Written submission from Incorporated Society of Musicians (SHW0027)

This letter and its appendix forms our submission to the Women and Equalities Committee inquiry, titled *Sexual harassment in the workplace*, which was launched on Tuesday 13 February 2018.

Since October 2017, following revelations of inappropriate behaviour, sexual harassment and discrimination in the film industry, the Incorporated Society of Musicians (ISM), the UK’s professional body for musicians, has been working to uncover the extent of any issues in relation to the culture in which all musicians work.

We conducted an anonymous and confidential survey from Thursday 2 November 2017 to Wednesday 28 February 2018, receiving hundreds of reports of sexual harassment and discrimination from musicians from across the industry. Our *interim report*, published on Wednesday 6 December 2017, identified a pattern of discriminatory behaviour in a broad range of workplaces.

Almost 65% of respondents who had experienced discrimination reported that they had been subject to sexual harassment. Almost 83% of these respondents were female, and 72% were self-employed. 77% did not report their experiences, with 42% citing fear of losing work as a reason for not doing so. This reason for non-reporting was not limited to just sexual harassment but a common theme across all types of discriminations as the interim report highlights.

These results suggest that the high level of discriminatory practices within the music sector is almost certainly connected to the largely freelance nature of the workforce. As freelancers, musicians often work outside organisational structures and do not have access to the protection and support mechanisms which are to be found in more traditional employment structures.

To date, the ISM is the only organisation in possession of robust data based on musicians’ experiences in the workplace, and our final report, which will cover the results of this survey in full, will be published later this month. We would welcome the opportunity to share its findings with the Committee as part of an oral evidence session or in writing ahead of its publication.

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