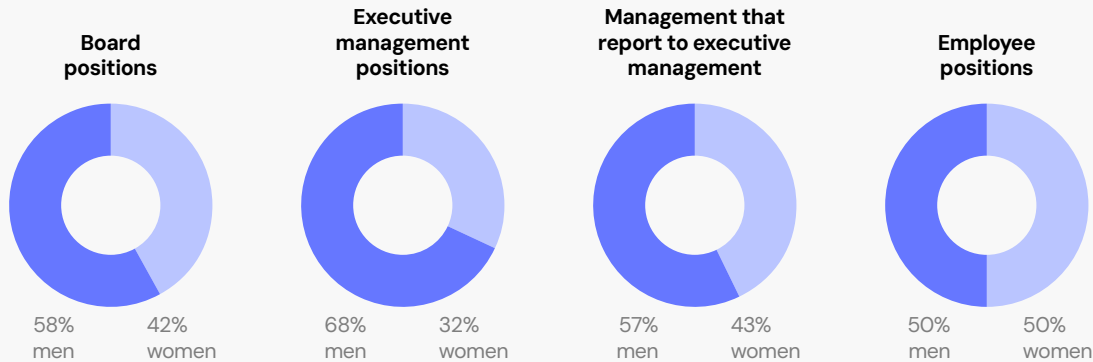
Based on the above methodological considerations, the Partnership for Sustainable Development in Music will work to enhance the data foundation of this report by:

- Strengthening the quality of data from respondents
- Increasing the number of respondents
- Presenting additional demographic parameters over time, such as age, gender minorities, and ethnic representation
- Allowing for more nuanced data through e.g. interviews
- Developing sector-specific recommendations for further action
- Removing respondent anonymisation to encourage transparency and knowledge sharing

Key findings

In this section, gender balance is presented based on the number of men and women reported, along with areas where data indicates that partners are successful in advancing gender balance and equal access.

More men than women on all levels except employee level



The above figures are based on 1,235 persons across the organisations, companies and institutions that have reported. In total, the data comprises 655 men and 580 women across all employment levels.

Positive trends in the efforts towards better gender balance

87%

report having worked to increase knowledge about **diversity and inclusion**

0%

report a **lack of support** from management or the organisation

0%

report **uncertainty** about what they can gain from working to improve equal access

4%

report fearing **negative reactions** to their efforts to promote equal access

Barriers to achieving better gender balance

53%

report that **lack of time** is a barrier

49%

report that the **long-term perspective** on creating progress is a barrier

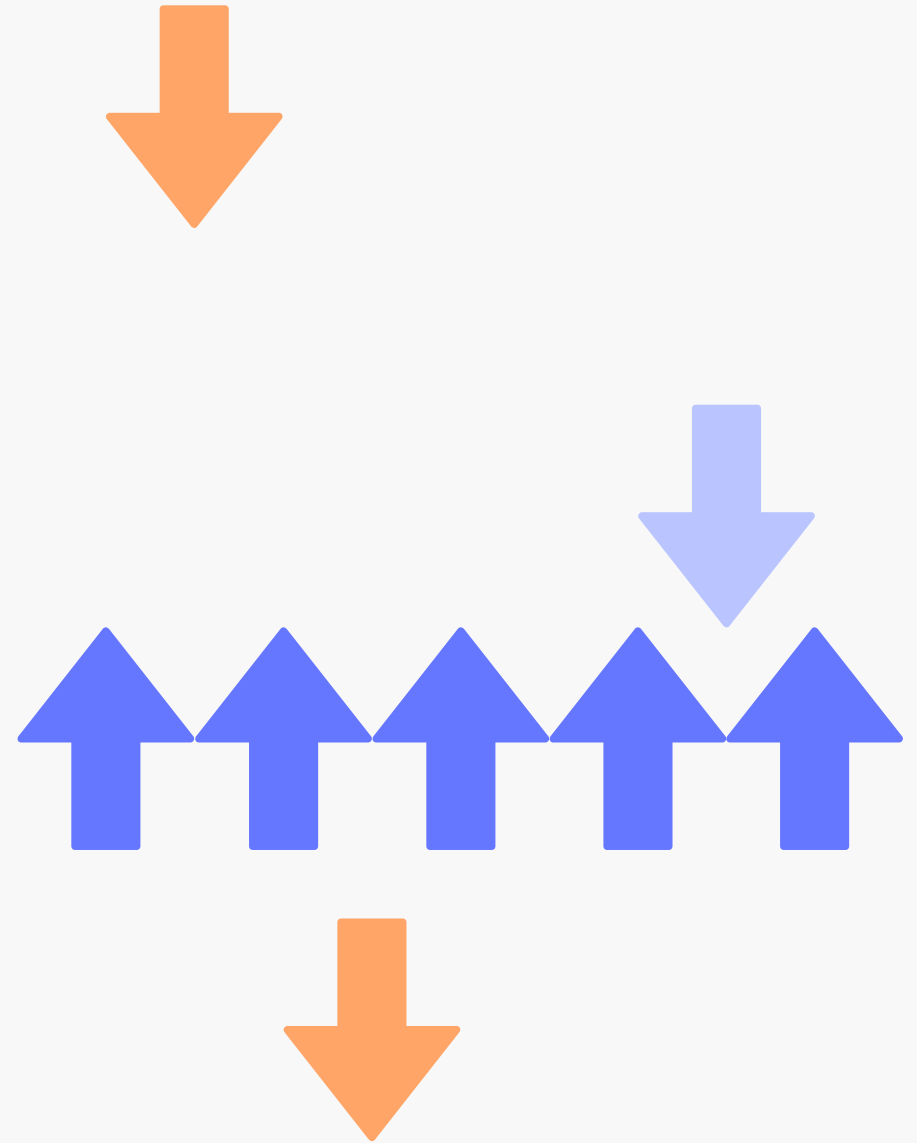
34%

report that **lack of budget** is a barrier

30%

report that **lack of knowledge and skills** is a barrier

Sector-based results



Venues

Across the venues that have reported, there are more men than women in top management levels (boards and executive management), while the distribution is relatively even among managers reporting to the executive management and at employee level.

There is a very imbalanced distribution in the total line-up, as men comprise 74 percent and women comprise 25 percent. This imbalance is not reflected among those responsible for booking – a position held by very few individuals.

Data foundation: 7 responses.

Highlights of the the venues' efforts

The venues report the following on their efforts for equal access:



6 of 7 have applied **diverse role models** in external communications



3 of 7 focus on ensuring **diversity** within the group responsible for hiring



7 of 7 have implemented methods to **increase representation of underrepresented groups** in the candidate pool for hires and/or bookings



2 of 7 have processes or people **reviewing campaigns and other materials** from a diversity and inclusion perspective

Gender balance for the venues

Board



Executive management



Managers reporting to executive management



Employees



Total line-up¹



Bookers



Volunteers



¹Everyone who has performed at a public event, including support acts

● Men ● Women ● Men and women jointly

Festivals


Among the festivals that have reported, men are overrepresented across all employment levels, including among bookers.

In the total line-up, men constitute 41 percent, which is a bit more than the group of women, who constitute 34 percent.


Data foundation: 5 responses.

Highlights of the festivals' efforts


The festivals report the following on their efforts for equal access:




4 of 5 work to increase key positions' knowledge of **diversity and inclusion**



2 of 5 have procedures for reporting **discriminatory behaviour**



4 of 5 have implemented methods to increase representation of **underrepresented groups** in the candidate pool for hires and/or bookings



1 of 5 has clear **feedback structures** in place

Gender balance for the festivals

Board



Executive management



Managers reporting to executive management



Employees



Total line-up²



Bookers



Volunteers



² Everyone who has performed at a public event, including support acts

● Men ● Women ● Men and women jointly

Concert and festival organisers

Among the music organisers who have reported, men are overrepresented in the board and at executive levels, while there is a balanced distribution among managers reporting to executives.

There are more women than men among the bookers. Conversely, men make up 58 percent and women make up 36 percent in the booked line-ups.

Data foundation: 5 responses.

Highlights of the organisers' efforts

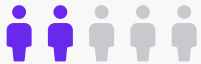
The organisers report the following on their efforts for equal access:



5 of 5 work to increase key positions' knowledge of **diversity and inclusion**



4 of 5 allow employees and volunteers to allocate work hours to increase knowledge of **diversity and inclusion**.



2 of 5 have implemented anti-discrimination **policies or procedures**



3 of 5 have **applied diverse role models** in external communications.

Gender balance for the organisers

Board



Executive management



Managers reporting to executive management



Employees



Total line-up³



Bookers



Volunteers



³ Everyone who has performed at a public event, including support acts

● Men ● Women ● Men and women jointly

Music companies and music publishers

Among the music companies and music publishers that have reported, there is a higher proportion of men than women at all levels of the organisations. While there is an overall equal distribution at the employee level, the imbalance increases with higher levels of employment.

Men are also overrepresented across all affiliated artists.

Data foundation: 6 responses, including one music publisher. Music publishers and music companies are grouped in this category to ensure anonymity. Several of the music companies also provide publishing services.

Highlights of the companies' and publishers' efforts

The companies report the following on their efforts for equal access:



6 of 6 work to increase key positions' knowledge of diversity and inclusion



4 of 6 have procedures for reporting discriminatory behaviour



3 of 6 have implemented methods to increase the representation of underrepresented groups in the candidate pool for hiring, bookings, etc.



1 of 4⁴ focuses on ensuring diversity within the group responsible for hiring

⁴Based on those four partners who had hires in 2023

Gender balance for the music companies and publishers

Board⁵



Executive management



Managers reporting to executive management



Employees



Label⁶: Affiliated artists and groups



Publishing: Affiliated composers and songwriters



Booking: Affiliated artists and groups



Management: Affiliated artists and groups



⁵Based on the three partners who have a board

⁶One partner has been removed from this indicator, as it has not been possible to verify their data

● Men ● Women ● Men and women jointly

Booking agencies

Among the booking agencies who have reported, an overrepresentation of men is visible at all employment levels.

Of the affiliated artists, men constitute the largest proportion, comprising 66 percent. Women comprise 31 percent, and groups consisting of both women and men comprise 3 percent.

Data foundation: 4 responses.

Highlights of the booking agencies' efforts

The agencies report the following on their efforts for equal access:



3 of 4 work to increase key positions' knowledge of **diversity and inclusion**



3 of 4 have a **clear ambition for diversity and inclusion** that describes targets, culture or behaviour



0 of 4 have processes or people reviewing campaigns and other materials from a **diversity and inclusion perspective**



1 of 4 has implemented methods to increase the representation of **underrepresented groups** in the candidate pool for hirings and bookings

Gender balance for the agencies

Executive management⁷



Managers reporting to executive management



Employees



Affiliated artists and groups



⁷None of the partners have a board. This indicator is thus not included for this sector's data overview.

● Men ● Women ● Men and women jointly

Education, training and talent development

The responses show a relatively equal distribution of men and women across all employment levels.

Additionally, the data underscores that more men than women have applied for admission to a school or programme. However, this report cannot verify whether this is mirrored in the actual admissions, as the admissions category is broader and includes everyone who has begun training, education or talent development in 2023 regardless of whether they have been through an application/admission process or not. In this data set, it is reported that, in total, more women than men have begun education, training or talent development in 2023.

Data foundation: 8 responses, of which 7 have reported on gender balance.

Highlights of the institutions' and organisations' efforts

The organisations and institutions report the following on their efforts for equal access:



7 of 8 work to increase key positions' knowledge of **diversity and inclusion**



4 of 8 have implemented methods to increase the representation of **underrepresented groups** in the candidate pool for hirings, admissions, etc.



6 of 8 have implemented **clear feedback** structures



4 of 8 have implemented **anti-discrimination** policies or procedures

Gender balance for the organisations and institutions

Board



Executive management



Managers reporting to executive management



Employees



Applications



Started education, training or development programme



Jury and censors (admissions and exams)



Jury and censors (teacher hires)



● Men ● Women

NGOs, genre and industry organisations

This category gathers a number of organisations that in several ways have similar organisational structures. The reporting organisations typically have very few employees, and several have boards but no management positions within the organisation.

Data foundation: 12 responses.

Highlights of the organisations' efforts

The organisations report the following on their efforts for equal access:



10 of 12 work to increase key positions' knowledge of **diversity and inclusion**



12 of 12 allow employees and volunteers to allocate work hours to increase knowledge of **diversity and inclusion**



7 of 12 have a clear ambition for diversity and inclusion, which describes **targets, culture or behaviour**



5 of 12 have procedures for reporting **discriminatory behaviour**

Gender balance for the organisations

Board



Executive management



Managers reporting to executive management



Employees



● Men ● Women

Funding and grants organisations

This category comprises only a few organisations and employees. Thus, the data foundation is very limited in this section.

More men than women apply for and receive funding, although the imbalance is less prevalent among the recipients than the applicants.

Data foundation: 3 responses.

Highlights of the organisations' efforts

The organisations report the following on their efforts for equal access:



3 of 3 work to increase key positions' knowledge of **diversity and inclusion**



2 of 3 have a clear ambition for diversity and inclusion, which describes **targets, culture or behaviour**



2 of 3 have processes or people reviewing campaigns and other materials from a **diversity and inclusion perspective**



3 of 3 have implemented methods to increase the representation of **underrepresented groups** in the candidate pool for hirings, admissions, etc.

Gender balance for the organisations

Board



Executive management



Managers reporting to executive management



Employees



Funding and grant applicants



Funding and grant recipients



Grants committees



● Men ● Women

Music labour unions


The data foundation for this category is very limited, as this section consists of data from only two partners.

In total, the two unions have a balanced gender distribution at board level and employee level. It is not possible to draw conclusions for the management levels, as the data foundation is too small.


Data foundation: 2 responses.

Highlights of the unions' efforts


The unions report the following on their efforts for equal access:



2 of 2 have implemented **anti-discrimination** policies or procedures



2 of 2 have implemented **clear feedback structures**



2 of 2 have a clear ambition for diversity and inclusion that describes targets, **culture or behaviour**

Gender balance for the unions

Board



Executive management



Managers reporting to executive management



Employees



Members



● Men ● Women

Collective management organisations

This category includes data from two organisations, making the data foundation very limited. In the reported data, there are generally more men than women, except at executive management level, which consists of one man and one woman.

The most prominent imbalance is visible among the members of the organisations, where men averagely comprise 78 percent and women 22 percent.

Data foundation: 2 responses.

Highlights of the organisations' efforts

The organisations report the following on their efforts for equal access:



2 of 2 have applied **diverse role models** in external communications



1 of 2 work to increase key **positions' knowledge** of diversity and inclusion



2 of 2 have a clear ambition for **diversity and inclusion** that describes targets, culture or behaviour



1 of 2 has processes or people reviewing **campaigns and other materials** from a diversity and inclusion perspective

Gender balance for the organisations

Board



Executive management



Managers reporting to executive management



Employees



Members (individuals)



● Men ● Women

Other organisations

The organisations in this category vary greatly, as this category is made up by the remaining organisations that do not match any of the other sector categories, including project organisations and help services. Thus, it is not possible to draw out patterns from the data.

Data foundation: 3 responses.

Highlights of the organisations' efforts

The organisations report the following on their efforts for equal access:



3 of 3 work to increase key positions' knowledge of **diversity and inclusion**



2 of 3 have implemented **clear feedback structures**



3 of 3 allow employees and volunteers to allocate work hours to **increase knowledge** of diversity and inclusion



1 of 3 has implemented **anti-discrimination** policies or procedures

Gender balance for the organisations

Board



Executive management



Managers reporting to executive management



Employees



● Men ● Women