CHAPTER V

THE PROBLEMS OF WOMEN JOURNALISTS IN CONTEMPORARY INDIA:
A STUDY BASED ON INTERVIEWS AND QUESTIONNAIRE SURVEY

The contemporary India witnesses the continuous change of women’s role in Indian society. From the early years of Independent India, women gradually participated in various professions. According to scholars, education is identified as the most important factor determining the progress of Indian women’s status. In their view, education not only provides an opportunity for girls to realize self-development, but also makes it possible for them to acquire economic means either in order to be financially independent or support the families. Education, therefore, is responsible for the correlation of women and employment.

In recent years, there are quite a number of research works focusing on the problems faced by working women. These studies demonstrate that women in various professions generally share the difficulties in many aspects, e.g., the opening avenue of employment, transport facilities, atmosphere in the place of work, condition of work, the absence of creches provided by the work place, the negative attitude of the male colleagues and authorities, the dual role conflict caused by marital relations, etc. However, as the problems of working women in reality are multidimensional and differ from each individual, including one profession to others, therefore, the distinctive characteristics of these variables have left a room for the discrepancy.

The discussion in this chapter is an attempt to elucidate problems faced by women journalists in contemporary India. Women in journalism certainly have their own unique problems but their problems are not much different from other professions. The points mentioned below are indication to this aspect.

1. It is noticed that the prejudice against women can be seen as the basis of discrimination in recruitment and promotion. The media organizations believe that women are not rational, decisive, and are physically weak; therefore, they generally would prefer to recruit women for a kind of ‘feminine job’, which is the extension of
their housework. To keep women in the periphery of work place, inevitably bar them to occupy superior positions. As a result, women journalists who normally have high education are often resentful.

2. If women journalists work professionally and are competent, it gives rise to professional jealousy and is soon followed by harassment in many different ways. In this context, either their male bosses do not recognize their competence or their male subordinates are not co-operative with them. The competent professional women journalists, therefore, are considered a kind of threat to the professional male.

3. The prejudice against women journalists, based on certain attitude that women in general work less than men due to maternity leave and other female obligations. To achieve the equality of promotion with their male counterparts, women therefore have to carry extra work.

4. Another factor preventing women journalists from being promoted is the assumption that women cannot or are not willing to go for fieldwork or do night shift. Consequently, quite often, women journalists are not delegated for important assignments.

5. The conflicting role of a housewife and a professional journalist is another difficulty faced by women in this profession. It is found that the women journalists playing this dual role undergo a great deal of stress and strain both physically and mentally. Many of them do not get much help from their folk at home as they are also expected to do domestic work. In some cases, women journalists have to resign their jobs after marriage, either because their families do not understand the nature of job or the husbands are transferred.

6. Though transport facilities are no longer a serious problem for women journalists while travelling, the feeling of insecurity still exists for them.

7. Like women in other professions, women journalists, to a certain extent are subject to sexual harassment in the media organizations.

The results of personal interviews and questionnaires show that women journalists inevitably experience the given above problems. According to the study, the interviewees generally belong to two periods of contemporary time; the former is 1970s and the latter
The Role and Problems of Women Journalists: A Result of Interviews

Family and Social Background of Women Journalists

On studying the economic and social backgrounds based on personal interviews selected from women of the newspaper industry in both the vernacular and English dailies, within the five modern cities of India, viz. Mumbai, Pune, New Delhi, Kolkatta and Chennai, it is found that the majority of women in journalism belong relatively to educated families from the upper middle class and castes; only a handful of them belong to the lower middle class and caste families. These women come from various communities such as the Hindu, Parsi, Christian, Muslim, etc. However, the number of the Hindus seems to outnumber the rest, followed by the Christians and Parsis. In contrast to the Hindu community, the number of women journalists from the Muslim community seems to be very small.

It becomes apparent that married women journalists are outnumbered by those who are unmarried or single. Within the daily press, the career time span of the married women seems to exceed that of the single one. The majority of the married women belong to nuclear families. Whereas, in the case of the single women, they either belong to a joint family or a single family set up.

Tracing back the education of the women journalist’s parents, study shows that irrespective of the social background, their fathers were well-educated individuals of their own time. They were the breadwinners of their families and held jobs in either public sectors or ran their own business. On the other hand, the mothers in most cases were housewives. But they too invariably were educated. The level of their mother’s education varied from a minimum to the graduation level.

The families of both the single and married women journalists in most cases seemed to be very supportive of taking up journalism as a profession. This was evident from the encouragement they gave to their daughters in pursuit of education. Some families even supported their daughters to aspire for further studies like M.A. in
journalism or go for higher education abroad. Likewise, the in-laws of the married women journalists too extended their cooperation while they pursued to excel in career. But still we find that a few married women journalists did face family pressures from their in-laws who somewhat did not agree with their line of work and would have preferred them to take up a job with the regular nine-to-five hours.

Among those who are fortunate to have full support from their families in their choice of career, we find that these women are not the first in their families to take up journalism as a profession. In an earlier generation, their grandfathers, fathers or other relatives had worked before for the newspapers or other print media. When these women joined this line of work, their families already had exposure to the demands that this kind of job brings along with it both to the individual concerned and the family level. The women journalists from these families, therefore, face no resistance.

The above-mentioned attitudes of the families towards the profession chosen by their daughters or daughters-in-law however, is only a general picture. The excerpts mentioned below show the attitudes of the families varying from agreeing to disagreeing due to various reasons.

The woman editor of The Times of India

"I am a single Parsi woman. My father was a graduate and used to work for a multinational company. My mother is a housewife and has always been a housewife. He was very supportive for my study. There was no difference in the treatment between my younger brother and me. My father in particular was very keen that I studied.”

“When I finished my high school in Bombay, it was my father who in fact, brought me a local newspaper saying that there were some scholarships for Indian students to go to America for a program called ‘The American Field Service’ and stay with the American family for 4 years. I remember that after I went to high school and got a diploma, my father pushed me to apply. I did and I got the scholarship and did go to America when I was 16 years old, and spent certain years over there. I would like to say that because of travelling abroad, I learnt to be economically independent and stand on my own feet. So I had really no pressure to get married, nor work and stay at home. I was always encouraged to study, to get a job, to be independent and to do whatever I wanted.”
“I have a bachelor’s degree in English from Massachusetts in United States. Then I have master’s degree in journalism form Columbia University in New York, which is well known in journalism. I was never like a lot of young women in my days. I had really strong will and knew what I would do as a career”.

The woman editor of The Sunday Observer

“I was born in Delhi. My family belongs to state of Uttar Pradesh. Since my father was in Indian Army, we never really stayed in one place. My mother was B.A. in English literature. She was a school teacher for a few years. But most of the time she was a housewife. That is because my father used to get transferred, so it became difficult to keep a job. My mother was an extremely intelligent woman and very well educated. She always involved in some activities. She was never sitting at home. The housework was always done by a servant. She loved to do some social work. We always had mother who was doing a lot of things outside the house”.

“Further, we were 4 daughters. This is another thing that influenced me. My parents always told us we are as good as boys. They were not disappointed that they got only daughters”.

“I graduated B.Sc. in Science. I shifted to M.A. in economics and then I was doing Ph.D. in economics. I discontinued Ph.D. research when I got more interested in journalism. So I started freelancing. Then I took up a job. I joined journalism after marriage.”

“My father-in-law and my mother-in-law are very nice. My father-in-law was also a journalist. Hence they are supportive. My mother-in-law helps me to look after the children because she stays at home. So I don’t have to worry about my children when I am away at work. My husband is also very supportive because he is a progressive journalist. I manage the house, children as well as my job. My husband rarely contributes to house and children, although he is supportive and progressive. He hardly handles the domestic work”.
The woman journalist of Loksatta

“My parents are very cooperative with me in this profession. When I decided to be a journalist, they supported me and even when they came to know that the nature of my job involving late night they used to respect it sincerely”.

“I was a trading reporter. I used to look after economics, finance, banking, budget, share market, etc. I worked for economics for some years. Later I became a sub-editor of feature section. When I first joined as the economics journalist, there was no woman journalist in finance and economics of Marathi newspapers”.

“Ten years back there were very few women in the newspapers especially in Marathi language because of late hours. Till late night, I had to work. I finished my work around 10.30 p.m. and reached railway station around 11.30-12 at night. My parents used to come to pick me up at the station because by that time the road was empty. They did not want me to walk alone at late night.

“After marriage, I continued doing economics news. As my marriage is not the arranged one, my husband understands the nature of my work. My in-laws also accept my profession. My husband is a great supporter. He will try to manage my in-laws not to be angry with me. I don’t have father-in-law. I have only mother-in-law, so it is not that much a problem”.

The woman journalist of Maharashtra Times

“I am from backward community of Mumbai called ‘Aggri’. The Aggri is a Hindu caste who works in the paddy field. I come from the agricultural family”.

“My father used to work in the textile cotton mill and my mother used to work in the government service. But before she married, she used to write for the Marathi newspaper, which was published by my grand father. Since my parents are quite progressive, when I wanted to work as a journalist, they were never against it. Whatever I wished to do, they allowed”.

“I became a journalist by accident. I never expected that I could take journalism as a career. I always dreamt to be a professor in Marathi literature and Sanskrit because I love it very much. But I could not do it because it was not opening at that time”.
“Mr. Arvinda Gokhale, a story writer from Pune who was our family friend, was the one who told me to apply to Maharashtra Times. He said that I got a spark within me to be a journalist. This is how I got into journalism in 1970. Actually journalism was in my family. My maternal grandmother used to start the first Marathi daily in Agri district called ‘Krushal’ that means agricultural. My mother was there during the freedom struggle. When my grandfather was arrested, she edited the ‘Krushal’. But even then I never thought I would be a journalist”.

The woman journalist of Sakal

“I am a Maharashtrian Brahmin. My father is a graduate. My mother is also a graduate. I don’t feel there is any sort of discrimination between boy and girl in our family. In fact, my father wanted me to study a lot. As he is a liberal, he encouraged me to study. I did my M.A. economics at Pune University and I did my Masters in Mass Communication from U.S.A. I joined the newspaper in 1992. Initially in 1991, I did freelancing for All India Radio”.

“After working in the newspaper for about 3 years, I married a journalist. He is supportive and understands my profession. He helps me a lot in housework. We don’t have any problem about housework because I do not yet have a child. Besides, we also have maidservant. Everyday she comes home”.

The woman editor of The Times of India

“I am from a Parsi family of Bombay. My father is now retired, but he used to be an engineer. My mother is a housewife and has always been a housewife. I have one brother. My family treats us equally. There is nothing extra for boy in school and in education. There is no discrimination as such between us”.

“I did B.A. in English language and history in Bombay. I did M.A. in Pune. Then I went to USA (Manchester) where I did B.A. in English literature. I think most Parsi girls wanted to be educated as much as possible. After that, a lot of Indian girls from Hindu community followed. But the problem was the Hindu girls could pursue education only up to 11th –12th standard because most of their parents wanted them to marry after college. Unlike the Hindu and other communities, the process of arranged marriage was
not common among us. So quite often, we either chose to have love marriage or remained single and work. For this reason, Parsi community has a high number of unmarried women.”

“My parents were not against my work. When I first joined journalism in ‘Eves Weekly’, a women’s magazine, they totally supported me because I studied so much. I was in Eves Weekly for 5 years. As it did not have long hours of working and was very manageable for me, so I did not go back home late. But when I changed to work in ‘The Illustrated Weekly’, the time was complicated with long hours of working until midnight. However, there was no question to stop working or doing something like that”.

**The woman journalist of The Statesman**

“I have been here for one year. I am 25 years old. It is my first job. I did not study journalism. I did my Masters in English”.

“My parents supported me in education and journalism as well. Earlier I joined the news desk, handling hard news. So I used to come home late at night, sometimes early morning around 4’o clock. Initially my mother was a bit worried, but when she saw the office car dropping us at home, she was all right. She never opposed my career. I am now dealing with college news”.

**The woman journalist of The Statesman**

“My father is a Christian and my mother a Hindu from warrior caste. I did post graduate diploma. My parents do not oppose my career. On the contrary, they support, because they know that journalism has a lot of respect, especially in The Statesman. It is the oldest newspaper. So when I am working late, people do not take it negatively”.

“So I have never had any sort of opposition about my profession. The only thing that my parents worry about is my health. When I was working in the newsroom as a sub-editor before shifting to feature section, I used to work at night and I used to sleep in the morning. So my biological balance went that way. How can you live a normal life if you work at night”.
The woman editor of The Indian Express

“I am a Maharashtrian Brahmin. My father was in the government service and he retired as a Chief Engineer from Orissa. My mother has always been a housewife. My father is a Bachelor in Engineering and my mother is a graduate. My family is a kind of joint family. I have two sisters and one brother”.

“My father treated all of us equally. He used to believe that ‘our daughters should do something in life’. He always told us that you should never die without earning a name, at least thousands of people should know you. I got only B.A, but I was very interested in writing since childhood, that’s why I continued writing and did freelancing”.

“I can continue journalism as a career because of two reasons. Firstly, I do not come from an orthodox background and secondly, my husband’s family is very educated. I first joined journalism when I was 26 years old. I joined a bit late because I was married at the age of 18. I was married before my graduation, and had a daughter at the age of 19. So 4-5 years, I looked after the children. In 1987, when I found that they could really stay without me for a few hours, I started doing journalism in Maharashtra Herald but not as a staff”.

“I became a staff from 1999 in The Indian Express. My family’s attitude towards my career is very positive. They are absolutely happy with my job, but would have been unhappy if I had done other jobs. Generally, the girls from good families should not earn from work; but since it is journalism, they do not oppose. In fact, Indian journalism is regarded as respectful”.

“I am regarded as a person who is doing journalism because my heart wants to improve society, not because I want to earn money. So it is a kind of social service, which my family does not mind. But if I work in a multinational company, they would say why you have to work, you should look after the children”.

“About the attitude of my mother-in-law, she is very supportive. She said that she had spent her entire life only in cooking and eating, and said, “you write such a beautiful poetry. So don’t waste your time just being in the kitchen, but go and nurture your talent”.”

“My mother-in-law supported me in journalism up to the extent that she would not allow me to open the door while I was writing. That time I used to write from home
for Maharashtra Herald. She said, “don’t get disturbed, I am there”. She helped me in my housework, my children and everything. I remember that time I was immature. This is very important”.

“My husband extremely supports me because he is broadminded. He is not a typical Indian husband who would dominate the wife and say, “wear a sari, put a tikka”. He said, “live your life the way you want”.

The woman journalist of Kesari

“I belong to Brahmin caste. My father is a freelance journalist and writer. He writes to various newspapers about nature and geology. My mother is a housewife, but she studied till 12th standard”.

“As a journalist my father contributes to Sakal, Kesari, Loksatta, Maharashtra Times and other Marathi newspapers. As a writer, he writes books for children on nature”.

“I have been brought up by my parents with two younger brothers. I never felt any gender discrimination in our family, because they supported me in my studies and I studied well”.

“After my B.Com. Degree I did Diploma in Journalism from Ranade Institute. In 1994, I started working with Kesari, it was my first job. I got married after joining journalism. My parents supported me in my career. My in laws also support me because they know what is the nature of the work I do”.

“Since my husband knows the type of job I have, he tries to manage the housework. Besides, we also have servants to cook and work for us. My husband supports me to go out and work”.

The woman journalist of Kesari

“I am a Brahmin woman. My father completed his graduation and did a course related to health. He is a government officer, working with the health department. My mother completed B.A. she is a teacher in a Marathi school. I have only one younger brother. My parents support me in education. There was no discrimination regarding education when we were young. I completed my B.A. and Diploma in Journalism”.
“My parents do not oppose my profession. My father just says do whatever you like. But my mother prefers the idea of further study in Ph.D. as she wants me to become a lecturer. However, she is not against my career. She said, “If you want to do journalism it is O.K. but if you want to study further, so do Ph.D. and join any college as a lecturer”. There was an alternative; either I go to journalism or to study further. I said, “No, I will do journalism only”.”

The woman editor of The Observer

“I don’t belong to any caste. My father was working in the engineering company. My mother was a housewife. Both of them were very progressive. Now he expired”.

“I had done my B.A. in English and French. I did not opt for post-graduate because when I was doing my B.A. I got a job as freelancer. So, I really had a taste of job. I decided that I would not study further. So after I graduated I decided to take up a job. I didn’t want to study because I wanted to be economically independent. Taking up a job was more important for me than the degree”.

“My parents supported me in education because my father did not believe that woman’s place is in the kitchen. In fact, he did not like us to be in the kitchen. So he decided that we had to be educated”.

“However, when I joined journalism, he was very upset because he always heard that journalists seem to drink and smoke a lot. He felt shocked, and thought they were bad. He thought that way because he was very active in sport. He knew some sport journalists and sport writers who were very heavy drinkers. Therefore, he was extremely upset. But later on he adjusted to it”.

“When I joined journalism for the first time, of course there was no woman journalist in politics and economics, the so called ‘hard core’ journalist. But there were a lot of them in women’s newspapers like Eves Weekly”.

240
The woman journalist of The Indian Express

“I joined the newspaper in 1994. I chose the print media because I think it is something, which I feel more comfortable with than the electronic media. I did one year course in journalism”.

“Initially my parents were very angry with my choice of profession. Afterwards they got used to it. They were very upset, because there was night shift that I had to do. So they did not feel comfortable with the job I took up”.

“I married after joining journalism about 3 years. Since my husband is also a journalist, there is no problem after marriage. We help each other in taking care of our child. He is in the production section. He brings out the newspaper. He is not a reporter or works at the desk that’s why he can help me to take care of the child at home. I have to manage home as well as job, but my husband helps me a lot”.

The woman journalist of The Observer

“I am a Parsi, born and brought up in Hongkong. My father has his own business. Now he is retired. My mother is basically a housewife. I have one sister, she is a lawyer”.

“My father is a graduate B.A. and my mother is B.Sc. I have been in Hongkong for 20 years. Then I came here to do my graduation. My parents encouraged me very much to study. I had done my B.A. in English literature and a communication course in India”.

“I joined journalism before marriage. My parents were not very surprised as I used to write for the school newspaper and magazine when I was a child. And since I do financial journalism, which is difficult from ordinary one, and more challenging. They are quite satisfied with this profession”.

“My parents were never against me in joining journalism. It is partly because the culture in Hongkong is also different from here (India). Even when I was in school, I used to come late. So there was no problem as such”.

“After marriage my husband supported me and still supports me. But my in-laws do not like me coming home late. I return home around 12 at night. Though my in laws don’t like it, I can’t do anything.

241
The woman journalist of The Times of India

“I am actually from North India, but I stayed in Hyderabad and Gujarat. My caste is Brahmin”.

“My father is a Professor in Economics. He completed his M.A. in Economics. My mother is an M.A. in Sanskrit, but she is a housewife, homemaker. I have only one sister, no brother. He encouraged me very much in education. I got Masters degree in Development Communication. I joined Economics Times in 1995”.

“My parents are never against my profession. They give a lot of support. They said, “Do whatever you want to do”. Journalism is my first career after M.A.”.

“I married after joining journalism. My husband is from a lower caste. We got married because we knew each other. After marriage, I encountered a lot of problems. The thing is that my in-laws have a very strange attitude towards my career. They expect me to be the ideal daughter. Take for example, after I reach home, in spite of being tired from work, immediately I am supposed to do the housework. This is different from my parents. My parents don’t have this kind of belief”.

“My husband, generally is very supportive. He is very broadminded also, but sometimes he feels scared because I am working late night”.

The woman journalist of Free Press Journal

“I am a married woman. My parents are settled in Bombay, but they are a native of South India from state of Karnataka”.

“I did my schooling and graduation from Karnataka. Then I came to Bombay and did my Diploma in journalism here”.

“I am from JFD caste, it is a kind of Brahmin family. Previously my father was a businessman. He had contractor business. Now he is working in one office”.

“You can’t call my father a very educated person, but he is quite knowledgeable and up to date with everything happening in newspaper, television and whatever a person should know, he knows about that. My mother is a housewife. She studied till 12th standard. My parents encouraged me to study, but they were against my profession. They said, “It is not a line for you. I don’t think you will settle. It is a hectic profession for you”. Somehow, they were not happy. They always wanted me to join a routine job from
9-5 like bank or any other works. They said, “You are most of the time out, come home late”. This is the same attitude with my husband’s family also. I am not staying with joint family, but my mother in law is staying with me. She looks after my kids. Since she is not a woman who speaks out, so she just gives me the body language, showing that she does not agree with my profession. Anyway she does not discourage me, because sometimes when I go home late, she just tells, “you should come early because the kid is missing you”.

The woman journalist of The Hindu

“I am 50 years old married woman. I have been working here for the last 2 years. Before I came here, I was a lecturer in the private women’s college for 10 years. I took up journalism after I completed my Ph.D.”.

“I join journalism quite late because of my children. Before marriage I was a teacher for 1 year, then I left the job. It was my own choice. And when my children grew up a little bit, I finished my M. Phil and Ph.D. and then I took up a job again”.

“In my time, the parents did not want girls to involve in journalism. We were brought up in a protective atmosphere. Our parents did not like us to go out. That’s why lecturer is a safe job. That was 30 years back. Anyhow, this is my limited observation due to the fact that I was brought up in a very orthodox family”.

The woman journalist of The Hindu

“I have joined here 15 years. Now I am 43 years old. Before joining here, I was a housewife, then I went to do Masters in English, M. Phil and a Research course in journalism. I joined journalism late because of being a housewife. Initially I did not think of working. It was already late that I felt I should work. As I had done journalism, so I thought of taking up a job. I could take up journalism only when my son grew up. But after 2 years of joining the newspaper I again had a daughter. So I managed to bring her up. Luckily we got people who looked after the domestic work”.

“I have a nuclear family. My husband is absolutely wonderful. It is only because of him that I could even apply for a three months course in England. He helps me looking after the family”.
The woman journalist of The Hindustan Times

“My father was a journalist but my mother was a housewife. He used to work for Tass, Russian news agency. He was the one who inspired me to join journalism”.

“Education in our family was a normal thing for all children. There was no question of support or no support. My brothers and I had been brought up equally. So we did not need to fight for it.”

“I have been working in this profession about 24 years. I joined the first paper around 1980. I opted journalism as a career because it was my individual choice. There was nothing relating to women’s movement.”

The woman journalist of Navbharat Times

“I come from a family where my father was a journalist and mother was an activist. They were absolutely supportive in my education. Though I have brothers, there was no discrimination as such. On the contrary, I felt they took care of me much more than them”.

“In spite of growing in an atmosphere surrounded by the newspapers and magazines, my father never convinced me to be a journalist. In fact, he let me be free. For this reason, I started the profession with teaching. But later I realized that I might suit creative writing, not routine work. So I left the first job and joined journalism”.

“I opted journalism as a career mainly because I wanted to serve the nation and address the problems of society. When my father knew that I joined journalism, he was very glad. He thought that I could pursue his idea. But my mother was not very satisfied, although she was not angry or against it. As a woman, she felt that being a teacher provides more security than being a journalist”.
The woman journalist of Navbharat Times

“I belong to Brahmin community in U.P. People in my family, despite being educated, at the same time are conservative. I am the first girl of my family, who has been given chance to study equally to the brothers. Moreover, I am also the first girl of my family, who decided to work outside.”

“I joined journalism mainly because it was a profession of our family. It was not something out of financial motivation. My great grand father, a nationalist and a journalist used to own 2 Hindi newspapers called ‘Yadvendra’ and ‘Pagavendra’. So journalism, to me is a prestige.”

The woman journalist of The Hindu

“I am from a Brahmin family of Kashmir. My father is a retired IAS officer. My mother was a teacher. As I have only one younger sister, there was no question of discrimination about education in our family”.

“I have been brought up in a way, which I am free to choose what I want. So my parents are never against my career. On the contrary, they support me in journalism. It is not only about the career that they don’t say anything, but they also accept my choice of being a single”.

The woman journalist of The Hindu

“My father is working in the international company, my mother is a housewife. Since people in my family are mostly involving with the media. For example, my grand father was a journalist and my Aunt is working with new media in Internet, they support me to study in this line. After I completed B.A., I continued diploma in communication. Then I joined the newspaper”.

The woman journalist of Amarujala

“I belong to Kshatriya family from the rural area of Bihar. I studied journalism course after I completed B.A. Despite my father is only a farmer and my mother a housewife, they always supported me in education. There was no such gender discrimination in my family”.

245
“My parents supported me in education as much as my brothers because they wanted me to be a working woman. I am the first girl of my family, who gets the opportunity to work in the newspaper. Most of my female relatives in the village are housewives”.

“People in the village are normally conservative. So we (girls) are not supposed to go outside, but now the time has changed. As far as I can earn, no one would say anything against my living outside the village. In Delhi, I am staying with my brothers, we are in the rented flat”.

The woman journalist of The Hindustan Times

“My father is an army and my mother is a teacher. After B.A., I got a scholarship to study diploma of journalism in America. Before working with the newspaper, I was a teacher, but I did not like it. I actually joined teaching because I wanted to fulfill and satisfy my parent’s expectation. They felt that teacher is a suitable career for women, due to its security”.

“In the beginning of my career, my parents were very scared and being anxious about the nature of job. But when they learnt that I really wanted to do it, they turned to support me. In the first 2 years, every morning my father would drop me at the bus station, at night he came to pick me up from the office. They understand my profession up to the extent that they never pressurize me to do any housework or marry very soon, so in that way, I am very lucky”.

The woman journalist of The Hindu

“I am from a Brahmin family of Chennai. My father used to work in the company. My mother is a housewife. I have been brought up in a traditional way, but they support female education. So there is no discrimination regarding education between my brothers and me”.

“As my parents are very restricted to my behaviour because I am a girl, they did not agree with me when I opted journalism as a career after B.A. My parents always want me to do 9-5 jobs like teacher. They would prefer me to continue M.A. and Ph.D. instead of working in the newspaper. However, this was their attitude in the beginning. Now they
accept whatever I do. The one who continuously supports me in journalism is my brother. He used to convince my parents about my career”.

The woman journalist of Amarujala

“I am from a family where both father and mother are doing business. As they are educated, they give equality of education to my brothers and me. After I finished B.Sc., I immediately joined the newspaper. My parents are not against my career. In fact, they encourage me to be a journalist. They said I should do whatever I like”.

The woman journalist of The Statesman

“I am a 40 years old Bengali woman. I joined this profession because I was fond of writing and the reading environment at home. I graduated with B.A. in English and really enjoyed the support in education from my parents. My mother, in particular, supported me in my education and in my choice of career. She studied math, but preferred to be a housewife”.

“My father was a tax collector and so, we moved often. Henceforth, we (children) were familiar with many cities in India. I have three brothers and sisters totally, and each of us received equal attention and support from our parents.”

The woman journalist of The Statesman

“I am 34 years old, Bengali. When I was a child, my father used to be a freelance journalist and his experience extended when he moved to work with the British High Commission. My mother was a teacher. I am their only child”.

“When I began a career in journalism, I simultaneously worked part-time as a lecturer and I was offered to work full-time. I should add that actually my parents supported me as a journalist and took opposite stand against lecturing. They warned me how boring it would be”.

“However, 10 years later, I have begun to think that journalism is more suited for younger people. It has proved to be exhausting to me. So, I think of being a lecturer and again my parents support me. About my husband, he is neutral in the matter”.
The woman journalist of Protidin

“This I am Bengali, aged 29 years. I chose journalism as a profession because I graduated in English and took a diploma in journalism. I thought it was more interesting than lecturing. My parents supported me in it, but have occasional spell of anxiety. Both my father and mother are also graduated. I have one brother. But neither of us was discriminated against for education and career. At present, I live with my in-laws who also support me and adjust to my work.”

The woman journalist of Protidin

“This I am the youngest of four daughters. I graduated with two Masters degrees, one in education and another in comparative literature. My mother, who became a ‘progressive housewife’ and also graduated, supported me in journalism. My father, a retired IPS officer did not discourage me, per se, but preferred me to be a civil servant. My mother has been my guide and teacher through life. I have worked in journalism for more than 10 years”.

The woman journalist of Protidin

“I completed B.A. in political science and took an M.A. in journalism. When we had student’s function at college, a journalist attended and impressed me to do this work”.

“Now I am 35 years old, married and have a young daughter. I started in journalism at age of 25”.

“I am a Bengali and both my father, who left me in 1987, and mother were in government service. They worked in government hospitals and encouraged my brother, sister and me to be financially independent. The contrast between them and my in-laws, whom I live with now, is that my mother has firm confidence in my work, whereas my mother-in-law feels that my work conflicts with my household duties. So she continuously urge me to quit and join other professions like lecturer. However, my father-in-law supports me in journalism”.

248
The woman journalist of Bradman

“I am now older than 45. ‘Bradman’ is our family business and my brother is an editor. In our family, women are considered as ‘Laxmi’, so they are not discriminated against. My brother started this newspaper in 1984 and my husband has been working with him from the beginning. My brother requested me to join here after I had worked as a teacher for 8 years”.

The woman journalist of Bradman

“I joined journalism as a career in ‘Bradman’ since 1984. My father was not highly educated, but he had been a journalist too. My mother received only secondary education. However, they were very modern, open-minded and encouraged me in both education and career. After marriage, I live with my in-laws. They too encourage me in journalism. We have a maid to help with the housework, so I have no problem working at home and can meet their expectations”.

Problem of Recruitment and Sexual Division of Labour

In the early independent India, entry or recruitment of women into journalism especially in the daily newspaper organizations was relatively difficult. The problem of entry into newspaper organizations was more in the vernacular newspapers than the English though it did exist in both. Studies show that the reasons given by the management and male editors banning women from taking up journalism as a profession were based on the traditional belief that journalism by itself is a man’s job. This very masculine job demands physical strength, a high intellect, mental venturing into toughness and a daring attitude particularly while going out to the spot. The requirement of journalism, therefore cannot be met by women who belong to the weaker sex.

So even when women wanted to be a journalist, the male editors and the management would primarily refuse the aspiring candidates on the grounds that their nature did not suit the profession. The justifications they forwarded denying women entering into the realms of journalism was that the outside world is not safe for a working woman and more so in this profession, where she is subject to various risks both physically and mentally. Further, as the primary role of a woman is expected to involve
with domestic duties, a single woman would treat the profession merely as a waiting room for marriage. Once she is married, she would definitely leave the job. The investment of the newspaper organizations therefore would only go to waste.

The attitude towards women opting for journalism as a career began to change from 1975 onwards when the second wave of the women’s movement gained the momentum both in India and Europe. The consequence of the movement made it slightly easier for contemporary women to enter this field. The entrance of Indian women in journalism became noticeably smooth only when the government issued the new economic policy around 1990. The liberal economy resulted from globalization thus, created an atmosphere where women are no longer considered as the second sex.

Today women joining journalism is seen in a different light by the male editors and management. Based on the interviews with women journalists working in the newspapers, we found that a majority of them do not face or encounter any discrimination on grounds of sex as far as their recruitment into journalism is concerned. This can be confirmed when we see the increasing number of women in the work force of daily newspapers, particularly in the English ones. Drawing from the interviews, we can state that the policy of absorbing women in the press has increased in general.

In today’s world, despite the editors and the management have not hesitated to recruit women into journalism any longer, there still exists certain gender bias after women being taken into the profession. Through the interviews with many women journalists, irrespective of their being from the English or vernacular newspapers, we observe that most of them are sidelined, into soft news reporting and sub-editing, whether they are aware of it or not.

Though most of the women journalists may not be aware that sexual division of labour exists in the newspaper organizations, studies from the interviews paint a different picture. In such case we see that most women journalists basically deal with deskwork as sub-editors or soft news reporters and only a handful of them cope with hard news reporting. Ironically, it is the women journalists themselves who volunteer to take up the work in these mentioned lines and it is not due to a certain policy of their newspapers that they find themselves there. Some of the interviewees even stated that, though initially they were assigned by the male editors to do soft news and deskwork, over a period of
time, they started preferring it to other beats. They eventually felt the nature of soft news and deskwork suits their personality and habit. This trend could refer to both the single and married women, irrespective of their being from any language medium of the newspapers. However, the situation as described above can't be generalized for all English newspapers. This is due to the fact that in some English newspapers we do find many women journalists involving with 'hard news' particularly in economics affairs.

Broadly, we find that women journalists are working in the three departments of the newspaper organizations. These departments are feature section, newsroom and reporting room.

**The Feature Section**

The feature section in both the English and vernacular newspapers is considered largely to be a female domain, where both the married and single women journalists are involved. Through observation we find that the feature room is basically reserved for women and male journalists are hardly found here. If at all they are to be found here, it is because they are the editors of the section. Generally, the editors and sub-editors of this section are women with their work revolving around sub-editing and 'soft news' reporting. They edit articles, columns, interviews contributed by either the freelance writers or readers. Sometimes they do go out for some assignments too, but they are mostly involved with deskwork. Since the work of feature section normally appears as weekly, fortnightly, monthly magazine or supplement, which cater entertainment, literature, life style, human interest, social and women's issues, etc., the women journalists in this section are somewhat free from the dead-line or time pressure. Consequently, most of women journalists, especially the married ones, would prefer to join here. Many of them feel that they are quite satisfied with the nature of job, because it gives them sufficient time to manage domestic duties and professional work efficiently.

The time limit of women journalists in feature section is very much convenient for them to adjust themselves for home and newspaper work. They usually start working around 10.00 a.m. and back home around 6.00 p.m. Sometimes, it may happen that they have to remain in the newspaper office until 10.00 p.m., but such situation occurs occasionally. To be precise, it is understandable that they do not have night shift.
The Newsroom

The newsroom of the newspaper organizations is less favourable to women journalists when compared to the feature section. It is so because the work of newsroom generally relates to night shift. Basically, there are 2 shifts for the journalists. The first shift or day shift begins around 2.00 or 3.00 p.m. and stops around 9.00 or 10.00 p.m. While the second shift or night shift starts from 7.00 or 8.00 p.m. and gets over around 2.00 or 3.00 a.m.

The staff working in the newsroom consists of female and male journalists. The number of female journalists is almost equal to men in the English newspapers; but in the vernacular ones, the number of male journalists is still dominant.

It is a fact that the policy of the English newspapers is quite liberal in character, so the women journalists in these newspapers have to work on par with men. They participate in the work of newsroom both day and night shift. In variation with the English newspapers, the vernacular newspapers, which are conservative by nature, tend to employ the protective policy for women journalists. Therefore, we hardly witness women journalists in the vernacular ones devoting their time for night shift.

The newsroom functions as the sub-editing section. The journalists here are considered as sub-editors who edit, rewrite, give the head line, give the caption, and make page of the hard news like politics, economics, foreign affairs, war, military, etc., contributed by the reporters. It is interesting to note that despite women journalists are the late comers in this line, recently the number of them has increased consistently but the positions they hold are not so high. The key positions in the newsroom in fact are still in the hands of male journalists.

It has been said among women journalists working in the newsroom, that they are happy with the work in general because it is deskwork, but they still encounter certain problems like health etc. In order to pursue the career peacefully, they require high support from parents and in-laws; otherwise, the nature of work would create difficulties for them.
The Reporting Room

Compared to the feature section and newsroom, the reporting room is extremely male dominant. Studies indicate that the responsibility in handling with ‘hard news’ coverage like politics, economics, foreign affairs, war, military etc., is mostly obliged to the male journalists. Only a few women journalists are able to work in this line. The reason attributed to this fact is the working hours of reporters in this room is not expectable, news can occur anywhere and anytime, particularly those beats, which involve in politics, crime, dacoit, etc. As a result, women journalists in the reporting room are bound to be given responsibility in the ‘softer’ area like education, health, social welfare, city etc. All these beats normally do not require emergency hours.

The deprivation of women journalists from the ‘hard news’ coverage is a situation faced by women working in both English and vernacular newspapers. But in the English newspapers, women get much better opportunity in stepping into ‘hard news’ coverage particularly in the field of economics. According to the interviews, many interviewees confessed that they felt more comfortable with the economics news sources than the political ones due to certain decency. Getting close to political news sources through over-night drink, from the point of view of women journalists is considered to be risky as it can lead to harassment and misperception from others in the same profession.

Asking what is the main factor determining women not coming into ‘hard news’ coverage, the answer is ‘time management’. Since ‘hard news’ coverage requires nearly 24 hours of work, married women tend to be hesitant in participating in this department. Those women journalists who are able to remain in ‘hard news’ coverage for a long time are mostly single. However, they comment that it is quite tough and it highly demands physical and mental strength.

It can be observed that while the number of women journalists entering into ‘hard news’ coverage in the English newspapers seems to increase consistently. The situation of women journalists in the vernacular newspapers has undergone a little bit change. This is due to the fact that the vernacular newspapers still strictly employ protective policy to women as the ‘weaker sex’. Henceforth, very few women journalists in the vernacular newspapers could involve with ‘hard news’.
The following exceptions reflect the problem of sexual division of labour in the newspaper organizations.

**The woman Editor of The Times of India**

“In The Times of India, 30 years ago, there was still a feeling that women could not be a good reporter. They could not go out to cover the riot. They could not do night duty because there was a trouble in the city. It was dangerous to send a woman out. You know, there was such stereotype in perceiving women”.

“When I joined The Times of India around 1971, I already had journalism degree from Columbia University. It was considered to be the best school in the world. Even now, I still believe that it is recognized. But when I came here, they said to me that, “you have to work with women’s magazine ‘Femina’ because we can’t take women as reporters”. As I did not have much choice, because I really wanted to be a journalist, so I accepted the job in women’s magazine. I started with Femina as a sub-editor. Then I became assistant editor of Femina. After spending the time for 7-8 years there. By then thing began to change. You had women who were reporters, who were doing more other jobs in the newspapers. And when I got the opportunity, I moved to The Economic Times, which is a business newspaper. I was an assistant there for years. But I knew that I was not going to try there for a very long time because I was not really skilled in Business reporting. It was just a way of getting out of the women’s magazine”.

“So I did that for years, and then I went to America. When I returned to The Times in 1989, I had already been the executive editor of ‘The Indian Post’. It was a small newspaper, but a very good indeed. After that, we came back to The Times to launch a paper called ‘The Independence’ for the Times group. It was a daily newspaper that I also was the executive editor. So from there I moved to The Times of India as the senior editor and after a while I went back to The Independence as the editor and when this position fell vacant. They moved me to the Times of India as the editor in Bombay”.

“Now I don’t think there is sexual division of labour in this organization. It used to be the case when I first started coming here. Today women do reporting in all kinds of beats. You have women who are covering business, finance, stock market, etc. which,
once traditionally were the male dominant areas. You have women who are writing feature as well as male feature writer also. So that kind of barrier is not existing”.

**The woman editor of The Times of India**

“I joined journalism as a career in 1979. My first job was in the women’s magazine. It was called ‘Eves Weekly’. This magazine tried to get out from the conventional ones. It took up women’s issues raised by the women activists in 1970s and early 1980s, but it does not exist anymore”.

“When I joined ‘Eves Weekly’, a movement of women entering into journalism definitely began. There were a large number of women coming into this profession. We saw many women staffs and even the editors, though the administrative section and advertising was headed by men”.

“I was in ‘Eves Weekly’ for nearly 5 years. Then I joined the ‘Illustrated Weekly’, a general interest magazine brought out by the Times of India in 1985. Initially the magazine was the supplement. I worked there until 1990. Then I went out and came back again in 1995. Yes, in this newspaper (Times of India), which you can consider as one of the biggest newspapers in India, when the women’s movement began there were less women in the newsroom. It happened that there were more women working in the supplement and the magazine of the paper. It was in mid 1980s, that we suddenly saw an explosion of newspapers and magazines. And all those make use of women because, at that point we got women joining journalism in a big way. About sexual division of labour, I would say that when women started joining the newspapers, sexual division of labour was already there. It used to be like that since the beginning. As the editor, I find that women themselves very often choose to work in the softer areas. If she chooses to be radical in hard areas, why should I stop her. I have no problem with that. But the thing is that even now women choose to go into deskwork, because of timing and family responsibility”.

“Since I started working with The Times of India, I never go to hard core politics. Now I do less reporting but more of editing. I always put on desk. I sometimes write articles and topics related to women’s issues, social development and change. I do interview in general also”.

255
The woman editor of The Observer

“Before joining the newspaper, I used to work part time in the children’s magazine called ‘Alloka’. I started working in the newspaper in 1964. Of course, in those days there were women journalists in women’s newspapers like ‘Eve Weekly’, ‘Flair’, etc. There were a number of women journalists, but nobody was in politics or economics, so called ‘hard core’ journalism”.

“I got a chance to join the mainstream newspaper when I met somebody who was a journalist. He said, “there is a vacancy in our paper ‘Anandi Bazar Patrika’, it is in Calcutta, you can come and try.” So I said, “I will try” and I was the first woman journalist there”.

“Unlike other newspapers in Mumbai, Anandi Bazar Patrika was very progressive. They didn’t think that all women had to be in soft news beats. Mr. Ashok Sarkar, the editor, was very broadminded. He never made a difference between women and men. So I took a walk into politics, inspite of me being young and had never covered politics”.

“Though I was the only woman in that newspaper, my editor never made any difference to me. He just told me, “go anywhere, cover what you want, do what you want”.”

“In the ‘Observer’ economics and politics beats, there are more men than women. But there is nothing to do with women or men. If women journalists come, I take them. If men journalists come, I take them. There is no hurdle, there is no gender difference according to me”.

The woman editor of The Sunday Observer

“I joined the first newspaper, The Indian Express in 1983 as a freelancer. At that time I was 26 and was married, my first child was already born”.

“I did not experience any hesitation in recruiting me into journalism. When I applied for The Indian Express, my job was ‘Sunday edition’. The Sunday edition traditionally was seen as ‘women’s job’. In fact, there were only women handling Sunday edition. The person who was the editor of Sunday section in those days was a woman.
She is now the editor of The Times of India. I had 3 female colleagues. The Sunday edition carried women and social issues as well”.

“I joined The Observer around 10 years back. I am now the residential editor of The Sunday Observer. In this paper, I have been able to make a difference. We do carry a lot of women’s issues. I have written on politics and economics articles also, but it is not something that I find interesting. Politics does not interest me at all”.

“In journalism, politics is considered to be the most important subject, but I don’t think so. Especially when the way politics is covered, it is only about politicizing. What about the politics? Politics is how are you governing the country. Nobody questions about that, nor talks about it. They just praise a personality. It becomes more about back biting and interviewing the political parties, rather than politics as government. I don’t want to write that kind of report or article”.

The editor of The Indian Express

“I started my work in 1965. As soon as I completed my graduation in English literature I joined the children’s magazine. Then, when the Indian Express had vacancy, I joined it in the same year with the magazine. My responsibility was feature writing and editing”.

“In 1965 when I was working in the children’s magazine I was the only one woman. When I came to this paper, there were a couple of women in our department. Now of course there are more women than male journalists”.

“The children’s magazine I worked with was small. So I did everything: writing, rewriting, editing, proofreading and even packing the magazine. It was a very good place to get training. But that’s when I realized that I did not want to be in a small town magazine. I wanted to be in the mainstream newspaper. So I went to Hyderabad for post graduation in journalism”.

“In The Indian Express, I was in-charge of Sunday magazine section. It was called Sunday Tabloid. At that time I was looking after women’s page and doing sub-editing for the feature section. I worked with them until mid 1970s. Then I went to news desk. I went to sub-editing in the hard news for 3 years. At that time in the sub-editing department, women did not do the night shift. Finally, I moved to be the editor here”.

257
The woman journalist of Free Press Journal

“I joined here around 1997. I am the most senior woman journalist at personal level. My specialization is entertainment. Of course, in between I want to diversify to other fields like women and some part of social and environmental issues”.

“I was not pressurized to do entertainment when I applied. I said, “let me try this”. I always wanted to be in the general side, not to be in a particular section. But then I started liking entertainment and started working on it. Initially I had nothing specific in mind. It was just to learn something. So I didn’t mind to learn from entertainment section”.

“Personally I am not interested in economic and politics. I would prefer to do something in environmental, social and women’s issues. Unfortunately, there is no one to guide me in this field. One can work only when somebody guides what exactly should be. I can’t do these issues because of this problem. Then I give up”.

The woman journalist of The Indian Express

“I joined this newspaper in 1998 and now I am a senior sub-editor. I can work here because there was a vacancy in sub-editing. Anyhow, I enjoy my job and I just stay on. I enjoy editing and the production of newspaper”.

“When I was a trainee in The Times of India, I had done a little bit of reporting. I had done freelancing for some feature pages and did quite a few articles too. But at that time I did not like it. Now I want to go to the front, because it is more interactive and involves more writing than what I am doing now”.

“Now in my section, the main new desk, which is the main paper of the newspaper, has more men than women. Now only two women are working here. Earlier it was opposite, there were more women than men. They had come and left it”.

The woman journalist of Loksatta

“I am now working in feature department. Previously I had been in economics for years. I was the only woman journalist, who dealt with economics of this paper. Actually economics journalism is considered to be decent area compared to politics. The businessmen are more sophisticated and educated in comparison with the politicians.
They really treat you well because they have to follow some decency. Otherwise their companies will be disrupted. However, due to late hours there are very few women working in this line especially in Marathi newspapers”.

“I shifted to feature department by accident. That was, we got more advertisement. In economics section, we had only one page. On that one page we did not have much space to write because of advertisement, so my editor shifted me to feature”.

“He shifted me to feature because of two reasons. Firstly, it happened that in supplement suddenly 2-3 people left. There were vacant seats and they were urgently searching for someone who could accommodate in feature department. Secondly, he came to know that I was good in feature writing because they used to publish my writings, which were not news based. That’s why I came here”.

“As I had experience in feature writing, he just asked me whether I would like to do feature. I said Ok, but my basic knowledge was economics news. He said, “I find your feature writings are good, so you will be settling down in feature department”. After working for some years, I started liking it and I think it is better for me now especially when I have a child”.

“It is true that today gender discrimination regarding recruitment still exists in Marathi newspapers. This is because in our office or in other offices, there are some women who take advantage of their womanhood. They don’t like to work for longer hours. They accuse that that they can’t go out because they are women or they have some household and children responsibility at home. So this type of attitude makes the male journalists don’t accept them”.

“If women want to be accepted in journalism, which is still male dominant, they have to prove that they are better than males. For example, suppose there is a vacancy in the newspaper organization and they have got 20 applications. If 2 men get mark 7 on 10, but a woman get 8, then she will be selected. She won’t be selected if she gets equal mark to men. She should be little ahead than men. That’s why women need to be more intelligent and hard working”.

“There is no equality as such in the newspaper organizations. Women candidates have to be more ahead than the male candidates. This is a policy in the management of journalism. Men are preferred than women”.

259
The woman journalist of The Statesman

“In Statesman generally, we (women) are working in feature department. However, there are a lot of women working in the newsroom. In the newsroom, the work is going on throughout the day and night. So women in the newsroom have to come in the night. They work 2 shifts from 4 p.m. – 12 p.m. and from 8 p.m. – 3 a.m. People like us, the feature writers and sub-editors don’t have night shift”.

“I joined feature department about 5 months back. In my department, all of us (women journalists) are working in children, school, college, life style, etc. issues. We are all sub-editors for the feature. It is deskwork. The person who looks after our work is a man. He is the assistant editor”.

“I am not interested in hard news, because I am married and have 2 sons. I feel at home with this work. Maybe it is more in my nature. You don’t have to move around much. This work is not difficult for me”.

The woman journalist of The Statesman

“I just finished 3 ½ years in this paper. Earlier I did sub-editor in the newsroom. I used to do editing and page lay out on the computer. I did sub-editing in the newsroom for 2 years. Then I shifted to feature department”.

“As a sub-editor in the newsroom, though I never had any sort of opposition towards the profession from my parents. The only thing that my parents worried about was my health. It was due to the fact that I used to work in the night and sleep in the morning, so my biology went that way. My parents just commented how could you live a normal life if you worked at night. I was suffering physically a lot. For this reason, I shifted to this department”.

“Nowadays, I look after supplement for students. We call coordinators from different schools all over Calcutta. We select them on the basis of their written essays. We meet them on every alternative weekend on Sunday and plan out story and edition. After getting essays from them, we polish it. Basically our main job is sub-editing”.

“In the newsroom there used to be more women than men, if you look at low level in sub-editorial. In the newspaper as a whole there are a lot of women also but most of them deal with sub-editing. Most women are sub-editors because basically it is a desk
job. You don’t need to go out, in search of story so much. That’s why there are more men reporters than women reporters in this paper. At present, there are no senior women reporters”.

The woman journalist of The Statesman

“I came to Statesman last year. This is my first job. Over here, I am working in newsroom. Basically we edit hard news that comes to us and then we make page, do editing, etc. In this newspaper the number of women are a little bit less than men but the boss is a man”.

“Though I am in newsroom and in charge with main desk work, I can write for the newspaper. Anyway, I am allowed to write only for feature, not news. I am working with The Statesman for 2 years, but I have been in the profession for the last 5 years.

“In this newspaper, I cover education alone. It is not difficult at all. I think it is quite comfortable for women because it does not require toughness like crime, but it has its own challenging aspect. There is corruption, which involves in it. That’s why it is interesting. It makes education involving with hard news”.

“In The Statesman, political coverage depends on seniority. Senior people are allowed to cover political news. Even right now, we don’t have any female reporter covering political news. There is nothing to do with bias against women”.

The woman journalist of Ananda Bazar

“I joined this newspaper group since 1994. I am a reporter. My beat is about health, so I write on hospital affairs, policy issues of health and other controversies. I also write on various women’s issues, development issues, child health, and other general reporting like accident, unrest and political problem, but my main beat is health. I am working for the vernacular paper”.

“In this newspaper group, in English paper, (Telegraph), there are more women than men in feature and entertainment section. In Sunday edition and Saturday feature section, almost everyone are women. The vernacular paper (Ananda Bazar) is slightly different from the English. It is more literary than entertainment. But we don’t have many
women in any department, even in the current affairs or life style department, the head is still a man”.

“Here in Ananda Bazar, where I am working, most of women are in the deskwork and do editing. In both Ananda Bazar and The Telegraph, there are only 3 women reporters including me. In The Telegraph, the feature editor is Gouri Chatterji and Semna. Semna is looking after the Saturday and Sunday life style section like fashion, while Gouri Chatterji is looking after features like political, social, legal consumer and family”.

“It is very important to tell you that, earlier Gouri Chatterji used to be a news editor in Ananda Bazar. She joined when there were no women reporters working in Ananda Bazar, she was there for sometime. Later she shifted to Telegraph where she is now working as a feature editor”.

“All political correspondents over here are male. We don’t have female reporters. In economics and business news, there are two girls who mostly work on the desk”.

The woman journalist of Ananda Bazar

“I had been working in Ananda Bazar at the news desk for 3 ½ years but now I am at the reporting section”.

“Actually what happened was when I joined as a trainee, my news editor asked me to join reporting section. I said no because at that time I had a few problems at home regarding the health of my father. I could not start working at 12 p.m. and be free by 10 p.m. To make it easy, I spent the whole day in office and reach home around 11 p.m. That’s the reason why I stayed in the desk work for sometime”.

“When I worked in the desk work, there were totally 17-18 people, we were 2 girls. Right now, there are 5 girls in the desk work but in the reporting section there are only 3 girls”.

“Two of us women reporters are dealing only with hospital affairs. Another senior girl is in charge of the Internet section. None of the women journalists over here is dealing with hard core politics, economics, crime and riot”.
The woman journalist of The Telegraph

“Earlier I used to work in Asian Age for 2 and 1/2 years before coming here. I was working with the feature section. I used to look after art, culture, painting, theatre, review, women’s story, profile of different kind of people, human angle stories, attitude stories, etc”.

“In this paper I am in charge of women, family, law, consumer and people’s pages. All of us (women) are working in women’s section”.

The woman journalist of The Telegraph

“I have been working here only 1 year and 2 months. I am working in the feature section. The editor decided some work that I should do, so I took this work. Basically my job is to edit story, make and design page. Sometimes we write stories as well”.

“I don’t want to be a reporter because basically journalism is not my priority in life. Since I am actively involved in politics and give a lot of time to politics, I prefer a job, which occupies me for minimum hours. I don’t want to be a reporter because reporters have to work round the clock”.

“In this organization the reporting section is dominated by men, so there is only one female reporter. She is working in metro, a kind of soft news but hard news section like politics and economics has not come to women yet. All of the reporters there are men”.

“Actually there are two departments in The Telegraph, one is news and another is feature. The head of news department is a man and for feature it is a woman”.

The woman journalist of Bradman

“I have been working in this newspaper for almost 16 years. I joined journalism when I was 25 years, and was already married. I joined as a sub-editor”.

“Now I am a senior journalist but my work is a kind of sub-editing. I have to look after the feature section and deal with cinema, television and culture page. I also look after Sunday magazine, which focuses on literature”.

“The first year I joined the newspaper, I used to work with reporting section. My specialization in reporting was women, health and anti pollution issues. I covered these
issues because it was obviously my interest, simultaneously I had to follow the chief editor”.

“I shifted to sub-editing because in journalism, if you want to become a journalist you have to handle both sections sub-editing and reporting. Earlier I was doing sub-editing in hard news and then I shifted to feature”.

“Anyway, I don’t think sub-editing is inferior than reporting or reporting is inferior than sub-editing. There is no difference between the two jobs for me”.

The woman journalist of Bradman

“I worked here just for 2 months. My mother has been here for last 16 years. She belongs to the old generation in journalism. Among the new generation, there are many men in this house but I am the only woman journalist of the new generation. As I am new in this profession, I am just learning the work and sitting at the news desk”.

The woman journalist of The Indian Express

“I am now in charge of city page. This page talks about people in the city base. We cater interviews, human interest, issues in the city, celebrity, institution, campus, etc. It is not hard-core news. At the same time it is not story”.

“In the feature section where I belong to, there are more women than men because of timing. Normally we start around 9.30 a.m. and finish around 4.30 p.m. We work a little bit in the evening, so it is convenient for married woman like me”.

“In this paper, men are more inclined to hard core reporting and main desk but a lot of women are more interested in feature. I think women enjoy more in feature section because the work is not load and time-consuming like hard news”.

The woman editor of The Indian Express

“I joined this paper as a staff when I was 28 years old in 1991. At that time there were 2 female reporters. They used to cover serious issues like corporation and court. They also did everything like general reporting”.

“I am the first feature writer of this paper. When I was in Maharashtra Times, I was freelancer. I used to have regular column called ‘Market Watch’. I just found out the
vegetable and grocery everywhere and write about it. Besides, I used to write about consumer issues. How consumers get cheated, and how they should be alert. I used to write women’s issues. They were a part of ‘Market watch’ columns.”

“I came to this paper in 1988 because of my market column. After that I was given duty to look after women’s page, which came out weekly. Then, by the time, I started writing human interest and social story. Later we had Mid Day Express, which was a supplement everywhere. It carried all issues relating to cities, women, kids and gender. Then in 1991 we had fortnight magazine called ‘Citizen’, everything related to city. In 1996 we changed it to ‘Vivacity’.”

“I write all these issues because the editor asked me to write and look after women’s section. I did not have any desire for particular subject. At that time, I did not want to do hard news because I was not confident, so I did not try”.

“Most of the journalists in the feature section, which I am looking after are girls. It happens so because most of the candidates are girls. Take for example, out of 60-65 candidates for journalism in this paper, only 7 are boys”.

The woman journalist of Kesari

“I started working here in 1994. It is my first job. I married after joining journalism”.

“I am now in charge of editing. I edit news from various remote areas of Maharashtra and then arrange the paper. I sometimes do reporting, but most of the time I edit and layout the page”.

“I have been doing sub-editing because there was a vacancy for this post and they chose me to work with them. Anyhow I think sub-editing is a good job for women because we have fixed time over here and we don’t have to go outside”.

“While being a trainee, I used to experience reporting work but I personally prefer sub-editing. I have settled here already 5 years”.

“I think reporting is harder than sub-editing because reporting binds you with work day and night. Here the working hours is fixed”.

265
The woman journalist of Kesari

“I am a sub-editor. I spend a lot of my time in office only. I don’t have to go outside and do late nightshift. We don’t have night duty for women, at least in Marathi newspapers”.

“Basically I am handling Sunday paper. Most of the time I edit, but sometimes I have to go outside twice a week for reporting. I am interested mostly in culture, drama and issues relating to women”.

“My editor knows that I am interested in this field, so he said, “you go to cover cultural program”. In politics, the editor prefers male, but if any female is interested in covering crime, economics or politics, she can go to talk to him. I think he will not act against her wish”.

“However, generally there is no woman in ‘hard news’ beats. Sometimes it happens that women do not want to go for such news because of late hours. Take for example in crime beat females get afraid of it, so the newspaper doesn’t allow females”.

The woman journalist of The Observer

“I choose to cover finance because I find it very challenging. Yes, most of the journalists in finance are men. There are a couple of women as well, but the majority are men. I have spent 15 years in finance, so I enjoy it a lot”.

“Despite women are less, I don’t really feel any difference between men and women. Further, I find that the number of women in this line is increasing now, but most of them are very young. The average age is around my age, 25 plus. Otherwise what happens is there are many old men, we hardly see old women in this field. Now, people who are coming are women”.

“In finance and banking, I think women are doing very well and more and more women are joining finance and banking. It is now no longer men’s world”.

The woman journalist of Sakal

“I joined here in 1988. I am now doing sub-editing. My editor assigned me to do sub-editing because he thought it is easier job than reporting, which requires a lot of time.”
Actually when I started joining this profession, I was very interested in reporting but I did not tell the editor. When I came across sub-editing I found it interesting also.

The woman journalist of The Hindu

“I completed Ph.D. My job is just writing a few articles for Sunday supplement, education and metro page. Initially when I was recruited, I was told that I had to look after supplement and book review but later, the management assigned me to handle the work of Metro”.

“Metro deals with city specific. We have to take the articles, which reflect the city’s changing life style and housing problems. Most of them are generally features. It comes twice a week Monday and Thursday”.

“I am not interested in ‘hard core’ reporting. I prefer subjects relating to education and seminar. I don’t have hard core background as such”.

“Over here, there are women around 20, but only 2-4 of them are in hard core politics and economics. Most of them are in supplement and sub-editing”.

“If women are less in hard core reporting, I don’t think it is only a question of recruitment but the will of women themselves should be considered also. Nowadays, in TV, women are into hard core reporting but in print media, women taking up hard core reporting is still less”.

“In the news desk of main paper, there are quite a few women because they have to do nightshift, but for the supplement we don’t have that kind. The latest time for us according to my experience was 9.00 p.m. That time, the work got delayed because the printer was not working or sometimes the protocol did not scan, so we had to stay back and work. However it was not so late.

The woman journalist of The Hindu

“I am a staff reporter. I have been here since 1998. I am covering stories related to city life in Chennai. It could be news, feature, everything but our concentration is on news”.

“In this paper, there is only one girl covering politics. She is a special correspondent. She deals with the policy issues and politics in whole state. The other one
is a staff reporter, covering environment and transport. The one who left for maternity leave is in charge with infrastructure”.

“There are few women in reporting, possibly because women are not very keen in reporting job due to its entail. You will be called 24 hours like that. I am not sure whether there is a ban in recruiting women, but if there is, I would not be here”.

“In city beat, I have to report certain issues like health, education, entertainment, social and women’s issues. In The Hindu, there are more male reporters than female reporters”.

The woman journalist of The Hindu

“I am 30 years old. Recently I have joined The Hindu, before that I was working for India Today and The Indian Express. I am a special correspondent, covering politics”.

“There are few women in reporting, because reporting in journalism is a profession that comes with a long hours of work. You have to be with it 24 hours. It is very tough in terms of time demand and also works demands, so if you are married, it is very difficult to balance marriage with reporting. For this reason, women keep away”.

“In India, where most of the marriages are arranged, it really causes a problem for women to choose journalism as a career. Men generally don’t prefer career oriented women as they believe that women should work for 9-5 jobs. They expect women to light the flame by 7 p.m. and cook dinner for all members of the family”.

“But women reporters can’t do that because our work begins at 12 p.m. and in the evening it gets very hectic. By 7 p.m., I can’t get back to light the gas and serve dinner. This must be the reason why there are very few women in reporting”.

“I am not married. I will marry only when I find a guy who accepts my career”.

The woman journalist of Dina Mani

“My main duty is both reporting and sub-editing. Whenever I have to go out, I do the reporting job. Whenever I am in the office, I do editing, changing the title, shortening the news”.

268
“In reporting I never go to politics or crime. I used to go to women, culture, and children’s function, and then cinema, TV and other entertainment programs. This sort of reporting will be published in the supplement”.

“I don’t have to attain night shift. I begin my work from 9.30 a.m. or 10 a.m. Only sometimes I have to work at night. I will stay here until the page is complete”.

“Before there were 3-4 women reporters but now all of them have left. Some got married and some transferred to other places”.

The woman journalist of Navbharat Times

“I am working in the feature section. My job is dealing with women’s, youth and health, etc. issues. Initially I used to work in ‘hard news’ beats. I shifted to feature because there was a vacancy in the feature section. The editor asked me to work here”.

“I think there is a bias against women in Hindi newspapers. I used to question my editor as to why women are mostly assigned to cope with soft issues, which I hate. He replied to me that it is not so. He said that at present there is no vacancy in hard news beats. For this reason, I can not go back to reporting section”.

“Basically people do not consider feature as the mainstream journalism. It is just a supplement. As we are doing supporting role, we are out of the main race. So I would say sexual division of labour is here (Hindi newspapers) because of male chauvinistic attitude. In Hindi newspapers, men cannot tolerate the independent and decisive women. That’s why they put women in the feature section”.

The woman journalist of Navbharat Times

“Discrimination is always in the media organizations, especially in Hindi and other vernacular newspapers. When I came here in 1992, there were only 2 women out of hundred staffs. I started working with ‘Vama’, the monthly women’s magazine. When ‘Vama’ closed, I wanted to join mainstream journalism. However, as I feel feature becomes more important day by day, I decide to continue feature. I have to write on culture, women and youth”.

“Actually my aim is to write something ‘serious’, not ‘light’. So many times, I feel the newspaper (here) is not a place for me. If I am here, it is mainly because I have
small kids. The feature department thus gives me time for the kids and family, which I can not do it if I am in the mainstream”.

The woman journalist of The Hindu

“I am handling women’s issues. I also deal with heritage, court and consumer issues. Actually when I started this work, it was not my choice. The editor assigned me to do. However, later, I find it suits my interest. I am also interested in political coverage, but I am too young. In the local reporting section of this newspaper, those who cover local politics are all male seniors, but in national politics many women are also there. I think there is no question of sexual division of labour over here”.

The woman journalist of The Hindu

“Basically in this paper, women journalists are given equality to men. They can do whatever they like. So women journalists over here are dealing with every beats. In my case I am covering every news, which I feel it interesting”.

“At present, there are about 10-12 women journalists in The Hindu and they are given both ‘hard’ and ‘soft’ news. One of them is the second highest post in this newspaper. I don’t think it is because of female boss that makes a better condition of women journalists over here. In fact, it is the policy of this newspaper”.

“Even in crime beat, I never feel disadvantage. On the contrary, the policemen tend to treat us politely and are very cooperative. In some sensitive issues, they perhaps trust us more than the male journalists”.

The woman journalist of The Hindu

“I am now looking after feature, environmental issues and other human interest stories. The editor did not ask me to do. It was my own choice. Earlier, I used to deal with women’s issues, but later it was given to others”.

“I am now covering education, which sometimes involves politics like student’s election. I have to cover all these issues because I am aware that I am a junior. If I have more experience, I can go after local or national politics. In fact, women in this section
local reporting) are quite young. We have only 2-3 years experience. Other girls are doing education, film festival and other features.”

**The woman journalist of Amarujala**

“In this paper, there are only 2 female journalists in reporting section. I am dealing with women, children, fashion, cinema and other cultural issues. Another girl is doing politics. There are very few women in this newspaper because the editor is very caring. He feels that society is too bad, so he does not want to employ a girl for this job”.

“Personally I don’t think there is bias against women in this profession. I am in charge of this beat because my editor does not want me to work at late night, so I would say it is rather out of caring, not bias”.

**The woman journalist of Dainik Jagran**

“Women in Hindi newspapers, especially over here do not get equal opportunity to work. There are very few women in this newspaper because the editor thinks that we can not stay late night and once we marry we would give priority to home”.

“Basically, Hindi newspapers have the male chauvinistic attitude. They recruit us (women) mainly for the women’s magazine as it carries cuisine, festival, art, film and other soft news”.

**The woman journalist of Shah Times**

“There are only 3 women journalists in this newspaper. Two of us are doing deskwork, dealing with feature. Another one is working for news reporting. She covers education, Delhi transport, corporation, etc”.

“Normally, our time is from 11.00 a.m. to 6.00 p.m. Sometimes it can go up to 7-7.30 p.m. We have to translate some articles from English to Hindi and write the opinion on particular topics. Basically we work for Sunday, Tuesday and Friday supplements, so we do everything relating to cultural, film, women, career, children, art, entertainment, etc., issues”.

“The editor in this newspaper is quite broadminded, hence women journalists can do whatever they want. In fact, it depends upon their choice. We both choose feature
because we are interested in this kind of work. We love writing, editing, composing and making page. However, we also do other assignments, such as interview of political figures”.

**The woman journalist of The Hindustan Times**

“I don’t think sexual division of labour exists in this newspaper. In reporting section, which I am the chief reporter, there are about 6 women journalists. They are covering politics, civic report, court, education, crime and other general assignments. They are doing the same things that male journalists do. Their number is about half of the total reporters in the reporting section”.

“But in the feature section, the majority of journalists are definitely women, a few men are there. The feature section is dealing with metropolitan, health and Sunday magazine”.

**The woman journalist of The Hindu**

“It is a fact that women journalists in English newspapers can break male’s territory in journalism even in politics. However, the problem of sexual division is still there, that is feature writing is still to be considered women’s domain. None of male journalists want to work in this section”.

**The woman journalist of The Hindustan Times**

“In the feature section, we have about 16 women journalists. There are about 3-4 men. The editor of this section is male, but we have a female deputy editor. Basically, it is a city supplement, so we are dealing with city, fashion, life style, food, Bollywood, women, children, etc.”

**Problem of Remuneration and Promotion**

Inquiring about remuneration, details from the interviews indicate that the salary women journalists received is what they expect and deserve to gain. The male journalists don’t get better-paid pockets than them when taking age, experience in the work, work shifts, and gender into consideration. Only a few of them feel that discrimination against
them in concerned matter is still persistently carried on. In their opinion, women do not get the fair amount they deserve to get partly because men view women worker as the supplement earner, not the breadwinner. In brief, generally most women journalists are satisfied with the salary provided by the newspaper organizations.

The actual question about monetary reward in general does not seem to have its base on gender bias attitude but is relied more on the system of journalism itself. In this regard both male and female journalists get paid lower than those in other professions. This may be a major reason why men who are supposed to be the breadwinner of the family leave this job, paving a way for women who are normally regarded as supplement earners in the family to step in. A few women journalists admitted that, nowadays, the editors of some newspapers even gave more preference to the girls due to the fact that they accepted the low salary paid by the newspaper organizations.

The main problem of women in journalism is they are deprived of gender free promotions. According to studies women journalists get promoted mostly as the editors of women and children’s page or the editors of Saturday and Sunday magazine, which are considered merely the supplement of the newspaper. Only a few of them get promoted as the editors of politics, economics, foreign affairs, military, etc., beats. This situation actually exists within the newspaper organizations since the dawn of the profession until the present day.

Today, especially in the English newspapers, we find a slow but remarkable change where we witness a number of women editors. These women editors do not confine themselves merely within women related pages, but take a major role in the entire newspaper. It is important to note that the women who get a chance to be promoted at the level of editors normally have their base on ‘hard news’ like politics and economics coverage. On the contrary, some women who involved in women’s issues irrespective of it being soft or serious issues very often are deprived of promotion on grounds of their gender role. The promotion of women as the editors of ‘hard news’ coverage however, occurs only in the English newspapers. In the vernacular newspapers, women are still limited to the role of the editors of women’s section.

It is noteworthy that some women journalists, who dealt with both ‘hard news’ and ‘soft news’ agreed that in order to get promotion equally with the male counterparts,
they have to work much harder than the male colleagues. The attitude that women work less because of their responsibility at home seems to be the important factor that make the work done by women unseen.

In general most of women journalists in both the English and vernacular newspapers do not feel discriminated in terms of remuneration and promotion. They accept whatever the organizations provide them. These women journalists, when asked about the atmosphere of working from gender point of view, often replied that they were satisfied with it. There was no such bias in the system. Thus, they didn’t feel any need to demand for equality in the concerned discussion.

The following excerptions show the various views women journalists take, while reflecting on the problems of their monetary reward and promotion.

The woman journalist of The Hindu

“Do the male colleagues think women are just supplement earners? That attitude is there anyway. That is there still, but when I look back and look forward, it is changing. In my case when I took up teaching as a profession, I was not a breadwinner, it was just additional income. Now it is not like that, my husband has left the job, so my job as a journalist is important. He was working with the electronic company. He retired early due to some problems”.

The woman journalist of The Hindu

“I don’t think people over here regard women as the supplement earners. You know it depends from one person to person. In general, I don’t think so”.

“Most of the people who work here are quite well known. Should they work only for earning? They can work here for satisfaction. Now situation has become progressive, since women started coming in this profession during the last 15-20 years”.

“Basically the problem of women journalists is when you come to certain level and if you want to go beyond that, you have to work hard. Promotion is considered a major problem. My friends, face difficulties to get promotion as compared to men who get it easier. The men get it more than we do. We have to prove ourselves much more.”
There is also prejudice that you are a woman. So people perhaps don’t take you seriously as they do with men”.

“The instance is when I was a sub-editor in the newsroom for some years, before becoming a writer of this supplement. The man who was heading the desk did not recognize my work. He would talk as if I did not do the work enough, although I worked very hard. He would make you think that he was the one who did all the work. He would not give you what you deserve. He would not acknowledge that you were contributing as much as you were, however hard you worked”.

“This is a problem everywhere. The newspaper organization is still a male dominated world, except in the feature section. In the feature section of The Hindu, we have woman editor who is also an executive director. She is one of the owners of this newspaper who try to see there is more justice. She values the work according to your merit. She is very sensitive and very encouraging. May be because she is a woman so she treats us very well. They give us what we deserve. But if you are working in the deskwork, where the men are involved, that makes it quite difficult for you. They won’t acknowledge you because they feel threatened from you. You know if you want to take over from them, then they try to keep you down”.

The woman journalist of The Times of India

“In Times of India, there is plenty of discrimination. The hard news like politics, crime and other main coverage of the paper are mostly done by males only, except features, which are done by women. Of course, this situation affects promotion. That is what exactly happened to me”.

“Take for example, I was asked to cover entertainment and I tried to do entertainment the way they wanted me to do it. Then they did not promote me because I did soft stories, not hard stories. That was not my fault. You know the feminization of journalism took place in Bombay, not because women journalists are treated equally to men. On the contrary, women could come here because it is not very high paying. The middle class men who are expected to be the breadwinner are not coming here because they realize that the income in journalism cannot provide what they want for their livelihood. But for women it is not so. An Indian woman is conditioned to believe that
her income is supplementary. She does not have to earn money. So she does it because it is a prestigious job. That’s why there are a lot of women in journalism nowadays”.

The woman journalist of Dina Mani

“Some of male colleagues pass the comment that what is the need of women to come to work like this. They think we come for luxurious life. However, not all of them think so. Some of them understand family’s needs and the potentiality of women in achieving something. So they won’t talk like that”.

The woman journalist of Dina Mani

“I accept that in getting the same treatment with men concerning promotion or whatever, we have to work very hard to prove ourselves especially in the beginning. I remember that when we were in the night shift, we were sitting everywhere. We did that because we were very aware that we are women. For this reason, we had to prove ourselves. However, that was in the beginning. Today I can take it easily”.

“Even then there were some men saying something behind me. He said that I got assignment because of the boss (male) liked me. They said something like that. In other offices, what I heard is there were some men who said women don’t do anything”.

The woman editor of The Sunday Observer

“There is a lot of gender discrimination in the newspaper organizations. See, for many years, it is only in the last few years that you find women are rising to the position of residential editor. I am also a residential editor”.

“Anyhow, even now there is no woman editor at the national newspapers. Why not when there are so many capable women. Why women are considered to be only the editors of women’s magazines. No serious magazine and newspaper in the country has woman editor, but it is happening”.

“Earlier, it took so many years for women to become a residential editor. Now there are many women residential editors. See in my position, I have been practically handling editing of the whole paper. In spite of that they have not made me the editor of the whole paper. I am only the editor of Bombay edition. Not only that all the male
residential editors get the name by line in the paper, all over the country, but mine is not there. See how discrimination is there. They feel the editor must be someone from political beats. I am doing social issues, that is why”.

“I think the job of a journalist is to show the reality of what is happening in the society. You should be aware of that. That is one should look at, but they don’t think enough. They think you should write on politics especially about the parties”.

The woman journalist of Free Press Journal

“I think, in general, there is a lot of bias against women. It is a fact that there are women holding high posts in journalism, but they have really struggled and they have to go out of the way to prove themselves. May be it is not easy for a woman to get promotion because she is married. Then the management thinks that Oh! she is a family person, so how well she can do. That doubt must be coming in their mind and they automatically think men can do better job. But I think women can do better than men”.

“Woman has to work harder than man to prove herself. For man, it is not necessary, because somewhere there is a bias in tradition and culture within developing country. It is in subconscious level. It is always man that has been given priority and it is always woman who has to prove. Supposing someone wants to come to this profession, she has to argue with her family; but for man, he can go”.

The editor of The Times of India

“When I was growing up as a journalist, it was not so easy for women to be promoted like men. In those days you had to really work much harder to prove yourself. But today the things have changed, I think it is much easier for women journalists to be promoted. Take for example, today in the newsroom of the Times of India, there is no question of gender, your gender does not matter. You will be promoted as a man. I think young women are coming into much more equality”.

“In my time to get promotion you have to work extra. So coming to be the editor of the Times of India is not easy for me. By the time I became an editor, I spent 25 years as a journalist. It is not something unusual. And you know in India, you have such a sector and such a profession where women in visible positions raise increasingly. The law
is one of them. You have women justices in Supreme Courts, you have senior women advocates. Women have done very well in law”.

“In journalism a lot of women are coming up, but you see very few are at top. You can see more and more women at the entry level, the middle level and the level coming closer to the top”.

The woman journalist of The Statesman

“Yes, definitely there are more promotion in the newsroom than in the feature section. That is because in the newsroom, the time and work pressure is more intense. I don’t say that there is no work pressure over here (feature). Here, the work pressure is different. It is more long run. There, once the paper is finished at night, the tension has gone, but it demands tremendous stretch physically and mentally. Here there is not so much physical stretch. It is more relaxed. So I think those who work in the newsroom deserve to be promoted”.

The woman journalist of Ananda Bazar

“It is clear that Ananda Bazar is political oriented, but women journalists over here involve only with health issues or news desk, none of us is in politics. So I feel that there is discrimination against women in terms of career opportunity. I don’t want to say there is so much discrimination in terms of promotion or money”.

“As a health reporter, I say like this because the reporter’s prospect depends on how much he or she is able to write. How many times her stories appear in the Front page, how many times she gets by-line. This is the thing on which reporter’s career would depend”.

“In this paper, it gives importance towards politics and in some extent business and crime beats. Issues like health and education are not catered that much unless there is something really shattering about it. This is how it happens”.

“Before handling with health coverage, what I am doing right now in Ananda Bazar, I used to work in feature department in Telegraph. I went there because my son was very young. As long as my son was young, I could not come to reporting. Reporting is not predictable. So I was in feature department until my son went to residential school.
Then I shifted to reporting. I feel like I lost the time for being promoted when I was in feature department, because it is too female. It is very clear”.

“I think it has been occurred over the last 10 years, that women enter into this profession. During this time women have the time to write, up the ladder. Now there are a number of women in reporting department. There are sub-editors and senior sub-editors. There must be few ranks of chief sub-editors also. But in this organization, none of women is handling a particular department. Women are not in high positions. Not in the positions of prospect”.

The woman editor of The Times of India

“I never come across a problem of promotion because of sex. It is partly because Bombay is a big city. Of course to get promotion, I have to work hard. But I can’t say that I work harder than men, since I do not know how they work. I can’t say that I will get promoted easily if I am a man. I think there is nothing to do with gender”.

The woman journalist of The Observer

“I agree that it is unfair that women have to work harder than men to get promotion, but we have to prove ourselves. And we still have to prove ourselves, though we have come out in a very large way, in every single walk of life. We still have to do that, partly because we are looking after 2 different things, home as well as job”.

“Yes, I agree that though we work hard, we may not be getting rewards we ought to get. Anyway because we prove ourselves, so we feel that whatever rewards we get are not satisfactory”.

“Because women have to prove themselves, I feel that they are more hard working than men. Yes, it could be that some men are actually hard working too, but I feel that women seem to give more effort and more time. They have to prove themselves in certain way”.

279
The woman journalist of Asian Age

“In Asian Age, women are dominant. It is not only in the number but also in terms of promotion. When I had been working over there, I had three residential editors. All of them are women. Women are always doing better over there”.

“Yes, promotion is exclusively decided by the merit of your work”.

The woman editor of The Indian Express

“Even if I personally never come across gender discrimination in terms of promotion, I feel such discrimination does exist. Unfortunately, there is a division of concept between ‘hard’ and ‘soft’ news, in spite of everything being published is equally good”.

“Since we tend to divide news into hard and soft, it is more likely that in the main stream newspapers like the Times and Express, people who cover ‘hard news’ seem to get to the top rather than those who cover ‘soft news’ and features. However, there are some exceptions too. What I tell you is generally the way things are”.

The woman editor of The Indian Express

“I agree that one of the problems that women journalists encounter is promotion. Earlier the process of promotion used to be very slow. I have been working for 13 years. Then I have got something. Things do not come easily”.

“Yes, some women leave journalism partly because of promotion. They work for 2-3 years, but nothing has happened. That’s why they leave, but I think these days the situation has changed. The paper gives promotion very fast. Like Sena, she is very young. She got already senior staff writer. Before we used to work 6-7 years, but we were still reporters or feature writers. Now promotion is very fast”.

“Anyway, over here I don’t find any gender discrimination regarding promotion at all. They promote you according to the merit. If you are brilliant, you get a promotion”.

280
The woman journalist of Sakal

“I have been here since 8 years, I think there is not that much discrimination in terms of promotion. Most of the women over here are quite junior compared to men. Ten years back there was no woman. Now they are coming up”.

“I don’t deny that gender discrimination is there, but it is not that much. Yes, it happens sometimes and indirectly. Normally they give all opportunity to us. They are cooperative and helpful”.

The woman journalist of The Statesman

“Promotion over here has always been on the merit. In fact, the manager and the editor in The Statesman believe that women are better workers than men. That’s why they prefer to have women in editorial staff. There might be another reason, that women are less likely to get together and protest a sort of injustice. We don’t get overtime. I have been working for 3 years, but my salary has increased only 2000. It just happens to be like that. Nevertheless, I like to be in this newspaper. There is something about Statesman. It has got a kind of atmosphere, which is addictive”.

The woman journalist of Bradman

“After so many years of working in Bradman, I would say that women get the opportunity to be promoted. In my case, I got promotion, from the first year”.

“The highest post of women in this paper during this 16 years is the editor of periodical. I am the editor of that periodical, which comes once a year. I am also the assistant editor of Sunday supplement and cinema page of Bradman daily”.

The woman journalist of Ananda Bazar

“In this office, when you consider the salary rate between men and women who are in the same destination, there is no discrimination. But when it comes to promotion, I certainly can’t say because I was promoted early. However, the discrimination happened with other women because they had to wait quite a long time before getting promoted. Similar things happened with the male colleagues too. I think if somebody has a
reputation of non-serious worker, then they have to work a bit hard to prove that. Thanks that has not happened with me”.

The woman journalist of The Hindu

“To get promoted you have to be perceived as a serious person and to convince them that you are serious, you have to work a bit extra”.

“I have to stay longer to convince them that I am serious in my career, but men don’t have to. If you leave home early, they will say she does not work. Take for example, if I start leaving 8 or 9 p.m. because I don’t have work to do, then they think she is home bound. She is not fit for this job. All that attitude will keep in”.

“I don’t face this problem because I do extra work. Remembering that our boss constantly reminds us that we are women, and hence we have to put a bit of extra work to convince that we are serious”.

“So we used to stay longer, just to prove that we can also work late night and get back home around 1.00 a.m. like that. Initially my family was very shocked. Now they are convinced that I know what I am doing”.

“About the attitude that women journalists are the supplementary earners, may be some male colleagues would pass comment that women come to earn for lipstick and sari if women dress up well, put lipstick, but I am not like that. Besides if you work in reporting, they are not afford to say that nonsense, because in reporting especially in politics which I am doing now, is a very serious job. You have to be committed. See I left home about 12.00 a.m. and I will be back by 10.00 p.m., so my personal life is very limited. There is so much sacrifice for work in this profession. It is not true that you come here to earn extra bit of money. I can earn like this in other professions with much less work”.

The woman journalist of The Hindu

“In the newsroom promotion can’t come fast if you are a woman. It is difficult. I think it should be change. You know in feature section, they have editors who are women. In the newsroom, high responsibility has not been given to women yet”
“In the newsroom, there are not many women on the top. Take for example in the news desk, the authority to delegate the work still has not come to women. It happens in that way because women who are in the news desk are quite juniors. We come to news desk quite late as compare to the male colleagues. This could be a reason why women have not been in senior positions”.

The woman journalist of Dinar Malar

“In this newspaper, they don’t think that women journalists come to work for sari or lipstick. In fact, they treat us in a very good manner. If any problem happens to us, they will come to help”.

The woman journalist of Maharashtra Times

“In 1970, I was the only Marathi female reporter who covered all beats in Maharashtra. I did crime, civic, state, law, economics, culture, women, worker, etc., coverage. I have got so many prizes for the best story, but in spite of that the editor did not accept me”.

“What happened was in the beginning of my career, I wrote a lot of articles. I was very popular because some of my articles especially those involving with women’s issues won the prizes. So everybody talked about me. They said, “she is a very smart journalist. She finds out good story”. This made me famous”.

“Then Mr. T, the editor of the paper, was very furious. He could not accept this fact. So he ordered the colleagues saying that, “don’t give her by line for a year because she gets so much fermenting”. I think he was very frustrated. He treated me very badly and I was very upset with his treatment”.

“He did not publish my articles with by line for a year. I felt very depressed. You know, for 20 years he did not allow me to go to the position of chief reporter. I was acting as a chief reporter for 20 years, but he did not promote me as a chief reporter. Even today, I am still not a chief reporter”.

“I am now a correspondent. I work independently. It was the management who gave me this promotion. You must not forget that today, though I am not a chief reporter, my salary is more than a chief reporter.”
The woman journalist of The Hindustan Times

“After the big boss, I am the second one of this section (feature). The first one is male. So promotion has never become a problem over here, at least in my section. I think in other sections it is not so much different”.

“Promotion is not a problem for women journalists in my section, because the feature section is not considered the secondary in this newspaper. In fact, it gets more important day by day, since it has become popular. Sometimes, we carry 16 pages”.

The woman journalist of Navbharat Times

“It is true that women journalists in the feature section get less promoted than the main paper. It is so because the feature section basically involves only with the stories about kids and families. However today, feature is getting importance day by day. It extends to automobile, IT, travelling, etc., so it breaks the myth that feature is only ‘soft news’ and make only for women.

The woman journalist of The Hindu

“In this newspaper, we never face gender discrimination regarding promotion. A lot of senior women journalists on the top are women. It is a fact that our editor is a man, but the deputy editor is a woman”.

The woman journalist of The Hindustan Times

“The atmosphere in Hindustan Times is quite nice. Equal treatment is applied to both men and woman. There is no gender bias when it comes to promotion. All depend on individual’s performance. If you are doing well, you will definitely get promoted. Gender discrimination is not accounted for it”.

The woman journalist of The Hindustan Times

“I don’t think gender discrimination on promotion is a problem over here. I myself became a chief reporter only after 6 years in the profession. I got promoted from the committee. The promotion, is thus based on the performance”.
“There are many women, who get promoted in this newspaper. We have women editors, in state news page, health page, Sunday magazine, etc. In deskwork, we have also female deputy editor. Further during this 2 years a number of women in editorial meeting have increased. I remember when I started working here 5 years before, there were a few women in editorial meeting”.

The woman journalist of The Hindu

“Promotion is not a problem in the English newspapers. If you look at the history of journalism you find that there is a high increasing number of women journalists. It is true that we hardly have female editors, but we do have a lot of women holding the high posts like deputy chief bureau, senior correspondent, etc. I believe in each English newspaper, there are more than one female senior correspondents in any beat even in politics”.

Problem of Femininity

On the question whether being a woman caused problem for women journalists. Data collection based on interviews show a discussion into two groups. While the former group agreed that ‘womanliness’ cause them certain problems, the latter one felt the problem as such does not exist.

Among those who agreed about problem of being a woman, they alluded to the vulnerable physique as the main factor hindering women’s advance. According to their opinion, the physical weakness of women would limit their role in the profession. The travelling at night either for the residence or news coverage inevitably subject women to danger as they may be abused by public or news sources. Thus it become difficult for women journalists to handle ‘crime’, ‘politics’, and such other beats due to the unsuitable time and the ‘intimacy’ with news sources.

In contrast to the former group, the interviewees of the latter group felt that being a woman in the male dominant beats like crime, politics, etc. has given them the extra privilege in which men in general would not get. They enumerated it to the adequate cooperation receiving from the male news sources. In their view, the soft and sober
approach of female quality helps them to establish cordial relationship with the news sources easily.

The women journalists of the latter group further elaborated that previously the dearth of material development regarding road, transportation, lighting, etc. might have carved the difficulties for women, who opt journalism as a career. However, in cause of time, the majority of this problem has been solved. Recently, the danger of nighttime travel has diminished.

The following excerpts show the problem of femininity encountered by women journalists

**The woman journalist of The Hindu**

“The question whether the news sources take you seriously depends on how you cope with the job. If you are not serious, you can’t expect them to respect you. If you want to be taken seriously, you have to sound intelligent and serious”.

“I never experience gender discrimination as far as the news sources are concerned, but in politics, getting news would be a bit different because men will share information with the news sources while drinking, whereas women can’t do that. So the opportunity of getting information over there is not made for women”.

“I can’t be very close to the news sources. That is very important because politics is still a male dominated area.”

**The woman journalist of The Statesman**

“In crime beat, initially it was very difficult for me because the police and even the senior colleagues in our paper were not cooperative. It was like that because traditionally crime beat was a male’s field and women have just started coming. The police won’t give information to anyone whom they don’t know, due to secrecy, so that was the problem”.

“I am not the first one in crime beat, the first one has left the newspaper. She already resigned from Statesman. Another one was here for 3 months but later she shifted to feature section. Now she is not here any longer”. 286
“To be accepted by the police, you have to work very hard. Only after working hard that the policemen will understand your attitude and become very close to you. Right now, I don’t have any problem in getting information from them”.

The woman journalist of Ananda Bazar

“Yes, we have a lot of men who find it is difficult to accept women in this profession. They even feel uncomfortable about what to say and what not to say. A lot of times, it becomes a pack of feeling bad”.

“There might be gender reluctance in accepting women doing something on the base of merit. In order to get the news, a woman reporter has to be sweet to someone. And that might be upsetting to a lot of women”.

“The problem is two-fold; one, it is difficult for women to know the news sources. Establishing the connection with the news sources depends so much on relationship. Then, it can be trivial affair, which costs a lot of introspection. For a male journalist, if he has a lunch or a drink with the news sources or exchange slang words, it is very accepted. But you can’t imagine women doing so in the profession”.

“In journalism, people tend to accept male journalists more than women. For instance when I asked the villagers a question, they replied to the male photographer instead of me. They knew I am a reporter, but they felt strange to see women holding authority. It is still a problem even today”.

The woman journalist of The Sunday Observer

“Generally, I think women can deal with any beat and compete with men in any field, but they still have limitation”.

“The limitation is that while the male journalists especially in politics and crime beats can go out and be friendly with the male news sources, women have to be careful. Unlike men, who have got freedom to do anything they like with the news sources, women can’t do the same thing. For instance, we can not get over drink with the news sources because all those dangers like harassment and bad reputation are always there for women”.
The woman journalist of the Hindu

“The advantage of being a woman journalist in ‘hard news’ beats like crime and military is that the male news sources mostly welcome you. Since there are very few women in these particular beats, they often give priority to us. Take for example, when some incidents occur, if women journalists call the police or military officers they will give them the details of information immediately, but if you are a man, you have to wait”.

The woman journalist of Dina Mani

“As a woman journalist who is covering general politics, I would say that this beat is quite difficult for women. It is difficult in the sense that the male news sources do not trust women when compared to the male reporters. In some exclusive stories, the new sources hesitate to talk to us. So we have to convince them that we can do reporting properly”.

The woman journalist of The Sunday Observer

“I don’t believe in any generalization about men and women. I believe each individual is unique. So I don’t see any disadvantage of women journalists in dealing with crime or political coverage, though people in general feel that journalism, particularly crime beat, is dangerous for women. On the contrary, I think that the stepping of women journalists in the above-mentioned beats, especially in Bombay, would have given the new light to crime and political coverage. It has been a long times that crime and politics has been reported in a stereotype manner. So the emergence of women journalists in these beats could break this stereotype”.

The woman journalist of The Sunday Observer

“There is no danger for women journalists while travelling at night, at least in Bombay. You know, around 1 a.m. or 2 a.m., we can go back home safely. In other cities, even in Delhi, it is definitely a problem, women can not travel alone because it is quite dark”.

288
The woman journalist of The Observer

“About transportation, there is not any problem in Bombay. During late night, we can use either train or taxi. So I think I am lucky that I am in Mumbai, it is a very safe place”.

The woman journalist of The Statesman

“In Calcutta there is no problem about travelling at late night. Over here public transportation is not a problem. In case you are too late, the company will drop you at home”.

The woman journalist of Dina Mani

“The problem of being a woman journalist in Chennai is we can not go out for news coverage after 6 p.m. or 7 p.m. In some places it is very unsafe, especially in suburb areas. So going out around 9 p.m. or 10 p.m. will definitely be a problem for us”.

The woman journalist of Sakal

“Being a woman journalist in Pune may not have a problem about travelling at late night because Pune is considered a safe city. But this does not mean that the problem relating to being a woman is vanished”.

“In my case, I face another difficulty. After attaining the function for news coverage around 10.00 p.m., though I can take rickshaw going back to my hostel easily, I am not able to enter the hostel because it is already closed. The attendant of the working lady hostel can’t understand why I come back to the hostel late. So I have to go to sleep at my uncle’s place. Ridiculously, even when I can not come back to hostel before 10.00 p.m., I have to call her, explaining everything. Otherwise she will not accept what I have done”.

The woman journalist of Dina Mani

“Being a woman in journalism? I think we should have a limitation and we should not cross it. In my case, I will do the work assigned by my editor to a certain time. Otherwise I can not survive in this profession”.

289
“Women journalists should be conscious about the time limitation because night time in Chennai is very dangerous. So it is not proper for girls to travel alone at late night”.

The woman journalist of Amarujala

“The Hindi newspapers mostly feel that women do not suit this profession because they have to work at late night. So it is not proper for them. Generally, Indian society would prefer women to take up teacher as a career”.

The woman journalist of The Hindu

“When I worked in crime beat, I did not feel any disadvantage of being a woman. On the contrary, policemen tended to treat me politely when compared to the majority of men. In some issues, for example crime relating to family, they even gave me more cooperation than men. Since family issues are sensitive, they trust women journalists more”.

The woman journalist of The Hindu

“The advantage of being a woman journalist is that when some incidents occur, you ring them up, they will give you all details immediately, but if you are a man, they will let you wait”.

“The disadvantage of women journalists is they can not deal with emergency events, especially when they have to reach the spot at late night. So it is not easy for them because Delhi is extremely dangerous place”.

The woman journalist of The Hindu

“Generally I don’t have a problem of working at late night. Once in every 12 days, I have late night duty up to 11.00 p.m., sometimes it can go further. In this case, if the driver of my family cannot come to pick me up at the office, the company’s car will drop me at home. In Delhi, we can not go back home by rickshaw after 7-8 p.m. as it is not safe”.

290
The woman journalist of The Hindu

“The advantage of being a woman journalist is she can get different shade of news from variety of people. I have a feeling that in political beat and security type of news, women journalists can access to the information from Prime Minister’s office easier than the male journalists”.

The woman journalist of The Hindustan Times

“One of my bosses used to tell me that, generally, he saw no difference in being advantageous or disadvantageous between male and female journalists. However, he felt that women are more emotional than men. So when a woman did a mistake, he could not tell her directly because she would cry. With a male colleague, he felt more comfortable as he could shout or yell at him”.

The woman journalist of The Hindustan Times

“The main problem of being a woman journalist, especially when we involve with crime beat is while making friend with the polices, we have to be careful and keep distance. We can’t drink and roam with them at late night, like men”.

“But the advantage of being a woman journalist is they listen to you only because you are a woman. So it is quite easy for women journalists to talk with any sort of people. I feel generally people trust women journalists more than men”.

“Some male colleagues may view being emotional and sensitive as the negative qualities of women, but I think being emotional and sensitive are more beneficial to women journalists because they perceive things from their hearts. This quality helps them to get the real picture of the events. We do not just rush to the spot and write about it quickly”.

The woman journalist of The Hindustan Times

“When I was a single, I used to ask the editor to send me to ‘Kargil’ war, but he refused me simply because I am a woman. It took him sometime to be confident that I can deal with male’s beats although I am a woman. However, he later sent me to cover earthquake in Gujarat”.

291
The woman journalist of Amarujala

“I think after marriage, women journalists especially in the Hindi newspapers cannot devote sufficient time to the newspapers because of family responsibility. In the English newspapers, married women may be able to balance work and home because their families, which normally are upper class, understand what they are doing. Besides, they also have servants to help them”.

“In the Hindi newspapers, the situation for married women journalists is different. As they mostly are from middle class, their families demand them to work primarily at home. So most married women journalists could not continue their career. They normally quit the job after marriage”.

The woman journalist of Dainik Jagran

“Women journalists in the Hindi newspapers, basically, don’t get opportunity to work after marriage. The main problem is they can not stay back at late night and they have to look after the family”.

“Earlier, before marriage, I used to work in the children’s book trust. But after marriage, I decided to do freelancing for about 7 years. I joined the newspaper recently. My husband does not mind if I work out side, but he is not so happy. He feels that it would be better for me to work at home. The reason he has given is I could do better in creative writing at home. He says, when I work for the newspaper, which is a routine job, I lose my creativity”.

The woman journalist of The Hindu

“As I am a single, I have never experienced a problem of balancing newspaper’s work and housework. But I think it may be difficult for those who have children because until now we don’t have child care centre and facility to help women in this profession”.

“The problem of married women journalists will not be solved unless the attitude of society changes. The attitude that domestic work is only a female domain should not be there any more. So men should support women working outside and help them in domestic work”.

292
Problem of Being Married

Married women in any profession often encounter the crash between housework and office work. In other professions, which are defined as 9-5 job, though working women face the concerned problem, by and large they are able to balance the responsibility of the two. Unlike other professions, the situation for married women journalists is not that easy. The time demand and pressure, which consumes long hours of working, hardly permit married women journalists to do as such. This results in the difficulty of balancing the domestic duty and newspaper work faced by many of them.

Theoretically, women journalists in general would try their best in coping with such situation. At times they aspire to be a successful journalist, they wish to be a good wife and mother as well. However, the idea of combining the two works in an efficient manner, for some of them, proves to be only the myth. Studies based on the interviews of married women journalists show that the burden of household duty coupled with the load of newspaper work is the important factor that usher to them mental and physical stress. In this respect some of them confessed that this hard reality ultimately led them to the state of frustration, depression and confusion. They felt as though they were in the lost junction, where they really didn’t know in which direction they should go on.

The hardship of marriage life experienced by women journalists manifests in various aspects. Besides, its degree is varied according to the nature of job and responsibility that women journalists have taken. Information provided by some married women journalists indicates that the nature of job and responsibility of each individual is an important factor determining the kind and extent of problem faced by them. According to the interviews of married women journalists conducted in both English and vernacular newspapers, the married women journalists who are in charge of feature section, seem to face less problem than those who work in the newsroom and reporting room. The reason attributed to this particular situation is since feature writing is considered to be the supplementary of the newspaper, coming once or twice a week, married women journalists feel free in managing time for office and home. Under this relaxed situation, they can start working around 10.00 a.m. and leave the workplace around 6.00 p.m. The late night problem occurs occasionally only when the printing and scanning process does
not run smoothly. This situation thus gives them sufficient time to balance the work of newspapers and families.

In variation with the married women journalist working in the feature section, the difficulty of married women journalists dealing with the newsroom and reporting room proves to be more critical. Studies reveal that in the English newspapers where long hours of working and night shift is demanded for both male and female journalists, some of women journalists tend to resign after getting married. Those who remain in the profession are mostly single. In the vernacular newspapers, the picture is different, as the vernacular newspapers apply the protective policy to women, women attending night shift is not required. Women journalists in the vernacular newspapers therefore, take benefit of not encountering time demand and pressure. They find themselves very convenient in managing time for newspaper and home.

It is nevertheless notable that the married women journalists in both the English and vernacular newspapers, irrespective of their being different in the nature of job and responsibility, share the common ground of basic problems. The basic problems of married women journalists generally are as follows:

1. The conflict with the in-law due to the incapability to manage housework efficiently.
2. The insufficient duration of maternity leaves.
3. The feeling of being guilty due to giving priority either to newspaper work or household duty.
4. The negative comment from the male colleagues as the inefficient journalists after marriage.

It must be remembered that the problems caused by marriage, somewhat have influenced some women journalists to choose the path of being single. These women journalists view the marriage as the obstacle of their profession. Some interviewees informed that, they would not make a decision to marry, unless they found the right ones who understand the nature of their job.

The following excerptions show problems that married women journalists encounter.
The woman journalist of Free Press Journal

"From my experience, I don’t think journalism is a suitable job for a married woman. I remember the reaction of boss after knowing that I have a baby. That time he was not cooperative with me. He was very unhappy. Actually, the problem was I conceived the baby while I was having family planning. I didn’t want to become a mother so early. I was not prepared. I somewhere had the idea that I wanted to abort the child. But when my folks at home suggested to me that I should not abort it and when I came to know the process of abortion, I decided to keep the baby”.

“I thought of abortion because I was in my initial stage of this career. Thinking of taking 2 responsibilities as a journalist and a mother, I was not mentally prepared. However as I told you, finally I did not go to abortion because of the process”.

“When I was 3 months pregnant, I had a problem in the uterus. Suddenly it started bleeding and had slightly big problem. All of that happened because I was working here. It was very hectic job, make pages, layout, etc.”

“At that time no one was aware of the problem. Even my boss did not know. So he was pressurizing me to keep on, but later on he got the news. Then he shifted me to another department, gave me a lighter job, which he thought I would not be able to handle. After that, I immediately went on 15-20 days leave”.

“After delivery of the baby until now, I have not been able to maintain the balance between office and home. I don’t know how some ladies could manage office and home very well. Recently, I think I have been neglecting my profession. I don’t think I give priority to home consciously, but sub-consciously it tends towards my home. May be it is my first child. I don’t know. However, I am more towards that and family. Fortunately, I have cooperative colleagues who help me most of the time. Otherwise, many times I thought I should leave this job. Then there is something again, which keeps telling me that I should not give up, keep trying. In fact, I don’t want to give up also”.

“At present, I am unable to concentrate much on my work. Previously, I used to cover stories. I used to go here and there, but now I can’t do like that. I feel bad also. Sometimes I feel I can’t do even gesture, why should I be here in this profession. So the idea that I should change the profession keeps coming. But then I say no, how can I give up so easily. I don’t know what will happen in the long term”.

295
“My mother-in-law is not very happy with my profession. She thinks it is a hectic job, and I will not settle in it. She always wants me to join a routine 9-5 job like bank or any work. She said, “you are out most of the time. You come home late”. She does not feel that I am very safe in this profession”.

“Since my mother-in-law is a woman who does not speak out, so whenever she is unhappy, she just give that type of body language, sometimes when I go home late, she says, you should come early because the kid is very much missing you. But we never have any hard discussion or fight”.

“Now my son is going to be one year. I think this hectic phase is a temporary phase in my life. If he grows up, he will require less attention from me. He will go to school and have routine set up. Then I can communicate with him, making him understand that sometimes mummy will be out, she will be coming late”.

“Luckily my husband has given me moral support. That time we had an argument, he said, “you try to adjust”. But it was not possible for me to adjust. So far he has never asked me to give up my job or change the profession because he respects journalism”.

The woman journalist of Loksatta

“I have a feeling that some women journalists have to struggle in the society and family as well”.

“Yes, I am married and I have a child. I remember that when I was pregnant, my newspaper did not consider me as a pregnant woman. At the same time, my female colleague had also a problem. Her mother was not well. Then she went on leave. So I had to work two jobs”.

“One day my doctor said, “you stay in office too much, it may affect to the fetus”. So I told what doctor suggested to my editor. Then my editor realized, but before he never realized that I should not be in such condition”.

“Then he gave me an assistance, but that time it was already too late. You know the fetus was a little bit under weight because of my staying at work place. So my gynecologist advised me to stop working immediately. That time my pregnancy was 7 months. He said, “I don’t allow you to work until 9 month. You have to take your leave in advance 2 months”. So I felt very bad because my maternity leave was only 3 months
and I knew that 3 months was not sufficient. Doctor said, “You have to feed your child at least 6 months”. My 2 months passed like that”.

“I left office when my pregnancy was 7 and 1/2 months, before delivery, 1 and 1/2 months. So only 1 and 1/2 month of maternity leave remained. Then I decided to take a leave more. I was at home 2-3 months without salary. The company did not pay me. I did not want to go back to work before my child become 4-5 months, because in that period the baby need breast-feeding. My child was very possessive about breast-feeding. Every one hour, she used to demand for that”.

“When I told my editor that my maternity leave was not sufficient, I would like to continue a leave a bit longer even without paying. Initially he was hesitant, but later he said O.K. It happened like that because as a male, he did not understand women’s problems. Fortunately he got convinced very soon because he knew that I wouldn’t say anything wrong”.

“However after coming back to work, in the beginning I could not work even 8-9 hours, because my daughter was very small. I could work only 4-5 hours. So some of my colleagues used to say that, “see now she is working only 5-6 hours, not 7-8 hours”. Then I frankly told them that I had devoted my time much before. In fact, I used to work 10-12 hours I told them that I had invested my time since long back. That’s why I am taking advantage for some small period until my daughter lands in the baby-sitting. Earlier I used to work in economics beat, but now in feature section. I have a feeling that since I have a child, feature is better than news because I don’t have to work until late night. My child is only 12 months, she will not be able to stay without me until late night. I think women journalists can do ‘hard news’ coverage only when their children become independent, not before that”.

The woman journalist of The Times of India

“I married after joining journalism. After marriage, I faced a lot of problems. I am living with my in-laws. It is very funny. For example, my in-laws have a double standard attitude. The thing is that they expect me to be an ideal daughter-in-law. It does not matter whether when I go back home, I am tired or not. Immediately I enter the house, I am suppose to do domestic work”.
“So I decide to go home as late as possible. I do it deliberately. By that time, my mother-in-law has already cooked for us”.

“At home, my in-laws and I are not very communicative. They have complained from time to time. Basically they have complained about both of us, because their son got married with somebody they did not want. They wanted him to marry a girl from village. The one who is very docile, who is able to manage the house. I think that is not possible for the educated one and I can’t work on that. That is the basic problem, which they complain”.

“I usually give priority to the office because in life anything can happen. People can change, husband can change, but job is something actually there. I think job is my main priority. I don’t think I will leave my job. I will never quit my job”.

“Yes, I feel guilty. In fact, I don’t think I feel so, but my in laws make me feel like that. Anyway I don’t sit and bother much about it”.

“I don’t think I am ready to have a kid right now. I don’t think I can devote so much time for the family”.

“I feel very strongly that basically women should have more economic power. I think the main reason for women being treated badly is she is not economically independent. I think cookery and motherhood should not be the responsibility only for women. Men should have that responsibility too”.

The woman journalist of The Observer

“I am married. I have a child. I have to manage both home and work. I think it is too much”.

“Yes, by the time I reach home, sometimes I get frustrated. Sometimes I get angry because the works pressure here and again at home. And one of my major problems is I have not spent sufficient time for my child because I choose to work”.

“Anyway since my child is living with joint family. So he is not neglected as such. But you know as a mother, you like to spend the time with your child and there are many things that I can do better than my in-laws or husband. Unfortunately, I choose to give more importance to the work, which I have done wrong”.
“I feel guilty many times especially when my son is ill. I hardly take time off from work. My husband takes time off from work. Sometimes I feel we have role, which he becomes a mother and I become a father. In spite of that, he does not complain about my work at all. In that way he is very supportive. My son also is equally supportive and does understand that I have to go to work. He never goes around and bursts as such. On the contrary, when I turn up home early, he gets surprised. Then he asks why you come early instead of coming home late as usual”.

“My mother-in-law does cooking. I don’t have time to do that. My mother-in-law is not happy mainly because I don’t spend much time at home. I leave home early from 9.30 in the morning and I am back by 11.00 p.m. So I hardly have time at home. She basically does not like it”.

“I have come across a number of married women journalists who are happy with marriage, but it is not in my case because the way I think and the way my husband thinks is different. There is a gap between our thinking. So sometimes it becomes very difficult to understand each other and it creates problem for the marriage”.

“I think journalists should not marry, whether female or male journalists. I feel journalists have more dominating nature than other professions. We tend to learn and know a bit too much because of our profession. In this respect, I feel that sometimes we try to dominate our partners. So sometimes it becomes a problem”.

“Take for example, my husband, he does not read all those things in the newspaper, while I read and experience everyday. Then he does not develop his mind and his thinking, but I can develop much more. The problem of argument is everyday affair between my husband and me. It is usual thing for us, but what to do, I just accept it”.

The woman journalist of Ananda Bazar

“I am married, and have one son. My husband is very supportive and excited about journalism. He is actually the reason why I joined here”.

“Anyhow, being a married woman journalist is quite difficult because my profession have taken up much more time than my home. However, this can be managed because we have only one child. Two of us after work, help each other to do housework”.

299
“Despite my in-laws are supportive and quite understanding why I take up journalism, I feel very guilty towards them. They thought I should take a career in teaching, which has plenty of time. They still encourage me to get lectureship in some colleges. However, they also take a lot of pride when I write something in the paper. It is a kind of social acknowledgement, which they like. But they would definitely have preferred me to spend more time for family”.

“Now I am doing reporting. When my son was very young I was working in the feature section. That time feature was very good for me because it is not hectic, while reporting is very unpredictable. I shifted to reporting only when my son already went to residential school”.

“As long as my son was young, I could not come to reporting. Only after I sent him to a residential school, then I came to reporting, which means that as a reporter I lost some time because I had to bring up my son”.

The woman journalist of The Indian Express

“I started writing for the newspaper when I found that my children really can stay without me for a few hours, but that time I did not join as a staff”.

“I did not want to come as a staff that time because my children were too small. They wanted me on Saturday and Sunday. If I wanted to work as a staff I had to come on Saturday. So I worked in internship basis, not freelance. You are paid, but you are not a staff”.

“As the editor of feature section, I observe that women leave this profession because of three reasons. They get married, others go abroad for scholarship, the rest change job for better salary”.

“The married women resign from job because of 2 reasons. They either want to be at home or shift to another city where their husbands work. We had the reporter who worked here at least 4-5 years. After marriage she decided to be at home only because she wanted to manage the family. She told me that her family did not like the profession, as she had to come back home 10.00 p.m. everyday. For this reason, she had to leave. Now she does only freelancing”.

The woman journalist of The Statesman

“I married after I joined the profession. My husband is intellectually supportive. He is a lecturer. He was a journalist before. I have no problem with my in-laws because they take care of my son”.

“But the problem occurred when I was pregnant. That time, though I was 7 months pregnant, I still had to go for assignment. So I had to move around, which was a bit tiring for me”.

“I was allowed to have maternity leave for 3 months according to the law. In spite of thinking it was enough, but I felt the longer you stay at home is better, because the baby need you. However, once you are at home, you get attachment to your baby. So it is quite difficult to come out and start working again. So you have to try to come out as soon as possible, because after that the child starts recognizing you, identifies you, and after a point of time it is difficult for the child to leave you”.

“Sometimes I feel it is going to be difficult because journalism is a full time job, which requires a lot of time. It is very difficult especially when the child is small. It is difficult in the sense that you start thinking of the baby all the time. Though my in-laws are there, taking care of my child, I am missing the growing period. Right now I don’t have other plans. I don’t know whether I should resign or not”.

The woman editor of The Indian Express

“I think if a woman have a child, she becomes physically less mobile. May be that limits your work in a certain way as a journalist. And when a child is born, you have to take maternity leave. When you are on leave, it does not mean that the rest of the world is on leave, the rest of the world is going on. May be there are developments happening in a particular field, but you cannot cover them because you are out of them. Then when you come back you have to catch the foot on that. Besides, when you are back at work, you keep thinking of the child you left behind. So may be once woman has a child, it bound to be like that”.

301
The woman journalist of The Statesman

“"I am a divorcee, and living with my parents. As I work in crime beat, usually I always reach home late around 11.00 or 11.30 p.m. That is because crime may happen anytime. Besides, once a week I have night duty after 2.00 a.m.”

“I don’t have any problem with my family due to my coming home late. They get used to my time. The only thing is that there is less communication with my family, especially with my daughter. So I miss my daughter. When I go back home late, it is a time to go to bed. That is the thing”.

The woman journalist of Protidin

“In our paper, now we have two reporters who are not married. In the newspaper organizations, there is no rule that women reporters should not marry, there is no such problem, but to some extent the problem arises. See, now I am married, I have a son. As I have 7 hours duty, I can’t go home. If my son is sick or having some problems, I have to take permission from my boss, then I can go to look after him. Otherwise I have to be in the office from 2 p.m. – 9 p.m. You know when my son was 6 months, it was impossible for me to leave him at home”.

“My boss is an understanding person. Since my son was born, I have given the application that I am not able to work at night. So for 2 years I have not been working at night. It is not only in this newspaper that the boss allows women not to work at night, in other vernacular newspapers, this sort of compromising is done also”.

The woman journalist of Protidin

“I married before joining this paper. I don’t have any problem regarding my marriage”.

“For me it is not difficult to manage office work and household duty. I try to balance, but on some occasions I face a problem. Sometimes if there is a problem, I take a leave or bunk”.

“The problem generally happens during puja and other festivals. The newspaper won’t let you take a leave, so I face a lot of difficulties”.
The woman journalist of Ananda Bazar

“It is very difficult for a married woman to work in the newspaper especially when you have small kids. I am now not married, but all this happens frequently with my female colleagues. If you have in-laws, they expect a few things from you. See, there is puja in the house. So they expect their daughter in law to stay back doing the puja and then go to the office”.

“When the child is ill, they also expect mother to stay with the child. But what happens in the office is, staying with a child signify negative thing. They think this particular woman has got a lot of bindings at home. So how can she be serious with the newspaper work”.

“The female colleague of mine experienced this situation. She joined reporting after she got married. And then after a few months she became pregnant. So the senior reporter called me up and I was asked to be a reporter. He said, “We select you to do reporting because we know that you have drive and strength in you. If something happens at night, you are a kind of person who will be able to run to the spot and will not be afraid of being there. Other women will be afraid. Moreover, we believe that after joining 2 or 3 months reporting, you won’t come and say I am pregnant like that”.”

The woman journalist of The Telegraph

“I think women can do journalism, but it is definitely a problem for the married one because she has to balance family and job as well. And this job is very different from others because you don’t have particular time like you come at 10 a.m. and go back at 5 p.m. You can’t do that. You might have to stay until 12.00-12.30p.m. Suppose there is a problem of the page, you have to stay throughout the night. You don’t know what is going to happen. So for the married women, it is certainly a problem”.

“In journalism, we don’t have holidays at all. We have only one weekly off. In general holidays like Independence, Republic day, etc. we also don’t have. So we can’t attain social commitments, marriage, and wedding parties. We can’t go to family gatherings. So it has become more acute problem for the married women journalists than the singles”.

303
The woman editor of The Indian Express

“Yes, I combine my work and home by managing the time. I learn to be the manager of the time. I have to get up at 4.30 a.m. Then I do my housework. I come to office around 10.00 a.m. and go back at 6.00 p.m. I go to bed at 10.00 p.m. This is basically a kind of time managing in my routine life. Fortunately, I have servants to clean and cook”.

“But sometimes it happens that I have to come back home late about 11.00-12.00 p.m. Then somebody at home will grumble and ask why do you have to go for the story. That thing goes on. However, everybody is used to and adjusts to it”.

“I never ask permission from my husband whether I should go for this and that story. I just tell him in short and go. Sometimes he does not like it, but since my husband is an open-minded person, he says, I would not be happy if you go, but you can take a decision. So I take a decision and go”.

“I choose both office and home, sometimes home, sometimes office, but if I am in charge of some work I will go. I definitely feel guilty sometimes when I choose work”.

“Anyhow, I have no problem with my family. If I come back home late, my daughters know how to cook. Otherwise my husband will go to buy something from outside”.

“But in some cases of my female colleagues, it happens that after marriage they have to leave the job because they have to take care of their families or follow their husbands to other cities.”

The woman journalist of Sakal

“I married after joining Sakal 1 month. I have been here already 1 and 1/2 year”.

“Despite my husband is not against my career, he thinks it is a hectic job. So he is worried about me. He knows that I have to get up early and sometimes I don’t eat properly also. In any case he never asks me to stop working”.

“To manage both newspaper and house work, I have to work very hard. Still, I can’t pay much attention to my home. Sometimes my husband has to manage his meal in the hotel”.
“I can’t attain function neither at home in Pune nor at in-laws house in Bombay because the newspapers in general have no holidays for ceremonies and celebration. Earlier, my in-laws said something about it. They could not understand why I refused to join them in such important function, but now they have understood that their daughter-in-law cannot take a leave”.

The woman journalist of Sakal

“I did not marry, because I prefer to choose my career rather than being a wife of somebody who does not understand me”.

“I think in our society, the media often portrays a woman journalist as the inspector involving with adventurous job, but in reality it is like other jobs. It is very simple”.

“I did not marry because I did not find the right one who would support my career because I am not going to change my job”.

“My parents used to introduce some men to me. Since our society is very shrewd, they didn’t tell my parents, my relatives and me that they could not accept me because of my profession. However, their approach showed clearly that they felt so. They would ask the question like how long I have spent time for job, when will I come back home, does anybody accompany me when I travel for work and where do I stay while travelling, that kind of questions. So when I told them about my working hours and explained that I stayed in a good hotel where my office paid for that. They found it quite different from other jobs”.

“Further as a journalist I don’t have holidays like other professions, they think I may not be able to give sufficient time for the family, which is somehow true”.

The woman journalist of The Hindu

“In this newspaper, being a married woman journalist never becomes a problem. I think basically women journalists require social support from their mother-in-law and husbands as well and it seems that married women over here get it. As far as I know most married women in The Hindu manage their work and domestic duties quite well. Only a couple of married women left the job because their husbands got transfer to other cities”.
The woman journalist of Navbharat Times

“Though I am married and have a daughter, I am living separately from my husband. My husband is a journalist in Bombay. He got transferred there”.

“I don’t think what we are doing now is a problem. Since he knows that I need a space, he supports my democracy. He accepts whatever I am and never expects me to be a good housewife. Until now, I don’t decide yet whether I should go to stay with him or continue the work over here”.

The woman journalist of The Hindustan Times

“As I am working in the feature department, which gives me regular hours, I have not faced any difficulty in balancing work and home. I require regular hours because basically I am a homely person, not socialized one. I love to stay with my family rather than outside. So I have to manage time well in order to balance both responsibilities.”

“I am lucky that my husband is a very understanding person, he never complains whenever I go back home late. Besides we also have a servant, so some domestic burden is relieved”.

The woman journalist of Navbharat Times

“I do not have any problem in being a married woman journalist. I can give sufficient time to my family because I am working in the feature section. If I were working in the electronic media or other beats it would be difficult for me to look after home as it requires a lot of time. Obviously for me family comes first. It is my choice”.

The woman journalist of Amarujala

“I think after marriage, women journalists especially in the Hindi newspapers can not devote sufficient time to the newspapers because of family responsibility. In the English newspapers, married women may be able to balance work and home because their families, which normally are upper class, understand what they are doing. Besides they also have servants to help them”.

“In the Hindi newspapers, the situation of married women journalists is different. As they mostly are from middle class, their families demand them to work primarily for
home. So most married women journalists could not continue their career. They normally quit the job after marriage”.

The woman journalist of Dainik Jagran

“Women journalists in the Hindi newspapers, basically don’t get opportunity to work after marriage. The main problem is they can not stay back at late night and they have to look after the family”.

“Earlier before marriage, I used to work in the children book trust. But after marriage I did freelancing for 7 years. I joined this newspaper recently. My husband is not against my job but he is not so happy. He feels that it would be better for me to work at home”.

The woman journalist of The Hindu

“As I am single, I have never experienced a problem of balancing newspaper work and household work. But I think it may be difficult for those who have children because until now we don’t have child care centre and facility to help women in this profession”.

“The problem of married women journalists will not be solved unless the attitude of society changes. The attitude that domestic work is a female domain should not be there any more. So men should support women working outside and help them in domestic work”.

Problem of Male Attitude

The myth that unmarried or single women treat journalism either as ‘Time Pass’ or ‘a waiting room for marriage’ seems to no longer exist in the newspaper organizations. The sincerity of women in working hard generally has convinced the male colleagues and authorities that they contribute equally to the male counterparts in journalism. However, it may be wrong to state that the negative attitude of male journalists towards women journalists in today’s world has disappeared totally. Data collection from the interviews proves that certain elements of traditional attitude are still lingering in the mind of male members of newspaper organizations.
According to the interviews, the interviewees in general agreed that the general atmosphere of working in the newspaper organizations, when consider from gender point of view, is quite tolerant. Nevertheless, the doubt of female’s ability is steadily continued in the mind-set of male colleagues, especially among male colleagues at the same level and subordinates. This feeling subsequently lead to the hesitation in accepting female’s advice, order or command. Some of male colleagues even express their hostility or react against the suggestion and instruction made by female colleagues and bosses. To be precise, the attitude of listening to the recommendation of female colleagues and bosses has not yet cultivated in the mind of male journalists.

The bias against female bosses or seniors in particular clearly shows in the misinterpretation of female’s behaviour. In this regard, some female editors complained that when they act softly and compromisingly, the male colleagues would take it for granted. Conversely, when they try to be firm, again the male colleagues view it as aggressive. The women journalists, especially, among the editors and seniors, thus, agreed that being female bosses is not easy. There is always a ‘double standard’ applied to women in the media organizations. For example, when women journalists, even the female bosses, do a mistake. The male colleagues would link the particular mistake to their personal life either as a wife or mother. Ridiculously, when the same thing occurs with male bosses, nothing is being pointed out.

The significant remark in this issue is that the male journalists generally would prefer the ‘soft’ and ‘compromising’ characteristic of the female counterparts rather than being ‘firm’ and ‘serious’ irrespective of their being colleagues at the same level or bosses. Regarding to this matter, some women journalists were of opinion that men don’t like ‘firm’ and ‘serious’ women because it would threaten their male ego.

The excerpt follows demonstrate the problem of male attitude faced by women journalists.

The woman journalist of Free Press Journal

“Yes, I experienced the problem as such. Initially, in our department there were 2 girls and one boy. We were senior, the boy was junior, but when other people wanted to
interact with us, if they knew that there was a boy, they assumed that the boy was our boss”.

“The same boy, when he first came he was new. So he wanted to take instruction from us. Later on when it took longer, he found it was difficult to follow female’s instruction. Eventually it became battle of us, although it was not so obvious. There was under current of that dissatisfaction. However, that was only initial struggle. Later on, we understood each other.”

“Being a woman in this profession, for male colleagues if you talk, smile and be sweet, it is done thing for a woman, if you don’t, you are considered to be a bitch. It happens like that.”

The woman editor of The Times of India

“I have never really had difficulty in dealing with the male subordinates. It is partly because people in journalism tend to be quite liberal in their thinking”.

The woman editor of The Indian Express

“See in journalism the job requires everyone to work hard whether male or female. I think what happens is if a male journalist makes a mistake, it would pass well but if a woman editor does the same mistake, people will comment saying that she is thinking of her parents or child. That’s why she makes a mistake. The benefit of dawn is not always there for women journalists, and women editors. So the mistake would always be attributed to their personal life other than the judgement itself. There is a sense of difference regarding this matter”.

“About the male subordinates, who do not show respect towards us, I have come across it. Of course it does not happen all the times. But it just happens once in a while or occasionally. Men would just not respond, not take you seriously. I feel women listen to me much better than men. They listen better than the male colleagues. I think it is again a matter of personality. There are males in my department who perfectly have no problem and the ones who have a problem in taking orders from the female seniors”.

309
The woman journalist of Sakal

“I feel the treatment given to women journalists is not equal to men. The line is very thin. It is not in black and white shade. But the behaviour of the male colleagues told me that they don’t like my promotion. They just say that you are a crack. I am not a crack. I am not special. I am not intelligent. I am just like other colleagues. I think my competition is not with men, it is with myself only, not with others. Here, in the supplement section, we are 3 women. We don’t have that kind of conflict. But when I worked with many men in the news section, I faced such problem”.

“I remember, in the news section where I got promotion, that time whenever the reporters from rural areas asked me some difficulties or anything about news, the male colleagues, not everyone, just one or two were not happy. They did not like people to ask me because I was junior and a woman. They felt that I always got good opportunity to go outside and do special news. Actually, I was not promoted better than them, but equal to them. However, the time I was promoted I was 25 years old whereas others were about 40 years old. So they did not like it. Anyway it was not my problem, it was their problem”.

“Since my boss was always supportive to me, the male colleagues did not like me. They are very shrewd, but they have never shown their real face. They gossiped behind my back. They even complained that I was aggressive and tried to dominate them. That time I was very confused. Everyday I felt very guilty, especially when I spoke on telephone loudly. They said how she spoke on the phone very loudly. She must be very aggressive. I remember even the female colleagues supported them I could not do anything. So I felt very bad and very depressed”.

“After I joined women studies in 1996-1997, I felt much better than before. This course helped me to analyze the things and provided me the understanding of situation. Right now I am ok.”

The woman editor of The Times of India

“The comment from the male colleagues when I act seriously is definitely there. I am actually accused of being aggressive. I don’t think we need to prove because it is necessary to be firm sometimes. For a man, seriousness could be seen as firmness, but for
a woman it could be aggression or bully. So if a woman wants to be firm, it can lead to be misrepresent”.

“I don’t have this problem with my male subordinates within my own department. May be because of age factor. I am much older than the people who are under me. My sub-editors are much younger than me”.

“But the head of other departments with whom I interact, I have to be very careful that I won’t look too strong”.

The woman journalist of Protidin

“Over here, there is no such bad attitude. The male colleagues respect me. The atmosphere is pleasant. During my 7 years of working all my bosses are good”.

The woman journalist of Protidin

“Generally this place is like a family. Even then, some men holding negative attitude towards women are there. These men think that women come here only to spend their time, not to work. You can feel about it”.

The woman journalist of Ananda Bazar

“It is not very pronounced that some men come to say to your face that as you are a woman you can’t work or you are not really devoting sufficient time. What happens is you do receive some comments like women try to avoid working and try to leave early. That is the principle accusation against women workers. Then there will be a comment that if there is a tough assignment, women won’t be able to cope with the pressure. It is just designed. Nobody really gives you tough assignment and try to find out whether you can cope with the pressure”.

What I must say is most of my male colleagues consciously try to accept women as equal. May be they do but in subconscious level, that feeling is not there. In the subconscious level, may be they don’t mean to hurt you, but some of their remarks do hurt you. And they dislike stopping remark. So in subconscious level of the male colleagues, a woman is always a woman. A woman is never really an equal colleague. Take for example, the kind of comment or joke passed to us was, “Baba, your people are
just gossiping and passing time shopping over here”. Of course, as a joke, those persons did not mean to hurt us. They did not even realize that they were hurting women by saying something like that, but it hurts you”.

“As a journalist, we have to work 13 hours. So we have to be physically very tough. But more than that, we have to be mentally very tough because we have to prepare ourselves for the fact that even we work hard, people will try to prove that our exercise is not up to the mark. And in certain cases, they find it difficult to accept that this particular female colleague works very hard, because nobody can see that the girl comes early in the morning. She goes out to cover the stories and then comes back, doing her work until 11.30 p.m. So it becomes difficult to prove that this person is not really putting in the necessary amount of effort. Then they try to say her work does not have quality”.

“In my case, there has been a comment that I am aggressive. That is the biggest thing I have heard from some male colleagues. Further, some female colleagues also said I reacted too wildly especially when I faced certain problems with a male colleague”,

“What happened was a male colleague of mine who is 15 years senior, but the same rank with me tried to tell me that the copy of my work was filled with mistakes. Actually there was only one mistake in spelling. The spoken message was “God knows what are you doing in spite of you are in the same rank with me”. So it was a direct comment on my ability. I did not try out to do anything. I just went to see my chief editor. I told him that person has a problem. He has a complex. He should come to you and deal with it if he thinks I am being given privilege more than what I deserve. But he should not be screaming at me. He should come and say that to you. I am not going to sit back and take such insult. So my editor said, “this can be done, this is not fair, etc.””.

“This is only one incident, which I experience myself. For others, perhaps the kind of pulling somebody’s leg, crossing the limit happens also. I am generally labelled as an aggressive woman”.

“You know, the moment the girl stands up for the right, the moment the girl says it to the face of another man. It is considered to be an insult for men. We should apologize to them. What is this, if she does so because it is out of a sense of self-respect, which has developed in that particular individual. But the moment she starts speaking, standing for her right, she is labelled as aggressive. If you are a woman and you are
aggressive, that is the worst thing that happens to you. Further, the aggressive woman is always a feminist. It has always been like that”.

“Male chauvinism still exists in journalism because initially it was men’s world. Some of my male colleagues are almost my father’s age. Their age is about late 40 or early 50. We women have come here just 5-6 years. So during those years they were accustomed only with the male companies in the newspaper organization where they had male jokes and male activities. Suddenly they see women coming into their domain. So it may be because of this reason that make them find difficult to accept women as equal”.

The woman journalist of The Times of India

“Yes it is the war between men and women in the newspaper organizations. If women are doing well, they backbite about them because they are phalocentric. In the biggest newspaper like Times, they still do backbiting”.

“When men back bite women, somewhat their opinion is very legitimate. I don’t understand why.”

“Sometimes I feel underrated. Especially when I found that the male boss asking another man to rewrite my work. After his rewriting, I did not see a big difference. I don’t think the quality, which was done by that person was so great”.

The woman journalist of The Hindu

“See first when people see a journalist, people expect a senior man. They don’t expect a young woman. Then even there is a woman, they expect old woman to be there. So sometimes when you are young then they think she does not know what she is talking about. But once they interact with you, they have to accept that you know your job as much as anybody else. Age or sex does not make a difference. This situation however, occurs, in the beginning”.

The woman journalist of The Hindu

“I don’t have any problem in dealing with the male colleagues who are working in the Sunday supplement because here the two boys are much junior to me. So I can get
the work done. If they were not junior it may be a problem. They will be resentful in taking instruction from women. Men generally don’t like it”.

**The woman journalist of The Hindu**

“I think there is an idea that women are not serious in working. Women should stay at home. They come to work only for sari and lipstick”.

“There are some people who hold that idea over here. They think that women have to be at home, clean the house and cook for their husbands. These people belong to a much older generation. But this attitude is dying out, now it is changing.”

“The main problem for women journalists is women are not taken seriously. They have not yet been given more responsibility. It is because in the newspaper organizations, the majority used to be men. Women have come to this profession slowly during these 15-16 years”.

**The woman journalist of Dina Mani**

“Once when I went to a village or remote area of Chennai, I found some women and men in that area did not cooperate with me. People had some antagonistic opinion towards women working outside. There was a sort of humiliation from male and female villagers in the way they look at me. But what I am telling you happened occasionally, because many of them are also cooperative”.

**The woman journalist of Dina Mani**

“Nowadays, there are talented girls working in the newspapers and other medias, so the male colleagues are polite. However, some of them, who are old and traditional, would say why these girls are coming to journalism and what are they going to do, what are they going to tell. Some comments like that”.

“As these male colleagues are old and traditional men, so they want to keep women inside home. They want women only for cooking, delivering children and taking care of the children. That’s all.”
The woman editor of The Times of India

“About the gender attitude in this newspaper organization during the early years of my career, I would say that there were 2 level. On one level, which I worked with was wonderful, very encouraging and amazing. But in the other level where the labour press was concerned, they felt she (woman) is young, she is a woman, she will get married and go away. So she is occupied by a man and will support the family. Initially there was that strong sense, she won’t stay with the company, she will marry and go away. Conversely the man when getting employed, he will work and keep his family aside.

“From 1975 onwards there has been actual progress in journalism. As an editor I find that girls are willing to stay on and not quit a job. Some of them are working very hard and they really produce a result. So now women are employed and opt for this career more. I remember around 1980s, they started working in the main news, doing night shift and everything. So now there is no difference between male and female journalists. There is no discrimination in this field. They were quite hesitant in the beginning because they were worried that investment would be wasted”.

The woman journalist of Maharashtra Times

“I got into journalism in 1970. When I applied for the first time, I passed my MA. I have good command over Marathi, which is essential to become a Marathi journalist. I applied and did very well in the written text and I even scored well. Then I went for the preliminary interview. Later, I was called for the final interview with two other persons. Ridiculously, they said, “We are waiting for some more people and we will let you know after that”. Then I realized somebody with influential connection was going to join. They chose somebody else. So the next time I appeared, as I felt that in any case they were not going to select me, so I told them that, “Look, here you have not said in the advertisement that no lady should appear for journalism. I fulfill all your requirements. How can you refuse me because I am a woman, when I score in the written examination and pass in the interview, when I am good in writing and in knowledge, give me a chance to do my work”. Then they challenged me saying, “You have to do night shift and go back home very late. If you get married and if your husband don’t want you to work, what will you do?” I told them, “Just give me a chance to do my work, just give me 1 year probation. If
I am not fit during that period then you can throw me out, but at least give me a chance to do the work. I want to join this job because of my ambition, not only as a profession”. That time I already got a government job, which was very convenient. I said, “I could do it”, so they accepted me in 1970 for reporting.”

The woman editor of Loksatta

“It is true that the unhealthy attitude of the male colleagues towards women journalists still exists in this organization. That is because, in our office or in other offices, there are some women who take advantage of their womanhood. They don’t like to work for longer hours. They accuse that they can’t go out because they are women. They can’t work until late night because they are women. They have some household and children responsibility at home”.

“So this type of accusation given by some women make men don’t accept them, but once they know that, we know as much as men, we are equally qualified as men, then they will definitely respect us”.

The woman journalist of Navbharat Times

“Gender bias in the newspaper organizations is always there, although it is not obvious, it is in their mind. The male colleagues sometimes come with the question that why we (women) need to work when our husbands are working. They have a feeling that women are weak, so they should remain at home. There is no need to come out”.

“What male journalists do not understand is that women come out to work in journalism not because of economic pressure, but we work for intellectual satisfaction”.

The woman journalist of Navbharat Times

“My male colleagues sometimes pass a comment about women that many times women like to take advantage of being a woman. Take for example, they would try to leave the work place very early, claiming their duties as housewives and mothers. They also try to get sympathy from seniors and colleagues as much as possible. So what happens is the male bosses and seniors have the stereotype idea that women are like this, though all women are not the same”.

316
“Women journalists in Hindi journalism have this image because generally they are from the conservative middle class. Unlike women journalists in the English newspapers, they belong to the upper class families where their parents are very broadminded. So they are more assertive and independent. I think, we sometimes cannot blame the male journalists for having such stereotype view on women, because some women journalists really take advantage of their being a woman”.

The woman journalist of The Hindu

“I am not really sure whether men consider us as a weaker sex. But they tend to take care of us, not allow us to cover some areas of news. In doing so, I think they have a feeling that we women, are protected from danger. So they will not send us to cover rally-involving mass, which sometimes can go crazy. I would say that this attitude is out of caring rather than discrimination”.

“The attitude towards women of the male journalists over here is quite o.k. They never think that we come here either for chitchatting or earning extra money for lipstick and sari. In fact, they don’t bother it at all even when we become a bit fashion. Through my experience, I have never heard such comment”.

The woman journalist of Amarujala

“Generally I feel quite comfortable with the male colleagues. They are very nice to us (women journalists). They do not want us to go back home late. They understand that the public in India does not treat women well”.

“I think there are very few women journalists in the vernacular newspapers because the middle class women are not interested in journalism. So, the candidates are mostly male. It is only recently that a few middle class girls show their interest in this field. The rest of them would prefer to marry and remain housewives”.

“So Hindi journalism naturally favours male. The editors think that men can work longer than women. Women will leave the job after marriage. Thus, it is always better to recruit male for the stability of the newspaper organization. However, what I am telling you cannot apply to the English newspapers. People over there are basically from the upper middle class, so their attitude towards women journalists is different”.
The woman journalist of Dainik Jagran

“Over here the atmosphere is very male chauvinistic. Male journalists particularly my boss always tries to dominate me. He neither allows me to discuss nor gives me an opportunity to criticize the work of other freelance female writers, whom he seems to favour. I think he basically feels inferior to me. He knows very well that I am capable of working, perhaps more than him”.

“So I think the best solution for me is leaving the job. Then he will come to realize how much I am worthy for the newspaper”.

The woman journalist of The Hindustan Times

“I faced a lot of discrimination regarding the male attitude, but it was from the colleagues, not the bosses. The male colleagues very often were very doubtful about my ability. They questioned, as a female chief reporter what did I know. The problem became more severe when the male colleagues, who used to be my friends, did not accept me as their boss. So I faced open hostility. They often took me for granted. For example, instead of discussing on news reporting with me, he preferred to go to other bosses. Luckily the bosses were the understanding persons. So, he later was sent back. But this was the situation in the beginning”.

Problem of Women’s Page

Traditionally women’s news on women’s page covered only subjects relating to cookery, motherhood, fashion, decoration, children and so on. These issues in general were considered by the management and male editors as ‘soft issues’. After 1975, when the women’s movement coupled with the socialist and leftist movement gained the momentum in the Indian socio-economic and political context, women’s news then acquired a new dimension. It extended the coverage from serious women’s issues to other social issues. The mentioning issues were contributed by the increasing number of women journalists of that time. However, from the late 1970s the mixture of both ‘soft’ women’s issues and ‘serious’ women’s issues tends to be the major policy of the newspapers and the women’s magazines.
Interviews reveal that though the women journalists of the present time seem to be aware that, ‘serious’ women’s issues are more important than ‘soft’ women’s issues. They also feel that the ‘soft’ issues too are necessary. Among the women journalists, those holding the radical view profess that the real women’s issues should be the ones that are related to women rights, women demonstration, crimes against women, etc., only. While the ‘soft’ issues such as cookery, fashion, home decoration, etc., should be a subject catering to both women as well as men.

In spite of the fact that the majority of women journalists are being aware of the importance of serious women’s issues, in reality those who are responsible for the women’s page are unable to write on it to the extent they may have liked. As a consequence the newspaper finds itself devoting more space to soft issues rather than serious issues. In this regard, the interviewees explained that the content of women’s page is limited because it is determined by the following factors:

Firstly, despite many women journalists are editors in both English and vernacular newspapers for many years, they do not have a free hand at work, as they have to work under a certain policy undertaken by the newspaper, which, for some reason, assumes that the female readership prefers to read ‘soft issues’ not ‘serious issues’.

Secondly, some newspapers, either English or vernacular claim that the policy of their newspapers is such that they blend soft women’s issues and serious women’s issues proportionately. However, in practice serious women’s issues rarely get the claimed space in the newspapers, as they don’t attract the readership.

Thirdly, in some newspapers, though the women editors are given full right over the coverage of issues relating to women, serious women’s issues do not find their way to their newspapers because these women editors themselves lack the awareness to cover such issues. Besides, those who do have the awareness to cover serious women’s issues find themselves lost, as they do not have a guide to direct them accordingly.

Fourthly, in some newspapers, the editors in charge of the women’s page of the newspaper happen to be men with rigid orthodox beliefs. These editors dictate the content of the women’s page. They discard serious women’s issues for various reasons such as boring or not important and would prefer women revolving around the domestic world and so cater to women at home. The women journalists who work under these male
editors complained that even when they tried to cover serious issues on the women’s page, they are always discouraged to do so on the grounds that these are uninteresting. This condition consequently resulted in discarding serious women’s issues after a while.

Fifthly, the women journalists and editors are very pressurized by time. Even if they want to pursue serious women’s issues they hardly get the time and so their coverage is limited to once in a while. Most of the times they find themselves editing ‘soft women’s issues’ contributed by various freelancers and readers who prefer writing on ‘soft issues’ as they feel it has better chances of being published and wider readership.

When asked, whether the serious women’s issues have been sufficiently presented in the women’s page the opinion among the women journalists differs. Some women journalists who are convinced with the readership policy replied that since a greater number of women readers expected to read soft matters, the serious issues covered by the newspaper occasionally were quite enough. On the other hand some of them complained that the space given to serious women’s issues was still insufficient. They hold the idea that serious women’s issues should be given more priority in the newspapers because the media should function as the educator to women readers.

The following excerptions from the interviews of women journalists show how women journalists view women’s issues and to what extent they face the problem regarding the concerned subject.

**The woman editor of The Times of India**

“I don’t think it is a job of the editor to focus specially on women’s issues. But what I try to do is we are going to interview women in any given issue. As the editor, I try to tell the reporters to get at least some women interviewees, otherwise it tends to get gender offside. You will have only the male point of view”.

“Actually in the newspaper, if the issue has news worthy, then it gets cover. It has nothing to do specially with women’s issues. I don’t specially focus on women’s issues because I happen to be a woman. I don’t hire women because I happen to be a woman. So at the policy level, it is gender neutral. If a story is worth for the paper, it does not matter whether it concerns men, women or animal. What I try to do is if we are assembling the
opinion of a number of people of particular column, we try to make the women’s voice get heard in the paper.

“Of course women’s issues are big, there are reporters who cover issues related to women. And we cover whole range of social issues, like health, education, literary, population, family planning, which are of particular interest for women. We do it not because we are especially interested in women, but because of news worthy”.

The woman editor of The Sunday Observer

“I think the definition of women’s issues only as cookery, cuisine, motherhood, fashion, etc. has changed, because of women activism. Generally cooking, child bearing, etc. are seen as women’s job. But since the attitude towards women’s issues has changed, there are so many issues relating to women in politics also. Nevertheless, the amount of coverage of women being presented in the newspaper is much less than men”.

“In my paper, I have been able to make a difference. We devote a lot of space to women’s issues. In fact, my paper started carrying features written by The Women Feature Service. They give us international story on women’s issues and we regularly carry those articles. But most of other newspapers don’t have this coverage.”

“We do like that in our paper because we would like to create an atmosphere where women are seen as serious issues. Even my male colleagues are convinced with the same attitude I have. Ironically, both men and women in our newspaper are dealing with women’s issues. I have 7 reporters working under me and some male reporters have done very good stories of the exploitation of women. Once we carry the story about women workers, which is done by one of my male colleagues”.

The woman editor of The Observer

“We don’t have particular women’s issues in our paper because basically this is a political and economics newspaper, but everyday we have articles on women like women education etc. We have such articles”.

“Our paper has such articles not because I, as the editor, identify myself with the women’s movement. But I look at it from justice point of view. To me, justice is justice. Whenever I see injustice I write something about it. For instance, in 1984 when the
government took a decision to remove all people, who live on Mumbai’s pavements, I
found it unjust. So I wrote to the Supreme Court and said this could not be done and I
would like to challenge it. Then the issue became the cause of public investigation. I filed
this case and fought this case against the government, to ensure justice for the poor”.

“Anyway I have a feeling that feminism is somehow very much middle class and
I am above it”.

“I think writing on cuisine, motherhood, home decoration, etc. should not be
identified as women’s issues. Actually, I think these subjects are important for everyone
because today men are more interested in cooking and eating than women. Even
motherhood, I think it is not the responsibility of the mother to bring up children only. It
is equally father’s responsibility today”.

The woman journalist of Sakal

“At the moment, my paper has given 2-3 pages for women. I have to choose the
subject, edit and publish it. If you ask my opinion on women’s issues, I think you should
not limit women’s role only to cookery and bearing child. These issues are for both men
and women, not only for women. In fact, there are politics and other hard news, which
are related to women because nowadays women are getting various high posts in the
government office as well as the private sector”.

“The problem is most of the newspapers even today still give women’s news only
for housewives. They don’t give something new to women. Take for example, the latest
situation of women who are doing science or other subjects. This is very important and
the housewives should learn what is going on in the world”.

“In spite of the issues on women’s rights are more important than those traditional
roles, most of the newspapers are not giving details about it. They give only the details of
how to bring up the child, how to decorate the house, how to cook, etc. I think we should
give women a little more information about what is going on in the world. Then they will
be able to face with changing situation”.

“I have a feeling that serious women’s issues are not sufficiently presented in the
newspapers while the issues related to traditional role of women like cookery, home
decoration, motherhood, etc., are promoted too much.”
“Yes, there are absence of serious women’s issues in the newspapers of today. But I can’t do anything. I can’t change the situation of news presentation. This is the problem in Sakal. This is the policy of the newspaper. In fact, Sakal tries to give something serious, but the readers respond in a way showing that they don’t want it. They said, “We don’t have much time to read serious articles”.”

“Earlier we tried to give them serious news, like what is going on in the world. So we ‘mix’ the subject, one or two articles were serious subject, others were what the readers want.”

“Coming to think about serious issues like wife beating, crime against women, sexual harassment, etc. I don’t think I can publish the subject that I appreciate. I have to ask my editor whether I should publish it or not. The final decision is taken by the editor, so we have a very little chance to talk about it.”

**The woman journalist of The Indian Express**

“In Indian Express, when talking about women’s issues, we write about women’s organizations, institutions and women in enterprises. We try to focus on local women, some celebrity women who achieve in their career. We make their profile”.

“In Pune, we don’t often have big women’s issues. But sometimes when there is a case like death dowry, we write about it in feature page”.

“We also have motherhood, cookery, recipes, market rate, fashion, etc. It is like a package. We use the mix policy because the women readers do not want to know about issues like rape and burning case only. They also want to know what is in the market, what is going on with the fashion. How do they dress when they want to go to the office. We receive the letters from readers, some want recipe, and some want baby handbook in the women’s page. So we give them various topics. We give them entire page.”

“We try to balance between the ‘soft issues’ and ‘serious issues’. On the top of the page will be serious women’s issues like interviews of women who have done something in life, who achieve something. But serious women’s issues like women’s rights or crime against women, we don’t really concentrate on it. It is a responsibility of the main desk”.
The woman editor of The Indian Express

“When you see women’s page in our newspaper, generally it is more in cookery, housewife handbook, health, parenting. This is because our targeted readers, when we set up the newspaper, are housewives.”

“We have serious women’s issues also, although we don’t have much space for them. We take just one of serious women’s issues to highlight.”

“We make women’s page very light because the newspaper is very short lived, so we just address what women in professions and housewives want to know. You see the newspaper is everyday medium. Our targeted readers have no time to read, so we have to attract their attention within 15 minutes. Besides, as women’s page is considered to be supplement, it is basically made for entertainment not for information and activism. If they want to read serious women’s issues, they will read in the magazine.”

“Actually, women’s issues appear everyday in the news column reported by our national net work. So we don’t need to repeat it again in the supplement. We are giving something special only for the local community.”

“I don’t believe in feminism. I think columns like motherhood, cookery, fashion, etc. are necessary for women in making them to be the most beautiful womanhood. Then woman will become a complete person”.

The woman journalist of Protidin

“The content of women’s page in Protidin generally includes cookery, women and career, women and health, children and health, etc. We also try to raise some opinions on serious women’s issues”.

“So the content is mixed up. We don’t carry only cookery and women’s fashion, but we carry male grooming fitness also. During the season we used to report on picnic like where to go for picnic and where to stay”.

“In our newspaper there are very few serious women’s issues even in the Front page.”
The woman journalist of The Telegraph

“I think now, in almost all newspapers, women’s issues have become important issues. If any paper does not carry serious women’s issues, it is looked down upon.”

“In Telegraph, we have particular women space devoting for serious women’s issues. We have fashion in another section. However, the top boss hates this page. He hates it because it does not bring any advertisement. It has no advertisement because there is no picture of glamorous and bikini women. In fact, the targeted readers of this page is upper class people, not lower class ones. I think he does not like it because it is serious.”

The woman journalist of Sakal

“I am working in the magazine section. The magazine publishes special supplement relating to literature, art and culture every 10 days. There are 2 pages about women and children. We publish cookery, home decoration, motherhood, fashion, etc. There is only one or two articles relating to feminism or serious women’s issues. This is a policy of our newspaper. Actually, we try to balance news. We want those serious articles with the new ideas and new thinking to be published in our paper too, but not so much.”

The woman journalist of Kesari

“We have women’s page on Sunday. It carries cookery, motherhood, and fashion. We write about dowry deaths and women’s rights also, but we can write on these serious issues occasionally. Right now, the issues like rape, dowry deaths, women’s rights, etc. are still not sufficiently presented in our paper.”

“What happen is issues like dowry deaths and rape fall in the news item. We can publish it in daily news. The articles that we publish in the supplement are about cookery, motherhood, fashion, etc.”

The woman journalist of Dina Mani

“Previously we had supplement for women. Now it is changed for teenagers and students. We changed it according to the trend. It is the weekend magazine”.
“The content of the magazine, when it was women’s magazine, was short story, poem, opinion from VIP on social issues and books review. There was something about cooking, home decoration and how to bring children up too, but we did not have particular slot on that. No wonder, we sometimes introduced fashion and model. Serious women’s issues, feminist issues, and social issues were also there”.

“We used to give more weight to social issues in the magazine. The socialistic aspect was a dominated theme. In fact, the editor liked to see the serious women’s issues, but we had to dissolve it because the readership preferred light topics like fashion, home decoration, interior, cooking, etc. However, as the editor was under the owner, so he could not do anything when the owner took a decision to dissolve the magazine.”

“Actually the owner liked serious women’s issues also. But, he had to consider the readers primarily, since he wanted the paper to be sold out. Generally people don’t like the argument on serious issues. They are more interested in entertainment.”

“In teenage magazine, we bring out women’s issues as well, but occasionally.”

The woman journalist of Free Press Journal

“Despite my specialization is entertainment, I want to diversify to other fields. I want to take a field of women or some part of social and environmental issues”.

“The previous editor gave this idea to us (all girls). He encouraged us to do so. But practically it is not possible because we have no time. We have to go out to interview people. Then we write and make page for entertainment. On top of that there is no one in this paper to guide and correct us in women’s, social and environmental issues. Somewhere we could not work in this field because of this problem. Then we give up.”

The woman journalist of The Hindu

“We don’t have women’s page especially for women in The Hindu. But women’s issues are discussed in the Sunday magazine”.

“In Sunday magazine, we deal with women’s issues, gender issues, problems of the work place, rape, harassment, discrimination, domestic violence, etc. We cover the whole. Almost all of them are serious issues, but light issues like fashion, cooking, home
decoration are there too. Among them we give more importance to serious issues. The issues like fashion, cooking, home decoration, etc., have a limited space in our paper”.

**The woman journalist of Dina Mani**

“We have supplement for literature, but the majority part of features are made for women. Most of features showing in this magazine are beauty tips, cooking and women who achieve in politics or sports. We also focus on beauty contest, fashion show and entertainment for women. Generally, they are not serious ones. The serious ones like child or woman abusing come in the paper occasionally”.

“It happens so because people do not like to read serious things in the magazine. So the management department is worried about circulation. For this reason, they provide more entertainment than serious issues.”

“I think we should give more importance to serious women’s issues because, in our society, there are a lot of problems experienced by women like sexual harassment, eve teasing, child labour, etc. There are also other problems, which women face in day to day life. So if I have a power to direct the supplement, I will insist on serious women’s issues only.”

“But I am simply a contributor of this supplement. You know those who work for this supplement, none of them are woman. That is because the supplement is made not fully for women. In the beginning it was a literature oriented that’s why they concentrated on men’s interest. It was changed towards women later.”

**The woman journalist of Navbharat Times**

“In Hindi newspapers, the content of feature in general is very soft. There are a lot of space for party, dance, film, model and celebrity, but very less space for art, culture and serious women’s issues. So we cannot write anything serious. This is a crisis of feature section”.

“I think we should have sufficient space to bring out the real issues of women and common people, but at present it can not be done easily”.

327
“Through my experience, I observe that glamour, sex and model are the main issues of feature section. Only 5% of the content talks about serious issues like rape. The editor once said, “This is a policy of the newspaper. It is primarily made for sell”.”

“Though in heart, the editor feels that serious women’s issues are important for the society, he can not do anything because even he himself is helpless”.

The woman journalist of Navbharat Times

“I accept that serious women’s issues are ignored by the feature section. Actually it is not only ‘feature section’, even the main paper does not give space for serious women’s issues. I think this is the policy of almost all the newspapers”.

The woman journalist of Dainik Jagran

“The magazine in this newspaper basically carries cuisine, festival, art, film and other ‘soft news’. The serious women’s issues are hardly reported in the magazine. What I feel is that almost all the Hindi newspapers do not want to expose the radical issues because they think it will disturb the stability of Indian Society. Further, the targeted readers can not digest the ‘serious issues’ too”.

“Over here, the male journalists think that the work of women’s magazine is very easy when compared to their job. So they feel superior. Many times they shout to us”.

The woman journalist of The Hindustan Times

“In the feature section of this newspaper, we try to reflect what is happening in the city, fashion, lifestyle, entertainment, etc. We also raise the issues of children, women and family. The basic content of these issues is how to maintain the balance relationship”.

“So generally we keep doing soft women’s features like how women can balance work and home. The serious women’s issues like rape case, violence against women, etc. are out of our responsibility. They are taken by the male reporters of the Front page. Basically, the feature section is the soft area”.
The woman journalist of Navbharat Times

“Since feature in the perception of the newspapers is not considered the mainstream journalism, the male journalists tend to hold the attitude that women are secondary in the newspaper organizations”.

“Once the colleagues and people from outside know that you are dealing with feature, the women’s domain, they feel that you are not brilliant”.

The woman journalist of The Hindu

“In general, though women’s issues are not the foremost issues in this newspaper until something happens. I think the Hindu has given space to serious women’s issues sufficiently. Since this newspaper is very old one and its targeted readers are intellectuals, the report on women’s issues needs to be serious. We hardly carry fashion, sex, model, etc., like some other newspapers”.

“The only problem is that the male colleagues tend to carry the stereotype idea that women’s issues, in spite of being serious, can not be termed as ‘hard news’. So women are not viewed as serious journalists also. Actually this attitude is being held only among the male colleagues. The editor does not feel like that. On the contrary, he respects what we are doing. My boss never opposes any report I have chosen. He accepts whatever I write”.

The woman journalist of Amarujala

“The serious women’s issues like violence against women, rape, etc. sometimes are published in Front Page. I am working with soft women’s issues like children, fashion, cinema, cultural program, etc. All these soft issues mostly appear in supplement. In this newspaper, there is no women’s page”.

“In dealing with supplement, I don’t need to work until late night. As the male colleagues are very caring, they do not want us to face any difficulty due to night shift. The only problem is the male colleagues very often view women and other issues publishing in supplement as easy issues. So, they think those who cope with it do not need any talent”.

329
The woman journalist of Shah Times

“There are 3 women journalists in this newspaper. Two of us are handling feature. It is basically deskwork. The feature normally is carried in Sunday, Tuesday and Friday supplement. So we do everything about women, children, film, culture, art, entertainment, etc. we also sometimes translate feature from English to Hindi and write opinion on particular women’s issue, like rape case, etc.”

“In general we are quite content with our work. But recently we started having problem with a man, who is writing for entertainment. I sense that he feels jealous of us. He cannot tolerate the fact that the readers prefer our work than him. How can you expect the readers to appreciate his work when he just copies the story from the news agency. Further, he does not have good skill of writing at all”.

The woman journalist of The Statesman

“In this newspaper, we used to have space for women’s issues in Sunday supplement, which was dropped later. Otherwise, we had no real ‘Woman’s Page’ as such. All serious issues were presented as general articles, prospectus or something similar in any page that fitted with enough space. Therefore, they were not carried too often, though I felt they should be.”

“The basic problem of women’s page is the unbalanced interest. Whereas the writers are motivated, the editors lack interest in presenting ‘serious’ women’s issues. The ‘soft’ women’s issues have been featured too, but are presented in ‘Lifestyle’, which caters to both men and women”.

The woman journalist of Protidin

“Protidin has its own women’s supplement. It comes out every Saturday and has totally 4 pages. But it is largely ‘family fare’. So, there are very limited space only 2-3 columns for real serious issues like women’s problems and so on”.  

“In Protidin, women’s news are generally featured in stories, social issues, health and lifestyle. We also carry celebrity interviews, and information of women’s organizations, but mostly we have to devote more space to ‘soft news’— 2 pages. The
health issues have one page. I feel there should be more space for serious issues, but the current policy must continue to attract advertisement”.

The woman journalist of Bradman

“I am the editor of our women’s magazine. It comes out every Saturday and features from 3 to 4 serious topics per week. In this magazine, there are totally 4 pages. We devote only 1 page to hard news because we cannot be too serious. Our targeted group, housewives and working women normally demand softer news, due to the substantial tension women face in daily life; and I received letters from them too. The Front page of the magazine is devoted to fashion news. Page 2 is serious women’s problems. Page 3 is shopping and the last page is cooking and homemaking. We have four women on sub-editing staff. Most of our articles are from freelance women writers outside the magazine”.

Problem of Sexual Harassment

Comments from women journalists on severe sexual harassment like rape, that they themselves may not or may have encountered, are very hard to come by. Some women journalists, especially those belonging to the English newspapers did admit to the existence of sexual harassment in a subtle form such as looks, verbal and even light physical harassment both within the newspaper organizations and the news sources. On the contrary, those belonging to the vernacular newspapers refused to acknowledge the existence of sexual harassment.

Interviews from women journalists of the English newspapers indicate that many of women journalists accept sexual harassment from male colleagues, senior bosses, and the news sources as the common hazard, which comes along with any profession that women involve. To quote their words, “it is something unavoidable with job and it is bound to happen with any woman in any profession. So women themselves have to accept it as a matter of fact, and try their best to handle it”. Besides, many women journalists feel that sexual harassment whether in office or away from office is a personal problem rather than the problem of newspaper organizations. Thus, whatever happens to women regarding harassment, it is women themselves who have to be responsible.
Interestingly, a number of women journalists agree that feminine look and act play a vital role in determining the various forms of sexual harassment. They view the feminine character as the invitation for such indulgence. A few women journalists who intentionally conduct themselves with a masculine character confessed that, though they were labeled by their male colleagues and the news sources as the aggressive women they felt very much comfortable with such character.

Comparatively, the situation in the vernacular newspapers, concerning sexual harassment seems to be complacent and placid. Studies from the interviews show that almost no woman journalist in vernacular newspapers ever encounter sexual harassment. The reason given is that since women journalists of the English newspapers tend to be more westernized in their attitude, as they don’t mind to wear western clothes, chat, smoke, booze and company with the male counterparts openly, consequently their friendly behaviour leads to be misinterpreted. In contrast to the English newspapers, as the women journalists in the vernacular newspapers still remain ‘conservative’, they receive certain respect in gender relation from their male colleagues and bosses. This is evident from the words of some women journalists. They said while the gender relationship in the English newspapers is termed by the relationship of the individuals, in the vernacular newspapers it is rather defined as father-daughter or brother-sister relationship.

Another reason helping women journalists of the vernacular newspapers in this context is the nature of job. The undeniable facts that most of women journalists in the vernacular newspapers involve only with deskwork or women, children, entertainment, cultural issues, etc., pay great contribution to their safety in this profession. This situation is quite in contrast to the English newspapers where a number of women journalists have to counter with the male politicians or businessmen due to their responsibility in political and economics news.

It is however observed that, though women journalists of the English newspapers seem to face more sexual harassment within organizations and news sources than women journalists in the vernacular newspapers, they were not awkward to discuss about it while interviewing. However, they still perceive sexual harassment as the individual matter. According to studies, the interviewees explained that whenever they encountered this
problem, they hardly push forward the issue to the management or editor level. In general, they would prefer to keep it with themselves. At the most they would inform their close friends or colleagues. They had chosen to do so because they felt that the problem they encountered was not so serious. Therefore it was useless to pass it to the higher level.

Asked at which level sexual harassment occurred most in the organizations, many of women journalists replied that normally it happened either from colleagues or senior level. None of them said it happened from the management or editor level.

Commenting on the sensitivity of the management and editors towards sexual harassment happening to women journalists, whether be it in organizations or out of organizations, many women journalists agreed that the women editors seemed to be more sensitive than the male editors. They said that at the least the women editors listened to them more and tried their best in solving the concerned problem, but this was not hard and fast rule because some male editors also understood the problem. The problem of sexual harassment encountered by women journalists are shown as follows:

**The woman journalist of Free Press Journal**

“According to my experience, I think we can control sexual harassment from the male colleagues. Over here, some staffs and security just look at you. They don’t do anything about it. At the most, they will say something. At that moment, I said, “it is o.k.” However, when it happens every time I don’t like it, I feel like being a bitch. I feel a bit awkward”.

**The woman editor of The Times of India**

“About sexual harassment from the colleagues and the news sources? Yes, it has happened over here. People came to see me regarding this problem, but it was not something very serious. In the newspaper organizations, usually women are perfectly capable of taking care of themselves. They are professional. They know that this is an office world where such harassment will not be tolerated. Even for a man who goes to the extent of doing something, he knows the risk for his job is on the line. So it is not very easy to do this kind of thing. The women themselves are very articulate. They won’t
hesitate to tell us when they are being harassed. It has happened here only once or twice, but it is nothing that we can’t handle.”

“As an editor you have to get the persons involved, then you have to listen to both sides and find out. If it is something really serious I would take the problem to Human Resource Department (HRD). We would discuss about it, to see if it is serious or it is a misunderstanding, which we can solve”.

“See, most of the men and women journalists are young. They are very open and very articulate. They are good friends. They are very sensitive about gender issues. The men in the newsroom, when they work with so many women, they are socialized. They learn from their female friends and colleagues. They know how women feel. They know what women’s perspective is. So they are all sensitive about it”.

The woman editor of The Sunday Observer

“I have been a journalist for more than 20 years. About harassment either by words or physical I have never experienced. In fact, even before I joined Sunday Observer, I was the only woman editor of the men’s magazine, but nothing happened to me.”

“I think I did not face harassment because of two reasons. Firstly, I got into journalism when I was already old, much older than these kids who come now. At that time, I was also married and had 2 children. Besides, I got M. A., a certain status. So that made it more difficult for them to treat me with less respect. Secondly, I was very mature. This gave me so much tremendous self-confidence. Apart from that, I have always been in the senior position and in the position of authority, so it is difficult for men to misbehave or treat me with less respect”.

The woman editor of The Observer

“During my 38 years of profession, nothing like sexual harassment either by words or action has happened to me. I think it depends on how you conduct yourself”.

“On the contrary, my colleagues in office and in other newspapers or agencies were extremely helpful. I am what I am now, because of them. They never trouble me. They never treat me differently. They were just helpful, so my work was very easy”.
“Even the news sources never treat me differently because I am a woman. They never said no when I questioned them. Throughout my 38 years of being a woman journalist, I have also never encountered any harassment from the news sources.”

**The woman journalist of The Observer**

“There is also harassment from the news sources. They look at you, use the language, which you can’t recognize. I think looking is more demeaning than using language.”

“You know there is a place called ‘Press Club’. It is open to all members of the press, both men and women. But the majority of people in that club are men. So, that kind of language comes around. If on the table, the people whom I know use that kind of language with other people whom I don’t know, again I don’t feel comfortable. I have tried to change them but the most I can tell them is I don’t like your language. Anyhow, I don’t think they are going to change because of what I said.”
The woman journalist of The Observer

“I have never faced sexual harassment directly, but once indirectly I experienced it. There was a very high profile man in India. I don’t know whether he gave interview because he wanted to be friendly with me or he just wanted to give news. Anyway, I never wanted that type of relationship with the news sources. So I did not go to interview him. I felt that it might become uncomfortable”.

“Actually, to get interview with this high profile man was quite difficult. Anyone could try, but no one would get it. I remember I asked him for an interview. But the way it happened made me feel that if I went to interview him, he would try to be extra friendly with me. I got that feeling and I have heard about him, that he is that type.”

“So when I decided that I would not go to interview because I did not want to get into such situation, it means that I spoiled relationship with him. My editor did not know about this matter. If she knew, she would have liked me to get that interview because nobody got that man.”

“Dealing with the news sources is much easier for men when compared to women. Men can go out. They can be more friendly with them. But for women, you have to be always careful. Sometimes the undesirable situation can happen.”

“You know sometimes you get the best of news when you get over drink with the news sources. Men can easily do it. They are more free to do a lot of things. But women, you have to be very careful. All those things are always there for women”.

“Within organization, that kind of harassment has not happened to me. Over here, men just gossip about girls. There is one girl in office. They would tease her and call her in a funny name. However, it is just gossiping.”

The woman editor of The Indian Express

“I have come across sexual harassment from the male journalists. They are not colleagues, but they are from other newspapers.”

“These male journalists in political beat make me feel awkward. As the journalists covering politics are mainly male, then women become a part of their discussion and conversation. How does she dress, what does she wear. This kind of conversation has no meaning but it gives woman a little harassment if she is not strong enough. If she is
strong enough, she will stand out and just tell them that it is my own business, which they
don’t like. Then they won’t talk to you”.

“I think this fraction at least from my experience is not from the politicians. For
the politicians, if you understand the question correctly I don’t think you will face that
problem. The only problem is that the politicians don’t share information with women the
way they share with men. As far as the politicians are concerned if you are a male
journalist you can sit with them until morning and get a lot of information. A woman
journalist would probably do that if she thinks ten times that it is necessary for the story
and for the work. So in that sense, the way you approach for your work has become
limited”.

“To solve this problem, I think if you make sure that you have not a time to listen
to that kind of conversation. Then they know where to drop the line and if you are clear
that I am not here for any hanky panky, I am here to represent the paper. I want to write,
to talk and get out then I don’t think you will get into that problem. In fact they are very
careful with women journalists”.

The woman journalist of The Indian Express

“I don’t know whether I should call it sexual harassment. Sometimes it happens
when we go to slum or when we are dealing with some Corporators, there are some men
who make you fell uncomfortable. It is a kind of intimidation tactic. They do like that
because they don’t want you to do something. Then they make you conscious of the fact
that you are a woman. I experienced it in Times of India with one Corporator while I was
an intern”.

“It is just that he made me feel very uncomfortable, because he did not want to
give a proper answer. So he kept looking up and down. He is a Corporator. I just met him
sometimes. It is obvious that he was doing so because he did not want me to ask him too
many questions. He wanted me to get up and leave. So I just ignored it and kept asking. I
think at some point every woman accepts this”.

“I think if I were a man and asked the same question, he would use other ways to
stop the question, not this method”.
The woman journalist of Loksatta

“There is no harassment for women journalists in economics news at all. Actually economics journalism is considered to be decent area compared to politics. In economics the news sources are white collar. They are very educated and sophisticated. They really treat you well”.

“As they are very concerned about the image of their companies, they have to follow some decency. It is different compared to politics”.

“I do not feel that the news sources treat us unseriously. Once they know from the way you talk that you are very sincere in the profession, you are hard working, then they take you seriously”.

“In fact, when I was dealing with economics news, I was very small. I was only 21-22 years old, but I used to do my work very well. In spite of being a small girl, I find that they used to appreciate me. I think all this depends on how you conduct yourself in front of them”.

The woman journalist of The Times of India

“Harassment from the news sources? They might do such thing, if you are dumb. But if you come from good newspapers, they generally don’t consider you as a woman. I think that sometimes being a woman is an advantage. To some extent it helps. People become more approachable. So if you are more persistent, they don’t tend to treat you like the male reporter. If you are a woman, they act softer. That is also an advantage”.

“Harassment in the newspaper organizations depends on culture. See I used to be in Bangalore where women can tell the boy, “let’s go to have a break”. Over there, there was no type of barrier whether women are drinking. In place like Pune and Ahmedabad, the culture is different”.

“My boss in Bangalore is very broadminded. He does not bother whether women drink or smoke. So we never think that women can’t drink, women can’t smoke. The attitude that women drinking, smoking and playing Table Tennis are bad is still in place like Pune. Take for example, in The Times of India office, there is Table Tennis table upstairs. So I just asked my female colleagues, “Do you want to play Table Tennis?” she replied, “How to play Table Tennis?” this is a kind of attitude you face”.
“Apart from that there is strange attitude towards feminine kind of dress up also. In fact, dressing like feminine itself is not a problem. But then people will start saying you are a bimbo. Bimbo means dumb, that’s the thing. Then men start approaching you more”.

“But that type of women actually use their dressing in manipulating their bosses also, I have seen that. See that way it is very easy for women to manipulate men if they want and it works. There are many women who dress up femininely. She has to be flirting with all the guys. She would cry and fill the story with nonsense. Then the men used to be bias against others. So it is double standard”.

“Normally I don’t like feminine attire. I feel more comfortable with T. shirt. I observe that sometimes when I dress in Salwar suit, the male colleagues don’t perceive me only as a journalist! They will look at me with different eyes, saying that wow! You are looking good, that kind of silly remarks”.

The woman journalist of The Statesman

“I have never come across harassment over here. It is partly because our male colleagues are quite old. They are around 40. We don’t have the male colleagues who are young crowd over here to bully us. The atmosphere over here is very friendly”.

The woman journalist of The Statesman

“I don’t know whether I should call it harassment. Yes, he tried to make an approach, but I didn’t like it. So if you consider it as sexual harassment, then it is. If you think it is just a nature of human being. It will never be something going to that attitude”.

The woman journalist of Ananda Bazar

“No, I have not gone through that when it comes directly to sexual comment. This is happening in office with others. It has not happened with me. May be because I am labelled aggressive. I don’t have a look that attracts that kind of comment”.

“I guess may be because I am not feminine, that is one reason, but it has happened with others. They comment on your look, your dress”.
The woman journalist of The Times of India

“My boss in The Times of India was a male. He made the maximum use of me, if I could call it harassment. He loved to do things like wiping his spectacles on my dupatta”.

“His personality was a sexual man. He would keep talking with me about my boyfriend, crack jokes all the time. And he would concentrate in looking at attire, that kind of things. He is completely sexist. Actually he told me so many things. I quitted from The Times of India because of sexual harassment”.

“In dealing with this problem, I went to complain my editor about the man who was being an obstacle of my work. Though she understood, she could not do anything, because finally he is going to be more important than I am. His position is higher than me. He has more contacts than I do. I was just a small fly. Even they lose me, it is not a big deal. That does not matter to them”.

The woman journalist of Amarujala

“Personally I never face harassment from any male colleague, but other girls did experienced. They tried to take advantage of them. However, I don’t think women journalists get this problem from the news sources”.

The woman journalist of The Hindustan Times

“I have not faced any problem regarding harassment personally, but I have seen some women being forced to resign because of harassment. What happened was when the evening paper of this newspaper closed down, almost all the staffs were transferred to the main paper. Only one girl was not transferred, so automatically she had to resign. She complained to me that she was not transferred, so automatically she had to resign. She complained to me that she was not transferred because of harassment. However, no one seemed to take her side. They felt that such event was happening long time back, why does she expose it only recently”.

340
The woman journalist of The Hindu

“I have never experienced any harassment in this office. It may occur in other places. Over here, we, at the most, get only a snide remark. Generally, we are respected because of our work. They cannot make us low”.

The woman journalist of The Hindu

“I believe that in journalism, sexual harassment is very high, but none of women dare to expose it. In some newspapers, I heard a number of women journalists were harassed. However, when harassment became an issue in the media organization, the story ended sadly because every woman journalist in that particular newspaper had to sign that none of them faced harassment”.

The woman journalist of Navbharat Times

“Sexual harassment is there in Hindi journalism, especially in the small newspapers. One of my friends who used to work in that small newspaper experienced it. She finally left the job. Harassment seems to prevail in the small newspapers because the environment of working is very close. So, the male journalists try to take advantage of their female colleagues. They mostly harass women through passing some comments. They even try to touch their hands too. In my friend’s case, people feel sympathetic to her, but she cannot accept what was happening. I think in the big newspapers things like that cannot be indulged easily because we (women journalists) deal with the system rather than the individuals”.

The woman journalist of The Hindu

“In this organization, there is nothing like sexual harassment. The male colleagues take care of us like sister. So the atmosphere of working is very good. In fact, the male colleagues are very nice and helpful. Take for example, they won’t let us wait for taxi or going back home alone. They prefer to company us. They do not give this favour especially for me, but for every woman”.

341
The Role and Problems of Women Journalists: A Result of Questionnaire Survey

This empirical study is conducted through questionnaires. The main objective of the survey is an attempt to discover the role and problems faced by contemporary women journalists in India. The content of the questionnaire consists of the social and economical background of women journalists, the role and difficulties they experience and the effect of their difficulties towards the image of women in the media. The questionnaires were distributed to 126 respondents who are working both at the English and vernacular newspapers. The following are the names of the newspapers: The Times of India (English paper in Mumbai and Pune); The Indian Express (English paper in Pune and Chennai); The Telegraph (English paper in Kolkata); The Statesman (English paper in Kolkata); The Observer (English paper in Mumbai); The Free Press Journal (English paper in Mumbai); The Hindustan Times (English paper in New Delhi); The Hindu (English paper in New Delhi and Chennai); Sakal (Marathi paper in Pune); Kesari (Marathi paper in Pune); Lokmat (Marathi paper in Pune); Navshakti (Marathi paper in Pune); Samna Daily (Marathi paper in Pune); Maharashtra Times (Marathi paper in Mumbai); Ananda Bazar (Bengali paper in Kolkata); Protidin (Bengali paper in Kolkata); Bradman (Bengali paper in Kolkata); Dinar Malar (Tamil paper in Chennai); Dinar Mani (Tamil paper in Chennai); Navbharat Times (Hindi paper in New Delhi); Amarujala (Hindi paper in New Delhi); Dainik Jagran (Hindi paper in New Delhi).

The result of the survey are as follows:

342
Table No. 1

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<td>The Observer</td>
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<tr>
<td>Total Number of respondent</td>
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<td>43</td>
<td>126</td>
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<tr>
<td>Percentage (%)</td>
<td>65.87%</td>
<td>33.13%</td>
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The Table no. 1 indicates that, the total number of respondents from the English newspapers is 83 and the vernacular newspapers is 43. After we convert it to percentage,
we find that the English newspapers have 65.87% of respondents and the vernacular newspapers have 33.13% of correspondents. According to the Table No. 1, we can observe that the number of women respondents in the English newspapers is much higher than the women respondents in the vernacular newspapers. The given reason is that the vernacular newspapers are not liberal in their attitude towards women being recruited in this profession, in comparison with the English newspapers, they are conservative and traditional in their point of view.
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<td>24</td>
<td>11</td>
<td>1</td>
<td>2</td>
<td>26</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>3</td>
<td>126</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>19.84</td>
<td>15.08</td>
<td>4.76</td>
<td>3.97</td>
<td>0.79</td>
<td>19.05</td>
<td>8.73</td>
<td>0.79</td>
<td>1.57</td>
<td>20.79</td>
<td>0.79</td>
<td>0.79</td>
<td>0.79</td>
<td>2.38</td>
<td>100</td>
</tr>
</tbody>
</table>
The Table No. 2 shows us that the mother tongue of the respondents differs. 19.84% of the respondents use Hindi as their mother tongue. 15.08% use Marathi, 4.76% use Gujarathi, 3.97% use Telugu, 0.79% use Kanada, 19.05% use Tamil, 8.73% use Malayalam, 0.79% use Persian, 1.57% use Konkani, 20.63% use Bengali, 0.79% use Manipuri, 0.79% use Urdu, 0.79% use Kashmiri and 2.38% are others. India is a land of diversity with unity therefore we find a number of different mother tongue for every state and tribe.

Table No. 3

<table>
<thead>
<tr>
<th>Medium of Newspaper</th>
<th>RELIGION</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Hinduism</td>
<td>Christian</td>
<td>Islam</td>
<td>Buddhist</td>
<td>Jainism</td>
<td>Zoroaster</td>
<td>Sikh</td>
<td>Other</td>
<td>Total</td>
</tr>
<tr>
<td>English</td>
<td>56</td>
<td>14</td>
<td>1</td>
<td>1</td>
<td>4</td>
<td>7</td>
<td>87</td>
<td>83</td>
<td></td>
</tr>
<tr>
<td>Vernacular</td>
<td>38</td>
<td>14</td>
<td>1</td>
<td>1</td>
<td>4</td>
<td>7</td>
<td>87</td>
<td>83</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>94</td>
<td>28</td>
<td>2</td>
<td>2</td>
<td>8</td>
<td>14</td>
<td>11</td>
<td>126</td>
<td></td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>74.60</td>
<td>11.11</td>
<td>0.79</td>
<td>1.59</td>
<td>3.17</td>
<td>8.73</td>
<td>100</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

According to Table No. 3 the majority of the respondents i.e., 74.60% are Hindu, 11.11% are Christian, 0.79% are Islam, 1.59% are Jain, 3.17% are Zoroastrian and 8.73% are others. As India is a secular country, it practices freedom of religion, the above data reflects the different religions followed in India.

Table No. 4

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>AGE</th>
<th></th>
<th></th>
<th></th>
<th></th>
<th>No comment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Below 20</td>
<td>20-30</td>
<td>30-40</td>
<td>40-50</td>
<td>Above 50</td>
<td></td>
<td></td>
</tr>
<tr>
<td>English</td>
<td>47</td>
<td>23</td>
<td>10</td>
<td>2</td>
<td>1</td>
<td>83</td>
<td></td>
</tr>
<tr>
<td>Vernacular</td>
<td>14</td>
<td>20</td>
<td>9</td>
<td></td>
<td>1</td>
<td>43</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>61</td>
<td>43</td>
<td>19</td>
<td>2</td>
<td>1</td>
<td>126</td>
<td></td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>48.42</td>
<td>34.13</td>
<td>15.08</td>
<td>1.58</td>
<td>0.79</td>
<td>100</td>
<td></td>
</tr>
</tbody>
</table>
The Table No. 4 demonstrates that almost half of the respondents that is 48.42% are of the age group of 20-30 years, 34.13% are from the age group of 30-40 years and 15.08% are from 40-50 years of age. Only 1.58% of respondents are above the age of 50 years. The data tells us that, women from the age of 40-50 years decline rapidly and the possible cause is as they grow older there is a tendency to leave this profession either for another job that gives them a fix time or due to domestic responsibilities.

### Table No. 5

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>B.A</th>
<th>B.Sc</th>
<th>B.Com</th>
<th>M.A</th>
<th>M.Sc</th>
<th>M.Phil</th>
<th>M.Com</th>
<th>M.BA</th>
<th>Ph.D</th>
<th>Other</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>English</td>
<td>22</td>
<td>3</td>
<td></td>
<td>37</td>
<td>2</td>
<td>4</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>12</td>
<td>83</td>
</tr>
<tr>
<td>Vernacular</td>
<td>10</td>
<td>3</td>
<td>3</td>
<td>20</td>
<td>2</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td>5</td>
<td>43</td>
</tr>
<tr>
<td>Total</td>
<td>32</td>
<td>6</td>
<td>3</td>
<td>57</td>
<td>2</td>
<td>6</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>17</td>
<td>126</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>25.40</td>
<td>4.76</td>
<td>2.38</td>
<td>45.23</td>
<td>1.59</td>
<td>4.76</td>
<td>0.79</td>
<td>0.79</td>
<td>0.79</td>
<td>13.49</td>
<td>100</td>
</tr>
</tbody>
</table>

The Table No. 5 shows that the majority of the respondents i.e. 45.23% completed their MA degree. The B.A. graduates follows by 25.40%. The rest that is B.Sc., B.Com., M Sc., M.Com, M. Phil, MBA and Ph.D. forms the minority. Many among the 13.49% respondents of other qualifications have done their diploma in Mass Communication and Journalism.
Table No. 6

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>CASTE</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Brahmin</td>
<td>Ksahtriya</td>
</tr>
<tr>
<td>English</td>
<td>22</td>
<td>5</td>
</tr>
<tr>
<td>Vernacular</td>
<td>20</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>42</td>
<td>7</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>33.33</td>
<td>5.56</td>
</tr>
</tbody>
</table>

In reference to social class, Table No. 6 illustrates that the majority of respondents i.e. 59.52% claimed to be of unidentified caste or other sub-castes (They may be hesitant to identify). However, among the three dominant classes, Brhamins maintained the lead of 33.33%, Ksahtriya’s 5.56% while Vaishya’s 1.59% only.

Table No. 7

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>TYPE OF FAMILY</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Joint family</td>
<td>Nuclear family</td>
</tr>
<tr>
<td>English</td>
<td>10</td>
<td>63</td>
</tr>
<tr>
<td>Vernacular</td>
<td>9</td>
<td>30</td>
</tr>
<tr>
<td>Total</td>
<td>19</td>
<td>93</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>15.08</td>
<td>73.80</td>
</tr>
</tbody>
</table>

The Table No. 7 shows us that majority of the respondents, i.e. 73.80% live only with their parents (only one family). Some of the respondents i.e. 15.08% live in a joint family where their parents, in-laws, grand parents and close relatives live together. A few of them i.e. 3.97% live a single life; either they are divorcees or widows. 7.14% of the respondents made no comment about the type of family they come from.
Table No. 8

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>AVERAGE INCOME OF THE FAMILY THAT THE RESPONDENT WAS BROUGHT UP (PER MONTH)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Below Rs. 15,000</td>
</tr>
<tr>
<td>English</td>
<td>33</td>
</tr>
<tr>
<td>Vernacular</td>
<td>26</td>
</tr>
<tr>
<td>Total</td>
<td>59</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>46.83</td>
</tr>
</tbody>
</table>

Data from Table No. 8 indicates the average income of the family of the respondents per month. The majority i.e. 46.83% of the respondents family income is below Rs.15,000. 19.84% of the respondents family income is between Rs.15,000 to Rs.20,000. The respondents family who gets the income of Rs.20,000 above per month is 27.78%. Only 5.55% of the respondents made no comment.

Table No. 9

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>MARITAL STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Unmarried</td>
</tr>
<tr>
<td>English</td>
<td>41</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Vernacular</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>52</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>41.27</td>
</tr>
</tbody>
</table>

From Table No. 9 it can be seen that more than half, i.e. 52.38% of the respondents are married. A little less than half i.e. 41.27% of the respondents are unmarried. The rest of the respondents, which are very few i.e. 6.35%, are widows or divorcees. The percentage of married women is more among the respondents inspite of the nature of job demanding time and energy because Indian women are compelled to marry. According to Indian tradition, women seem not to be regarded if they do not marry on time.
Table No. 10

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>TYPE OF FAMILY OF MARRIED RESPONDENT</th>
<th>English</th>
<th>Vernacular</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Joint family</td>
<td>Nuclear family</td>
<td>Single Widow/ Divorcee</td>
<td>Separate house</td>
</tr>
<tr>
<td></td>
<td>11</td>
<td>25</td>
<td>3 Widows 1 Divorcee</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>7</td>
<td>19</td>
<td>1 Widow 3 Divorcees</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>18</td>
<td>44</td>
<td>8</td>
<td>2</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>24.33</td>
<td>59.46</td>
<td>10.81</td>
<td>2.70</td>
</tr>
</tbody>
</table>

The Table No. 10 indicates that among the married respondents, 59.46% live only with their husbands and children, 24.33% live with their husbands, children, and in-laws, 10.81% of the respondents live a single marital life because they are either a widow or a divorcee. Only two of the respondents live separately, a single life, without being a widow or a divorcee. The rest, i.e. 2.70% have not stated their nature of family set up.

Table No. 11

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>AVERAGE INCOME OF THE FAMILY OF MARRIED RESPONDENT (PER MONTH)</th>
<th>Below Rs. 15,000</th>
<th>Rs. 15,000 - Rs. 20,000</th>
<th>Above Rs. 20,000</th>
<th>No response</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>English</td>
<td>Vernacular</td>
<td>Total</td>
<td>English</td>
<td>Vernacular</td>
</tr>
<tr>
<td></td>
<td></td>
<td>5</td>
<td>9</td>
<td>14</td>
<td>4</td>
<td>42</td>
</tr>
<tr>
<td></td>
<td></td>
<td>7</td>
<td>8</td>
<td>15</td>
<td>4</td>
<td>32</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>14</td>
<td>15</td>
<td>40</td>
<td>5</td>
<td>74</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td></td>
<td>18.92</td>
<td>20.27</td>
<td>54.05</td>
<td>6.76</td>
<td>100</td>
</tr>
</tbody>
</table>

The following data drawn from Table No. 11 shows that 18.92% of married respondents have their average family income per month below Rs. 15,000. 20.27% of the respondents have their average family income between Rs. 15,000 – Rs. 20,000. 54.05% of the respondents have their average family income per month above Rs. 20,000 they form the majority. 6.76% of the married respondents did not share their comment about the income.
Table No. 12

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>PARENTS SUPPORT IN EDUCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Agree</td>
</tr>
<tr>
<td>English</td>
<td>82</td>
</tr>
<tr>
<td>Vernacular</td>
<td>43</td>
</tr>
<tr>
<td>Total</td>
<td>125</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>99.21</td>
</tr>
</tbody>
</table>

The Table No. 12 clearly states the fact that nearly 100% i.e. 99.21% of the respondents received educational support from their parents. Only 0.79% or one respondent was not supported by the parents in education. Drawing from the data, we can assume that there was no gender discrimination regarding educational support from the parents of the respondents.

Table No. 13

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>PRESENT FAMILY SUPPORT IN EDUCATION FOR MARRIED RESPONDENT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Agree</td>
</tr>
<tr>
<td>English</td>
<td>32</td>
</tr>
<tr>
<td>Vernacular</td>
<td>27</td>
</tr>
<tr>
<td>Total</td>
<td>59</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>79.73</td>
</tr>
</tbody>
</table>

The Table No. 13, when the married respondents were questioned whether they received their present family support in education, the majority i.e. 79.37% of the respondents replied that they received support. Only 5.41% did not receive family support. 14.86% of the respondents were not sure if their present family supported them or not.
Table No. 14

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>PARENTS SUPPORT IN JOURNALISM AS A CAREER</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Agree</td>
</tr>
<tr>
<td>English</td>
<td>76</td>
</tr>
<tr>
<td>Vernacular</td>
<td>43</td>
</tr>
<tr>
<td>Total</td>
<td>119</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>94.44</td>
</tr>
</tbody>
</table>

According to the data collection as shown in Table No. 14 we see that parents of 94.44% respondents supported them in taking up journalism as a profession. About 4.76% of the respondent’s parents did not support them taking journalism as a profession. Only one of them that is 0.79% could not say if her parents supported or did not support her taking up journalism as a career. Among the respondents who were supported by their parents in the profession explained that to be financially independent is not the main reason they were supported by their parents, but because journalism is considered as a respected profession.

Table No. 15

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>PRESENT FAMILY SUPPORT IN JOURNALISM AS A CAREER FOR MARRIED RESPONDENT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Agree</td>
</tr>
<tr>
<td>English</td>
<td>37</td>
</tr>
<tr>
<td>Vernacular</td>
<td>29</td>
</tr>
<tr>
<td>Total</td>
<td>66</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>89.19</td>
</tr>
</tbody>
</table>

The Table No. 15 reveals that 89.19% of present family of married respondents agreed to support them in taking up journalism as a career. Only 4.05% of present family of married respondents disagreed to support them in taking up journalism as a career. A few, i.e. 6.76% were not sure whether their present family supported them or not.
Table No. 16

<table>
<thead>
<tr>
<th>Medium Of Newspaper</th>
<th>TAKING JOURNALISM AS A SUBJECT BEFORE JOINING NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>52</td>
</tr>
<tr>
<td>Vernacular</td>
<td>26</td>
</tr>
<tr>
<td>Total</td>
<td>78</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>61.90</td>
</tr>
</tbody>
</table>

On the question of taking journalism as a subject before joining the newspaper organizations, 61.90% of the respondents said Yes while 38.01% said No. Analyzing from the data of Table No. 16, we can assume that most of the women journalists came to this profession by choice more than by chance.

Table No. 17

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>MOTIVATION BEHIND JOINING JOURNALISM</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Economic problem</td>
</tr>
<tr>
<td>English</td>
<td>19</td>
</tr>
<tr>
<td>Vernacular</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>1</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>0.79</td>
</tr>
</tbody>
</table>

On asking the respondents their motivation behind joining journalism, Table No. 17 indicates that only one of them joined journalism because of economic problem. 29.98% replied that they wanted to live a purposeful life. 14.29% joined journalism in order to be financially independent. The majority i.e. 35.72% of the respondents took up journalism because it gave them the job satisfaction. None of the respondents took journalism as a waiting room for marriage. Surprisingly, one of the respondents joined journalism for time pass. 15.08 joined journalism because they felt that they could bring
social changes. The remaining 6.35% of the respondents gave other reasons for joining journalism. For instance journalism was a family heredity and journalism could fulfill their desire to write. Besides some wanted to meet new people and experience new things.
Table No. 18

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>Economics</th>
<th>Politics</th>
<th>Foreign Affairs</th>
<th>Culture &amp; Society</th>
<th>Women's Issues</th>
<th>Children</th>
<th>Environment &amp; Quality of life</th>
<th>Entertainment</th>
<th>Health</th>
<th>Education</th>
<th>Crime</th>
<th>Sport</th>
<th>Literature</th>
<th>Social Issues</th>
<th>Others</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>English</td>
<td>8</td>
<td>6</td>
<td>3</td>
<td>18</td>
<td>12</td>
<td>2</td>
<td>6</td>
<td>8</td>
<td>2</td>
<td>1</td>
<td>1</td>
<td>1</td>
<td>4</td>
<td>1</td>
<td>11</td>
<td>83</td>
</tr>
<tr>
<td>Vernacular</td>
<td>1</td>
<td>6</td>
<td>1</td>
<td>11</td>
<td>16</td>
<td>1</td>
<td>2</td>
<td>2</td>
<td></td>
<td>1</td>
<td></td>
<td></td>
<td>1</td>
<td>2</td>
<td></td>
<td>43</td>
</tr>
<tr>
<td>Total</td>
<td>9</td>
<td>12</td>
<td>4</td>
<td>29</td>
<td>28</td>
<td>2</td>
<td>7</td>
<td>10</td>
<td>4</td>
<td>2</td>
<td>1</td>
<td>2</td>
<td>4</td>
<td>13</td>
<td></td>
<td>126</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>7.14</td>
<td>9.52</td>
<td>3.17</td>
<td>23.02</td>
<td>22.22</td>
<td>1.59</td>
<td>5.56</td>
<td>7.94</td>
<td>3.17</td>
<td>0.79</td>
<td>0.79</td>
<td>1.59</td>
<td>3.17</td>
<td>10.32</td>
<td></td>
<td>100</td>
</tr>
</tbody>
</table>

The Table No. 18 is a survey conducted on the respondents regarding their field of specialization in the newspaper organizations. The survey shows that 7.14% of them deal with economics. 9.52% are specialized in politics. 3.17% work on the foreign affairs. 23.02% which form the majority deal either with culture or society and 22.22% the second majority are involved in women's issues. 7.94% are handling with entertainment. 3.17% carry health. Only 0.79% is on education. None of the respondents is a specialist in crime. For sport, only 0.79% reports. 1.59% presents on literature and 3.17% on social issues. The other respondents e.g. 10.32% are specialists on other fields like court, civic affair, legal concern, heritage, estate, general news, etc.
When asked to the respondents if serious women’s issues such as women's rights, women demonstration, women and environment, crime against women, sexual harassment, etc., are adequately being presented in the Front page of the newspapers, the Table No. 19 shows that, 50% which means half of the total respondents felt that they are not sufficient, 47.62% felt they are sufficient. Only 2.38% made no comment on this issue. The respondents who replied that the newspapers did not give sufficient space for serious women’s issues in the Front page said so because according to them the Front page of the newspapers give prime importance to the political and economics issues. Hence, women’s issues are neglected on the Front page. Women’s issues appear on the Front page only occasionally.

Asking the respondents their opinion on whether 'serious' women’s issues such as women’s rights, women demonstration, women and environment, crime against women,.
sexual harassment, etc. are adequately presented in women, life style, art, culture, society etc. pages of the newspapers. Table No. 20 reveals that, more than half of the respondents i.e. 56.35% felt that, they are sufficient whereas 34.13% felt they are not sufficient. Among the respondents only a few of them i.e. 9.52% made no comment. Women who agreed that serious women’s issues are sufficiently being presented in women related sections claimed because these sections are meant for presenting women’s interest. On the contrary, women who disagreed that serious women’s issues are sufficiently presented claimed because the women related sections tend to give more space to ‘light’ women’s issues, not ‘serious’ women’s issues.

Table No. 21

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE CONCENTRATION ON THE LIGHT WOMEN’S ISSUES IN GENERAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Less focused</td>
</tr>
<tr>
<td>English</td>
<td>6</td>
</tr>
<tr>
<td>Vernacular</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>11</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>8.73</td>
</tr>
</tbody>
</table>

Asking the respondent’s opinion about the extent to which the newspaper focuses on the ‘light’ women’s issues such as cuisine, fashion, motherhood, etc. as shown in Table No. 21, we see that 53.97% of the respondents responded that they are moderately focused. 29.36% felt they are highly focused, 8.73% replied they are less focused and 7.94% gave no answer.
Table No. 22

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE CONCENTRATION ON THE SERIOUS WOMEN’S ISSUES IN GENERAL</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Less focused</td>
</tr>
<tr>
<td>English</td>
<td>14</td>
</tr>
<tr>
<td>Vernacular</td>
<td>9</td>
</tr>
<tr>
<td>Total</td>
<td>23</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>18.25</td>
</tr>
</tbody>
</table>

Considering Table No. 22 the extent of focusing on the ‘serious’ women’s issues such as woman’s right, women demonstration, women and environment, crime against women, sexual harassment, etc. conducted by the newspapers, 18.25% of the respondents felt that they are less focused, 38.89% of the respondents were of the view that they are moderately focused. Whereas 31.75% of the respondents replied that they are highly focused and 11.11% of the respondents made no comment. In comparison between concentration of the newspapers on the ‘serious’ women’s issues and concentration of the newspapers on the ‘light’ women’s issues, we find that serious women’s issues are a bit highly focussed. The result appears as such because the newspapers in general prefer ‘mix policy’ to balance serious and light women’s issues. So it would attract the interest of women readers.
<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>POSITION HELD BY RESPONDENT IN THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Reporter</td>
</tr>
<tr>
<td>English</td>
<td>20</td>
</tr>
<tr>
<td>Vernacular</td>
<td>6</td>
</tr>
<tr>
<td>Total</td>
<td>26</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>20.63</td>
</tr>
</tbody>
</table>
From the survey as seen on Table No. 23 it reveals that the majority of the respondents i.e. 38.89% are sub-editors, they deal with deskwork which includes main paper sub-editing and feature sub-editing. 20.63% are reporters, among the respondents they form the second majority. Then follows the senior reporters which is 15.08%, correspondents 6.35%, senior sub-editors 4.76%, editors and assistant editors 3.17%, chief sub-editors and deputy editors 1.59% and only 0.79% or one respondent is editor. The remaining 3.97% of the respondents, are magazine coordinators, creative coordinators, trainees, etc. We can notice from the data that the higher the position in the newspaper organizations goes up the working number of women journalists decline. For example, only some respondents are senior reporters, senior sub-editors and correspondents, a few of them are editors in the news section. Only one of the respondents is a chief editor.

Table No. 24

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>OWNERSHIP OF THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
</tr>
<tr>
<td>English</td>
<td>68</td>
</tr>
<tr>
<td>Vernacular</td>
<td>41</td>
</tr>
<tr>
<td>Total</td>
<td>10</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>86.51</td>
</tr>
</tbody>
</table>

When questioned the respondents about the ownership of the newspaper organizations, 86.51% of the respondents replied that the owners are male. Only 7.94% replied that the owners are female. 5.55% did not mention about the sex of ownership, as shown in Table No. 24.
Table No. 25

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>CHIEF EDITOR OF THE NEWSPAPER ORGANIZATION</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>English</td>
<td>69</td>
<td>10</td>
</tr>
<tr>
<td>Vernacular</td>
<td>43</td>
<td>10</td>
</tr>
<tr>
<td>Total</td>
<td>112</td>
<td>10</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>88.89</td>
<td>7.94</td>
</tr>
</tbody>
</table>

The Table No. 25 shows us that 88.89% of the respondents have male chief editor. Only 7.94% of the respondents have female chief editor. 3.17% of the respondents did not identify the sex of the chief editor.

Table No. 26

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>EDITOR OF NEWS SECTION OF THE NEWSPAPER ORGANIZATION</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>English</td>
<td>48</td>
<td>31</td>
</tr>
<tr>
<td>Vernacular</td>
<td>37</td>
<td>5</td>
</tr>
<tr>
<td>Total</td>
<td>85</td>
<td>36</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>67.46</td>
<td>28.57</td>
</tr>
</tbody>
</table>

The Table No. 26 shows us that 67.46% of the respondents replied that the editors of their news section are male. 28.57% of the respondents replied that the editors of their news section are female. Among the respondents 3.97% refused to answer. It is remarkable that quite a number of female editors are involved with women related sections like women, art, culture, society, children, entertainment, etc. In contrast to the female editors, most of the male editors are found to be involved with politics, economics, sport, crime, etc., coverage.
Table No. 27

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE MANAGER OF MANAGEMENT DEPARTMENT IN THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
</tr>
<tr>
<td>English</td>
<td>56</td>
</tr>
<tr>
<td>Vernacular</td>
<td>36</td>
</tr>
<tr>
<td>Total</td>
<td>92</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>73.01</td>
</tr>
</tbody>
</table>

Regarding the sex of the managers of the management department in the newspaper organizations, it is drawn from Table No. 27 that 73.10% of the respondents replied that males are the managers. Only 16.67% replied that females are the managers. The remaining 10.32% made no comment on this question.

Table No. 28

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>ENCOURAGEMENT TO RESPONDENT TO PARTICIPATE IN THE DECISION MAKING PROCESS OF THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>51</td>
</tr>
<tr>
<td>Vernacular</td>
<td>22</td>
</tr>
<tr>
<td>Total</td>
<td>73</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>57.94</td>
</tr>
</tbody>
</table>

When questioned to the respondents whether they are encouraged or discouraged to participate in the decision making process of the newspaper organizations, 57.94% of them accepted that they are encouraged, while 34.13% of them replied that they are not. Only 7.93% did not give their view about it. Some of the respondents, who replied that they are discouraged, noted that they are discouraged not because of gender discrimination, but it is due to the hierarchy system in the newspaper organizations. We can see this in Table No. 28.
Table No. 29

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE FREQUENCY OF BEING ENCOURAGED TO PARTICIPATE IN THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Often</td>
</tr>
<tr>
<td>English</td>
<td>35</td>
</tr>
<tr>
<td>Vernacular</td>
<td>14</td>
</tr>
<tr>
<td>Total</td>
<td>49</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>67.12</td>
</tr>
</tbody>
</table>

When asked the respondents who replied they are encouraged, to which frequency they are encouraged to participate in the decision making process of the newspaper organizations, 67.12% of the respondents felt they are encouraged often. 28.77% felt they are encouraged sometimes. Only 1.37% felt they are encouraged rarely. 2.74% of the respondents did not share their opinion on the matter. This can be observed in Table No. 29.

Table No. 30

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>APPROXIMATE SALARY PER MONTH</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Below Rs. 8000</td>
</tr>
<tr>
<td>English</td>
<td>20</td>
</tr>
<tr>
<td>Vernacular</td>
<td>25</td>
</tr>
<tr>
<td>Total</td>
<td>45</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>35.71</td>
</tr>
</tbody>
</table>

On finding out the approximate salary of the respondents per month, the survey on Table No. 30 brings out the fact that there are 35.71% of the respondents who received below Rs.8000 per month. 39.68% of the respondents got between Rs.8000 - Rs.14,000 per month and 14.29% of the respondents got Rs.14,000 - Rs.20,000 per month. Only few
of the respondents i.e. 6.35% received above Rs.20,000. 3.97% of the respondents did not mention the approximate salary they received per month.

Table No. 31

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>COMPARISON OF SALARY OF RESPONDENT WITH MALE COLLEAGUE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Less</td>
</tr>
<tr>
<td>English</td>
<td>6</td>
</tr>
<tr>
<td>Vernacular</td>
<td>4</td>
</tr>
<tr>
<td>Total</td>
<td>10</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>7.94%</td>
</tr>
</tbody>
</table>

On comparing the salary between the respondents with the male colleagues as we can see in Table No. 31, it shows that 7.94% got less, 61.90% got equal and 5.56% got more. Interestingly 24.60% of the respondents made no comment, either they didn’t know or they were not aware of it. We can assume from the data that, there is less discrimination regarding monetary return between the respondents and the male colleagues.

Table No. 32

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE SALARY SATISFACTORY WITH THE AMOUNT OF WORK PUT IN BY RESPONDENT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Satisfied</td>
</tr>
<tr>
<td>English</td>
<td>47</td>
</tr>
<tr>
<td>Vernacular</td>
<td>17</td>
</tr>
<tr>
<td>Total</td>
<td>64</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>50.79%</td>
</tr>
</tbody>
</table>

When the respondents were asked if the salary they received are satisfactory, we can see in Table No. 32 that 50.79% were satisfied and 42.86% were not satisfied with
the salary compared to the amount of work they put in. Among the respondents 6.35% were undecided. The reason most of the respondents were not satisfied is because the salary scale of this profession is lower than other professions. The gender discrimination in fact has very less to do in this matter.

**Table No. 33**

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>TRANSPORTATION PROVIDED BY THE NEWSPAPER ORGANIZATION DURING STAGGERED HOURS</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>60</td>
</tr>
<tr>
<td>Vernacular</td>
<td>26</td>
</tr>
<tr>
<td>Total</td>
<td>86</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>68.25</td>
</tr>
</tbody>
</table>

The Table No. 33 shows us that 68.25% of the respondents accepted that they were provided with transportation by the newspaper organizations during staggered hours, when the work demanded them to stay for more time period, while 22.22% of the respondents replied that they were not provided. 9.52% of the respondents made no comment.

**Table No. 34**

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>MODES OF TRANSPORTATION PROVIDED BY THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Company bus or car</td>
</tr>
<tr>
<td>English</td>
<td>54</td>
</tr>
<tr>
<td>Vernacular</td>
<td>21</td>
</tr>
<tr>
<td>Total</td>
<td>75</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>87.21</td>
</tr>
</tbody>
</table>

From Table No. 34, we find that, there are different modes of transportation provided by the newspaper organizations for the respondents. 87.21% were provided with
the company bus or car, 9.30% were provided with taxi fare. Only 3.49% of the respondents were provided with other facilities depending on the circumstances.

Table No. 35

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>FEEL SECURED ON THE MODES OF TRANSPORTATION PROVIDED BY THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>55</td>
</tr>
<tr>
<td>Vernacular</td>
<td>25</td>
</tr>
<tr>
<td>Total</td>
<td>80</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>93.02</td>
</tr>
</tbody>
</table>

When questioned the respondents about security on the modes of transportation provided by the newspaper organizations, Table No. 35 tells us that, 93.02% of the respondents felt secured, 4.65% felt unsecured. A few of the respondents that is 2.33% were not sure about their security. Among the respondents who felt secured felt so because according to them the drivers are trustworthy both in character and driving skill. About those respondents who felt unsecured gave their opinion that they felt so, simply because it is late night.

Table No. 36

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>MATERNITY LEAVE PROVIDED BY THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>66</td>
</tr>
<tr>
<td>Vernacular</td>
<td>29</td>
</tr>
<tr>
<td>Total</td>
<td>95</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>75.40</td>
</tr>
</tbody>
</table>
The Table No. 36 survey on whether maternity leave are being provided by the newspaper organizations to the respondents, tells us that 75.40% were provided and only 7.94% were not provided. Strangely, 16.66% of the respondents made no comment either they had not experienced, they were not aware of it, or they were not sure about the attitude of the management regarding maternity leave.

Table No. 37

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>SATISFACTION WITH THE PERIOD OF MATERNITY LEAVE PROVIDED BY THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>19</td>
</tr>
<tr>
<td>Vernacular</td>
<td>20</td>
</tr>
<tr>
<td>Total</td>
<td>39</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>52.70</td>
</tr>
</tbody>
</table>

On illustrating with Table No. 37 whether the married respondents are satisfied with the period of maternity leave provided by the newspaper organizations, a majority, i.e. 52.70% were found to be satisfied. Some of them i.e. 8.11% seemed to be dissatisfied, while 39.19% of the married respondents were not sure. The satisfied ones explained that 3 months of maternity leave was sufficient but those who claimed to be dissatisfied with the maternity leave period of 3 months felt that it was not sufficient.

Table No. 38

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE EXISTENCE OF GENDER DISCRIMINATION IN THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>34</td>
</tr>
<tr>
<td>Vernacular</td>
<td>22</td>
</tr>
<tr>
<td>Total</td>
<td>56</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>44.44</td>
</tr>
</tbody>
</table>
On the radical question whether gender discrimination still exists in the newspaper organizations, Table No. 38 indicates that 44.44% of the respondents admitted that gender discrimination does exist in the newspaper organizations. About little more than half i.e. 51.59% insisted that there are no gender discrimination. Only 3.97% of the respondents were not sure about it. The respondents who agreed on the existence of gender discrimination explained that they felt so because women are generally being perceived as emotional and indecisive in nature when compared to male colleagues. Further, the newspaper organizations feel that men have more physical strength. As a result, in certain area of news coverage for example war, crime, dacoit, etc., which are considered to be the prime news, the newspaper organizations prefer to give men this obligation.

Table No. 39

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE INCIDENCE OF GENDER DISCRIMINATION IN THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>High</td>
</tr>
<tr>
<td>English</td>
<td>10</td>
</tr>
<tr>
<td>Vernacular</td>
<td>4</td>
</tr>
<tr>
<td>Total</td>
<td>14</td>
</tr>
</tbody>
</table>

| Percentage (%)      | 25    | 51.78    | 19.64| 3.57        | 100   |

When asked to the respondents, who replied that gender discrimination exists, 25% felt that gender discrimination exists in a high level, 51.78% felt it is moderate and 19.64% low. Only 3.57% made no comment on the incidence of discrimination as shown in Table No. 39.
Regarding the attitude of the male editors that the female journalists are weaker physically and mentally than the male colleagues, 28.57% of the respondents replied as Yes, but the majority replied No i.e. 65.08%. The remaining respondents 6.35% were not sure. We can see this data from Table No. 40.

Table No. 40

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE ATTITUDE OF MALE EDITOR TOWARDS FEMALE JOURNALIST: PHYSICALLY AND MENTALLY WEAKER THAN MALE COLLEAGUE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>14</td>
</tr>
<tr>
<td>Vernacular</td>
<td>22</td>
</tr>
<tr>
<td>Total</td>
<td>36</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>28.57</td>
</tr>
</tbody>
</table>

On Table No. 41, 44.44% of the senior respondents agreed that the male subordinates misinterpret them by having the attitude that when they are serious, they are being aggressive and when they are polite, they are weak; but 55.55% of them disagreed on this assumption. Regarding this issue, the female seniors explained that this attitude is based on the male ego. So they refused to take orders from the female seniors. However,
as time goes by, the male subordinates realized that they lacked experience and they adjusted together.

Table No. 42

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE INCIDENCE OF MISINTERPRETATION TOWARDS FEMALE SUPERIOR</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>High</td>
</tr>
<tr>
<td>English</td>
<td>10</td>
</tr>
<tr>
<td>Vernacular</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>12</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>60</td>
</tr>
</tbody>
</table>

According to Table No. 42 60% of the respondents who felt misinterpretation exists replied that the incidence of misinterpretation is high. 35% replied as moderate and only 5% made no comment.

Table No. 43

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>JOURNALISM AS PROFESSION SUITS WOMEN</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>75</td>
</tr>
<tr>
<td>Vernacular</td>
<td>37</td>
</tr>
<tr>
<td>Total</td>
<td>112</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>88.89</td>
</tr>
</tbody>
</table>

The survey on the opinion of respondents whether the demand of work as a journalist, which requires toughness both physically and mentally, suits them as a profession or not. Table No. 43 shows us that the majority of the respondents, i.e. 88.89% agreed that journalism is a suited profession for women though there were 4.76% who disagreed and 6.35% who were undecided. Among the respondents who felt that journalism suits women as a profession agreed so, because intellectually they felt they are
equal with man. Further more, when compared the mental qualities they felt women are much better, e.g. women are more sensitive, meticulous, patient and observant. All these qualities make women suitable in most of the basic requirement, which is necessary for journalism.

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>As a professional journalist</th>
<th>As a journalist, a woman, a wife and a mother in this order</th>
<th>As a woman, a wife and a mother then a journalist in this order</th>
<th>As a woman co-worker who is employed only because of the company policy to accommodate woman in work place</th>
<th>No comment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>English</td>
<td>64</td>
<td>14</td>
<td>2</td>
<td>2</td>
<td>1</td>
<td>83</td>
</tr>
<tr>
<td>Vernacular</td>
<td>20</td>
<td>15</td>
<td>3</td>
<td>2</td>
<td>3</td>
<td>43</td>
</tr>
<tr>
<td>Total</td>
<td>84</td>
<td>29</td>
<td>5</td>
<td>4</td>
<td>4</td>
<td>126</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>66.67</td>
<td>23.02</td>
<td>3.97</td>
<td>3.17</td>
<td>3.17</td>
<td>100</td>
</tr>
</tbody>
</table>

When questioned how the male members of the newspaper organizations such as owner, chief editor, editor, manager of management and other male colleagues perceive women journalists in the work place, 66.67% of the respondents as shown in Table No. 44 felt that they are perceived as professional. 23.02% of them replied that they are perceived first as a journalist then a woman, a wife and a mother, in order. Only 3.97% of them answered that they are first perceived as a woman, a wife, a mother and as a journalist in order. 3.17% of them felt they are perceived mainly as a woman co-worker who is employed only because of the company policy to accommodate woman in work place. About 3.17% made no comment.
On making a survey, as shown in Table No. 45, on how female respondents perceive themselves in journalism. A majority of them i.e. 73.02% viewed themselves as a professional journalist. 21.43% of them first viewed themselves as a journalist then as a woman, a wife and a mother in order. Only 3.17% viewed themselves first as a woman then a wife, a mother and then as a journalist in this order. About 2.38% of them did not answer. None of the respondents viewed themselves as female co-workers who are employed simply because of the company policy.

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>FEMALE JOURNALIST PERCEIVED HERSELF IN THE' NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>As a Professional journalist</td>
</tr>
<tr>
<td>English</td>
<td>67</td>
</tr>
<tr>
<td>Vernacular</td>
<td>25</td>
</tr>
<tr>
<td>Total</td>
<td>92</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>73.02</td>
</tr>
</tbody>
</table>
Table No. 46

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>RESPONDENT OPINION ON JOURNALISM</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>A professional job which achieves sense of fulfillment</td>
</tr>
<tr>
<td>English</td>
<td>77</td>
</tr>
<tr>
<td>Vernacular</td>
<td>39</td>
</tr>
<tr>
<td>Total</td>
<td>116</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>92.06</td>
</tr>
</tbody>
</table>

The Table No. 46 shows the opinion of the respondents on journalism. A majority of them i.e. 92.06% identified it as a professional job, which gives them a sense of fulfillment. No respondent felt it is a waiting room for marriage. 2.38% viewed journalism as one of the many means to earn a livelihood and surprisingly one (1) of the respondents i.e. 0.79% took journalism as a job because it provides time to pass since she has ample time at hand. 4.76% had other opinion of their own.

Table No. 47

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE PERCEPTION OF MALE COLLEAGUE TOWARDS RESPONDENT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>As a professional fulfilling her work with sincerity and perseverance</td>
</tr>
<tr>
<td>English</td>
<td>63</td>
</tr>
<tr>
<td>Vernacular</td>
<td>26</td>
</tr>
<tr>
<td>Total</td>
<td>89</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>70.63</td>
</tr>
</tbody>
</table>

373
The Table No. 47 shows us the survey made on the perception of the male colleagues towards the respondents. 70.63% which forms the majority of the respondents felt that the male colleagues view them as a professional fulfilling her work with sincerity and perseverance. Very few, i.e. 1.59% felt that they are viewed as a person using the office as a waiting room for marriage. 3.17% felt they are viewed as an individual working for the sole reason of helping to support the family. 17.46% felt that the male colleagues view them as a woman trying to prove her ability in a male dominated society. Interestingly, 7.14% gave different opinions like the male colleagues view them as a woman who comes to work just to pass time and dress up.

Table No. 48

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>RELUCTANCE OF THE MANAGEMENT IN RECRUITING THE RESPONDENT IN JOURNALISM</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>2</td>
</tr>
<tr>
<td>Vernacular</td>
<td>3</td>
</tr>
<tr>
<td>Total</td>
<td>5</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>3.97</td>
</tr>
</tbody>
</table>

In Table No. 48, the respondents replied on the reluctance of the management in recruiting them in journalism, 3.97% replied that the management were reluctant but majority, i.e. 88.89% replied there was no reluctance. A few of them i.e. 7.14% were not sure whether the management were reluctant or not reluctant in employing them.
Table No. 49

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE RESPONDENT'S OPINION ON THE AFFECT OF DOMESTIC WORK ON NEWSPAPER WORK</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>21</td>
</tr>
<tr>
<td>Vernacular</td>
<td>16</td>
</tr>
<tr>
<td>Total</td>
<td>37</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>29.36</td>
</tr>
</tbody>
</table>

Table No. 49 shows the survey on the question of whether the pressure of work at home affects and lowers the quality of newspaper work. According to the survey, 29.36% agreed that it does affect but 62.70% felt that it doesn’t affect. Only 7.94% were not sure. Those who agreed that it affects attributed that having children is the main reason, because children take away the respondent’s attention from the job. But those who didn’t agree believed that if a woman journalist knows how to manage time efficiently it wouldn’t cause any problem.

Table No. 50

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>DUAL ROLE OF MARRIED RESPONDENT IN MANAGING BOTH HOME AND NEWSPAPER WORK</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Trying to balance both work at home and newspaper work equally</td>
</tr>
<tr>
<td>English</td>
<td>33</td>
</tr>
<tr>
<td>Vernacular</td>
<td>24</td>
</tr>
<tr>
<td>Total</td>
<td>57</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>77.03</td>
</tr>
</tbody>
</table>

In Table No. 50, when the married respondents were asked on how they manage the dual role of managing both home and newspaper work, a majority of them i.e.
77.03% replied that they were trying to balance both the work equally. 17.57% of the respondents gave priority to work at newspaper and then manage at home. Only 1.35% gave priority at home first and then to the career. A few of them i.e. 4.05% had a different opinion but did not identify.

Table No. 51

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>WORK IS AFFECTED WHEN TRYING TO MANAGE BOTH NEWSPAPER AND DOMESTIC DUTIES EQUALLY</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>19</td>
</tr>
<tr>
<td>Vernacular</td>
<td>19</td>
</tr>
<tr>
<td>Total</td>
<td>38</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>66.67</td>
</tr>
</tbody>
</table>

The Table No. 51 shows whether the married respondents who are trying to manage both newspaper work and domestic duties equally, are affected the quality of newspaper work, 66.67% replied that their work at the newspapers are effected but 31.58% replied that their work are not effected. Only 1.75% was not sure about it.

Table No. 52

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE EXTENT OF BEING AFFECTED</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>High</td>
</tr>
<tr>
<td>English</td>
<td>3</td>
</tr>
<tr>
<td>Vernacular</td>
<td>6</td>
</tr>
<tr>
<td>Total</td>
<td>9</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>23.68</td>
</tr>
</tbody>
</table>

The Table No. 52 shows us the extent of the respondents being affected when trying to manage both newspaper work and domestic duties. 23.68% of the respondents replied that the affect is high, 36.84% replied as moderate and 39.47% replied as low.
Asking the married respondents who choose to give priority to newspaper work and then to home, whether they feel guilty because they are not able to fulfill their duties towards the family to the extent of which society demands. Table No. 53 bore out the facts that the majority of them, i.e. 61.54% felt guilty while 38.46% of them did not feel guilty.

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>FEELING GUILTY BECAUSE OF GIVING MORE PRIORITY TO NEWSPAPER THAN HOME</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>5</td>
</tr>
<tr>
<td>Vernacular</td>
<td>3</td>
</tr>
<tr>
<td>Total</td>
<td>8</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>61.54</td>
</tr>
</tbody>
</table>

When questioned on the extent of feeling guilty among the respondents who felt guilty because of giving more priority to newspaper work than home. The Table No. 54, shows that only one of the respondents felt very guilty, while the rest of the respondents i.e. 87.05% felt a little guilty only.

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE EXTENT OF FEELING GUILTY BECAUSE OF GIVING MORE PRIORITY TO NEWSPAPER THAN HOME</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>High</td>
</tr>
<tr>
<td>English</td>
<td>1</td>
</tr>
<tr>
<td>Vernacular</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>12.15</td>
</tr>
</tbody>
</table>
Table No. 55

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>FEELING GUILTY BECAUSE GIVING MORE PRIORITY TO HOME THAN CAREER</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>1</td>
</tr>
<tr>
<td>Vernacular</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>100</td>
</tr>
</tbody>
</table>

Asking the married respondent who choose to give priority to home than to newspaper work, whether she feel guilty because she is not able to fulfill the work in the newspaper to the extent of which the work demands. The Table No. 55 shows that the only one respondent who chose this case, which means 100% replied yes.

Table No. 56

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE EXTENT OF FEELING GUILTY BECAUSE OF GIVING MORE PRIORITY TO HOME THAN CAREER</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>High</td>
</tr>
<tr>
<td>English</td>
<td>1</td>
</tr>
<tr>
<td>Vernacular</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>1</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>100</td>
</tr>
</tbody>
</table>

When questioned the only one respondent, who felt guilty because she gave more priority to home than newspaper work, which is her career, the extent of feeling guilty she replied is high i.e. 100% as shown in Table No. 56.
Table No. 57

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>EXPERIENCED GENDER DISCRIMINATION REGARDING PROMOTION IN THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>9</td>
</tr>
<tr>
<td>Vernacular</td>
<td>10</td>
</tr>
<tr>
<td>Total</td>
<td>19</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>15.08</td>
</tr>
</tbody>
</table>

The Table No. 57 shows the survey on the personal experience of gender discrimination regarding promotion in the newspaper organizations. When asked whether the respondents encountered such experience, 15.08% replied as yes but majority, i.e. 73.81% of the respondents had no such experience. Only 11.11% had no idea about it.

Table No. 58

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>RESPONSED OPINION THAT CRITERIA FOR PROMOTION DEPENDS UPON EFFICIENCY OF WORK, WITHOUT BIAS AGAINST WOMEN</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>64</td>
</tr>
<tr>
<td>Vernacular</td>
<td>24</td>
</tr>
<tr>
<td>Total</td>
<td>88</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>69.84</td>
</tr>
</tbody>
</table>

Respondents gave their general opinion regarding, if the criteria for promotion depends upon efficiency of work, without bias against women, we see in Table No. 58, that majority, i.e. 69.84% of the respondents replied as Yes, while 18.25% replied as No. Only 11.90% were not sure about it. Among those who said No, they explained that the editors or managers think that women are not emotionally balanced and sufficiently decisive. Moreover, they are too soft to control the work.
Table No. 59

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>SEXUAL DIVISION OF LABOUR EXISTS IN THE NEWSPAPER ORGANIZATION</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>English</td>
<td>41</td>
<td>40</td>
</tr>
<tr>
<td>Vernacular</td>
<td>25</td>
<td>15</td>
</tr>
<tr>
<td>Total</td>
<td>66</td>
<td>55</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>52.38</td>
<td>43.65</td>
</tr>
</tbody>
</table>

On the question of whether sexual division of labour exists in the newspaper organizations i.e. women journalist are confined to write reports, articles revolving around only women’s issues, culture, society, entertainment, etc. which are considered as ‘soft news’. The Table No. 59 indicates that a little more than half of the respondents felt sexual division of labour exists, while 43.65% felt it does not exist. Only 3.97% were not sure.

Table No. 60

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE EXTENT OF SEXUAL DIVISION OF LABOUR IN THE NEWSPAPER ORGANIZATION</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>High</td>
<td>Moderate</td>
</tr>
<tr>
<td>English</td>
<td>2</td>
<td>16</td>
</tr>
<tr>
<td>Vernacular</td>
<td>9</td>
<td>11</td>
</tr>
<tr>
<td>Total</td>
<td>2</td>
<td>25</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>3.03</td>
<td>37.88</td>
</tr>
</tbody>
</table>

Considering the extent of sexual division of labour in the newspaper organizations a question was asked to the respondents who agreed that it exists, the Table No. 60 shows the survey on the respond to this question. 51.51% which forms the majority replied as low, 37.88% replied as moderate and only 3.03% replied as high. 7.58% made no comment on the level of extent.
The Table No. 61 shows us the survey on finding out whether sexual division of labour is the main factor that hinders the promotion, efficiency and overall development for women journalists. 31.75% of the respondents agreed but 42.06% of the respondents disagreed and 26.19% were not sure.

Having questioned the respondents on whether they have experienced sexual harassment in any degree, be it by words, subtle looks, mentally or in other ways by the male members in the newspaper organizations. The Table No. 62 reflects 20.63% of the respondents confessed that they experienced while a majority of them i.e. 76.19% replied that they never experienced any sexual harassment. 3.17% of the respondents made no comment regarding this issue.
Table No. 63

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE FREQUENCY OF SEXUAL HARASSMENT ENCOUNTERED BY THE RESPONDENT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Often</td>
</tr>
<tr>
<td>English</td>
<td>5</td>
</tr>
<tr>
<td>Vernacular</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>6</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>23.08</td>
</tr>
</tbody>
</table>

The Table No. 63 shows the frequency of sexual harassment encountered by the respondents when questioned, 50% of the respondents replied that it happens only sometimes, 26.92% replied as rarely but 23.08% of the respondents replied that it takes place often.

Table No. 64

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE MALE WHO ARE INVOLVED IN SEXUAL HARASSMENT IN THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Colleagues at the same level</td>
</tr>
<tr>
<td>English</td>
<td>4</td>
</tr>
<tr>
<td>Vernacular</td>
<td>3</td>
</tr>
<tr>
<td>Total</td>
<td>7</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>29.62</td>
</tr>
</tbody>
</table>

On questioning the respondents, who are the male involved in sexual harassment in the newspaper organizations. The Table No. 64 indicates that, 29.62% of the respondents replied that they are the male colleagues at the same level, 15.38% are seniors of the respondents department, 19.23% are the seniors of the newspaper organization as a whole, 23.08% replied that, most of the male members in the newspaper
organization are involved. 15.38% of the respondents experienced from others like individual from different department or in the press club etc.

Table No. 65

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>TYPE OF SEXUAL HARASSMENT IN THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Verbal</td>
</tr>
<tr>
<td>English</td>
<td>6</td>
</tr>
<tr>
<td>Vernacular</td>
<td>3</td>
</tr>
<tr>
<td>Total</td>
<td>9</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>34.62</td>
</tr>
</tbody>
</table>

Studying the different type of sexual harassment encountered by the respondents in the newspaper organizations. In Table No. 65 we find that 34.62% were harassed verbally, 30.77% with subtle looks, mentally 19.23% and physically 7.69%. Fortunately we have no respondent being raped, 7.69% were harassed by other means.

Table No. 66

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>SEXUAL HARASSMENT FROM NEWS SOURCE EXPERIENCED BY RESPONDENT</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>20</td>
</tr>
<tr>
<td>Vernacular</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>22</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>17.46</td>
</tr>
</tbody>
</table>

On asking whether the respondents experienced sexual harassment from the news sources, the Table No. 66 shows that 17.46% accepted that they experienced and 71.43% replied No. 11.11% were not sure if they experienced or not.
On finding out the frequency of sexual harassment from news sources encountered by the respondents, we see in Table No. 67 that, 18.19% of the respondents experienced often, 36.36% sometimes and 45.45% experienced it rarely.

The Table No. 68 demonstrates the type of sexual harassment encountered from the news sources by the respondents. Among them 40.91% informed that they faced verbal harassment. 45.45% explained that they were passed with subtle looks. A few of them i.e. 9.10% complained that they were harassed mentally. Only one of them i.e. 4.54% felt that she encountered physical harassment. It is notable that none of them was harassed to the extent of being raped.
Table No. 69

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>RESPONDENT BEING HARASSED BY MALE MEMBERS WITHIN THE NEWSPAPER ORGANIZATION INFORMS OFFICE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>4</td>
</tr>
<tr>
<td>Vernacular</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>5</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>19.23</td>
</tr>
</tbody>
</table>

The respondents who were being harassed by the male members within the newspaper organizations were asked whether they would inform the office. Surprisingly the Table No. 69 shows that only 19.23% replied that they would inform. While the remaining respondents i.e. 80.77% replied that they would not inform. The reason why the respondents did not inform may possibly be the lack of confidence that the office would give a positive decision to their complains.

Table No. 70

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE REACTION OF THE OFFICE WHEN BEING INFORMED BY THE RESPONDENT BEING HARASSED BY MALE MEMBERS WITHIN THE NEWSPAPER ORGANIZATION</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>They listen to the respondent but do not take any disciplinary measure</td>
</tr>
<tr>
<td>English</td>
<td>2</td>
</tr>
<tr>
<td>Vernacular</td>
<td>1</td>
</tr>
<tr>
<td>Total</td>
<td>2</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>40</td>
</tr>
</tbody>
</table>
From Table No. 70, we can draw a conclusion on the reactions of the office, when being informed by the respondents being harassed by the male members within the newspaper organization, 40% of the respondents replied that the office listened to their complain but did not take up any disciplinary measure. While 60% replied that, the office took it seriously and measures were taken up to investigate.

Table No. 71

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>RESPONDENT BEING HARASSED BY NEWS SOURCE INFORMS THE OFFICE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
</tr>
<tr>
<td>English</td>
<td>7</td>
</tr>
<tr>
<td>Vernacular</td>
<td>2</td>
</tr>
<tr>
<td>Total</td>
<td>7</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>31.82</td>
</tr>
</tbody>
</table>

The respondents who experienced sexual harassment from the news sources were asked whether they informed the office, the Table No. 71 indicates that 31.82% of the respondents said Yes. While the majority of them i.e. 68.18% replied they didn’t inform. The reason for not to inform may be that they felt there would be negative reaction from the office.
Table No. 72

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>THE REACTION OF THE OFFICE WHENEBING INFORMED BY THE REPSONDENT BEING HARASSED BY NEWS SOURCE</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>They listen to the respondent but do not take any disciplinary measure</td>
</tr>
<tr>
<td>English</td>
<td>2</td>
</tr>
<tr>
<td>Vernacular</td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>2</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>28.57</td>
</tr>
</tbody>
</table>

From Table No. 72, we can draw the conclusion on the reaction of the office when being informed by the respondents being harassed by the news sources, 28.57% of the respondents replied that the office listened to their complain but no disciplinary measure was taken up. Only one of the respondents i.e. 14.29% received a very negative reaction towards her complain that it happened only because it was invited at the first place. Four out of the seven respondents who informed i.e. 57.14% of the respondents replied that their complains were taken seriously and measures were taken to investigate.
The Table No. 73 shows the survey on whether sufficient efforts are taken up to solve the problems of women journalists in the newspaper organizations. 52.38% of the respondents replied as Yes and 30.95% replied as No. Only 16.67% of the respondents were undecided, which means not sure if sufficient efforts are taken up.

On asking whether the respondents would like to encourage the female students to take up journalism as a career. The Table No. 74 illustrates that 91.27% which is the majority, replied as Yes, only 4.76 replied No and 3.97% were not sure if they would or would not encourage.
Table No. 75

<table>
<thead>
<tr>
<th>Medium of newspaper</th>
<th>Yes</th>
<th>No</th>
<th>Undecided</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>English</td>
<td>72</td>
<td>7</td>
<td>4</td>
<td>83</td>
</tr>
<tr>
<td>Vernacular</td>
<td>27</td>
<td>8</td>
<td>8</td>
<td>43</td>
</tr>
<tr>
<td>Total</td>
<td>99</td>
<td>15</td>
<td>12</td>
<td>126</td>
</tr>
<tr>
<td>Percentage (%)</td>
<td>78.57</td>
<td>11.90</td>
<td>9.52</td>
<td>100</td>
</tr>
</tbody>
</table>

Asking the opinion of the respondents whether they would encourage the married women to opt journalism as a career. The Table No. 75 shows that, 78.57% replied they would encourage, only 11.90% said they would not while 9.52% of the respondents were not sure.

Data Analysis

Family and Social Background of Women Journalists

From the survey conducted on the background of women journalists, it can be analyzed that the average number of women between the age group of 20 - 30 years forms the majority of the respondents. The number of women in this profession starts declining after the age of 30 years. The respondents use variety of mother tongues. In spite of having variety of mother tongues, a high number of the respondents belong to Hindu religion and the rest of the religions form the minority. As of their qualifications the average number of them are M.A. then follows the B.A. in a low number and the other degrees. Among the respondents a high number of them are being brought up in a nuclear family where the average income of the family is below Rs 15,000.

Looking at the marital status of the women journalists the number of married and unmarried women are almost at the same average; however, the married women are a bit higher. An average number of the married women journalists live in a nuclear family, while a low number of them live in a joint family or being a widow or a divorcee or living separately from the husband. The married women average family income per month is above Rs 20,000.
Regarding the support they received from the family they are born in, a high number or nearly all of them were supported in education. Similarly, in taking up journalism as a career, a high number of them were supported by their parents. Interestingly, a high number of married women were also supported by the in-laws or family they form with.

Tracing back to the educational background, we found that an average number of women journalists had taken up journalism as a subject before joining the profession. An average number of them were motivated to join journalism because of job satisfaction. It is noted that a high number of them are working in the English newspapers while a low number of them are with the vernacular newspapers.

The Role of Women Journalists in the Structure of the Newspaper Organization

Looking into the ownership of the newspaper organizations from general point of view, a high number of women journalists informed that the owners are male. Identically a high number of them provided the fact that the chief editors and editors of the news section are male. Even in the department of management, a high number of them pointed out that the managers are male. Nevertheless, a low number of them informed that the owners, chief editors, editors of news section and the managers of management in the newspaper organizations are also female.

Considering the position of women journalists in the newspaper organizations, an average number of them are sub editors, the other positions are low number, which are dealing with work like reporter, correspondent, editor, etc.

In spite of this fact, an average number of them admitted that they are encouraged to participate in the decision making process of the newspaper organizations. A high number of them explained that they are often encouraged to participate in the decision making process.
Problem of Sexual Division of Labour and its Consequences

Considering the fact from the survey done on problem of sexual division of labour and its consequences, a low number of women journalists are found to be dealing with hard news, while a high number of them are dealing with soft news. From this, we can confirm that sexual division of labour does exist as also admitted by women in an average number, which is a little higher than half of the respondents. However, when asked the extent of sexual division of labour that exists, the average number of respondents revealed as low.

On the study of recruiting women into this profession by the management, a high number of them responded that there was no hesitation or reluctance to recruit them. Regarding their salary an average number of them share an equal amount of salary with their male colleagues. Only a low number of them replied that they share more or less salary with their male colleagues. Surprisingly a low number of them hold an opinion that women are deprived from promotion because of gender discrimination. Similarly when asked about personal experience in gender discrimination regarding promotion, a low number of them admitted they experienced.

Analyzing from the data collected, the fact shows that though sexual division of labour exists in a high level as a high number of women journalists deal with soft news. But an average number of the respondents do not seem to be aware of the sexual discrimination in the newspaper organizations. The evidence of they not being aware of it lies on the fact from their given answers that the extent of sexual division of labour is low.

Problem of Femininity and Being Married

From the survey conducted it can be stated that a high number of women journalists perceived themselves as a professional journalist and a low number of them perceived themselves first as a professional journalist and then a woman. On questioning how male colleagues perceive them they replied that an average number of male perceived them as a professional journalist and a low number of them perceived them first as a professional and then a woman. On looking at the difference between the way women journalists perceived themselves and how male colleagues perceived them, the
data collected indicates that women journalists perceived themselves as a professional in a higher number than male colleagues do.

Considering the attitude of women journalists towards marriage it is found that an average number of both single and married women hold the opinion that marriage does not hamper one’s profession, particularly if they know how to manage time for newspaper work and home duties. On the contrary to this, a low number of women journalists replied that marriage does affect newspaper work particularly when they have children and do not get the support from their husbands and in-laws. Among the married women, a high number of them tried to solve the dilemma of being a working woman and a housewife simultaneously through balancing time both for newspaper work and domestic duties. It is noticeable that a high number of them though they tried to balance time equally, they still found that the quality of the newspaper work is affected by domestic duties. However there was a low number of married women who choose to give priority to newspaper work first and then domestic duties. It is considered to be secondary. But among these women, a high number of them felt guilty of not being able to fulfill their family responsibilities properly. Interestingly there was one female journalist who gave priority to home first and then to career. The extent of her feeling guilty on not being able to give quality work in her profession was also high. Regarding other problems faced by women journalists, like maternity leave and transportation, study indicates that a high number of them were provided with maternity leave and an average number of them were satisfied with it. Similarly a high number of women were provided transportation when they had to work at staggered hours and a high number of them felt secure with the transportation being provided.

Problem of Women's Page

Study on women journalists who are involved with women’s issues reveals that a high number of them defined women’s issues as women’s rights, women demonstration, crime against women, sexual harassment, environment and quality of life, etc. (serious issues). Whereas a low number of them defined women’s issues as cuisine, motherhood, fashion, sex symbol, etc. (soft issues).

392
From the questionnaire survey, when asked whether their newspapers present serious women's issue adequately in the Front page, an average of them replied that it is not sufficient. However, an average number of women journalists informed that the serious women's issues are adequately present in women's page or other pages related to women such as lifestyle, art, culture, society, entertainment, etc.

**Problem of Sexual Harassment**

Dealing with problem of sexual harassment, a low number of women journalists admitted that they experienced such problem from both male members of the newspaper organizations and male news sources. An average number of them informed that the kind of sexual harassment they got from the male members of the organizations and the news sources appeared mostly in both verbal and subtle look. On comparing the frequency of sexual harassment received by them from the male members of the organizations and the news sources, an average of them replied that they encountered such behaviour sometimes from the male members of the organizations, while an average number of them replied that they experienced it rarely from the news sources. Surprisingly a high number of women journalists who experienced sexual harassment from both male members of the newspaper organizations and news sources chose not to inform the office as they felt that the office would not take serious action to their complains. However, when we compare the number of women journalists who informed the office, we find that the ones who complained to the office when being harassed by the news sources is higher than those who complained to office when being harassed by the male members of the organizations. On studying the reaction of the office when being informed by the women journalists who are harassed by the male members in the organizations and the news sources, the data collected indicates an average number of them who dare to inform the office got positive reaction. In this respect, their complains were taken seriously and measures were taken up.

**Opinion and Suggestion from Women Journalists**

Regarding the opinion and suggestion of women journalists, an average number of them hold the opinion that the various problems faced by women in the profession are...
sufficiently solved by the newspaper organizations. Further a high number of them feel that journalism suits both married and unmarried women, though the married ones seem to get higher support.

A high number of women journalists also suggest that women are strong and talented enough to cope with any kind of news, be it ‘hard news’ or ‘soft news’. They can also handle any posts in the newspaper organizations because they are equally capable to the male counterparts. To be precise, women do not lack any quality required by the mass media organizations.

As the researcher has summarized the role and problems of contemporary Indian women journalists adequately, we turn the attention to the parallel but different lives of Thai women in the profession. A historical viewpoint is entailed in the following Chapter, again the era is pursued in details associating to each period.