

**GENDER AND MUSIC:
GENDER ROLES AND THE MUSIC INDUSTRY**

**TOPLUMSAL CİNSİYET VE MÜZİK:
TOPLUMSAL CİNSİYET ROLLERİ VE MÜZİK ENDÜSTRİSİ**

Cihan TABAK ¹

¹Harran University, Faculty of Education, Sanlıurfa, Turkey.

ABSTRACT

The complex relationship between gender and the music industry, especially in gender roles, spans a wide range of areas from music production to theatre to career opportunities. Historical context, current and research on its breadth continues to shed light on gender inequalities that continue to plague fieldwork.

In this article, gender representation in music plays a significant part, emphasizing how widespread gender preconceptions are and how they manifest in both art and daily life. Perceptions of musical aptitude and career choices are significantly influenced by social norms and expectations, gender roles in music, and gender roles in general.

Given these difficulties, it is crucial to discuss and contest the gender roles that persist in the music business. It's essential that workable to create fair and inclusive surroundings that supports every body's development and achievement, regardless of gender. This article acknowledges the importance of recognizing and actively addressing key issues such as gender structure, representation, the gender pays gap, the leadership gap, and the overall need for greater inclusion. It also highlights the importance of these areas for further research and steps that can be used for improvement.

A more thorough investigation of gender's place in the workplace and its effects on various facets of the industry is warranted given the intricate relationship between gender and the music industry. The music industry can foster a climate that empowers and supports all musicians, regardless of gender, via recognising and addressing gender inequities, fostering inclusivity, and taking proactive actions in the direction of extra gender equality.

Keywords: Gender Inequalities, Gender roles, Music Industry.

ÖZET

Toplumsal cinsiyet ve müzik endüstrisi arasındaki karmaşık ilişki, özellikle de toplumsal cinsiyet rolleri, müzik prodüksiyonundan tiyatroya ve kariyer fırsatlarına kadar geniş bir alanı kapsıyor. Tarihsel bağlam, güncel ve genişliği üzerine yapılan araştırmalar, saha çalışmalarını rahatsız etmeye devam eden toplumsal cinsiyet eşitsizliklerine ışık tutmaya devam etmektedir.

Bu makalede, müzikte toplumsal cinsiyet temsili önemli bir rol oynamakta ve toplumsal cinsiyet önyargılarının ne kadar yaygın olduğunu ve hem sanatta hem de günlük hayatta nasıl tezahür ettiğini vurgulanmaktadır. Müzik yeteneğine ve kariyer seçimlerine ilişkin algılar, toplumsal norm ve beklentilerden, müzikteki toplumsal cinsiyet rollerinden ve genel olarak toplumsal cinsiyet rollerinden önemli ölçüde etkilenmektedir.

Bu zorluklar göz önünde bulundurulduğunda, müzik sektöründe süregelen toplumsal cinsiyet rollerini tartışmak ve bunlara karşı çıkmak çok önemlidir. Cinsiyetten bağımsız olarak her bireyin gelişimini ve başarısını destekleyen adil ve kapsayıcı bir ortam yaratmak için çalışılması elzemdir. Bu makale, cinsiyet yapısı, temsil, cinsiyetler arası ücret farkı, liderlik farkı ve genel olarak daha fazla kapsayıcılık ihtiyacı gibi temel konuların tanınması ve aktif olarak ele alınmasının önemini kabul etmektedir. Ayrıca bu alanların daha fazla araştırma ve iyileştirme için kullanılabilecek adımlar için önemini vurgulamaktadır.

Cinsiyet ve müzik endüstrisi arasındaki karmaşık ilişki göz önüne alındığında, cinsiyetin işyerindeki yeri ve endüstrinin çeşitli yönleri üzerindeki etkilerinin daha kapsamlı bir şekilde araştırılması gerekmektedir. Müzik endüstrisi, toplumsal cinsiyet eşitsizliklerini tanıyıp ele alarak, kapsayıcılığı teşvik ederek ve ilave toplumsal cinsiyet eşitliği yönünde proaktif adımlar atarak, toplumsal cinsiyetten bağımsız olarak tüm müzisyenleri güçlendiren ve destekleyen bir iklimi teşvik edebilir.

Anahtar Kelimeler: Toplumsal Cinsiyet Eşitsizlikleri, Toplumsal Cinsiyet Rollerini, Müzik Endüstrisi.

Sorumlu Yazar / Corresponding Author: Cihan TABAK, Asst. Prof. Dr., Harran University, Faculty of Education, Şanlıurfa, Türkiye **E-mail:** cihantabak@harran.edu.tr

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INTRODUCTION

Music is recognized as a time-honored language among cultures and societies around the sector. Throughout history, music has helped people specific their feelings, thoughts and beliefs. The music industry is closely linked to gender roles and norms. Gender is defined as the social roles and behaviors that society expects from men and women based on their biological sex. The relationship in music varies between different cultures and historical periods. For example, in Western classical music inside the 18th and 19th centuries, it became nearly never generic for women to participate in musical roles together with orchestra club and composition. Such restrictions were fuelled by the widespread belief that women's musical abilities were inferior to those of men. In the 20th century, however, the number of female musicians and composers increased and sexist restrictions gradually decreased (Bowers & Tick, 1987; Pendle, 2001).

Gender roles in the music industry are also reflected in musical genres and performance practices. For example, while rock music is considered male-dominated, female musicians are overrepresented in pop music. However, the relationship between music genres and gender is complex and the musical roles of women and men in particular genres may change over time. Although gender discrimination and gender roles in the music industry have changed significantly throughout history, sexist tendencies persist within and outside the music industry (Bayton, 1998; Whiteley, 2000).

The link between music and gender is often seen in areas such as musicians' career opportunities, wage inequality, contractual conditions and media representation. Female musicians may have fewer opportunities than their male counterparts due to sexist stereotypes and gender norms embedded in the industry. Music lyrics and videos are also subject to criticism in terms of gender roles and norms. Sexualised and stereotyped representations of women and men in lyrics and videos reflect attitudes and beliefs that promote gender inequality and discrimination. Particularly in popular music genres, it is common for women to be deliberately portrayed and men to be portrayed in dominant and aggressive roles (Weitzer & Kubrin, 2009).

Achieving gender equality in the music industry requires important steps such as raising awareness, changing education and policies, reducing discrimination and prejudice, and challenging gender norms. By leading this change, all musicians can contribute to increasing gender equality and diversity in the music industry (Swarr & Nagar, 2010). The intersection of gender and the music industry has important implications for musicians' experiences, musical expression and participation, music education, and employment opportunities and pay inequalities in the industry.

HISTORICAL PERSPECTIVE: FEMALE AND MALE ROLES IN MUSIC

Throughout the music history, the roles of women and men have modified substantially throughout specific cultures and time durations. This chapter analyses the roles of women and men in music industry, and how these roles have changed because the music industry has advanced, from a historical perspective. Since the start of music history, female and males have performed distinct musical roles. In ancient Greece and Rome, musical education and overall performance were important for both ladies and men, but women's public performances had been restrained. In medieval Europe, nuns and clergymen performed a critical function in church music, at the same time as each female and males had participated in folk music and storytelling traditions (Duby & Perrot, 1994).

Music education and performance became part of the aristocratic and bourgeois classes during the Renaissance and Baroque periods. During this period, women are known to have generally studied music at home and performed in private concerts for their families and friends. Men, on the other hand, took on more professional musical roles such as composers, music teachers and orchestra members (Bowers & Tick, 1987). The musical roles of men and women in Western classical music started out to turn out to be greater awesome in the 18th and nineteenth centuries. During this period, women were generally recognised as singers and pianists, while men dominated in areas such as composition, orchestra membership and music management. This gender segregation became fuelled through the massive notion that women's musical capabilities have been inferior to the ones of men. In the 19th century, gender discrimination and inequality in the music industry steadily diminished as female musicians and composers assumed critical roles, especially in genres together with Western classical music, jazz, blues and pop music. (Citron, 1993; Pendle, 2001).

In the second one half of the 20 th century, the emergence of various musical genres as the instances modified caused a greater stated characterisation of male and woman roles in music. The

acceptance of rock music as a masculine genre and the often-sexualised portrayal of female musicians exacerbated gender discrimination and inequality in the music industry (Whiteley, 2000). The upward push of feminism within the Nineteen Sixties and Nineteen Seventies and the accelerated participation of ladies within the music industry helped to reshape the jobs of women and men. During this period, women musicians and composers created new musical genres and movements that promoted gender equality and women's musical expression, making women more visible and influential. In the Nineteen Eighties and 1990s, as women took on more prominent roles in pop music, female musicians and bands emerged to venture male-dominated musical genres. During this period, ladies-led music types, especially in genres together with punk and alternative rock, began to project gender inequality and discrimination within the music industry. At the beginning of the twenty-first century, female singers and composers had begun to emerge because of the diversity of genres. Despite the expansion within the music industry, gender discrimination and inequality in the sector has not ended and there are significant gender differences in musical roles and opportunities (Bayton, 1998; Reddington, 2007).

Historically, research on gender roles in music shows how gender stereotypes and expectations of the music industry and society have modified through the years. Although women and men have played different musical roles throughout music history, issues of gender discrimination and inequality remain an important problem today. To address gender discrimination and inequality in music and create an inclusive and equitable music culture, to question gender roles and expectations in performance and production, and to reconsider practice and provisions in this regard would be useful.

Progress in the perception of gender equality in music has been accelerated by the emergence and widespread use of technology and social media. The increasing number of female musicians has begun to rebalance producers and industries, changing gender perceptions and expectations in the music world (Smith, 2009). The emergence of social media and digital platforms has enabled female musicians to challenge the male-dominated music industry by controlling their careers and images (Hesmondhalgh, 2013).

Encouraging music projects and initiatives that question and challenge gender norms and expectations is important for promoting gender equality and inclusion in the world of music (Grandy & Mavin, 2012). For example, organising music festivals, concerts and workshops that encourage collaboration between women and men and ensure equal participation of both genders can contribute to gender equality and inclusion.

It will help promote gender equality and inclusion in society by addressing gender equality and inclusion in the music industry. When music is seen as a way for people to express and share their thoughts, feelings and experiences, it can be argued that a music culture that supports gender equality and inclusion will be a way to create a just and inclusive future everyone for the whole community.

GENDER DISCRIMINATION IN THE MUSIC INDUSTRY: ISSUES AND IMPACTS

Gender discrimination in the music industry creates unequal opportunities for musicians, producers and managers. This discrimination reinforces gender norms and expectations in the music world and perpetuates gender imbalance in the industry. This chapter analyses examples, issues and effects of gender discrimination in the music industry.

Representation of Women in the Music Industry

The representation of women in the music industry, especially as producers and managers, is significantly low. Compared to men, women are underrepresented in leadership and decision-making positions in the music industry, deepening gender inequality in the industry. For example, a study by the USC "Annenberg Inclusion Initiative" has the year 2018 saw 98% of the songs on the Billboard Hot 100 list produced by male producers.

Gender Discrimination Against Female Musicians and Composers

Female musicians and composers face gender discrimination within the music industry, which negatively impacts their career improvement and possibilities. Women are influenced by gender norms and expectations in their musical performance and production, perpetuating gendered patterns of musical roles and images (Citron, 1993).

Economic Impact of Gender Discrimination

Gender discrimination in the music industry also affects the economic opportunities and incomes of women and men. Female musicians earn lower wages and incomes than their male counterparts, reinforcing gender inequality in the music world. For instance, in 2018, a study performed by using Forbes magazine discovered that only seven of the 33 maximum-incomes musicians within the world are women (Forbes, 2018).

Gender Discrimination and Sexual Harassment

Women in the music industry face problems of sexual harassment and abuse. Female musicians and employees are exposed to sexual harassment and abuse due to power structures and gender norms in the music world, which exacerbate gender inequalities and gender norms in the industry (Pendle, 2001).

Effects of Gender Discrimination on Musical Content

Gender discrimination in the music industry also affects musical content and themes. Female and male musicians are instructed to make music and perform according to sexist norms and expectations, contributing to the perpetuation of sexist patterns and stereotypes in music culture (McClary, 1991).

The Effect of Gender Discrimination on Perceptions of the Music Industry

Gender discrimination in the music industry plays an essential position in shaping widespread perceptions and expectancies of the industry. It affects the way women and men think about and evaluate music careers and opportunities in the industry and contributes to the perpetuation of sexist stereotypes (Bayton, 1998).

Key Steps in The Fight Against Gender Discrimination in The Music Industry

In the combat in opposition to gender discrimination inside the music industry, it's miles essential that the enterprise and society adopt egalitarian policies and practices and promote equal possibilities and inclusion. In addition, the establishment of organisations and events that promote gender equality and inclusion in the music world can help to address issues of gender discrimination and inequality (Reddington, 2007).

The Future of Gender Equality and Inclusion in The Music Industry

If the music industry takes large steps to make certain gender equality and inclusion and increases awareness of these issues, it will have a effective impact at the future of the industry and society. Thus, through helping and promoting gender equality and inclusion, the music industry and society can make contributions of constructing a extra equitable and inclusive future in the music industry and society at huge (Nehrings, 1997).

Training and Awareness for Gender Equality and Inclusion

Awareness through education plays an important and meaningful role in combating gender discrimination in the music industry. Training programmes that include content and activities that promote gender equality and inclusion for professionals and young people in the industry can contribute to the process of changing gender norms and expectations (Smith, 2009).

Collaborations and Projects to Promote Gender Equality and Inclusion

It will be important for companies, organisations and individuals in the music industry to work together and organise joint projects and events to highlight and raise awareness of these issues to ensure gender equality and inclusion in the music industry. As a result, industry stakeholders are making a significant step towards changing gender norms and expectations and ensuring a more equitable and inclusive future for the music industry (Wolfe, 2020).

Gender discrimination in the music industry creates unequal opportunities and unequal treatment of male and female musicians, producers and managers. This discrimination reinforces gender norms and expectations in the music world and deepens gender inequalities in the industry. It is important for the music industry and society to address these issues by raising awareness of the problems of gender discrimination and inequality and by adopting equitable policies and practices.

The effects of gender discrimination in the music industry also affect the career opportunities, economic status and musical content of women and men. This perpetuates and deepens gender inequalities and gender norms in the industry. It can be beneficial for the music industry and society to deal with those problems via raising cognizance of gender discrimination and inequality and by means of adopting egalitarian guidelines and practices.

Educational programmes, possibilities and regulations that sell gender equality and inclusion are vital in the fight against gender discrimination within the music industry. In addition, highlighting strong and influential female and male role models in the music world can play a crucial role in changing gender norms and expectations and steering music culture towards a more equitable and inclusive future. In this way, the music industry and society, working together to achieve gender equality and inclusion, can take important steps towards a more equitable and inclusive future in the music world and society at large.

Steps taken to combat gender discrimination and achieve gender equality in the music industry will contribute positively to the career opportunities and musical content of women and men in the industry. In addition, promoting gender equality and inclusion can lead to extra innovative diversity and prosperity inside the music industry and feature an extra high-quality effect at the enterprise and society as an entire

Gender discrimination and inequality will affect the future of the music industry and society. By adopting equitable policies and practices, increasing education and awareness, and implementing partnerships and initiatives that support gender equality and inclusion, the music industry and society can take the necessary steps to achieve it gender equality and inclusion to create an equitable and inclusive future.

THE IMPACT OF GENDER NORMS ON MUSICAL GENRES

Gender norms refer to the gendered behaviours, attitudes and roles that society expects and imposes on individuals. These norms influence various aspects of people's social, cultural and personal lives, and the music industry is not exempt from this influence. Genres of music are deeply influenced by gender norms, and these norms are an important factor in determining the meaning and value of genres of music.

The influence of gender norms on musical genres can be seen in their structures, themes, lyrics and presentation. While these norms determine the boundaries and identities of musical genres, they also influence how female and male artists are included and represented in these genres (Whiteley, 2000). For example, the male-dominated structure of rock music and its strong, rebellious image have been shaped in such a way that gender norms make men more dominant and influential in the genre. Similarly, the pop music genre is often full of lyrics and themes that emphasise the emotional and sensitive side of women, highlighting their beauty, attractiveness and sexuality (McClary, 1991).

The fact that musical genres are influenced by gender norms is also reflected in the careers and success of female and male artists. Specifically, some genres are seen as more accessible to female artists and more likely to succeed, while other genres are seen as more suited to male artists, for example, traditionally consumed by male composers and musicians on classical uses. Similarly, due to the male-dominated structure of the hip hop genre, it can be more difficult for female artists to establish themselves in the genre and achieve success compared to men. Gender norms also affect the performance and presentation of female and male artists in music genres. While female artists are forced to behave and dress in accordance with gender norms, male artists are encouraged to present an image and attitude in accordance with these norms. This situation perpetuates sexist stereotypes of musical genres and reinforces gender inequalities in the music industry (Bayton, 1998). This effect also determines how male and female listeners relate to these genres and the meanings they derive from them. The gendered stereotypes of music genres and their presentation according to gender norms affect how female and male listeners represent themselves in these genres and how they identify with these genres. For example, because the heavy metal music genre is associated with a masculine and powerful image, female listeners are less likely to identify with the genre and admire female artists in the genre (Walser, 1993).

The influence of gender norms on music genres also limits the diversity and inclusivity of the music industry and music genres. If male and female artists are expected to behave according to gender norms and not engage in genres that violate these norms, gender disparity and inclusion in the music industry taw. This perpetuates gender inequalities and discrimination in the music industry and music

genres and makes it difficult for female and male artists to achieve equal opportunities and success (Leonard, 2007).

The influence of gender norms on music genres profoundly affects the roles, careers and success of female and male artists in the music industry and music genres. By determining the structures, themes and representations of music genres, these norms shape how female and male artists are represented in and relate to these genres. Gender norms also limit the diversity and inclusivity of the music industry, preventing female and male artists from achieving equal opportunities and success.

The music industry can take important steps towards gender equality and inclusion by resisting the influence of gender norms and supporting artists and productions that transcend these norms. Adopting policies and practices that support gender equality and inclusion, particularly in music production, and publishing, can help promote genres that are free from gender norms and it is well done. Future research will continue to provide important developments and transformations in this area by examining the impact of gender norms on music genres in a more detailed and comprehensive way. Additionally, if the music industry pays more attention to issues of gender equality and inclusion and supports research on these issues, this will contribute to the impact of gender norms on genres has decreased and helped the music industry move towards equity and an inclusive future.

GENDERED THEMES IN MUSIC LYRICS AND IMAGES

Music is a powerful tool that reflects a society's cultural, social and political values. Therefore, music lyrics and artists' images interact with these values. This section analyses how sexist themes appear in music lyrics and images, and the impact of these themes on gender norms and the music industry.

Sexist themes are common in lyrics and images. Themes in which female and male artists are portrayed as sexual objects, sexual abuse and sexual violence are romanticised, women are dependent on men and men tend to control women are common in the music industry (Weitzer & Kubrin, 2009). The prevalence of sexist themes in music lyrics and images reflects gender norms and discrimination in the music industry. These norms and discrimination prevent female and male artists from achieving equal opportunities and success in the music industry and deepen gender inequality. Therefore, analysing sexist themes in the music industry and music genres makes an important contribution to understanding gender inequality and discrimination and to evaluating research on these issues.

The prevalence of sexist themes in lyrics and imagery has negative effects on both female and male listeners. These themes have been found to negatively affect female listeners' self-esteem and body image, and to reinforce male listeners' sexist and violent attitudes towards women (Ward, Hansbrough & Walker, 2005). Reducing sexist themes in the music industry and promoting gender equality and inclusivity in lyrics and imagery will contribute to the elimination of gender inequality and discrimination in the music industry and society in general. To this end, the music industry and music genres should raise awareness of gender norms and sexist themes and support research in these areas (Leonard, 2007).

The prevalence of sexist themes in popular music is particularly evident in genres such as rap and hip hop. In these genres, sexist themes such as the portrayal of women as sexual objects, the romanticisation of sexual violence and the dependency of women on men are common. The prevalence of these themes in lyrics and imagery can result in these genres having negative effects on both female and male listeners (Adams & Fuller, 2006).

Alternative music genres are more likely to criticise and challenge sexist themes and gender norms. Particularly in genres such as punk, indie and feminist music, the use of lyrics and images by female and male artists that support gender equality and inclusivity help to raise awareness of gender norms and sexist issues (Marcus, 2012).

The prevalence of sexist themes in lyrics and images suggests that significant efforts are needed to overcome gender norms and discrimination in the music industry. For these efforts to be successful, it is important that the music industry and music genres support gender equality and inclusion, raise awareness of gender norms and sexist themes, and support research in these areas (McClary, 1991).

The music industry and music genres that support gender equality and inclusion and raise awareness of gender norms and sexist issues will contribute to the elimination of gender inequality and discrimination. To this end, the music industry and artists should take care to produce content that supports gender equality and inclusion in their lyrics and images. In addition, raising awareness of gender norms and sexist themes through educational programmes and public information campaigns

will help listeners to question the impact of these themes and help the music industry to move towards a more equitable and inclusive future (Whiteley, 2000).

The music industry and artists can ensure gender equality and inclusion in music lyrics and images by challenging sexist themes and gender norms and supporting research into these issues. In doing so, the music industry will contribute to the reduction of gender inequality and discrimination and to the equal opportunities and achievements of female and male artists (Reddington, 2007). Analysing sexist themes in music lyrics and images is important for understanding gender norms and their impact on the music industry. This chapter provides a basis for evaluating research on this topic and the prevalence of sexist themes in lyrics and images. If the music industry and music genres promote gender equality and inclusion and raise awareness about gender norms and sexist themes, they will contribute to the elimination of gender inequality and discrimination.

GENDER AND MUSIC MANAGEMENT: LEADERSHIP AND DECISION-MAKING

The music industry has a huge economic and cultural impact around the world. Within this industry, gender imbalances in leadership and decision-making and the impact of gender norms are important issues. This chapter focuses on gender roles and inequalities in music management and leadership, analysing the causes and effects of problems in this area. It also presents practices and policies that promote gender equality and diversity in the music industry and suggests improvements that can be made in this area.

Causes of Gender Inequalities in Music Management and Leadership

Gender inequality and imbalance in the music industry is the result of a combination of many factors. These factors are;

a. Historical and cultural factors: Looking at the history of the music industry, women have generally been underrepresented and in fewer leadership positions than men. This situation has arisen because of a widespread societal belief that men are better suited to leadership and decision-making positions and scepticism that women can succeed in these roles (Wajcman, 1998).

b. Networking and connections: Success and career progression in the music industry is heavily dependent on networks and connections. Due to the gender imbalance between women and men, women often do not have as strong and extensive networks as men, which can make it more difficult for women to reach leadership and decision-making positions. (Oakley, 2017).

c. Work-life balance: The music industry is a field that often makes work-life balance difficult, with factors such as intensive working hours and the need to travel (Morrow, 2013). This situation can cause difficulties for women. This is because women may be more burdened with societal expectations such as family responsibilities and childcare (Allen & Finkelstein, 2014). As a result, women may be less likely to apply for music management and leadership positions or stay in such positions for shorter periods of time.

d. Unconscious bias: Decision makers and leaders in the music industry may have unconscious biases about the abilities and achievements of women and men (Ceci & Williams, 2011). These biases may result in women being less favoured for and having fewer opportunities in music management and leadership positions.

e. Education and career opportunities: Gender inequalities in the music industry are also evident in access to educational and career opportunities. Particularly in the areas of music management and leadership, women may not have as many educational and career development opportunities as men (Allmendinger & Hackman, 1996). This may result in women having less experience and less success in these areas.

The Impact of Gender Inequalities in Music Management and Leadership

Gender inequalities in music management and leadership have several negative impacts on the music industry and society at large. These impacts are;

a. Low diversity and creativity: Gender imbalances in the music industry limit the participation of people with different perspectives and experiences. This can lead to low diversity and creativity in music management and leadership, which negatively impacts the development and innovation of the industry.

b. Unequal income distribution: Gender inequalities in music management and leadership can lead to significant income disparities between female and male workers in these fields. This can lead to financial insecurity for women and further entrench gender inequality.

c. Poor image and public perception: Gender imbalance and discrimination in the music industry can damage the image and public perception of the industry. This can lower trust in the music industry and damage the overall reputation of the industry.

Strategies to Promote Gender Equality in Music Management and Leadership

It is crucial that the music industry and stakeholders take the subsequent steps to promote gender fairness and diversity in music control and management. These are;

a. Education and awareness: Raising awareness of gender inequalities in the music industry and promoting training on this issue is an important step. To this end, gender equality and diversity training can be organised for employees and managers in the music industry.

b. Anti-discrimination policies and practices: The music industry should adopt policies and practices to prevent gender discrimination. This approach should include the development and implementation of strategies to ensure gender balance in recruitment and promotion processes.

c. Flexible working conditions: Women and men working in music management and leadership should be offered flexible working conditions that facilitate work-life balance. This may include flexible working hours, remote working options and the adoption of family-friendly policies.

d. Transparency and accountability: It is vital to ensure transparency and accountability in relation to gender equality and diversity in the music industry. To this end, industry stakeholders should share data on gender equality and diversity and regularly evaluate their progress in this regard.

e. Role models and mentoring: Supporting and highlighting successful female and male role models in music management and leadership is important to promote gender equality and diversity. In addition, female and male mentors should be encouraged to provide guidance and support to young women and men interested in pursuing a career in the music industry.

f. Policy and Legislation for Gender Equality: Legislation is needed to ensure gender equality in the music industry. This means the creation and implementation of legislation and policies to combat discrimination, ensure gender balance and provide equal opportunities.

g. Cultural change and reconstruction of gender norms: To ensure gender equality and diversity in the music industry, it is important to support processes of cultural change and reconstruction of gender norms. This can include investing in and supporting music, arts and education projects that critique sexist ideas and attitudes and challenge gender norms.

h. Gender equality and diversity training: Organising equality and diversity training for workers and managers in the music industry is an effective way to ensure gender equality. Such training should aim to develop the skills to recognize and raise awareness of gender stereotypes and discrimination, and to effectively address these issues.

The relationship between the music industry and gender roles is complex and shaped by historical processes, cultural norms and industrial structures. In this context, achieving gender equality and diversity in the music industry requires consideration of several factors and strategies. Effective implementation of these strategies can go a long way towards gender equality and diversity in the music industry. In this way, the music industry can become a more equitable and inclusive industry, women and men can have equal opportunities and resources, and music culture can be richer and more diverse and on the other hand, more progress must be made for gender equality.

CONCLUSION

The music industry has made significant progress towards gender equality. However, there is still much to be done. Given the gender imbalance in the staff, this study has been performed to study the current situation and pick out future steps. The study begins by using highlighting the gender imbalance in the industry. It also identifies the main causes of this imbalance. The studies and visions put forward to address this imbalance are evaluated.

Advances in gender equality in music have been made through education and awareness, strengthened policies and regulations, and efforts to increase collaboration between artists and industry professionals. These efforts must be accompanied by the adoption of a sustainable vision to reduce the gender imbalance in the industry.

Firstly, it is important to adopt approaches that promote and support gender equality in music education and professional training programmes. For this purpose, academic structures, curricula and teaching methods must be designed in this type of way that female and male students are given same possibilities and gender roles are not replicated.

In addition, strengthening policies and laws in the music industry plays a crucial role in ensuring gender equality. In this context, policies and regulations that prevent gender discrimination and ensure greater representation of women in the industry should be implemented. Increasing solidarity between artists and industry professionals is another important step towards achieving gender equality in the music industry. Women and men must work together to deal with the gender imbalance in the industry by using raising awareness and engaging in projects to reduce the imbalance. A holistic approach should be taken to achieve and maintain gender equality in the music industry. This approach aims to address the gender imbalance in the industry by combining efforts in education, policy, legislation and collaboration.

For the future vision, the following steps can be suggested for further progress on gender equality in the music industry:

a. The adoption of business practices that promote diversity and inclusion: The music industry should adopt practices that promote diversity and inclusion at a company and organisational level. Thus, together with regulations that guide gender equality, will be create more possibilities and probabilities for ladies within the industry.

b. Develop mentoring and networking schemes: To increase the chances of success for women in the music industry, mentoring and networking programmes should be organised. These programmes will contribute to the improvement of the following era of artists and professionals by means of permitting experienced specialists within the industry to percentage their knowledge and revel in.

c. Mainstream awareness and education campaigns: Education and awareness campaigns have to be organised to elevate awareness of gender equality and to trade societal attitudes on this situation. These campaigns must goal to reach a huge target market each inside and outside the music industry.

d. Share and promote success stories: Sharing and encouraging success stories of women in the music industry will draw interest to the gender imbalance in the industry and boost up change.

Consequently, to reap and sustain gender equality in the music industry, cognizance-elevating activities need to be achieved in an incorporated manner, in cooperation with education, policy and rules. As a result of those efforts, the music industry will become a fairer, extra inclusive and diverse, allowing all people within the industry to obtain success by means of maximising their talents. The successful realisation of the vision of gender equality will contribute to making the music industry more sensitive and resilient to gender roles and discrimination, thus helping to build a more sustainable and inclusive future for the industry.

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