



INDIA



EMPOWERMENT OF WOMEN IN MUSIC

AWARENESS. ACTION.
COMMITMENT.

By Fembot5



EMPOWERMENT

A 'Sisterhood of Musicians' in India by 2020.

fembot5.wordpress.com/

Fembot5 was launched by an anonymous writer, activist and musician from India. Since 2017, this blog has grown into an international effort creating Awareness about Empowerment of Female Talent in India. The initiative has steadily transformed and advanced given the increasing readership, feedback, social media follow. Made possible with the growing solidarity of contributors from India, UK, Germany, Spain, Mexico, France and Finland. Fembot5 initiative aims is to set up a 'Sisterhood of Musicians' in India by 2020. It's time "Women set the parameters".



EMPOWERMENT BASE

RESEARCH: USING DATA AND THEORY-BASED RESEARCH TO OFFER EVIDENCE AND AWARENESS TO INDIVIDUALS, INSTITUTIONS, INDUSTRIES : ABOUT WHERE DIVERSITY/EQUALITY IS NEEDED.

ADVOCACY: EXISTS TO FOSTER INCLUSION AND GIVE A VOICE TO DISENFRANCHISED OR MARGINALIZED GROUPS. EMPOWER AND DEVELOP TALENT DEMOCRATICALLY.

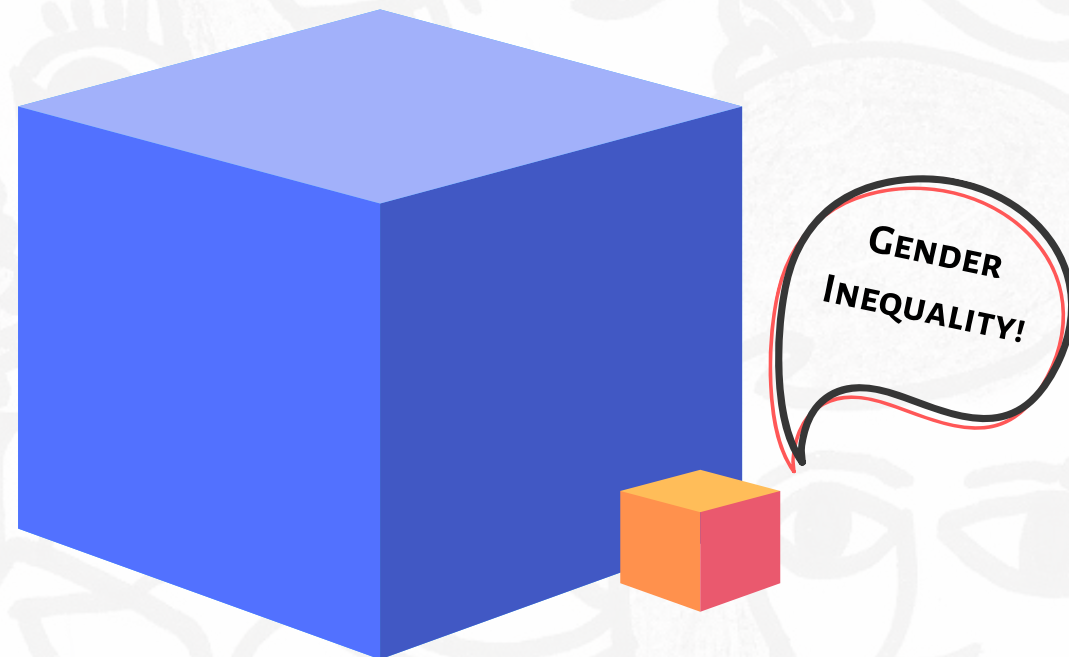
ACTION: OFFERS SIMPLE ACTIONS FOR COMPLEX SOLUTIONS TO FACILITATE CHANGE. SOCIAL CHANGE THAT EMPOWERS THE INDIVIDUAL, STUDENTS, PROFESSIONALS AND INDUSTRY.

EPIDEMIC OF INVISIBILITY IN INDIA!

0.5% of 662 million women [female population in India] = 3.3 million [approximate number of women who are engaged full-time or part-time in creation of culture, arts, music and related professions]. As of 2018 there are no existing networks or dedicated institutions to develop and empower 'female' talent and content in India → **need for education, awareness, empowerment programs is vital. Funding, Resources and 'pressure' are vital to combat gender-inequality in any society.**



"[democratic] change which effects status of women horizontally... instead of vertically [elitism]"



" Giving women the right and access to equal representation in culture is not far from guaranteeing human rights for all. Collective action to build spaces, generate resources and build tools which stands to benefit women, those emerging, aspiring or at the margins."

Percentage of Women in Various Sectors of the Music Industry in India [2018]

22%	12%	6%	32%
MUSICIANS	DJs	PRODUCERS	SINGERS
2%	10%	2%	
AUDIO ENGINEERS	MANAGEMENT	LABEL OWNERS	
30%	19%	24%	
CONTENT WRITERS	PROMOTERS	VIDEO / EDITING	
13%	10%	36%	
ROCK / INDIE	RAP / HIP-HOP	FESTIVAL WORKERS	

Gender Ratio of professionals in the Music Industry : India.

14 Male for 1 Female

Women earn up-to 40% less than men as artists.

Women feature 29% of all music content.

THE NEED IS 'INCLUSIVITY'
AND NOT EXCLUSIVITY.

The 'Inclusion Rider' : A contract and appeal sent to institutions / festivals / booking agencies / curators / musicians and content creators that stipulates the inclusion of women and marginalised groups into their content, programming and be responsible for increased participation – not just a small fraction of the talent pool. **The Inclusion rider is a vital tool to raise awareness, collect data and engage in building diversity.** Over time I.R. ensures a better, democratic cultural narrative.

A GENDER EQUAL INDUSTRY
MAKES GENDER EQUAL CULTURE

THE GENDER GAP IS IMMENSE?

ACT NOW!

WOMEN'S EMPOWERMENT AND RIGHTS ARE VITAL FOR AN EQUAL SOCIETY, A HEALTHY INDUSTRY AND YOUTH-CULTURE. 50% OF CULTURE, ARTS AND MUSIC SHOULD BE FEMALE.

COMMIT

CREATE

EMPOWER

Lets Commit to the 'Inclusion Rider'

A contract and appeal 'shared and practiced' by us. We being, all small and big institutions, festivals. booking agencies, curators, musicians and content creators. **Commit** to the **inclusion** of women talent into our content, programming, selection and be responsible for increased participation of women on a social and professional level.

Create Space and Resources for Women.

Winning rights for women is about more than giving opportunities to a few individual women or girls; it is about changing how professionals, industry and communities think and work. Lets create new policies and new ideas with women. **Empowerment** via winning hearts and minds, and investing in organisations and movements centring around female talent in India.

Empowerment at the Grass-roots!

As the famous saying goes, "*women's rights are human rights.*" That is to say, all women are entitled to all of the rights. Yet in India millions of girls and women are denied the right and opportunity to create and participate in culture - Simply because of gender and class. We pledge new efforts and focus on women's empowerment and talent in India. Gender Equality - *The most pressing issue of our generation!*

TAKE THE SURVEY



SEND US YOUR FEEDBACK. PLEDGE FOR THE 'INCLUSION' OF FEMALE TALENT.

Based on your input and data, we will develop guidelines and policies that will initiate a series of empowerment programs for female talent in India - In order to bring this project to a national level 'impact' - Over time which stands to empower millions of women and girls, in India. The Fembot5 project will also develop 'policy recommendations and practices' which will be discussed with many small, medium and large institutions, festivals, agencies, websites and professionals involved in Music.

RESEARCH + ADVOCACY + ACTION → **AWARENESS AND COMMITMENT** → **EMPOWERMENT**

A CITIZEN'S CALL FOR PUBLIC AWARENESS. ACTION. COMMITMENT.

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