ABSTRACT

After Independence, the Indian press has flourished and exercises a large degree of independence. Many of India's English-language newspapers and some of its Indian-language press were begun during the nineteenth century. As India became independent, ownership of India’s leading English-language newspapers was transferred from British to Indian business groups, and the fact that most English-language newspapers have the backing of large business houses has contributed to their independence from the government. But there were very few women in daily newspapers (English as well as regional), either on the desk or as reporters till eighties. Several papers did not even have a single woman. The few who got entry stood out … fortunately not as sore thumbs… but as bright eyed, educated young women trying to storm into a male bastion. They were gawked at and there was a lot of speculation as to how long they would survive in the taxing profession. Probably their biggest qualification was that they could write well. They contributed greatly to the feature sections of the newspapers.

Communication is a powerful medium of social change. The revolution in the media of communication has helped to accelerate the pace of social change during these few decades. Radio, Television, Newspapers and other Mass Media have not only made this world ‘shrink’ but also have revolutionized the values. Be it attitude, interest and social milieu, Mass Communication have opened many challenges and creative doors which lead to the path of glamorous world. Journalism is one of the important stars of creativity in the universe of mass communication. Mass Communication has been an effective and potential weapon to form opinions and bring changes in the society. However, the forms of communication changes with the advance of technology. In present context, means of communication like radio, television, newspapers and other mass media have been brought many revolutionary social and political changes. The profession related to mass communication is known as journalism. It is said that journalism is the mirror of the society. It is signifying the communication through sounds pictures and words and now a creative field in mass communication (Aggarwal 2002).

Journalism means the communication or information regarding the events of the
day through written words, sounds or pictures. Journalism is the mirror of the society. A Journalist acts as a spokesperson for the mankind. She/he must therefore, provide a truthful, comprehensive and intelligent account of the events in a context that gives meaning. The Journalist should act as an effective medium for two way communication between readers and various organizations of the society. They observe the events, transmits the facts and act as an interpreter of these events. She/he also explains the significance of the facts and offers opinions and suggestions on contemporary issues. Journalism in the NCR initially remained a man dominated profession, just like other spheres of life but it was not because of the lack of the capabilities or inabilitys of the female gender in this field. Rather, it was because of diverse structure of our society and the security problems which hindered the women strata of the society in utilizing their talent in joining this profession. The working conditions have never been encouraging for ladies to do something other than doing household jobs in our country. It is an accepted truth all over the world that the women of India have always experienced gender inequity in every field of life.

Media has a role to play in the struggle for gender transformation and bridge the gap between social identities of women and men. While communication studies, even of the radical critical tendency, have long seemed to be largely gender-blind (perhaps more a matter of unwillingness to see), one can now justifiably, see a cultural feminist media studies project. The relationship between Media and women has a certain structure where woman is being seen as an object. The role of women in decision making is reflected in the poor representation of women issues and concerns. The drastically changing print media in the post-liberalization period has become market-oriented. Media-market on one hand has expanded opportunities for women but the kind of beats’ or jobs are assigned to women journalists is to keep them confined to soft-beats like handling feature writings or fashion or shallow writings.

The representation of gender issues is dealt within patriarchal discourse of the media. The question of gender touches almost every aspect of the media. Here the important issue is professional inequality which is embedded in media and is strongly based on social differences between man and woman. Women have been considered as privileged where she was protected from the world and was seen as unnecessary and
unsuitable. Women being physically unequal to men have been set aside from the outside world and kept in the home. This study will explore the struggle for gender equality and bridging the gap between social identities of women and men. The mass-media have been quick to respond to women as a new growth industry. Especially the language chasm between English and Hindi media is facing too much indifference. Subsequently, the chapters will discuss in details the various aspects of representation of working women journalists in media.

In modern times, Journalism has become an exciting and interesting profession in the field of communication. There is no doubt that it is a noble profession aiming at the service of the people by the dissemination of news. It is a very dynamic profession, which moves with times. Very often it becomes the initiating factor for many new development and achievement.

The general assumption according to societal trend seems to be that it is difficult for women to reach unto managerial position due to their so-called inherent inability and the traditional upbringing at home.

There is no reason why women cannot choose journalism as career. There is no reason why women cannot choose any discipline or area as career. Women are not handicapped by birth nor have they been found intellectually unfit. They are however, burdened with certain disadvantages as a result of the responsibilities. These get further accentuated when confronted by male prejudice in professions that have been traditionally male dominated, like journalism.

One of the journalists named ‘Charlie Hands’ reported that revolution is bound to come when more women than ever before work in newspaper and do reporting, sub-editing, news editing and even editing. Further, he added that all the advantages are with women, they are more in touch with the realities of life, women are better judges, they have more taste, and they are more human... their outlook is really wider than that of men. Women journalists have proved a every bit as resourceful and enterprising in their work as their male colleagues, and they have gone places winning laurels on the way by way of awards, fellowships abroad and prestigious assignments.
Since long, the status of women in the Indian society has been considered lower than that of men. A close association of Indian kinship and a subordinate and secondary role to women in the family has been assigned by the economic system. In India women’s status has always been a matter of great discrepancy between the motions and notions concerning the role of women and the real life situations where women were left in since long time. Male domination can be seen in the marriage and family kind of institutions. As pointed out by Neera Desai “woman was considered ideologically as well as in practice inferior to male, having no importance, no personality and socially she was kept in a state of utter subjection suppressed and oppressed”. Degraded status of Indian women in traditional society was the cause of the educational underdevelopment of Indian women and social customs like child marriage, etc.

There were majorly two movements, during the British period which had affected the position of women and aimed to improve the conditions of women in India. These were namely the social reform movement of the nineteenth century and the Nationalist Movement of the 20th century. Certain issues which attracted the attention of social reformers were some of our system such as sati, the ban on the widow remarriage, polygamy, child marriage, denial of property rights and education to women. It was thought by Social reformers that by giving women access to education and by bringing up of women status these social evils can be eradicated and people can become sensitive to the injustice perpetrated on women. In short, in pre-independence period an awareness of the need to remove social disabilities of women was created. In independent India, the constitution that was adopted guaranteed equality for all. Furthermore the International Women's Decade had worked just like a catalyst to highlight and stimulated all aspects of women’s issues and Indian women also become a part of the world-wide awakening.

Indian society underwent a revolutionary change at the beginning of modern era. Western education, legal system, political ideology and socio cultural values gradually came to India with the Britishers and they began to incise some of the traditional value-system and ritualistic order of the Indian society. The change of traditional social structure was brought in by the British invasion in India.

The whole state of modern social activities and factors of social change has affected the value-system and the institutional complex of the Indian society. The
systems of status determination, the hierarchy of statuses in society, the role attached with each status system have been altogether affected by the process of change. After independence India struggled heavily to develop its structure and introduced different lines of modernization. Literacy was increased, communication was developed and people began to struggle for economic freedom. To bear the speed of development, India acquired parliamentary democracy based on adult franchise and adopted different measures.

The developmental process called upon many segments of people to do new role in new context. The process has not left women untouched. In this changing situation women were also called upon to perform new role in new situations. The traditional position that a girl enjoyed in society, the roles she was meant to play and the status she had in her family and the society have been completely altered by these aspects influencing social change. All efforts to give them freedom economically were done by our government and make them a potential member of the family and existing society. This brought a great change in the life of women influencing their attitudes, values, inspirations, ways of feeling and acting for effective participation in all walks of life. Thus one of the main enduring consequences of the recent social evolution for women has been their emancipation from their tradition bound aspects both legally and politically due to the emancipation of various acts and statutes. The role of housewife has been expanded now into a dominant, mature feminine role. In India, urban educated population in general and the women of middle class in particular have been affected by these social changes.

The major contributors of evolution of the society are done by factors such as Urbanisation, education and employment it has provided women with new accommodations to express and prove themselves. “it cannot be said that Working woman is a new addition to the Indian system. Women in the lower strategy of society have been working since long for wages in factories, as menial servants or as unskilled labourers. It is only the women of middle or upper classes who were confined to homes and doing jobs was compulsory for them. Various socio-economic and political and legal factors have sought and given an emerging middle class of working women in India. After attaining the freedom from household works, women have broken the traditional
notion that working outside is compulsory to them or that only under very much necessary they can work outside homes. No longer does the middle class look down upon a woman doing a job, while making her expression or using her talent or being independent.

In general the proposed research will investigate the factors affecting the career of female journalists and in particular, the attention will be paid to analyze the three main aspects:-

(i) Family & Social Condition, (ii) Atmosphere or Ambience at work place & (iii) Legal protection.

The first chapter is introductory in nature, consisting of the background, scope and the statement of problem and concept of working women. The second chapter presents literature survey. A detailed review of earlier studies is a vital step in any research which forms the foundation to develop a structure and provide insights into the methodology that helps in working out a basic interpretation for the findings.

This chapter will focus on reviewing the literature which proves its relevance to the research topic. This is an attempt to review the studies or relevant literature that shares a connection with this study, directly or indirectly. This chapter will provide literature gap about working women journalist of Delhi NCR region. A selected review of literature has been done on the research topic to understand conditions of working women journalists.

Chapter three describes the research methods of the proposed research work. It deals with the tools, techniques, and sample size of questionnaire. The sections which cover the research design, study area and media professionals under scrutiny as well as their sample size has also been presented in clear manner. Data collection method, Case study, data analysis and ethical issues are also presented in this study. As per the requirement of the study the questions have been used by me for investigation of the research problem.

Chapter four presents a conceptual framework of the thesis. It will conceptualize the influencing factors like life, family and social life, working atmosphere and legal policy of working women journalists.
Chapter five analyses the working women journalist of Delhi NCR. It will provide the statistical analysis of questionnaire which will reflect the data collection. After collecting data and their analysis and interpretation of the questionnaire we evaluate that the status of women journalists in NCR Delhi. The major problem that female working journalists face due to transportation and communication in their offices, in the field of reporting, and also to discover the factors due to which females are reluctant to join this profession. As the objectives of this research, a number of questions were kept in the questionnaire of this research to get maximum information about the problems of female journalists. The problems that appeared after interpretation clearly shows that most of the problems they are facing while performing their duties in the field work and reporting, and also the low induction of female in the field of journalism are because of security of the working woman in NCR Delhi.

The data collected in this research regarding the low induction of Female in the field of journalism shows that, when the respondents were asked about the low induction of female in this field then majority of the respondents were of the opinion that the mixed society and diversity is also a reason.

In recent years, there are several career options like teaching, nursing, medical, fashion, hospitality etc have emerged for women. That is why there is very less attention towards the field of journalism. Due to the low literacy rate and rigid customs many of the families do not want their daughters and sisters to join the profession of Journalism particularly. So in addition to the social and cultural values the low literacy rate plays a deciding role in the low induction of females in journalism.

Our survey also reveals that the working environment for female journalists is not very encouraging. Majority of the respondents face problems while reporting in public places due to the in different attitude of the general people and their continuous staring and passing of unwanted remarks. The organizations in which those female journalists work also do not provide adequate facility to commute.

After Nirbhaya case in Delhi, Delhi was declared as, ‘The capital of crime against women’ by the media. Such incidents has adversely affected on prospect of women joining the journalism profession. Most of the respondents accepted that they are scared of commuting alone in the night. Now, many families are considering journalism
is not fit for women.

At the workplace, it is a daily struggle for the women especially when they are beginners. A young girl who is working in the capacity of a sub-editor in a Hindi daily said her male colleagues tend to blame her intentionally for any mistakes in the copy. They try to suppress the girls professionally by constantly fault finding or criticising their performance. She quit the job after three years. If the girls are getting emotionally involved with their male colleagues, they face humiliation on a daily basis.

The finding of the study provides a snapshot of working women journalist in Delhi-NCR. It had three primary goals: (a) to inquire Family and Social Life (b) to explore Working Atmosphere and (c) investigate how Indian Government and Legal Policy support working female journalists. Aligned with these objectives, two hypotheses included (a) Family and social responsibilities are the major hindrances for the working women journalists to continue their job. (b) Working atmosphere and legal protection affects the motivation of working women journalists.

This chapter will be an attempt to evolve a theoretical understanding of working women journalists which will simultaneously put light on the obstacles to be eradicated for working women journalists. Appropriate suggestions will also be discussed in this chapter. The study will proffer some appropriate suggestions.

An overall analysis of the studies conducted about working women Journalist in Delhi- NCR as well as in other parts of the India (which are already analysed in Chapter 1 and 4 ) lead, thus to conclude that multidimensional factors are responsible for producing role conflict in working women Journalist. Depending upon the nature of these variables, the role conflict increases or decreases in working women. It is also necessary to find out how the working women overburdened by the dual responsibilities resolve, the conflict and make adjustment between the two roles. Keeping the above things in view, the present investigation made a humble attempt to assess and find out factors which produce the role conflict among the working women. The analysis of the existing literature on this subject indicates variety of determinants which in one or the other way affect or influence the role conflict among working women Journalist. The present study concentrates on some of these determinants and accordingly divides them into home role
and job role. The determinants which have been studied and analysed in family role are family obligations, child care, time-conflict, attitude of husband and in-laws towards the home role of working women. In the job role the determinants which have been analysed are motivations for job, job satisfaction, time conflict, orientation towards occupational mobility, attitude of employer towards woman employee. Besides these determinants, the study evaluated the relationship between the age, occupation and education of the working women with role conflict experienced by them.

It would be very interesting and effective to conduct another study within the same area of research, with the incorporation of more number of case studies of different states will give more integrated result to the topic and better utility to the media persons as well as the working women journalists.

Here the study concentrates only on status of working women journalists in Delhi-NCR, while a comparative study of other states on the working women journalists would be an interesting study to analyse the regional variations in multi-linguistic and multi cultural, diversified country like India. It will be an interesting piece of information for the working women journalists and the media persons as a whole. It would be interesting to conduct a study on the women stereotype. Here the study focuses on the status of working women journalists in various media organizations starting from the work place to the HR policy but it would be more interesting if the future research will be carried out on National Media organizations and the status of working women journalists at state level. It will be provide more insights.

It would be more interesting to understand the perceptions and attitudes of female journalists of regional level i.e. the state level regarding their participation in the National Media industry. A comparative study on the status of Web journalists and Television journalists can also be made in order to understand their perceptions at a deeper level. A study incorporating many variables will be of great use for further research.