



21ST CENTURY NEWSROOM: ANALYZING THE GENDER FACTOR, STATUS OF WOMEN JOURNALISTS AND THEIR LEADERSHIP DEVELOPMENT IN PRINT

* Sree Keerthi. N, ** Dr. Anurekha S

* Assistant Professor, Department of Communication and Media Studies, ** Associate Professor, Department of Communication and Media Studies

ABSTRACT:

The study intends to examine the dominant gender element in contemporary newsrooms. It identifies and analyses the current situation and working conditions of women journalists in the print medium. The evolution of women's leadership roles in the twenty-first century was another area of emphasis in the study. To further comprehend the research a qualitative study was conducted. The study's conclusions are the result of a detailed literature review and the use of in- depth interview as a method for gathering data. The research findings make it very evident that journalism is still a largely male-dominated field. Although the working conditions for women journalists are increasingly improving, there are still a number of barriers, such as discrimination, harassment, and preconceived notions in the industry, that limit her ability to advance professionally. Despite an increase in the number of women entering the sector over time, the preconceptions that already exist make it extremely difficult for women to obtain leadership positions.

KEYWORDS:

Women Journalists, Newsroom, disparity, gender, leadership, male counterparts

INTRODUCTION:

The field of journalism in India has evolved over time, changing and expanding in terms of values, communication channels used, technologies, career opportunities, etc. Given its status as the fourth pillar of democracy, the media has enormous responsibility in educating the general public, investigating various claims of social injustice, preserving and advancing democracy. Media, has been a powerful catalyst of social change, creating deep awareness on various social issues and educating even the illiterate people to explore the world of knowledge. (Dr. Abhishek K Singh, Media as a catalyst for social change). The media has a significant impact on social and cultural standards surrounding women and gender. Despite the fact that the media has been a powerful driver of change, elevating a variety of issues—including feminism, women's rights, empowerment, leadership, and numerous developments tailored expressly for women, gender disparity in the media industry persists, deterring women from entering the purportedly male- dominated area of journalism.

Additionally, Indian society has always excluded women from positions of power, reducing them to being merely sexual objects and household caretakers. The basic social structure of the family encourages women to primarily take on roles like daughter, wife, and mother thus preventing them from approaching leadership and other organizational goals. Women were traditionally responsible for the private sphere, which included the house and family, whilst men guarded the public sphere in government and the political arena (**Jacque Smyth 2008**). The media in India is not an exception to this pattern. More women are pursuing professions in the communications industry, but few of them hold leadership roles or sit on committees or boards that shape media policy. The inability of public and private local, national, and international media institutions to eradicate gender-based stereotyping is evidence of the absence of gender equity in the media. (**Subramanian, Sp Mathiraj & Sarojadevi, R. (2015). WOMEN AND MEDIA IN INDIA**).

Aside from issues of underrepresentation and other exciting obstacles, women in the media have credibility hurdles. The gender aspect in journalism has a general influence on news consumers. Credibility is indeed the very lifeblood of the news media, no matter which government is in power. (**Keval J Kumar, Mass Communication in India**). When a media outlet is not perceived as credible, its audience will decline (**David Weibel, Bartholomäus Wissmath & Rudolf Groner 2008**). Elena Klaas and Mark Boukes conducted an experiment that assessed the credibility of two separate news pieces on typical male and female topics, authored by either a female or male journalist, as part of their research on the **effect of journalist's gender on the perceived credibility of news articles (2022)**, which revealed that news pieces written by male journalists were seen as much more credible, especially when the item dealt with a typical male topic. Female participants were more affected by both effects than male individuals. When compared to older male participants, younger male participants thought female journalists were less credible overall. According to this study, female journalists are assigned less credibility overall, regardless of the content of the article. The experiment shows that people continue to have preconceived assumptions about what female journalists should report on, while favoring male journalists in general. The study concluded that a journalist's gender can alter the perceived credibility of a news piece.

OBJECTIVES:

- To understand the status and working conditions of women journalists.
- To understand the challenges women media professionals face.
- To analyze the changing female leadership roles of women journalists.
- To observe gender gap in city and district reporting across both regional and English- language newspapers.

REVIEW OF LITERATURE:

According to **Dr. Bharat Dhiman**, Indian women journalists present a flexible image that has been developed over time. Women journalists have discovered the need of perseverance, management, and a positive outlook. Women journalists are crucial to the advancement of society and the country. They demonstrated that putting in a lot of effort is the only way to succeed in life and emphasized that if journalists participate in social awareness and development initiatives, our country will advance and excel. He analyzed five of India's best journalists who contributed to the country's growth in a research on **the descriptive role of women journalists in India's development**. The profiles of Homai Vyarawalla, (the first female photojournalist in India), Prabha Dutt, Barkha Dutt, Sucheta Dalal, and Pratima Puri were analyzed, and it revealed that approximately 60.4% of women participated in society's development. Significantly more than 39% of those examined claimed to have participated in other media activities as a result of state pressure.

Journalism is traditionally regarded as a male-dominated industry, and women who work in it face harsh criticism and gender disparities from their colleagues and society. In addition to having lower leadership rates, female journalists suffer physical and psychological difficulties, such as issues with sexual harassment, security, and wages. No exception occurs while focusing on gender disparity in Kerala because female media practitioners must overcome great obstacles in order to succeed in the field. The perception of women as

gratifying objects and as having less value than men persists. The highest position they could hold peacefully within the attitude and realities of the contemporary culture was being a housewife or carrying out other home responsibilities. (**Rajeev, Priyanka & Chembukkavu, Karthika, 2021**)

The **Global Gender Gap Report 2022 (covering 146 countries)** estimates that it will take an additional 132 years to close the gender gap worldwide. Women's workplace outcomes are worsening as crises deepen, and the possibility of a worldwide gender parity regress is increasing. Many variables, including enduring structural barriers, socio economic and technological change, as well as economic disruption, influence and contribute to gender inequalities in the workforce. Despite the fact that more women are entering the workforce and rising to positions of leadership, societal expectations, employer policies, the legal system, and the availability of childcare around the world continue to have a significant impact on how women choose their educational paths and career paths.

India is ranked 135th out of 146 nations with a global gender gap score of 0.629, which is its seventh-highest score in the previous 16 years.

Women in leadership roles frequently experience discrimination and hostility from men, which hinders them from attaining organizational objectives. Female leadership perspectives are hugely influenced by a male dominant standpoint. This intensifies the already prevalent gender disparities in print and electronic media. In the digital era of journalism, women frequently turn down leadership roles when they are given them because of their strong attachment to childcare and housekeeping. The feminine responsibilities of being a mother, wife, and daughter are prioritised over holding senior editorial positions. (**Sunarto, Sunarto & Hasfi, Nurul & Yusriana, Amida & Rimban, Luz & Indrayani, Heni. (2021), the Essence of Female Journalist Leadership in Conventional Media at Digital Era**).

Given that economic concerns continue to drive policy and product development in the digital era, it appears that feminist viewpoint has not been able to end male dominance in traditional media companies. When generating policies and content to serve female interests, female journalists' leaders appear to be doing nothing more than advancing masculine economic goals. However, when they have equal possibilities to hold editorial top management positions in traditional media businesses, female journalists have the power to influence and transform their environment to be gender-sensitive.

According to a **Reuters Institute factsheet titled 'Women and Leadership in the News Media 2022: Evidence from 12 Markets,'** which examined the gender breakdown of top editors among a sample of 240 significant online and offline news platforms in 12 diverse economies across five continents, only 21% of the 179 leading editors across the 240 brands covered are women, despite the fact that 40% of journalists in the 12 markets are women on average. The majority of the top editors in the sample were men. The proportion of women in leadership positions in the journalism industry is lower than the proportion of women working in the profession. Though inclusion and diversity are becoming more important, there is no apparent source of change in newsroom editorial roles.

Dr. JoyaChakraborty." (2015), explores that despite the fact that many women work in the communication industry, there are few ardent female journalists, which is why the field is typically seen as a "men's sphere." All media professionals must confront dangers and challenges because the media industry is a demanding one. However, in the field of media, women's lives are more difficult than men's. Women journalists encounter a number of obstacles at work and on the job, including unequal employment status, gender-based discrimination in duty assignment, poor working conditions, and susceptibility to violence. Various personal, professional, and socio structural hurdles that women journalists must overcome are frequently under-discussed. According to the report, female journalists in Assam frequently receive assignments for light news instead of serious investigations. Female media professionals continue to have few career possibilities due to the lack of family and societal support.

The article **Violence against women journalists (Sreberny, 2013)** talks about four different ways in which violence against women journalists occurs. One is during the course of reporting dangerous events such as wars and conflict zones where a woman journalist, much like a male journalist, simply finds herself in a dangerous context. A second form is sexual violence, which, while meted out on

occasion to male journalists, is preponderantly acted out against women. A third is state-sponsored violence in the form of arbitrary arrest, imprisonment and torture of journalists, many amongst whom are women. And a fourth form includes trolling and other forms of sexualized hate speech that women encounter on the internet.

The challenge of balancing personal and professional obligations for female journalists only gets worse as they approach marriage and parenthood. Most female media professionals who work in leadership positions are discouraged from doing so by a weak familial support structure. The majority of female journalists leave the media sector due to the fourth estate's demands for greater work hours, fewer holidays, a lack of job security, insufficient time with loved ones, brief maternity periods, and rigid work schedules. The gender pay gap is undoubtedly getting worse because of worries about safety, higher work demands but lower pay, a lack of employment security, and a lack of perks offered to government workers. **(Ranjan Jyoti Sarma, 2021)**

India is ranked 150th out of 180 nations on **Reporters without Borders' (RSF)** assessment of press freedom in the world. India has turned into one of the most hazardous places in the world to report from, which is a serious blow to its democracy. Reporters without Borders reports a worldwide increase of 35% in the number of female journalists who are imprisoned for their work. Women who work as journalists and editors face increasing pressures and difficulties. The United Nations has referred to these attacks on female journalists as "double attacks." Both actual and online threats are made against them. Abuse online has gotten out of control. Online misogyny has become pervasive, and social media platforms have been used as weapons against female journalists. Threats against women journalists' lives, including rape and kidnapping, have grown commonplace on their Twitter accounts. Arfa Khanum, Rana Ayub, Neha Dixit, Bhasha Singh Barkha Dutt, Sagarika Ghosh, Saba Naqvi, and Nidhi Razdan are just a few of the Indian women journalists that frequently come under scathing criticism on social media.

RESEARCH METHODOLOGY:

In-depth interview was employed as the methodology for the study. Seven female journalists with diverse newsroom experiences were interviewed in-depth. Along with individuals who had worked for regional and English-language newspapers, respondents with experience in district reporting and city reporting were also picked and interviewed. Two main criteria were used to choose the sample. Snowball sampling and the Purposive Sampling approach. Each interview lasted 60 to 90 minutes.

RESULTS

1. JOURNALISM – OVER THE YEARS

The field of journalism has experienced substantial changes both as an industry and as a profession over the years. Opportunities have expanded and grown wider. The 21st century newsroom now competes with various competitors in the industry. Competition no longer merely exists amongst the same media. It is print vs. online vs. broadcast. Journalism is transitioning from print to digital, and several significant print media enterprises have started producing online content at the same time. Yet, participants felt that the credibility and charm of print hasn't been matched. In addition, the growth of social media has increased the transparency of journalism. Digital journalism has significantly expanded and permeated the sector, changing a number of reporting and news gathering methods. With the development of the internet and advanced telecommunications services, ground reporting has essentially become armchair reporting. One of the participants also expressed that the field now offers much of importance to quantity over quality and everything has become so metric-driven these days.

“There have been significant changes in both the industry and the profession of journalism. There has been a substantial shift. Digital journalism was barely used when I started my career, and social media was barely used at all. Prior to filing a copy, a journalist should ideally have spoken to people in person, but due to the widespread use of mobile and internet technology, everything is now much simpler,” responded a participant.

Positively, more women are choosing to work in journalism. People are not surprised to see a female journalist or reporter. A participant expressed that the existence of social media platforms has given female journalists a public forum to express their grief and concerns with great transparency, establishing a safe workplace for them.

“Although women have always had an assertive role in journalism, I'd argue the field is now safer as a result of the #metoo statement. Today's female journalists in newsrooms feel safe voicing out their concerns,” she said.

2. GENDER DISPARITY IN JOURNALISM

The field is still disproportionately controlled by men. Journalism is clearly a male-dominated industry, and women in the industry are frequently questioned and criticized for choosing this as a career. The beat and nature of the given story, promotions, wage disparities, credibility issues and character assassination are just a few examples of the disparities that exist. A large part of this situation can be attributed to the patriarchy that exists even today. Six out of seven respondents, claimed that males continue to predominate the news industry. “Even today, it is clearly a male-dominated field. Gender inequality still exists today. The environment is quite competitive. There is a pay discrepancy between the genders as well. Despite the fact that things are changing, there is still a long way to go. I get paid less than a male journalist with comparable experience. This case has been around for a very long time,” said a participant.

Reporting from districts reveals a significant gender gap. Participants who had prior experience in district reporting also feel that conditions are even worse in districts. Women reporters face harsh criticism compared to that of city reporters.

“Men still predominate in this profession, but women are steadily making their way into it. It is considerably harder in the districts. You cannot perform your duties effectively. You'll need to subdue the male ego, and reporting is incredibly dangerous. News sources are not always willing to talk with female journalists when it comes to reporting. Police officials would ask if there were any male reporters in the organization when female reporters called for news sources in instances of crime beat reporting. There is a very, very low degree of acceptability in districts,” said a participant.

“Yes, there is still inequality, and I can speak specifically about this in terms of district reporting. District reporting differs greatly from reporting in Chennai, Delhi, or Bombay. Local newspapers typically have a male dominance as well. Out of 50 male journalists, I would have only met four or five women journalists in Madurai over the past three years. Districts operate in this manner. There is a gender gap there, of course. Here, participation is obviously an issue considering women journalists,” said a participant.

The analysis demonstrates that although there was once a significant amount of disparity in the allocation of beats among female reporters, the situation has notably changed and improved. Six out of seven reporters that were chosen for the study were covering hard beats. However, participants agree that there are a few challenges that female reporters experience when it comes to beat reporting. Hindrances like existing preconceived notions, unsupportive colleagues, news sources and editors makes it difficult for women reporters to actively take up serious beats.

“When I started my career I was asked to cover for a supplementary paper but clearly I never enjoyed writing features. While I was writing features, I started to write for the regular editions. I got the news going. I began breaking news. However, after being hired for regular reporting, I was switched to feature because of a terrible boss who didn't grasp a person's capabilities and thought I would excel in supplementary, even though this was obviously not the case,” said one of the participants.

Moreover, participants who have worked in both Tamil and English language papers feel that disparity is comparatively high in Tamil language papers. “When compared to regional media outlets, the disparity in English-language media is quite less. Women journalists are more likely to be given features in regional media outlets than specific articles, and there is discrimination when men are chosen to write certain hard- hitting pieces,” said one of the participants.

One of the greatest disparities that women journalists face in journalism is lack of credibility. Men still hold a superior rank in the newsroom. Three out of the seven participants agree that women face credibility issues and also feel that articles are considered more credible when a male writes it. Other four participants feel that the statement is very generic and that is not the case now.

“When a woman writes an article, it is typically seen as her viewpoint, but when a male journalist writes the same piece, he is generally regarded with tremendous intellect and the idea that he has vast knowledge. I've had this happen,” a participant said. She also added that she was once accused of producing misleading facts and then her article was removed and never filed and the issue was escalated. Her immediate boss agreed with the male coworker who charged her. However, a later official press release disproved the claims of the complete newsroom.

3. SEXUAL HARRASEMNT IN WORPLACE

All the seven respondents agree that either they or their female counterpart is a victim of sexual harassment. Harassment has existed and continues to exist. However, participants feel that a lot of support systems have emerged, making it easier than it was ten years ago. Senior reporters, editors, or even officials frequently stare and gaze at the breasts of female reporters, which makes it extremely uncomfortable for them to work.

“Every female journalist I know has a story or an incident that illustrates harassment. Yes, I have experienced harassment, but I was unsure of my options or how to respond way back. But after 2020, a number of channels have emerged to express yourself and give you confidence that your voice is being heard. Back then, it was challenging. I've made a number of #me-too statements, and so have other well-known journalists. When I was reporting to a senior journalist, he would always gaze at my breasts and talk, and it wasn't just happening to me; it was happening to everyone, but no one was willing to come out and publicly admit it was occurring,” said a participant.

Additionally, abusive and sexist comments, aggressive dialects and tones, inappropriate requests for meetings outside of work are some of the ways harassment happens. Respondents also feel that character assassination happens at a larger scale. The dressing style of the reporters are questioned and cordial relationships with counterparts are misinterpreted and strongly disapproved.

"A PR agent once asked me what my income was and said, "If you come out with me, I'll talk to your senior and enhance your pay," which was an awful experience. They presume that just because you are a woman, you are prepared to get a hike by fulfilling their requirements. It's perceived that women sleep their way to the top. All of these show how there are disparities and how women journalists are viewed. There are numerous sexist remarks that emerge,” said a respondent.

1. PREDOMINAT CHALLENGES WOMEN REPORTERS FACE

Every career in its capacity posts difficulties and challenges but journalism definitely offers much more hindrances especially to the female counterparts due to its nature of work. Irregular reporting and work hours, unbalanced leave structure, lack of transport facilities and many more loop holes question the work life balance of a female journalist. Society hasn't broken free from norms and the existing patriarchy making it very difficult for women media professionals to maximize their area of work and break free the barriers. Though we may speculate that men functions the same way, participants feel that women media professionals are often given less priority and support to continue her career in journalism. “There is no time to live our lives. Men are able to afford it. However, as women, we are criticized because we don't have time for our personal lives. It is often assumed that your work is merely a job that you may quit at any time,” said a participant.

“We must be accessible twenty-four hours a day, seven days a week. We must report to the field at midnight when stories break. There is no set amount of time. We might assume that the work for that day is finished, but then a story could emerge. Even if it may not bother other family members if we are apparently residing separately, a married woman staying with her in-laws or an unmarried married woman staying with her parents will have to work harder to persuade them to leave at certain specific hours of the night,” a respondent answered.

“In my career, I was given incredibly tiresome tasks by several officials in the hopes that I would resign on my own. I used my own transportation up until I was eight months pregnant. I would travel by my two wheeler to longer distance for reporting. Family, relatives and my in-laws have made harsh comments. I was told to quit my job because I was expecting a child. After I resigned, I experienced severe depression and dissatisfaction that actually affected me greatly,” a respondent said.

4. INFLUENCE OF MARITAL STATUS ON WORK

Married women face additional challenges along with the existing ones. Moreover, a women journalist is expected to primarily fulfil her role and duties of a mother, wife or a daughter and then expand professionally. Five out of the seven respondents remained unmarried and six out of seven respondents feel that marital status truly has an impact on the work they do. Four out of the five respondents who chose to be single stated that it would have been highly difficult to have achieved what they have done now if at all they were married. A respondent who was married also stated that since she was married she turned down several opportunities that came her way. A couple of the respondents also feel that organizations often question their marital status before hiring female journalists because employers usually feel that married women cannot contribute as much as expected. The general perception of society is also that a woman working in journalism or any forms of media cannot be deemed a potential bride because her line of work conflicts with her obligations to her family.

“Marriage entails a whole new level of responsibility. Because I was married and had a family, I turned down certain opportunities because I was too comfortable where I was,”

For a women journalist to continue her career in journalism successfully requires not just the required skillset but also a supporting family which can be quite difficult sometimes. Participants who are currently single and unmarried felt that decision making and scheduling their work is much easy compared to that of a married female counterpart.

“Marital status is typically an additional stress. I don't believe the same me who was married could have done what I'm doing today. On a normal occasion, I get home after 10:30 p.m. after regular reporting and filing. It is quite difficult for a stranger to comprehend how journalism works. Women must make significant sacrifices in order to support their families or their careers. My married female reporter receives several phone calls from her in-laws or family asking when she will arrive and how she will cook dinner. And she has to get up early in the morning to perform her primary tasks before going to work, which may be mentally taxing and exhausting,” said a participant.

“Because I'm single and unmarried, I have the freedom to make my own decisions, but not everyone can. Women journalists have talked about how it might be challenging to schedule their days due to things like early-morning press releases, which prohibit you from completing your regular chores yet are still considered your obligation. According to my views, I think married reporters should convince their in-laws and explain to them how the media business actually runs. They should justify their need to stay outside during strange hours. They should make sure everything in their home is fixed correctly. You should get your spouse's consent before moving to a new place or joining a new group,” said a participant.

6. LEADERSHIP LADDER

Women in journalism have had a very tough time moving up the leadership ranks for a variety of reasons. Women journalists who hold prominent editorial roles are frequently critiqued and questioned about how they came to hold these positions. “It is critical for women to have positions of influence. When women achieve positions of power, males often wonder if she slept with him or acted inappropriately with him to get there. Relationships are always called into question. When women gain positions of power, they credit

it to their physical attractiveness. Even as women in the media advance to positions of leadership, their primary roles are never forgotten,” said a respondent.

Climbing the leadership ladder has become increasingly challenging in many institutions. Women journalists encounter numerous hurdles, such as obtaining a contact or establishing an equitable pay scale. When women take up leadership or top editorial roles, she often faces credibility issues among other counterparts. One of the participant also felt that though certain organization are led by women, it is entirely name sake and the entire decision making is entrusted in the hands of a male leader. “Women are rarely fully empowered to make decisions. Female editors, in my opinion, are extremely few in the south, particularly in Tamil Nadu. In a few organizations that I know, having a female editor is only for show...all of her powers are null and void. Everything was decided by another powerful male. So, even if they are given that image, it is only for paperwork and to paint a picture outside to say we support equality and diversity, but in fact, I don't believe she has any authority,” she said.

Participants agree that it is crucial for women to hold positions of power, but they also believe that unless a woman has experienced similar challenges in her career, the working environment will not significantly improve for other female counterparts. “It is vital for women to have positions of leadership, but in my opinion, the current system will not improve simply because a woman assumes a position of power. It is entirely dependent on their personalities and individual interests,” a participant said.

SUMMARY:

- The in-depth interview aided in providing a clear understanding of the current 21st century newsroom and the status of women media professionals working there. The interviewees believe that journalism has changed considerably throughout the years, both as a field and as a profession. With competition between media vehicles taking a sharp turn, presence of digital journalism has significantly increased. Quality has been replaced by metrics and quantity. There are now various choices in place of ground reporting. There is more open communication now between journalists and news consumers.
- The industry continues to be dominated by men, despite significant changes. Although things are steadily improving, men still have a more powerful position when it comes to making decisions. This dominance is greatly influenced by the patriarchy that now exists in our culture. Women are not entirely free from all of the societal conventions that are currently in place, which has a significant impact on her professional life. The current disparity reveals dominance in a number of ways. Men are not entirely responsible for this situation, however, as there is also hesitation on the part of female reporters to take on certain responsibilities or possibilities.
- According to respondents who have experience reporting for both districts and cities, the situation in districts is significantly worse than it is in cities. Comparatively, district reporting presents a more discriminatory environment for women reporters. The situation for local and English-language newspapers is similar. A respondent who switched from a regional to an English language daily believes that regional publications continue to have concerns about recruiting women to the organization. The majority of regional publications, which are once again overwhelmingly male-dominated, include stereotypes and outdated ideas.
- Women who work in the media, especially those who cover hard news beats, have a relatively low acceptance rate. They lack trust among news sources who refuse to share information with media professionals just because of their gender. The responses to discrepancy in beat reporting were mixed, according to the interviewees. Majority of them handled hard beat and feel that though disparity exists, the situation is gradually changing.
- For female media professionals, the field of journalism presents a lot of difficulties because it requires continuous presence even during weekends. Women who also have families to care for find it incredibly challenging to maintain a work-life balance.
- Domestic responsibilities for women are also seen as her obligation, which greatly interferes with her professional life. Her

personal life and domestic chores are destroyed by the unpredictable reporting hours because news can happen at any time. Family support is undoubtedly essential for women journalists to succeed in their careers. Men are more likely to be in the questioning position, whereas women are more likely to be in the answering position, making the job more difficult in comparison.

- It is surprising to see that harassment still exists in newsrooms of the twenty-first century. Each respondent had a story or an instance that exemplifies how her coworkers have been harassed. Sexist remarks, character assassination, and other forms of harassment are still present. The main finding of this study is that it is quite uncomfortable for women media workers to operate in a calm setting because news sources and a number of officials frequently stare at their breasts. However, there are now more platforms available for female journalists to voice their concerns, particularly in the wake of the #me too campaign, which gave them the opportunity to speak out against instances of harassment.
- Character assassination is a significant problem that female journalists deal with. Friendly ties with coworkers and officials are questioned and judged. Debate and criticism surround her clothing as well exists. Male coworkers openly criticize how women journalists dress. The male counterparts encourage them to wear a long sleeve or a dupatta which is quite out of limits.
- Most obviously, a woman journalist's marital status affects her professional life. Five of the seven respondents who were single and unmarried said that it would have been very difficult for them to achieve what they have accomplished now if they had been married.
- Only a very small percentage of men show support for their female counterparts. Women reporters receive no or minimal support from their male counterparts.
- Certainly, women have advanced in their power to hold leadership positions. Although respondents believe that holding positions of authority is crucial, she has difficulty moving up the ladder of leadership. A few respondents also agreed that while it is essential for women to assume leadership positions, it can be unrealistic to anticipate changes and advancements because everything hinges on an individual's character and desire to understand their counterparts
- The most important adjustments that need to be made to improve the working circumstances for women journalists are to provide transportation services, menstruation leave, and its long past time to consider the leave structure that would bring back the lost work-life balance. Work from home options should also be made available to help with this. It is alarming to see inadequate restroom facilities in a newsroom in the twenty-first century, according to respondents with experience in district reporting and so that has to be improved.

RECOMMENDATIONS

1. The current study could benefit from more research objectives. The same study can be carried out using a wider range of data, which will aid in producing a more comprehensive picture.
2. By using a questionnaire as a tool for data gathering, the same study can also be conducted out using a quantitative research approach.
3. The fact that all of the respondents to the interviews were women may have made it more difficult for us to understand the viewpoints of male reporter. By tabulating the same response from a male, a comparative research can be carried out.

REFERENCES:

- https://www.academia.edu/42175131/Dimensions_of_Women_in_Media_in_India_Navigating_Media_Landscape_for_Opportunities_Representation_and_Portrayal
- <https://www.weforum.org/reports/global-gender-gap-report-2022/in-full/1-benchmarking-gender-gaps->
- https://www.researchgate.net/publication/350282136_The_Essence_of_Female_Journalis

t_Leadership_in_Conventional_Media_at_Digital_Era

- https://reutersinstitute.politics.ox.ac.uk/sites/default/files/2022-03/Women_and_leadership_2022_FINAL.pdf
- https://www.researchgate.net/publication/352091916_Work_and_Life_of_Women_Journalists
- https://www.caluniv.ac.in/global-media-journal/ARTICLE_JUNE_DEC_2015/Article7.pdf
- <https://www.iosrjournals.org/iosr-jhss/papers/Vol.26-Issue10/Ser-2/D2610021723.pdf>
- https://www.researchgate.net/publication/334574087_The_Media-ceiling_Are_there_Women_in_Media
- <https://ijrcs.org/wp-content/uploads/201809013.pdf>
- <https://trp.org.in/wp-content/uploads/2016/11/ARSS-Vol.2-No.1-Jan-June-2013pp.32-35.pdf>
- https://www.researchgate.net/publication/331247793_WOMEN_AND_MEDIA_IN_INDIA
- https://www.academia.edu/42175131/Dimensions_of_Women_in_Media_in_India_Navigating_Media_Landscape_for_Opportunities_Representation_and_Portrayal
- <https://www.iosrjournals.org/iosr-jhss/papers/Vol.26-Issue10/Ser-2/D2610021723.pdf>
- <https://commonwealth.sas.ac.uk/blog/women-journalists-trolled-and-targeted-india>
- <https://www.tandfonline.com/doi/full/10.1080/14680777.2020.1838596>
- <https://academiccommons.columbia.edu/doi/10.7916/D8F4952T>