

Ansøgning om støtte til foreningen Women In Live Music

Foreningens navn: Women in Live Music (WILM)

Foreningens status: En almennyttig, erhvervsdrivende momsregistreret forening

CVR.nr: 39146193

Base: Europæisk

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Foreningens Formål:

Grundlæggende er tanken bag WILM at rette op på diversiteten i den del af musikbranchen, der beskæftiger sig med koncertproduktioner, d.v.s arbejder *bag scenen*.

Stadig i 2019 er det et særsyn at se f.eks en kvindelig lydtekniker. En kvindelig rigger er nærmest ikke-eksisterende. Udover manglen på kvinder i koncertproduktioner, ses der også en tendens til at kvinderne falder fra efter relativ kort tid i branchen, set i forhold til deres mandlige kollegaer.

Undersøgelser har vist, at der er en stor interesse fra kvinder for at arbejde inden for live musik. Men stadig udgør de samlet set under 10% i gennemsnittet på en koncertproduktion. Erfaring fra andre organisationer, såsom Soundgirls.org tyder på, at et stærkt netværk kan være udslagsgivende for at flere kvinder er repræsenteret i live musikken bag scenen.

Foreningen Women In Live Music, (WILM), blev oprettet i Januar 2018 med støtte fra Tuborgfondet, og har medlemmer af begge køn.

Foreningens Aktiviteter:

WILM er først og fremmest en digital platform, som har til hensigt at fremme og styrke et netværk på tværs af Europa blandt de kvinder som arbejder med koncertproduktioner. WILM arbejder derudover på at lette tilgangen til branchen via mentorordninger og intro-workshops for kvinder, der ønsker at arbejde med koncertproduktioner. Således bliver der i Kbh-området afholdt workshops og meet up's med jævne mellemrum. Ligesom vi har et samarbejde kørende med spillestedet 'Forbrændingen' i Albertslund.

På vores hjemmeside formidler vi desuden en kontakt mellem branchen og kvindelige kolleger via vores såkaldte 'Crewlist'. På denne liste præsenterer vi en række kompetente kvinder, som har erfaring i koncertproduktion indenfor teknik, management og mere. Listen er oprettet for at gøre det lettere for f.eks. bands, festivaler, spillesteder, firmaer og bookingbureauer at finde kvalificeret kvindelig arbejdskraft.

<https://womeninlivemusic.eu/crewlist/>

Da WILM arbejder for at inspirere og motivere foreningens medlemmer, bliver der med jævne mellemrum arrangeret events, som strækker sig ud over andre europæiske lande. Størstedelen af disse bliver arrangeret i samarbejde med producenter, partnere og andre organisationer.

Disse events har til hensigt at knytte bånd mellem både etablerede og nytilkomne kvinder i branchen omkring live musik. Ved disse arrangementer giver vi ligesindede mulighed for at mødes og udveksle kontakter, viden og erfaring.

WILM har desuden en facebook gruppe, som i skrivende stund har over 2100 medlemmer. I denne gruppe foregår en livlig aktivitet på daglig basis med udveksling af gode råd, jobopslag, tips om diverse emner etc. Gruppen er åben for mænd, som ofte deltager aktivt i de forskellige opslag, hvilket for os er med til at præge diversiteten i en positiv retning

<https://www.facebook.com/groups/womeninlivemusic/>

Fremtidsperspektiv:

Det er vores ønske at nå så langt ud i Europa som muligt. Desuden arbejder vi på at samarbejde med andre organisationer i diverse europæiske storbyer.

Vi forventer at være fuldt aktive i 3-4 år. Eller til der er opnået en større diversitet i forhold til antallet af kvinder bag en koncertproduktion.

Københavns Kommunes Kultur og Fritidsudvalg ansøges om støtte til:

Leje af kontorplads, Kbh	30.000 kr.
Administration	129.600 kr.
Revisor	10.000 kr.
Vedligehold hjemmeside og PR	125.400 kr.
I alt	295.000 kr.

Der ansøges samlet til:

WILM bliver fortrinsvis drevet af frivillig arbejdskraft, hvilket selvsagt giver visse udfordringer. Vi søger derfor om støtte til en del af vores aktiviteter.

Andre fonde der ansøges i 2019

DJBFA - Sound Summer Camp 2019 (bevilliget)

RF Fonden - WILM 2019 (bevilliget)

Meyer Sound - WILM (bevilliget)

Koda Kultur - Safe Learning Environment

Spar Nord Fonden - Safe Learning Environment

Vedhæftet:

- WILM samlet budget 2019
- Rapport undersøgelse om kvinders velbefindende i live-musikbranchen (engelsk)
- Beskrivelse af en af vores nylige aktiviteter:

<https://womeninlivemusic.eu/spot-festival-takes-on-its-first-ever-all-female-team/>

Der kan såfremt det ønskes, rekvireres en mere uddybende beskrivelse af WILM og foreningens virke ved at emaile til info@womeninlivemusic.eu

Se vores webside her: <https://womeninlivemusic.eu>

Følg os på Facebook: <https://www.facebook.com/womeninlivemusic.eu/>

Med venlig hilsen

WILM team



Women in Live Music - Årsbudget - 2019

Udgifter	
Projektledelse	240000
Kommunikation	125400
Administration og regnskab	139600
Pos-materiale	20000
tryksager	5000
Transport og logi	16800
Messedeltagelse	10000
Udgifter til workshops	14000
Udgifter til camp	228500
diverse	5000
Udgifter i alt	804300
Indtægter	
Sponsorer	150000
Fonde	614300
Camp deltagergebyr	15000
egenfinansiering	40000
Indtægter i alt	819300
Balance	15000

Survey Report on women's well being in the live music industry

WILM May 2019

Aim

The aim of the survey was to collect data about the well-being for women working behind the scenes in the music industry.

Our prior thesis was the believe that a large number of women, especially young women, experience loss of confidence in themselves due to the fact that they belong to a minority in the music industry.

It was also the believe that there is a need for a supportive community for women, especially when those who are newcomers in the music industry.

Target group

All women who has worked or are working in the live music industry, with a main focus on those currently working in the music industry.

All women, who has studied or are studying a trade in the live music industry, no matter if they finished or not.

The target group were reached mainly through social media, where the survey was shared broadly in the music industry.

Results

Who are the respondents?

A total number of 187 women from 26 different countries answered the survey. The respondents are predominantly situated in Europe, but other parts of the world were also represented like for instance, Japan, USA.

Their job function in the music industry varies from sound and light technicians, over stage and tour managers to drivers, bandcare, merch and stagehands, and can therefore be said to represent a broad section of women behind the stages.

The biggest part of the respondents (45%) are between 25-34 years old, followed by the age group between 35-44 years old (28%). 40% of the respondents has worked in the live music industry more than 10 year.

There is almost a 50/50 % distribution of respondents who has a degree in the music industry and not.

Well-being at work

44% answered yes to the question *Do you think that you in general feel less confident than your male colleagues?* Some of the comments to this question suggest that this is a problem in the beginning of the career, and gets better with time. Here for instance a comment from a woman from the Netherlands *"I feel equally confident now, but did not start that way"*. This also shows in the results, where 46% of the no-sayers has worked more than 10 years in the music industry, compared to 40% of all respondents.

To the question *Did you ever feel that you had more to live up to than your male colleagues, while learning your trade in live music?* A noticeable majority of 82% answered yes.

Another question like *"Did you ever feel that you put more pressure on yourself than your male colleagues did while learning your trade in live music?"* had a majority of yes sayers (76%).

This points in the same direction that there is a disquieting pressure coming from the inside among women during their first years in the trade.

"Do you feel that you are or have been more afraid of making mistakes than your male colleagues?" 70% answered yes and one of the comments underline the issue, *"The industry forgives male mistakes and highlights female ones"* (a woman from UK).

43% of the respondents answered that they had felt lack of confidence to a degree that made them consider to quit the music industry. A Finnish woman comments, *"The frustration of having to "fight" or work extra hard, to prove to male colleagues ones own capabilities, and having to work against the assumption that I, as a female, don't know what I'm doing, becomes at times, too much. And you start questioning if it has to be so hard and if it's really worth it."*

A woman from UK also explains about an experience that made her consider quitting, *"When a horrible man mocked me on stage to a sold out audience because 'it's not because it's a woman doing my sound but.. you know what I'm saying?' And then proceeded to comment on my looks and weight and say how women should just be for a man's satisfaction!!"*

41% answered that they had felt that they didn't belong to the music industry because they are women. Asked about if the respondents considered the fact that the industry has a preponderance, 91% answered yes and many of the comments express wonder why we would ask such a question. - The condition is so evident that only very few of the respondents has not considered it. *"I am the only woman working in the tech/stage department at my current job, including freelancers and*

stage hands. It shows every day. Just seeing someone's surprised face when they see it's a woman on the job (not necessarily negative!) During my two years at this venue, we have had 1 female touring sound tech with a foreign band and 1 female tech under the mentorship of the sound tech for a known Danish artist.” (A woman from Denmark)

89% of the respondents are interested in further training/workshops, and 62% answered that it would make a positive difference for them, if the training would be for women by women.

65% answered that it would make a positive difference to them if they had a female mentor.

In the last question the Safe Learning Environment program (SLE) is explained to the respondents, and they are then asked if they think there is a need for this. 91% answered yes.

(read more about SLE here: <https://womeninlivemusic.eu/organisation/>)

Conclusion

The survey supports our thesis, that women behind the scenes in the music industry, especially young women, feel a lack of confidence compared to their male colleagues and experience gender imbalance in the music industry on a daily basis. It also highly support our believe that there is a need for an organisation like Women In Live Music, which aims to offer women in the industry a supportive and motivating community as well as female role models.

Please email us at info@womeninlivemusic.eu for further info

Please check us out at www.womeninlivemusic.eu

