Chapter V:

Working Women Journalist of NCR Delhi

5.1 Introduction

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.

The journalism was considered to be a male domain. A classic example is that of the late Prabha Dutt (nee Bahl) who graduated from the Chandigarh School of Journalism with honours and did her in-house training with Hindustan Times, Delhi in 1964. When she asked for a job at the end of the training, the editor, Mr Mulgaonkar said the paper did not employ women. Prabha left only after a written assurance from the editor that if he ever employed a woman, she would be considered. A few months later when he employed a young woman on the desk, who had done her degree in journalism from the US, she barged into his office and got herself a job. A highly competent journalist she
rose to become the first woman chief reporter of a national daily. (WOMEN IN JOURNALISM, THEN AND NOW By Usha Rai)

According to Kamla Mankekar, a veteran journalist who worked for the Times of India and the Indian Express in the fifties and sixties, the Statesman, Delhi, was one of the first newspapers to employ a fulltime sub editor in the fifties. Raj Chawla, was an extremely competent sub editor who wielded the pen with a flourish that could make or mar a story. However, she did not do night duty and Pran Chopra, the editor of Statesman, used it as the reason for keeping out Razia Ismail when she approached him for a job. “You will not do night duty or work late evenings,” he said and did not give her a chance to prove him wrong.

As far as the reporting is concerned, there were very few women that no one was asked to do night duty. According to an old journalist, there was no toilet for women in the editorial floor, so she had to go to the ground floor and share the toilet with the telephone operators.

After emergence of electronic media in late eighties, the scenario was changed substantially. Even in DD era many of women newsreaders made their mark in this field. The pursuit of equality is not just some grand feminist design. It is a matter of human rights, as much in the media as in the other spheres of life journalists routinely report on. With women increasingly joining the media, it has been a long way that women journalists as a group have travelled in the profession. Certainly a long way since the day the patriarch of West Bengal’s most well-known media group commented in mock-horror when he spotted the first batch of women in the news room: “What are these butterflies doing here?”

With changing times, a lot has changed since then. In India, women who were bound by social constraints and family responsibilities are now heeding to growing opportunities. Today, women have more opportunities in media – whether print or electronic. The widespread adaption and reliance on social media has catalyzed the absorption of women of media. From Barkha Dutt for 90s Kargil War to Mandira Bedi on Cricket and Femina Miss India 96 winner Mini Menon, women have sensibly influenced every nook and corner of media industry – best serving lifestyle, health industry with political cognizance as value addition. The adverse effects of which, as prevalent these
days, are bitter testament that women are objectified for vested gains. It is irrefutable that many media houses widely promote feminist glam to market their journal or TV channel.

Even if the aforementioned is perceived as imaginary truth, the fact that women are subject to social gravity and vulnerable to sexual harassment and physical security cannot be overlooked. Perhaps, gender sensitization sessions and core human values must be exercised to overcome the glass barriers curtailing the women in media.

We investigated the Problems faced by Female Working Journalists in NCR Delhi, through a survey conducted using both the questionnaire and interviews form of Survey Experimental Research design. The Universe of this Research are the working female journalists in NCR and the population of the sample for this study are the women journalists working in different organization including print and electronic media.

For this purpose, the researcher had collected the data of female journalists in delhi and nearby cities including NOIDA, Ghaziabad, Gurgaon and Faridabad. According to the data available, we surveyed and interviewed 400 working female journalists.

It was revealed during the course of this research paper that the Female working journalists in NCR are facing many problems during the course of their reporting in the field, from various quarters of the society, both within the offices where they work and during commuting i.e. going to their offices, going for field work and coming back to home. These and a host of other problems affect both their personal and professional lives to a great extent and consequently due to these problems, they are unable to do justice to their profession and portray the real picture of the issues that they cover.

In the era of Information and technology Journalism is an occupation where both males and females in our society are supposed to be equally represented. However, there was a time when journalism was considered to be entirely a male profession. Women in this profession were looked down and had to deal with issues that female journalists in today’s society don’t have to deal with. But in last two decades, women in journalism from NCR are have been struggling to earn their equal rights and for some extent they have succeeded in their odds. However, it is an established fact that the early women of journalism with great difficulty paved
the way for the young female journalists of today by showing males that females can be just as effective as them in the field of journalism. It is very apparent that even though women in the capital region, currently have more rights than they did several decades ago as compare to other professions but, in the field of journalism they still have a long distance to go to reach equal rights. Many Experts were initially of the opinion that Journalism was totally a “man’s job” and that it would be too dangerous a job to be considered for any female.

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 inabilities 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.

The Social, Cultural and Religious factors have therefore reduced the number of women entering the job market. Earlier in our country women are brought up to believe they should stay within their homes and avoid any contact with men they are not related to. These misconceptions are still prevalent in several segments of the society in many regions like Haryana and Rajasthan and women, particularly working women in have faced a lot of problems. As compared to other provinces of the country the NCR is socially and culturally very flexible and open minded. It is worth to mention that in most of the cites of NCR, first, the women are allowed for the jobs, but if somewhere they do jobs, then they have to face a number of problems in this male dominated society. The literacy rate in this province is very high as compared to other parts of the country, and the people as a whole are very open minded and not traditionally reserved.

Methodology

For the conduct of this Research the researcher took a survey of the female journalists including Reporters, Correspondents or representatives of their respective
Media Organizations. Their total number is 400. The Questionnaire was designed to examine along with the variable experience of journalists, their perception about the problems faced by Female working Journalists in reporting the events and happenings in NCR on a number of different issues.

5.2 Distribution of Media Houses in NCR Delhi

Central Delhi

There are three main media cluster in Delhi NCR Central Delhi, Noida and Gurgaon. Central Delhi is India's leading media cluster from development of media in India. Whereas Noida and Gurgaon newly developed media cluster. The leading newspaper Times of India, Indian Express, The New Indian Express, The Hindu, The Asian Age, Navbharat Times the Pioneer, Sandhya Times, besides the office at ITO. At Delhi Connaught Place Hindustan Times, Dainik Hindustan daily Hari Bhoomi and the nation's premier NEWS AGENCY office of PTI, UNI and radio AIR near to Sansad marg.

Noted news channel NDTV Group's office is located in Greater Kailash. The nation's largest regional news group of ETV group's office in Jhandewalan. These places have good transport connectivity with metro and bus services. Accommodation of office surrounding area are very costly so female journalist lives in outsides. So female Journalist stay outside of central Delhi. Due to long distance between office and accommodation, they spend more time in travel. Due to extra travel time they cannot spend their time in family.

Noida

Noida is a emerging media cluster of NCR Delhi. There are famous media organization situated like Dainik Jagran, Amar Ujala, AAJ TAK, India TV. India News, News X, News 24, IBN 7, ABP News, News Nation, Head Lines Today, Zee News Network, India Today. Noida fil sity has series of media houses. It has connectivity with Metro. Some media houses have not metro connectivity, due to tha region female journalist feels insecure.
Gurgaon

Gurgaon is hi Gurgaon is a Software and emerging city of NCR delhi. there are only two media houses I-witness and Kabre Abhi Tak. There are bureau office of major daily News papers.

5.3 Women journalist in NCR Delhi

Delhi is a national capital. It is a place of modern facility, social and job security. Every woman wants this facility for betterment of her life. Due to national capital it is place of media industries. Delhi NCR has attracted women journalist from rst of india. Generally we classified the journalist in two brad categories national level journalist and local level journalist. Working women have influential role in national level journalism. In local level journalism they are in very little number. In this research we have include national level journalist.

5.4 Women Journalist and Influencing factor

Every living organ influenced by environment. Similarly every working women journalist influenced by their surrounding environment. There are multiple factors that influence working women journalist. They include Family and Society, Work Atmosphere, Government policy, Other Factors The following sections analyses the available data about these different factors, and identifies the key issues for each factor.

5.4.1 Family and Society

A woman is a foundation of society. She creates new generation. A working woman takes responsibility at two side family and job. A working woman faces a lot of difficulties at both fronts. This research has explored the hidden truth behind a working women journalist. A working woman has family and social life. At the family front she has to make her marriage and marital responsibility. She cares her children and satisfied her social atmosphere. Female Journalists, their children and social life Female Journalists and their Marriage Life Accommodation
Female Journalists, their children and social life

A comparative relation of Experience of the Female Journalists and their job effects on their children and social life has been investigated.

Table No. 5.1:
Female Journalists, their Children and Social Life

<table>
<thead>
<tr>
<th>Experience of Journalist</th>
<th>Does your job affect the look after of your children and your social life?</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Yes</td>
<td>No</td>
</tr>
<tr>
<td>&gt; Year</td>
<td>32</td>
<td>60</td>
</tr>
<tr>
<td>1-5 years</td>
<td>84</td>
<td>32</td>
</tr>
<tr>
<td>6-10 years</td>
<td>76</td>
<td>28</td>
</tr>
<tr>
<td>&lt; 10 years</td>
<td>20</td>
<td>68</td>
</tr>
<tr>
<td>Total</td>
<td>212</td>
<td>188</td>
</tr>
</tbody>
</table>

Source: Based on Field Survey

In the above table it is quite clear that 92 (23%) of the 400 respondents having
an experience of less than a year. 60 out of 92 (65.22%) Said that, No their job does not affect their personal and social life and only 32 (34.88%) said that their job affects their personal life. 116 (29%) of the total 400 respondents were having a journalism experience 1-5 years, among these 116 respondents, 84 (72.41%) said that their job affects their children and social life, where as 32 (27.59%) respondents replied it doesn't. 104 of 400 respondents were having an experience of 6-10 year and among these 104, 76 (73%) of the respondents declared that it affects and 28(27%) replied that it doesn't affect their life. While 88 (22%) of the 400 respondents were having experience over 10 years, out of which 20 (22.72%) said that it affects their personal and social life and 68 (77.28%) said it does not . So out of total 400 respondents 212 (53%) of the respondents said that their job strongly affects their personal and social lives and among these 160 (40%) respondents were having experience of 1-5 years and 5-10 years. It means in lower ages and experience over 10 years has fewer problems from family and society.

Marriage

Table No. 5.2:
Female Journalists and their Marriage Life

<table>
<thead>
<tr>
<th>Experience of Journalist</th>
<th>Do you think that the job of a woman creates major hurdles in her marriage.</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Agree</td>
<td>Not Agree</td>
</tr>
<tr>
<td>&gt; Year</td>
<td>48</td>
<td>44</td>
</tr>
<tr>
<td>1-5 years</td>
<td>92</td>
<td>24</td>
</tr>
<tr>
<td>6 -10 years</td>
<td>72</td>
<td>32</td>
</tr>
<tr>
<td>&lt; 10 years</td>
<td>68</td>
<td>20</td>
</tr>
<tr>
<td>Total</td>
<td>280</td>
<td>120</td>
</tr>
</tbody>
</table>

Source: Based on Field Survey
The above data shows that on the basis of experience it has been investigated that how much a job creates problems in the marriage of a female. Out of a total 400 respondents 48 (52.1%) having an experience of less than a year said that a job creates difficulties for a female in her marriage while 116 (29%) having an experience of 1-5 years among which 92 (79.31%) respondents agree that job creates problems in the marriage while 24 (20.6%) showed no such opinion and said that the job can never have, had something with the marriage of a female. Out of 104 (26%) having an experience of 6-10 years, 72 agreed and 32 did not grant that a job can create problem in the marriage of a female, while 88 of the total 400 respondents who were having experience of above 10 years majority agreed that the job of a female can creates many problems in her marriage. So, 280 (70%) out of the total 400 respondents replied that the job of a female create hurdles in her marriage out of which 92 (maximum) respondents were having an
experience of 1-5 years. Mean while 120 (30%) of the total 400 respondents said that it would not leave any affect on the marriage of a female.

Accommodation

With the progressive change in the socio-economic fabric of the country more and more women are leaving their homes in search of employment in big cities as well as urban and rural industrial clusters. One of the main difficulties faced by such women is lack of safe and conveniently located accommodation.

Accommodation decides safety of working women journalist. While more and more women are coming to Delhi every year in search of employment, there are only 11 government-recognized working women hostels in the national capital.

"Women who venture out of their native places to fulfill their ambitions require a safe and convenient accommodation, but due to non-availability of such hostels they end up living in dingy rooms in narrow lanes of urban villages like Munirka, Zia Sarai, Vinod Nagar and Mukherjee Nagar, Ber Sarai in South Delhi.

"These private rooms are not only expensive, but also very unsafe because we have to share our floor with strangers living in adjacent rooms." During Sheela Dixshit regime State Women and Child Development Minister also admitted that there was a shortage of working women hostels in Delhi. "It's true that there is a need to build more working women hostels in Delhi,". In this scenario, a large number of single working women opt for private accommodations facing many difficulties. YWCA general secretary Anuvinda Varkey also accepted that there is a need to build more hostels for working women. "We have two working women hostels with a capacity of around 260 beds, but there is a long waiting list," she said, adding that for every bed we receive four applications every week.

The condition is similar at the three NDMC-run hostels -- Swati (Mandir Marg), Indira Niketan (Laxmi Bai Nagar) and Aakanksha (Bhagwan Das lane) -- which have a total capacity of 501 seats. An NDMC official, on condition of anonymity, said they
receive nearly 50 applications every month seeking seat in one of the hostels of the civic body.

Many complain that lack of such hostels make them a toy in the hands of greedy and interfering landlords. "Security concerns are not the only issue, but the whole lot of money-hungry and interfering landlords make the rented rooms very inconvenient," rued Tripti journalist (NDTV), who stays in Munirka area of South Delhi.

Working women and girls students of twin cities are facing hardship due to lack of accommodation facilities and over-saturated private hostels with poor hygienic conditions and high rents. Working women and students, hailing from different parts of the country, have to encounter first major challenge of finding a suitable place at a reasonable rate with at least having basic living facilities.

Neha, who came to Delhi from Patna for a job in Aaj Tak said, she is living in Mukharji Nagar for last two years and during this time she has changed a dozen of hostel in search of a tension free place. She sad, “I found it a gigantic task to find a comfortable place for living”, adding that lack of appropriate living places also create many physiological, cultural and social problems for working women. “Living in hostel, one has to adjust in changed atmosphere and find hosts of problems like non cooperative roommates, unhygienic food and substandard accommodation”, said Divya Traniee journalist in ETV. She said that it was a challenging task to adjust with roommates with different temperament and cultural background. “However, I have learnt how to accommodate such people”, she added. Two other women journalist, Bharti and Kiran said they experienced a lot about society and how to make adjustment with different people while living in hostel. “There is lot of problems, a working lady faces in a male-dominated society while living alone in a new city,” Bharti said. Many girls also complained about lack of recreational facilities like television, library, computer, games, playing grounds in hostels. “Mostly a small room where only one bed can be placed is filled by three floor beds while no cupboards are provided to girls”, Arti a cellular company employee English print media complained.
Another shocking case is the story of Nirupama Pathak from Koderma in Jharkhand whose body was found on April 29, 2010. The post-mortem reports suggested that she was pregnant at the time of her death.

It is yet unclear, whether she was murdered or whether she had committed suicide. The police are unable to figure out whether her parents or her lover was the cause of her unnatural death. Three years have passed, but the case is still being investigated. The body of Nirupama Pathak, who used to work in a daily, was found on April 29, 2010 in her house in Koderma in Jharkhand under mysterious circumstances. It is still not clear as to whether she had committed suicide or whether she was murdered. The reason of death still remains a mystery to the team that is involved in its investigation.

Shivani Bhatnagar

Shivani Bhatnagar, principal correspondent of The Indian Express, murdered in her East Delhi flat, when she was with her infant son. Shivani Bhatnagar (died January 23, 1999) was a journalist working for the Indian Express newspaper. Her murder on January 23, 1999 became a scandal that reached into the top levels of Indian politics. Indian Police
Service officer Ravi Kant Sharma was charged with the murder by the Delhi Police, who investigated the case. Sharma surrendered to the police on September 27, 2002, after having been in hiding since the arrest warrant was issued on August 3 of that year. Sharma allegedly got Bhatnagar killed because he feared she would expose their "intimate" relations.

5.4.2 Working Atmosphere

Job Security

Table No 5.3:
A comparative relation between duty hours and Job Security of the female Journalists?

<table>
<thead>
<tr>
<th>Working Hours</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>7-8</td>
<td>88</td>
</tr>
<tr>
<td>9-11</td>
<td>240</td>
</tr>
<tr>
<td>12 &amp; above</td>
<td>72</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>400</strong></td>
</tr>
</tbody>
</table>

Source: Based on Field Survey

The above table shows that only 88 out of 400 of working journalists have 7-8 working hours and out of them only 28 respondents feel that their job is secured. Out of 400 respondents 240 are having working hours 9-11 hrs and only 72 have 12 & above working hour. But the data shows that the worker having more working hour has more job security.

Colleague and Support

A comparative relation between the Bureau Chief Supports in profession and the cooperation of the male colleagues working in the organizations.
Table No 5.4:
Cooperation of senior and colleague

<table>
<thead>
<tr>
<th>Position</th>
<th>Yes</th>
<th>No</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management</td>
<td>312</td>
<td>88</td>
<td>400</td>
</tr>
<tr>
<td>Bureau Chief</td>
<td>368</td>
<td>32</td>
<td>400</td>
</tr>
<tr>
<td>Colleagues</td>
<td>224</td>
<td>176</td>
<td>400</td>
</tr>
</tbody>
</table>

Source: Based on Field Survey

Fig. 5.4:
Cooperation of senior and colleague

Source: Based on Field Survey

The above table shows the problem to female journalist within the organization, the support of management and the bureau chief are satisfactory. Especially 368 (92%) out of 400 respondents were satisfied with their Bureau Chief. Cooperation of the male colleagues has been found in the above table is not very encouraging. Only 56% told that they are cooperative, while 46% were not satisfied with their colleague’s response. They are not cooperating in the fieldwork.
Gender Discrimination

Table No 5.5:
The comparison between the Gender Discrimination in the offices and its nature

<table>
<thead>
<tr>
<th>Location</th>
<th>Discrimination</th>
<th>Favoritism</th>
<th>Normal Treatment</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Office</td>
<td>64</td>
<td>180</td>
<td>152</td>
<td>400</td>
</tr>
<tr>
<td>Reporting</td>
<td>48</td>
<td>248</td>
<td>104</td>
<td>400</td>
</tr>
<tr>
<td>Management</td>
<td>84</td>
<td>92</td>
<td>224</td>
<td>400</td>
</tr>
</tbody>
</table>

Source: Based on Field Survey

The above table shows the gender discrimination in the office in NCR Delhi is very low. Only 64(16%) out of 400 respondents said about gender discrimination in the office. 180 (45%) accept that they get favor of being female, while 152 (38%) said that they get normal treatment in the office.

During Reporting 48 (12%) said about gender discrimination and 248 (62%) said that the face favoritism, while 104 (26%) said that they get normal treatment.
As far as the management is concerned 84 (21%) respondents said they are discriminated on the basis of their gender, while 92 (23%) said they get favor. Majority 224 (56%) said they get normal treatment from the management.

Case Study on Gender Discrimination

Tanu Sharma

Tanu Sharma, 31 year old anchor with news channel `INDIA TV' tried to commit suicide by consuming poison at the new channels office. Tanu Sharma had joined the channel few months back and was having some disputes with some people at India TV and in a fit of rage she sent an SMS to one of its staff members informing her that she was resigning from the channel, but alleged the said text message was taken by the HR Department of the channel as her resignation and her services were terminated.

The anchor was not allowed to enter the office of the TV channel, she took poison near the gate of the channel office. The channel said Tanu was suffering from depression and had posted some messages on the social networking site, alleging that some senior channel officials were hatching a conspiracy against her.

Media Intern and Tarun Tejpal

Tehelka magazine editor-in-chief Tarun Tejpal over allegations that he had sexually assaulted a woman colleague, in a case that has turned the focus back on sexual violence. The woman journalist told that Tejpal, 50-year-old founder of weekly magazine, had assaulted her twice in a hotel elevator during a conference. The case has triggered a media debate about silence over the harassment of women at their places of work. India's working women often face sexual harassment from colleagues, managers or employers, yet few report these cases, fearful of losing their jobs or facing persecution simply for speaking out, gender rights activists say.

Transport Facility

A comparative relation between transport facilities the Female Journalists use while coming to office and comfort in public transport.
Table No. 5.6:
Transport facilities the Female Journalists

<table>
<thead>
<tr>
<th>Mode</th>
<th>To office</th>
<th>Returning</th>
<th>Official work</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public</td>
<td>248</td>
<td>172</td>
<td>92</td>
</tr>
<tr>
<td>Private</td>
<td>96</td>
<td>96</td>
<td>48</td>
</tr>
<tr>
<td>Official</td>
<td>56</td>
<td>132</td>
<td>260</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>400</td>
<td>400</td>
</tr>
</tbody>
</table>

Source: Based on Field Survey

Fig 5.6:
Transport facilities the Female Journalists

Source: Based on Field Survey

As Table 4 shows out of 400 respondents, 248 use public transport to go office. Out of 248, 76 get dropping facility from office (especially in the night), 96 out of 400 use private car to go and return from office, while 56 gets official vehicle to commute. For
official work 65% get official vehicle to move, while 23% use public transport and 12% uses their own vehicle.

Table No. 5.7
Public Transport and Return from Office

<table>
<thead>
<tr>
<th>Mode</th>
<th>Yes</th>
<th>No</th>
<th>total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Public</td>
<td>32</td>
<td>216</td>
<td>248</td>
</tr>
<tr>
<td>Private</td>
<td>8</td>
<td>88</td>
<td>96</td>
</tr>
<tr>
<td>Official</td>
<td>12</td>
<td>44</td>
<td>56</td>
</tr>
<tr>
<td>Total</td>
<td>52</td>
<td>348</td>
<td>400</td>
</tr>
</tbody>
</table>

Source: Based on Field Survey

Fig. 5.7
Public Transport and Return from Office

Mode of Transportaion

Here the relation of transport, the female journalist uses, and their comfort in Public transport has been found. Majority of the respondents 348 out of 400 said that it is too difficult for them while coming in public transport to the office and back to
home while only 52 said that they feel easy in Public Transport.

Case Study on Transport Facility
Saumya Vishwanathan

Headlines Today staffer Soumya Vishwanathan was shot dead on her way back home from office. Soumya was murdered in south Delhi on September 30, 2008. This young and vivacious girl was shot dead ruthlessly by unidentified persons in the early hours while she was returning back from work. The incident has shaken the confidence of women who are in professions that require them to drive home late.

Photo No. 5.2
Saumya Vishwanathan

Hurdles and difficulties

A comparative response between the hurdles, while reporting in public places, political gathering and rallies and its causes?

Table No. 5.8
Hurdles during Reporting

<table>
<thead>
<tr>
<th>Do you face hurdles, while reporting in public places, political gathering and rallies etc?</th>
</tr>
</thead>
</table>

91
The problems to female Journalists during reporting have been investigated in the above table and its relation was found out with the causes of these hurdles. Majority of 267 (66.75%) said that they faces hurdles and problem from crowd/general public while covering an event in the field and 46 (11.5%) said that they face problem from their colleagues and 87 (21.75%) of 400 said that do not face any problem.

The other observation is that the journalists having low experience face more problem than those having higher experience. Experience having less than a year out of 92, 72 (78.26%) face problem from crowd/public and 15 (16.30%) face hurdle from their colleagues. Only 5( 5.43%) said they don’t face any problem. Experience with 1

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<table>
<thead>
<tr>
<th>Experience</th>
<th>Crowd/General</th>
<th>Own Colleagues</th>
<th>No Hurdles</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Less than a year</td>
<td>72</td>
<td>15</td>
<td>5</td>
<td>92</td>
</tr>
<tr>
<td>1 to 5 years</td>
<td>82</td>
<td>21</td>
<td>13</td>
<td>116</td>
</tr>
<tr>
<td>6 to 10 years</td>
<td>61</td>
<td>7</td>
<td>36</td>
<td>104</td>
</tr>
<tr>
<td>Above 10 years</td>
<td>52</td>
<td>3</td>
<td>33</td>
<td>88</td>
</tr>
<tr>
<td>Total</td>
<td>267</td>
<td>46</td>
<td>87</td>
<td>400</td>
</tr>
</tbody>
</table>

Source: Based on Field Survey
Most female journalists around the world regularly experience some form of intimidation, threats, or abuse in relation to their work, ranging in severity from name-calling to death threats, according to a global survey on violence against women in the newsroom. Threats, abuse and violence are a part of many journalists’ experience, a number of these types of incidents take on a gender or sexual component when they are directed at women. The perpetrators of violence, threats and abusive behaviour towards women journalists range from government authorities and criminal gangs to co-workers, bosses, sources and subjects. "It is important to recognise that although women are more likely to experience sexual violence and harassment, men do experience sexual forms of violence. Moreover, if journalists are like other groups, men are more likely to experience more forms and higher intensity of nonsexual violence."

5.4.3 Government and Policy

Governments of India has expressed renewed concern about improving the performance of their services in view of the important and increasing role played by them in the strategies for national development.

The status of working women journalist is also low even in other aspects. The low status of women journalist is the outcome of a variety of causes in which patriarchal values reinforced by tradition, media and other socio-political institutions play a major role. A societal reorientation for gender just society would require a radical
transformation to improve women's status. Since this is the situation in India, formulation of policies and programmes to uplift half of its. In fact efforts to improve the status of working women were initiated soon after independence, particularly after the Constitution came into force. Within the framework of a democratic polity, our laws, development policies, plans and programmes have aimed at women's upliftment in different spheres.

The Constitutional guarantees for equality as also for positive discrimination in favour of women are there. But how many of the women folk, historically and culturally kept in the background, are even aware of their rights. A massive and sustained media campaign needs to be launched to reach out to the remotest village. Women should be made aware that they have the right to be part of the decision-making machinery, the machinery that decides their lives and destinies. But awareness alone is not enough. Facilities and opportunities have to be provided for them to avail their rights. And these facilities should not be given by way of charity, but as a matter of right.

Although all laws are not gender specific, the major provisions affect women significantly. Amendments have been periodically carried out to keep pace with emerging demands. They include, among others, the following:

2. The Equal Pay Act of 1963
3. The Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013
4. Majithia wage boards for journalists and other newspaper employees

The Delhi Shops and Establishments Act 1954 outlaws any establishment allowing women to work between 9 pm and 7 am in summer and, 8 pm and 8 am, in winter. 1954 Act regulating work hours, pay and so on is one of two dozen laws on matters ranging from minimum wage to gratuity the city’s understaffed Labour Department enforces.
Table 5.9:
Awareness of working Journalist Act 1955

<table>
<thead>
<tr>
<th>Response</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Full Aware</td>
<td>40</td>
<td>10</td>
</tr>
<tr>
<td>Half Aware</td>
<td>240</td>
<td>60</td>
</tr>
<tr>
<td>No Aware</td>
<td>120</td>
<td>30</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Based on Field Survey

Fig 5.9:
Awareness of working Journalist Act 1955

Level of awareness is not satisfactory. Only 10% of working women journalists are aware about their rights. 60% working women journalist are half aware and 30% journalist do not know about their rights.

Table 5.10:
Affiliation of Working Women’s with NGO and Journalist Organization
<table>
<thead>
<tr>
<th>Response</th>
<th>No. of Respondents</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>110</td>
<td>27.5</td>
</tr>
<tr>
<td>No</td>
<td>290</td>
<td>72.5</td>
</tr>
<tr>
<td>Total</td>
<td>400</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Based on Field Survey

Fig 5.10:
Affiliation of Working Women’s with NGO and Journalist Organization

It shows 76% of the working women journalists do not have affiliation with NGO. Only 27.5% working women journalists have affiliation with NGO. When we made a deeper probe as to why they did not like to participate in NGO or journalist organization? The reply of sample respondents was highly realistic. They said that the participation with NGO or organization is a full time job in itself. If you want to be a successful journalist, you have not to ignore NGO and Organizational activity.

Causes of Low Induction of Female Journalist

Table No. 5.11:
A relation between Experience as Journalists and causes of low
The above table shows the causes of low inductions of female in Journalism on the basis of experience. Out of the total 400 respondents, 224 (56%) declared that they themselves don’t want to be journalists. There are various career options are available these days such as medical, fashion, banking, teaching and other options are more suitable for them. 80(20%) respondents accept that family restrictions are there, while 96(24%) said that they are not Properly Guided at Educational Institutions.

**Conclusion**

After collecting data and their analysis and interpretation of the questionnaire we evaluate that the status of women journalists in NCR Delhi. The maximum problems that female working journalists face due to transportation and communication in their offices, in field 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, the Delhi was declared, ‘The capital of crime against women’ by the media. Such incidents has adversely affected on prospect of women joining the journalism. Most of the respondent 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 sub editor in a Hindi daily said her male colleagues tended to blame her for any mistakes in the copy. They try to suppress the girls professionally constantly finding fault or criticising her performance. She quit after three years. If the girls get emotionally involved with their male colleagues they face humiliation daily.

Women are also vulnerable to being exploited. They are given work like doing a survey of readership habits or a research project or even asked to work on trial. Payments, if made, are meagre and delayed. One girl had to approach the managing editor of a English daily to get the payments due to her. In another instance two girls
were recruited to carry out a survey of readers and were promised a job at the end of it. They were neither paid nor given the promised job. One of them simply stopped asking for her payment. The other made an issue of it, represented to the higher ups and was finally recruited. (LANGUAGE MEDIA Vs ENGLISH MEDIA By R. Akhileshwari)

The time has come, nothing to stop competent and motivated women from achieving their goals. This is proved by their very success in journalism, a demanding profession long considered a typical male bastion. Their success in reaching the top rungs of journalism and their growing number in the media workforce suggest that the barriers restricting women’s entry into the profession have started to crumble. Though perhaps not pioneers in this field, women journalists in print and electronic media are continuously expanding and redefining the scope of journalism in India especially in region like NCR Delhi.