

**An analysis of gender discrimination in the
news industry: A comparative study on how
women journalists are treated in India and
Ireland**

By

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Declaration

I hereby certify that this material, which I now submit for assessment on the program of study leading to the award of the MA in Journalism & Media Communications, is my own; based on my personal study and/or research, and that I have acknowledged all material and sources used in its preparation. I also certify that I have not copied in part or whole or otherwise plagiarised the work of anyone else, including other students.

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Abstract

An analysis of gender discrimination in the news industry: A comparative study on how women journalists are treated in India and Ireland

The purpose of this dissertation is to analyse the gender discrimination in the Indian and Irish Industry. I also compared how women journalists treated in India and Ireland. To conduct my research, I interviewed four Indian and Irish female journalists. Two Indian and two Irish newspapers were also analysed to calculate how many stories were written to female as compared to their male counterparts. After producing the literature review, I was able to prepare 10 questions which were asked to the interviewees.

The results showed that there are some serious problems that need to be solved like the pay gap, equal opportunity, the issue of maternity leave, harassment and fewer women being in the higher positions. The results of the by-lines that were counted showed that women journalists don't get to write stories as much as their male counterparts.

Table of Contents

Contents	Page
Abstract	3
Acknowledgment	4
Chapter 1: Introduction	7
Chapter 2: Literature Review	10
2.1 Introduction	10
2.2 Overview	10
2.3 Women Journalists in the news industry	13
2.4 Gender discrimination in the Indian news industry	16
2.5 Gender discrimination in the Irish news industry	20
Chapter 3: Methodology	23
3.1 Introduction	23
3.2 Research aim	23
3.3 The interview process	23
3.4 Interview type	24
3.5 Conducting interviews	25
3.6 Interviewee selections	26
3.7 Counting by-lines authored by female journalists	26
3.8 Ethical issues	28
3.9 Identification of potential challenges	28
Chapter 4: Results	29
4.1 Introduction	29
4.2 Interviews	29
4.2.1 Their experience of gender discrimination	29
4.2.2 Do they know any other female journalists who have experienced gender discrimination?	32
4.2.3 Awareness of the seriousness of gender discrimination in the news industry	33
4.2.4 Is it easier for a man to get a job in the news industry compared to a woman	35
4.2.5 Laws in India and Ireland to fight gender discrimination	36
4.2.6 Are women journalists overworked and underpaid	37
4.2.7 Are men and women equally treated in their current workplace?	39
4.2.8 Glass ceiling that disallows women journalists to achieve success	40
4.2.9 The reason for the existence of gender discrimination in the news industry	42
4.2.10 Potential solution	44
4.3 By-lines	46
4.3.1 Irish Independent	46

4.3.2 Irish Examiner	47
4.3.3 Times of India	47
4.3.4 Hindustan Times	48
Chapter 5: Analysis	49
5.1. Problems faced by female journalists in India and Ireland	49
5.2 Seriousness of the problem of gender discrimination	49
5.3 Women are underpaid and overworked	50
5.4 The reason for the existence of gender discrimination	50
5.5 Potential solution	50
5.6 Count of by-lines	51
5.6.1 Irish newspapers	51
5.6.2 Indian newspapers	52
Chapter 6: Conclusion	53
Bibliography	55
Appendices	59

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Chapter 1 - Introduction

Journalists work hard to get the important news all over the world for the people of their respective country. While some media houses give equal opportunities to women as they do to men, there are many which treat females in an inappropriate manner and they face many challenges as well. Although the situation is not the same in many parts of the world yet in some countries, the problem persists. “During the 1990s, a number of studies from around the world attempted to map women’s employment within news industries, often as a preparatory phase before going on to look at women’s career profiles and trends in general and their professional experiences within newsrooms in particular. In Europe and the US, statistics of women’s employment in media industries have become more easily available, especially via gender-oriented links to websites such as those of the United Nations and the European Commission and it is clear that, in Western media generally, women have been making steady progress as entrants into the sector although they do not occupy senior positions in any great number” (Ross, 2001). While a female journalist puts in as much hard work in the story, she usually doesn’t get the equal amount of praise, respect and salary as a man would. It has become very hard for women, specifically in India, to reach the highest position in the field of journalism and get what they truly deserve. No matter how hard they try, how much effort they put in, they still face discrimination. Therefore, I have decided to analyse and compare the levels of gender discrimination in India and Ireland. Also, I conducted an in-depth research on the topic ‘An Analysis of Gender Discrimination in News Industry: A comparative study on how women journalists are treated in India and Ireland.’

The idea of doing my research came to my mind after witnessing the challenges faced by Indian women journalists as compared with the female journalists of other nations. As I

have worked in the field of online and print media for a period of two years in India, I got to know about the problems that women face at their workplace, especially in the field of Journalism. The condition of women journalists seems to be improving across the globe with the passing time but female journalists in India still face challenges in various fields of journalism. There is a huge difference between the ratios of Indian women employed in media than other countries. They are paid lesser wages than their male counterparts and face discrimination. Many cases of women journalists being harassed by their male colleagues in India have also come up in the past. And the number of cases seems to be increasing day by day. With this work, I would like to bring in front the biases faced by female media workers in India. I also compared the conditions of women journalists in India with that of women journalists in Ireland. I did so because as currently, I am residing in Ireland and wanted to know if the same challenges are faced by women journalists in this part of the world. I would like to end my research with some suggestions to improve the condition of female journalists, ways to encourage more female faces to join media industry and to equalise the ratio of male-female journalists in India.

The research will have five more chapters.

Chapter 2 – Literature Review: This chapter will contain information from different sources that is related to the research. It will talk about how women journalists are treated in India and Ireland.

Chapter 3 – Methodology: This chapter talks about the approach that I adopted in order to conduct my research. It will also indicate how the interviewees were selected and how I analysed the newspapers in order to count the by-lines in Irish and Indian newspapers.

Chapter 4 – Results: In this chapter, the results and discussions of my research would be produced. The interviews and the results from the analysis of the Indian and Irish newspapers will be discussed.

Chapter 5 – Analysis: The results and discussions which will be mentioned in chapter four will be analysed in this chapter. It will talk about what was found during the research.

Chapter 6 – Conclusion: In this chapter, I will conclude the findings of my research.

Chapter 2 - Literature Review

2.1 Introduction

To analyse and compare the levels of gender discrimination in India and Ireland, the literature review of the research specifically looks at topics such as gender discrimination in the workplace, women journalists in the news industry, gender discrimination in the Irish news industry and gender discrimination in the Indian news industry. The overview of this chapter is based on a general area like gender discrimination in the workplace. The literature review and the assessment of the topic helped in the formation of appropriate questions put to the interviewees as part of the qualitative interview process for this study.

2.2 Overview

Gender or sexist discrimination includes treating someone in an unfair manner because of the person's sex. Although long back, women had made it clear that they have the same capability, possess the same caliber as men, can perform with same skills and get success in everything they do, but still, the issue of gender discrimination makes it difficult for them to achieve their goals (workplace fairness).

In the article, 'Gender Discrimination at the Work', Donna Bobbitt-Zeher explains gender discrimination in the workplace. According to Bobbitt-Zeher (2011), "Men and women experience the world of work quite differently. Wage disparities, occupational sex segregation, and gender differences in authority, for example, are well documented (e.g., Padavic and Reskin 2002). Despite notable changes in work, meaningful differences in these areas remain persistent features of contemporary society (England 2006, 2010). The reasons are complex, including explanations on the supply side (related to individual level differences) and the demand side (related to aggregate or organizational factors) (Reskin

1993). While there are certainly other factors at play, this paper focuses on discrimination, one demand side factor associated with gender disparities in employment.”

Gender discrimination still exists despite so many laws like The Employment Equality Acts 1998–2015 in Ireland (citizens information) against it and awareness by organizations working for women’s rights like Women on Air (www.womenonaire.com) and the National Union of Journalists (www.nuj.ie). There are many reasons for gender discrimination in the workplace. Since a long time, the main reason for treating female workers differently than the men has been that women need more protection for their own good as they are the ‘so called weaker section of the society’.

Pay gap between men and women is also caused by gender discrimination around the world. According to Murphy Compton, men make extra money compared to women and the following statement describes this, “That money represents food you can't buy, credit cards you can't pay off, lessons your children won't have, and retirement savings you can't put away. Unfair pay means all women lose. All women - rich and poor, whatever their race or colour or native language - are being cheated by wage inequity. By chipping away at one deeply embedded form of discrimination, we can also tear down bigotry and bias based on race, religion, sexual orientation, age, and physical ability” (Compton, 2007). The pay gap between men and women should be an important part of the discussion when it comes to dealing with gender discrimination. The issue of pay gap continues to be a major problem and women are still paid far less than men.

The key findings of the Gender Pay Gap Ireland in 2016 shows that there is 20% of pay gap in the country. The men earn around €12,000 more than women. The figures were calculated on the basis of average salary and bonus. But if we split the salary and bonus,

then the salary gap stands at 16% and the bonus gap would be 50% which is quite high. The average earnings of men are €37,000 whereas women are paid around €49,500 on an average basis. (Gender Pay Gap, Ireland 2016).

According to the Monster Salary Index ¹on the gender of 2016, in India, women are paid 25% less than men in terms of income indicating that gender is still considered a significant parameter when determining salaries in the country. In the year 106, men earned approximately Rs345.8 per hour while women earned Rs. 259.8 on an hourly basis. The gap has decreased by 2% since 2015 as it was 27.2% in that particular year. In 2014, the difference between the income paid to men and women was 24.1% (Mathur, livemint.com, 2017).

Another form of gender discrimination is a glass ceiling. According to Lahle Wolfe², "The term refers to the invisible barriers that prevent women from climbing the ranks of management because the upper level and executive positions are given to men. Glass ceiling policies are unwritten, and sometimes referred to as the "old boys network," but whatever it is called, it is another form of gender discrimination" (Wolfe, thebalance.com, 2017).

According to Samantha Gluck³, there many effects of gender discrimination in the workplace such as lost productivity (victims of gender discrimination lose motivation to work in an effective way), lack of promotions (usually supervisor indulge in illegal practices of passing over a promotion to a male employee even when the female employee is deserving enough) and destruction (destruction happens when the people who are discriminated may feel

¹ Monster Salary Index is a joint initiative of Monster India & Paycheck.in with IIM-A. It is based on the salary offered for different fields and industries.

² Lahle Wolfe is a writer at thebalance.com

³ Smantha Gluck is a writer at smallbusiness.chron.com

resentment and loss of small worth which at times make them take the road of destruction) (smallbusiness.chron.com, 2017).

Lack of equal chances of promotion is a huge problem that still persists due to the issue of gender discrimination. Women and their families as well are seriously affected by gender discrimination in the workplace. “In fact, women lack equal chances of promotion and movement into management positions even in the cases where they are hired over male counterparts. This has occurred in companies I have worked for. Men quickly move up the ladder to Supervisor, Manager, Director, and VP positions, while women, regardless of performance, dedication, work ethic, education, or experience, are kept from being placed into higher positions. Even women with great amounts of initiative and leadership are kept from the promotion. While they are supposedly considered for the higher positions, they are rarely chosen. This is not always a result of purposeful discrimination; however, in many cases, it seems to be an inexplicable inner bias that seems to happen without realization. Employer bias occurs as well. Inner bias can lead hiring supervisors and managers to act in a way that leads to hiring more males than females or choosing certain male or female traits over others” (Childs, 2011). Sheena Childs explains how men get promoted quickly and women have to struggle hard to get even a small promotion even when she deserves more. Sometimes, women are kept from being placed into higher positions just because of biases.

2.3 Women Journalists in the news industry

Not many women were journalists during the late 19th and early 20th century as they were not considered as the producers as news rather they were treated only as the consumers of media. Some women were able to secure a place in the newspaper industry but a high

number of female journalists were accepted in the industry only when advertising became an important reason behind a newspaper's success (Franks, 2013).

It has been observed that women outnumber men during the journalistic training and enter the profession in a slightly greater percentage but only few rise to a higher position as all are offered to men and the pay gap between the two genders remain a wide one. Also, if the senior female journalists take a break, it gets very hard for them to retain the same position in the field of journalism (Franks, 2013).

Many surveys of the journalism workforce across most of the Western countries in the past 15 years show that at the entry level, there is a balance between the genders but it has been observed that at the senior levels, the field of journalism is dominated by men. And as the age increases, the pay gap between the two genders increases too (Franks, 2013).

Having a women journalist work has become common now but still, they are considered as 'other' or 'different' from their male colleagues. While we have seen men being treated as professional journalists, women journalists do not often get their credit as people often define and judge their work by their femininity. According to Deborah Chambers, Linda Steiner and Carol Fleming in 'Women and Journalism' (2004), "We find that women have not achieved equality either in several serious fields of news such as politics, business or in the highly popular and lucrative area of sports news. Women are still concentrated in sectors considered to be soft news such as those with an emphasis on human interest stories, features and the delivery of a magazine-style of journalism. In television – where spectacle counts - emphasis on the decorative value and even the sexualisation of women journalists is overt". In this statement, the writers have defined how women journalists have to struggle and don't usually get work in the serious fields of business, politics and even in

sports. They are usually given the task to write features, stories related to human interest etc. Women are continuously judged and commented on their way of dressing, talking and sometimes on how they walk. Their appearance is observed and then debated upon by their male counterparts. The unfair treatment that women journalists at times receive is usually delivered by the employees in the highest management.

According to a survey done by Women in Journalism (WiJ)⁴, 74% of the news journalists are men. They also dominate political and business journalism. It was also concluded that among all the sports journalists, only 3% are women. The areas which were expected to be dominated by women, also have more men working in them. 49% of the lifestyle reporters are men and 70% of the arts reporters are also men. Women only make up 30% of the whole of the newspaper industry (WiJ, 2011).

In America, the percentage of male supervisors in the newsrooms was 65.4% while there were only 34.6% of female supervisors working. The percentage of male reporters is 62.2% in comparison to 37.8% of female reporters (Joyce, washingtonpost.com, 2014).

In 2007, Strong and Hannis conducted a study in which they counted the by-lines in Australian newspapers in order to analyse how many stories were authored by women. According to the study 29 per cent of news stories in newspapers were written by women. They found out that New Zealand had a balance as around 56% of the news stories were written by female writers. The study also showed that male journalists outnumbered women journalists with a ration of 2:1 (Strong and Hannis, 2007).

⁴ Women in Journalism is a networking, campaigning, training and social organisation for women journalists who work across all the written media, from newspapers and magazines to digital media. (<http://womeninjournalism.co.uk/>)

2.4 Gender discrimination in the Indian news industry

According to Usha Rai, in the 1960s very few women were employed as journalists in daily newspapers, both in English and regional (India is a multi-lingual country and newspapers are published in different languages depending on the region). There were many newspapers which did not have even a single women. The women journalists who tried to stand out by excelling in their work were gawked at and endured criticism. There were several newspapers as well which had the rule for not hiring any females in the male dominated field of journalism (Rai, 2013, p. 43).

According to the Global Media Monitoring Project published by Who Makes the News (2015), there are 46% of female journalists and 54% of male reporters.

According to Rama Jha, as she mentions in her book, Women and the Indian Print media, female journalists face a lot of problems at their workplace. One of them is when the male journalists turn the personal issues faced by their female counterparts into a joke. She mentions that the news industry is dominated by male journalists in such a way that female journalists cannot be concerned about the real problems of women and thus their real issues remain unaddressed (Jha, 1992, p. 105, 106).

According to research done by Pamela Bhagat, 22.7% of the women journalists, who were interviewed, were sexually harassed in some way or the other at their workplace. Another main concern is that women who are harassed don't receive the amount of support they should. "Sexual harassment may be verbal or physical and could be from seniors, colleagues or from people that have to be met in the line of duty but the fact remains that complaints continue to be viewed as overreacting and the fault is often placed upon the victim. News organizations clearly have not made the investment necessary to ensure that women

journalists are provided a safe work environment to achieve their full potential” (Bhagat, 2013, p. 47, 48 and 49).

The findings of the ‘Global Report on the Status of Women in the News Media’ produced by International Women’s Media Foundation, shows that the companies that participated in this research have 10,518 men employed and only 2,405 women are working there. Men outnumber women by the ratio of 4:1 (2013). The research also showed that the Indian women journalist do not rise higher than the fourth position in their corporate hierarchy. The findings of the research also showed that only 13.8% of women were working at the higher management level which includes publishers, chief executive officers and others responsible for running the company. More women journalists work in the roles related to news reporting, editing and delivery.

According to the report, the number of women journalists in the junior and senior professional levels (which comprises of the highest number of journalists) is 25.5% and 28.4% respectively. The report also showed that at higher management levels, women received lower average salary compared to that received by men. Only 20.1% of women journalists are working in their respective companies on the full-contract basis (2013).

As stated by Sushmita Malaviya in ‘Glamorous Industry Fails to Look after its Own’(2013, p.13 and 14), the number of women journalists in India is increasing but the struggle they face to create their own identity still persists as the industry continues to be a male dominant one. Women Journalists are still battling discrimination at their jobs in terms of salary, promotions, amenities, benefits and sexual harassment. Malaviya has focused mainly on four states of the country in her article which are: Madhya Pradesh, Chhattisgarh, Bihar and Jharkhand as she believes that women journalist are struggling the most in these four

parts of India. She states, “In Madhya Pradesh and Chhattisgarh the concept of women journalists with permanent jobs still does not exist. While the lucky ones are those on contracts with a measure of job security for two to three years, most women work without appointment letters or designations and are hired and fired on the whims of the management” (Malaviya, 2013). To improve the condition of a female journalist in Bihar, the All-Bihar Women Journalists Forum has been formed and it has been helping women journalists quite actively but the union movement is weak in Madhya Pradesh and Chattisgarh.

There are parts of India where women journalists struggle a lot every day but no one gets to know about. In her article, ‘Poorly Paid, Insecure in North East’, Linda Chhakchhuak (2013, p. 17, 18 and 19) describes the trails female journalists have to go through in the North-Eastern part of India which include states like (Assam, Arunachal Pradesh, Manipur, Meghalaya, Mizoram, Nagaland and Tripura). The number of women journalists employed in these states is very less. In her research, she found that only 35% out of the women employed in the news industry work as full-time employees and the rest worked as part timers or are on contract basis. None of the female employees are working in the highest positions in their respective companies as all the higher positions are filled with male journalists. 72% of the women journalists receive salaries between Rs.1500 and Rs.5000 per month (which is approximately between €20 and €68). 7% of them receive salaries even below Rs.1500. Out of the women journalists, who were interviewed for the research, 40% informed that they had never been promoted even once in their career where 31% said they got promotion only once. There are no provisions for them to make appeals or address grievances (Chhakchhuak, 2013).

Another region, in which women journalists feel discriminated is the south part of India which includes states like Andhra Pradesh, Karnataka, Kerala and Tamil Nadu. According to Akhileshwari, “In the regional language journalism in the four southern states of Andhra Pradesh, Karnataka, Tamil Nadu and Kerala, only Kannada has two women journalist-editors who reached the top from the ranks, one each for a daily and a magazine. There is also a woman assistant editor in a Kannada daily. In Tamil, a working journalist is the editor of a Tamil magazine while there are none in the Telugu and Malayalam press” (Akhileshwari, 2013, p. 23). She also mentions that women working in the English press do not have such problems but some feel that they are kept out of mainstream media and that is not going to help them in being successful in the field of journalism.

The biggest problem faced by women journalists is that at times their domestic responsibilities put too much burden on them and in turn are forced to move to a less demanding and less successful job (Akhileshwari, 2013).

In Punjab, women journalists feel uncomfortable at their workplace as the male counterparts disturb their privacy. The main concern that women journalists complain about is that their male bosses plagiarize stories in order to climb up the ladder but this act can put young female journalists’ careers in danger (Bhagat, 2013). Pamela Bhagat found in her research that a newspaper in Jammu, the Daily Excelsior, has a policy against hiring female journalists.

In states like Gujarat and Goa, the number of women journalists is minuscule. “In Gujarat, however, metro cities like Baroda and Ahmedabad do not have women journalists except two women proprietor journalists and three women journalists in Ahmedabad. In contrast,

Rajasthan, almost similar to Gujarat in its sociocultural traditions, has a sizeable number of women journalists in Hindi newspapers in Jaipur (Sule, 2013, p. 39)."

2.5 Gender discrimination in the Irish news industry

Sarah Ledden ⁵explains that *"In the diverse and liberal environment of 21st century Ireland, it would be easy for us to begin to believe that gender equality issues are a thing of the recent past"* (2015). She points out that some work is being done to solve the issue of gender discrimination and a lot of online coverage on street harassment is uploaded every now and then to spread awareness but whether or not that is actually improving can be debated. Principles of gender equality such as equal opportunities, equal pay and equal position are now being given to women (it may be slow, but it is happening), there is a little improvement in the gender gap in the media industry. According to Irish Examiner poll of Irish broadsheets, out of 183 bylines, only 38 of them belonged to women journalists (Ledden, 2015).

During the 2014 Irish Journalism and Media Society annual convention, journalists discussed the increasing sexism in Irish news industry. "Esther McCarthy referred to the practice of 'softly nudging' women journalists to covering "pink topics" over sports, politics or economics. While overt sexism may have become a thing of the past, Colette Browne described a new "latent or lazy sexism", referring to her own experiences of being vilified online after television appearances on the grounds of her hair or style of dress, something which she believes would never happen to a man (Walsh, 2014)."

Caroline Erskine described that *"bylines in print and voices on the air are outweighed by men"* (Walsh, 2014). In terms of gender equality on air, Ireland comes second last and

⁵ Sarah Ledden is a writer at University Times, a newspaper published by Trinity College Dublin.

Luxembourg stands at the last position. During the convention, it was also discussed that one of the problems for gender equality was a lack of confidence and also a lack of role models for young female journalists (Walsh, 2014).

According to Dr. Fiona Doyle-O'Neil, who is a Broadcast Historian in the University College Cork, School of History, there is a lack of female journalists reporting in the field of sports journalism. She has observed that whenever a big game takes place, it is only a male journalist who covers and reports. She stressed that there should be more women journalists working in the field of sports (Walsh, 2014).

According to 'Review of the implementation of the Beijing Platform for Action in the EU Member States: Women and the Media - Advancing gender equality in decision-making in media organisations' produced by European Institute for Gender Equality, 56% of the workforce of Broadcasting Authority of Ireland are men and 44% are women (2013). To ensure gender equality in Ireland, In Ireland, the Broadcasting Act (2009) states that *'not less than five of the members of the board of a corporation shall be men and not less than five of them shall be women'* (2013).

Women on Air is a group which provides training and support to women journalists to raise their voice and builds up their career in the mainstream media which is considered to be male dominated (2013).

"The Government has introduced legislation in the form of the Broadcasting Act 2001 to regulate the broadcasting media in Ireland, in particular, the public service broadcaster, RTÉ. This Act complements the Broadcasting Authority Act 1993 in that there is a statutory requirement for gender balance on the RTE Authority, the board of TG4 as well as on the

Broadcasting Complaints Commission” (National Women Strategy, 2007). This has been done to ensure that women are not discriminated in any way.

Chapter 3 - Methodology

3.1 Introduction

The methodology for this research is based on the information gathered from the literature reviewed in the second chapter. In order to conduct my research, I interviewed female journalists from both India and Ireland. In addition to the interviews, I also counted the number of stories authored by female journalists and featured in major newspaper dailies across India and Ireland. This chapter helped me in finalising the method for the interviews and the rest of the analysis.

3.2 Research aim

The primary aim of this research is to analyse gender discrimination in the news industry in India and Ireland. It also aims at comparing how women journalists are treated in India and Ireland. Another aim of the research is to analyse the situation and then process some suggestions to improve the condition of female journalists, ways to encourage more female faces to join media industry and to equalise the ratio of male-female journalists and also their pay in both India and Ireland.

3.3 The interview process

In order to understand, analyse and compare how women journalists are treated in India and Ireland, I conducted interviews with four Irish and four Indian female journalists. I interviewed female journalists who have a long enough experience of working in the news industry. Each interview lasted around 10 to 15 minutes. The identity of the participants will be kept anonymous. There was a fear that the participants may be uncomfortable because they will speak about the gender discrimination they have experienced. Speaking about

being subjected to gender discrimination is likely for some people to be distressing and/or it may make them uncomfortable. I tried to make them comfortable by assuring that their data would be treated with full confidentiality. They agreed that it was easier to talk on this topic if their identity won't be disclosed at all. The interviews conducted in order to complete the research were qualitative in nature. The qualitative interviewing helped me in getting the in-depth views from the interviewees.

The interviews were conducted in a semi-structured format. According to Britten (1995), semi-structured interviews consist of several key questions that help to define the areas to be explored, but also allows the interviewer or interviewee to diverge in order to pursue an idea or response in more detail. One of the advantages of conducting semi-structured interviews is that the interviewer gets time to prepare questions ahead of time which helps in getting a good interview. These types of interviews often allow the participant to express their views in their own terms (Cohen, 2006).

3.4 Interview type

I conducted interviews face-to-face, over the phone and also, over email. According to Lamnek, qualitative interviews are almost exclusively conducted (Lamnek 2010:315). Usually, most of the qualitative interviews are conducted in person. But Susanne Vogl (2013), states in telephone interviews seem to be on the rise because they are low in cost and have good reachability. I interviewed two journalists over the telephone because most of them had busy schedule to commit to a face-to-face interview.

According to Melanie C. Green and Jon A. Krosnick, the telephone has many advantages which include the possibility of centralized, quicker turnaround time, and the possibility of

closer supervision of interviewers to assure greater standardization of administration (Green and Krosnick, 1999).

I also had to interview one of the female journalists over the email because of her travel plans and other commitments. Meho (2006) suggests that E-mail interviews cost considerably less to administer than telephone or face-to-face interviews. The researchers can have people participate from all over the globe just by sending them the questionnaire individually or through the email lists. This is beneficial as you don't have to invest money by making a call or traveling to take a face-to-face interview. I recorded the face-to-face and telephone interviews to collect the information. The telephone interviews were recorded on by the help of a phone application that enables you to record conversations.

3.5 Conducting interviews

Convincing female journalists in India and Ireland for the interviews and then conducting them was a learning successful altogether. The first interview that I conducted was with an Indian journalist and it helped me to realise certain things and then perfecting my questionnaire for the other interviews. Then I continued interviewing other Indian female journalists

I asked 10 questions to each of the interviewees (see Appendix A). The interviews that I conducted with the Irish journalists were very informative as well. The information, views and the suggestions that I got from the Irish female journalists helped me a lot with my research.

3.6 Interviewee selections

I selected the interviewees based on for how long they have been working in the news industry and knowledge they have regarding gender discrimination in their country and in other parts of the world. I contacted Interviewee 1 by emailing her and then she helped me in getting interviews with Interviewee 2 and 4. I contacted Interviewee 3 via email as well. I was able to interview Interviewee 5 as I worked with them in an organisation in India. She helped me in contacting Interviewee 6, 7 and 8. The identity of the participants will be kept anonymous, therefore I cannot name the female journalists I interviewed from India and Ireland.

Interviewee	Age Group	Nationality
Interviewee 1	30-40	Irish
Interviewee 2	35-45	Irish
Interviewee 3	40-50	Irish
Interviewee 4	40-50	Irish
Interviewee 5	30-40	Indian
Interviewee 6	25-35	Indian
Interviewee 7	30-35	Indian
Interviewee 8	40-50	Indian

Table 1: *Information of the interviewees*

The Irish female journalists who were interviewed for the research either work for Irish Examiner (newspaper), a Sunday broadsheet newspaper (the name of the newspaper was not mentioned here in order to maintain the anonymity of the interviewee), An online website dedicated to sports (the name of the website was not mentioned here in order to

maintain the anonymity of the interviewee), and Consumer Association of Ireland (magazine). The female journalists from India work with Hindustan Times (newspaper), Times of India (newspaper), The Week (magazine) and The Hindu (newspaper). This information was not mentioned in the table produced above in order to maintain the anonymity of the interviewees.

The experiences shared by them helped me in analysing the rate of gender discrimination in the news industry in India and Ireland and therefore I was also able to compare it. The suggestions given by them to combat the situation of gender discrimination in the news industry helped in outlining the basic changes that the people and the government should make in order to combat sexist discrimination.

3.7 Counting by-lines authored by female journalists

In order to further my research, I also counted the by-lines of female journalists in two Irish newspapers and two Indian newspapers. The Irish newspapers that I chose were Irish Examiner and Irish Independent.

The main reason for choosing these two newspapers was because they are the best selling newspapers dailies of Ireland. According to the data collected and verified by Audit Bureau of Circulations (Ireland), Irish Independent sold 97, 104 copies whereas Irish Examiner stood second on the list with 30, 090 copies sold during the period of July to December 2016 (news-brands ireland, 2016).

Therefore, Irish Independent and Irish Examiner were selected for the research due to their huge reader-base across Ireland.

The Indian newspapers that I chose were The Times of India and Hindustan Times. The main reason for the selection of these newspapers was also because the best selling English newspapers dailies in India. According to the data collected and verified by Audit Bureau of Circulations (India), The Times of India sold 3, 184, 727 (Rediff).

3.8 Ethical issues

There could have been some ethical challenges. So, in order to avoid the ethical issues, there are some general ethical rules that I applied to my research. They were voluntary participation, being aware of the risks, outlining the measures in detail, ensuring the anonymity of the interviewees, informing the volunteers beforehand about everything and asking for their consent.

3.9 Identification of potential challenges

The first challenge that I faced in conducting this research was getting interviews. I used some personal contacts to get interviews from Indian female Journalists. In Ireland, I had a lot of difficulty in finding the interviewees. I had to email, contact on social media websites or call a lot of female journalists. While most of them never used to revert back, many of them were too busy with work. The other issue that I faced in the beginning was recording the phone interviewee. But, as suggested by a classmate, I recorded the interviews with the help of a phone application which enables one to record phone conversation. The interviewees were informed in advance that their interviewees would be recorded.

Chapter 4 – Results

4.1 Introduction

During the interviews, all the interviewees were asked 10 same questions. On the basis of those 10 questions, I have done my research. The results of the interviews and the by-lines counted would be mentioned in this chapter in order to analyse and compare the conditions of women journalists in India and Ireland. As the identity cannot be disclosed of the interviewees, I will be referring to them as participants in my research. The interviewees from Ireland will be referred to as Interviewee 1, 2, 3 and 4 whereas Interviewee 5, 6, 7 and 8 will be used for the Indian female journalists.

4.2. Interviews

4.2.1 Their experience of gender discrimination

In the first question of the interview, the interviewees were asked if they had ever experienced gender discrimination in their workplace and all of them had something to share.

Interviewee 1: Yes, I have experienced it. My role was very junior at the time. I was working as an editorial assistant. So, the job was to assist. But, I had to make coffee multiple times a day for my boss, for my boss' sister (who was also an editor) and for another editor (who was a male). If the milk was wrong as they always wanted goat's milk, so I had to buy goats milk from my own money. I had to collect lunch for them regularly and I had to walk down the street and had to carry a hot bowl of soup. I was being treated in a bad way. My other female colleague had experienced the same and the male colleagues won't experience it at all. One day, in particular, it was a Saturday and we were preparing for the Sunday paper;

there was a big story and I was sent to buy cans of coke for the boys who were working on it. I would have a higher level of education than one of them. I felt that I had the same capabilities but I wasn't just given the opportunity.

Interviewee 2: Yes, I have experienced it. I am a sports journalist and I work in a very male dominated environment. So often I feel that some colleagues might not have respect for me because they think that I don't know as much about sports as they do because they are male. I often notice that there is an automatic assumption that I don't know as much about sports as my male counterparts. Therefore, I feel that I always have to prove myself. I also often find that if there is a football manager and if he won't be in a good and I am asking him a question, he would ask me back to see if I know what I am talking about. They would never do that to a male journalist. On occasions, I have also found that people would assume that I am not these as a journalist. If I walk in at an event, people would assume that I work in PR and I would take a place in the background as opposed to being with the fellow journalists.

Interviewee 3: No, I have not been aware of gender discrimination in the workplace during the course of my writing/editorial career.

Interviewee 4: Yes, I have experienced it in several forms. I have been present in the male dominated newsroom while puerile sexist jokes were being made. I have heard expletives such as the word 'cunt' repeated throughout the day. I have witnessed the newsroom being dominated and led by a robust and sometimes oppressive masculine energy. When I indicated that I wished to have children, I sensed a diminishing interest in career development at management level immediately. My reporting editor has complained many times about the amount of time several senior female staff members had taken off around

maternity leave. Well-known female figures have been asked about their families during interviews running in a paper I worked for, in a way that would never be posted to a male interviewee. A negative focus or comments have been made on the appearance of well known female figures who are being interviewed or written about, that well known male figures would never be subjected to. There has been the use of photographs of semi clothed women to illustrate a news story on the most flimsy of pretexts, in order to have 'a good visual'.

Interviewee 5: Yes, I have experienced gender discrimination. I worked with a media corporation for 7 years. During the time of my service for them, I didn't get as many opportunities as my male counterparts did. My manager, who was a male, didn't support me and didn't give me a good feedback during the appraisal time as he would give to other team members. I always felt that he was being partial and this attitude of favoritism always held me back from getting a higher position in the company.

Interviewee 6: Yes. I worked under a female boss at one of India's widely circulated newspapers. My boss always favored my male colleague, and this discrimination went to an extent that she conveniently looked over the fact that he was not meeting his story targets and used to flout the office-timing rules on a regular basis. Other team members had to suffer as they were ordered by her to meet his targets as well.

Interviewee 7: Yes. A man was brought in for a profile I had already spent 2 years handling without the money or the position on paper.

Interviewee 8: No, I haven't personally experienced it.

4.2.2 Do they know any other female journalists who have experienced gender discrimination?

The journalists were asked if they knew any other female journalists who had experienced gender discrimination as this would help to get a wider idea about the discrimination that is taking place in the news industry.

Interviewee 1: Yes, I know many female journalists who have experienced discrimination. One female journalist, when she rang a newspaper looking for a job maybe 10 years ago, they asked her what color her hair was. When she said that she was blonde, then only that they said that come in for an interview. Multiple women are not treated as journalists; they are treated as objects for their photographic story. They have to wear certain clothes to look good and they have to become the story as opposed to writing the story.

Interviewee 2: Yes, a lot of fellow journalists have experienced turning up to a match or a press conference and being asked questions like “why are you here?”, “Could you please show your press card?”, “Are you here to sing the National Anthem?” or “Are you here to make tea?” They just assume that they are not there as a journalist but as someone else.

Interviewee 3: No, not that has been discussed with me.

Interview 4: I knew very few female journalists who would be able to say that they have not experienced gender discrimination

Interviewee 5: Yes, I know a lot of female journalists who have experienced gender discrimination. One of my friends wasn’t offered the same salary and position her other male counterpart had, even when she had a higher level or qualification and experience.

Interviewee 6: Yes, my other team members in the organisation had to go through the problem that I had to face.

Interviewee 7: No. This is probably because I have never seriously discussed it with fellow women journalists.

Interviewee 8: Yes. I know some female journalists who have faced gender discrimination.

4.2.3 Awareness of the seriousness of gender discrimination in the news industry

The question was asked in order to analyse the seriousness of the problem of gender discrimination in the news industry.

Interviewee 1: There is a big problem with female voices on radio. You have to have blonde hair to get into TV presenting; one won't get a TV slot if she doesn't have blonde hair. The female journalists have to look like a model, they have to maintain fitness and they can't just look like a normal person. It is changing but I think that it is still very much there that the young female journalist has to dress up like a doll for a story or they want to photograph them for a specific story.

Interviewee 2: I can only speak in terms of sports journalism. In the broadcast half, it is okay, but I wonder how it is on the print side. If you look at the national newspaper, there is no writing in the sports sections by female journalists. There is the only lady who writes for the sports section in the Irish Times but she is only a columnist. There is no female sports journalist who covers matches, events, PR meet or match reports during big feature interviews. This is very disappointing. In my opinion, broadcast is better because there are lot more females in the broadcast side. And also on the radio, there are no female voices for the sports section.

Interviewee 3: I imagine it varies among different industries and professions and certainly there seems to be a problem in many sectors with women attaining leadership positions, partnerships and more prominent roles in general – though at least some industries are trying to examine why this is the case and address/rectify the disparity.

Interviewee4: I think that while the situation is improving in many ways it is absolutely pervasive in the news industry in Ireland in many papers and is a very serious issue.

Interviewee 5: No doubt it is really a very serious problem because many eligible and deserving female journalists switch to some other field due to this issue. They do not get profiles as per their talent, on the other hand, someone less qualified and talented than female journalists will get the same profile just because they are of opposite sex. The loss is unimaginable because such incidents led a negative impact on the present and future of the news industry.

Interviewee 6: I think it is a grave issue that is often ignored simply because calling out those involved in gender discrimination would throw the entire news industry in choppy waters. It is a trend that will take very long to be rectified.

Interviewee 7: It exists but manifests in more cloaked ways. The number of women who have broken the glass ceiling to become editors-in-chief is less than 10, this probably says a lot about how a newsroom works. Though there are more women working on the news-desk (newspapers) few make it beyond the news editors (the topmost post in news-desk) profile.

Interviewee 8: I haven't experienced gender discrimination. So, personally I don't have any firsthand experience of such discrimination, but yes, it is an issue that looms large over the sector.

4.2.4 Is it easier for a man to get a job in the news industry compared to a woman?

The interviewees were asked if they thought that it is easier for a man to get a job in the news industry as compared to a woman. The question was asked in order to find if women find it easier to find a job in the news industry or it is easy only for the males.

Interviewee 1: Yes, definitely. For example, In Ireland, if you have been working at a place without any break then you become permanent. So, one of my friends was approaching the three-year mark and she was about to become permanent. Her job wasn't renewed because she had said that she wanted to have children. They didn't want to keep her and give her maternity leave, even though she was such a hard working employee. I have heard many times people saying that the man would be a risk taker and he will be able to protect himself, even though I know many instances where the authorities have sent a man to cover a story and it went really bad.

Interviewee 2: I feel that women just have to prove themselves a lot more. I really believe that we have to work twice as hard to get half as far as men. I know there a lot of women who get into sports media but it is so difficult for them. The females are not given as many chances. They are always on the back-foot because people expect them to be not as knowledgeable as their male counterpart. They are more likely to give the opportunity to a safer pair of hand which would be a man.

Interviewee 3: I do not know the statistics but I would imagine that all things being equal in terms of sector and role, women and men find it similarly easy or difficult to get a job in Ireland and the problem may lie more in the level to which women rise within the organisation/company/industry, as noted above.

Interviewee 4: No. If anything many editors will make extra effort to make female hires because they are conscious of the lack of balance and diversity in newsrooms, but I think it is easier for a man to be retained and developed and to progress in a job in news journalism once hired.

Interviewee 5: Yes, it definitely is.

Interviewee 6: It depends on the beats. It is easier for men to get jobs in travel, tech beats, while women are more likely to get jobs in lifestyle and wellness beats.

Interviewee 7: Yes, I think it is easier for a man to get a job in the news industry as compared to a woman.

Interviewee 8: No. It's equal opportunity industry here in India.

4.2.5 Laws in India and Ireland to fight gender discrimination

The journalists were asked if that there were enough laws in their country to combat gender discrimination in the workplace. This was asked in order to analyse if they felt that there were enough laws in their respective countries to combat this battle of gender discrimination.

Interviewee 1: There is one union in Ireland which is the National Union of Journalists and it is very-very weak that is why many journalists don't join it. There is an organization called Women on Air. But, in terms of laws, there is the same law for every industry. And it is

something that is not spoken about. People just do their job and so most of us don't have any time to be doing anything.

Interviewee 2: To be honest, I am not up to speed on the laws on gender discrimination. I have never looked into it. But, I presume not though.

Interviewee 3: This is not an area I have looked into.

Interviewee 4: Possibly. But laws are only as good as people's' ability to afford legal advice to avail of them.

Interviewee 5: I don't think that there are enough laws in India to tackle gender discrimination.

Interviewee 6: I feel that there are not enough laws in India to solve and tackle the problem of gender discrimination.

Interviewee 7: No. I think one of the main reasons for this is that very few people can recognise gender discrimination when they face it, so there are fewer complaints regarding it, thus many times it is perceived that the problem of gender discrimination not very grave and not any serious action is taken against it.

Interviewee 8: No, there are not enough laws in the India to tackle the situation.

4.2.6 Are women journalists overworked and underpaid?

This was asked to female journalists in order to analyse that how often women journalists are not paid what they should and how hard they have to work in order to achieve success in their careers.

Interviewee 1: I have one example of it. Officially, she was the deputy chief editor of a website but she was acting as the editor. She wasn't officially given the position and she was working very hard. She left the job and just before when she left the job, she found out that people below her were earning more money than she was. If we look at another example, back to the girl who wasn't rehired because she wanted a baby, in that particular paper, the males were paid more than the females.

Interviewee 2: Yes, I definitely think that there is a gap in the pay. I, generally, find that women have to work harder to make a space for themselves in the industry. We end up working more and giving more. We are always so afraid that we would lose the ground that we have made that we just work even harder all the time. I have got kids and I am always afraid that if one day one of gets sick, it is always in the back of my head that sometimes, I might need to be let off early, so I am always on time. I always come from lunch before time and never leave early because just in case someday I need to leave early, I am able to. I am always trying to build up that extra credit at work, just in case something comes up at home and I need to leave everything and go, I am able to.

Interviewee 3: I would imagine that women are not generally more overworked than their male counterparts. Again, I am not familiar with the statistics, but anecdotally there would appear to be a gender pay gap with women being paid less for similar roles – but again I imagine this varies by sector and industry.

Interviewee 4: Absolutely. But I think both male and female journalists in this climate of plummeting readership are overworked and underpaid! But I think women are less willing or able to or confident about pushing their case for salary increases and better contracts.

Interviewee 5: Yes, I think women are definitely underpaid. I also think that they have to work twice as hard as their male counterparts to achieve success.

Interviewee 6: Yes, women journalists are often underpaid and overworked. This is something very common in the Indian news industry.

Interviewee 7: Yes. The pay disparity does exist in the news industry. Male journalists are paid a lot more than women journalists. And when it comes to working, women definitely have to work hard and have to prove themselves at every point.

Interviewee 8: Yes, women journalists are often overworked and underpaid.

4.2.7 Are men and women equally treated in their current workplace?

The interviewees were asked if they thought that men and women are equally treated where they are working currently.

Interviewee 1: Yes, I do feel that.

Interviewee 2: No, I don't feel that men and women are treated equally where I work.

Interviewee 3: Yes, absolutely. There is no suggestion of unequal treatment or discrimination of any sort in my current workplace nor at the previous company for which I worked.

Interviewee 4: No. There are many examples of this disparity, but to name just one, I work with a female editor that is paid less than half of what her male peers at a similar level are paid. I don't believe this would be something that a male editor would either tolerate or be subjected to.

Interviewee 5: Yes, my present organization is really good at treating males and females equally. I have not recorded any incident of gender discrimination here.

Interviewee 6: Yes.

Interviewee 7: Yes. Men and women are treated equally at my current workplace.

Interviewee 8: Yes.

4.2.8 Glass ceiling that disallows women journalists to achieve success

The female journalists were asked if they felt that there was any glass ceiling that disallows them from progressing to the extent of their male counterparts. This question was asked in order to analyse that is there is anything that stops or bars women journalist to succeed as much as their male counterparts.

Interviewee 1: In my opinion, I try hard not to think about it. I just try to do my job and hope that it is good. And I try to do my best. But there were two female editors of two national papers; one of the women didn't finish her three-year contract and the other was bullied out of the workplace when she had completed only 9 months.

Interviewee 2: Yes, and I also think that there are not many allowances in any way. My friends who are teachers or nurses, they are all married and have kids and they are very secured in their jobs. But, media jobs are so insecure that you are always worried about the next job or what's coming down the track that you are always can't plan your life as someday who would have more secure and stable job would be able to do. You never want to miss out on those opportunities because they won't come around again and they are so hard to come by anyway. That is why you kind of put up your life on hold because of it. Most of my friends who work in media have to let things pass by because they are always full with

work as they had to work so hard to be where they are now. Definitely, there is a glass ceiling. There is a glass ceiling when it comes to even getting a job like getting space in the paper and getting on the air. It is just really hard for females.

Interviewee 3: As noted in my response to question 3, there seems to be a difficulty with women rising to the very top levels of companies/industries. The usual theories put forward for this include women taking time out for maternity leave and interrupting their career path etc.

Interviewee 4: Yes there is a glass ceiling. I think men tend to gravitate towards and prefer to spend time with other male colleagues and therefore frequently have better rapports and relationships with other men they work with than women.

This is not a deliberate discriminatory behavior, but nonetheless, it results in discrimination. It means women are less included and more isolated, in my view.

I think the tendency for the lion's share of responsibility in many cases for family life after having children falling to women means women are less available and therefore less involved in their careers, and that careers often suffer for this reason.

But I also think that women can often be more emotionally intelligent about their working life and not see it as something that is the be all and end all or something that defines them. While this is, I think, a good thing, it also means that they are not as involved and sometimes not taken as seriously or paid as well as their male counterparts, partially because they don't push their own case as much pursue their own career development as much.

Interviewee 5: Yes, there is a "glass ceiling" issue prevalent in the news industry for women. In the Indian society, males are dominating women since ages. If we look back, earlier women were not allowed to even go outside and news industry was not considered as a suitable job for them. Now, the society is changing and more females are showing interests in the news industry but males have already secured high positions and due to their superiority complex they are not allowing women to catch hold of the senior profiles.

Interviewee 6: I think the glass ceiling is in the minds of those who are still greatly influenced by our patriarchal society.

Interviewee 7: The glass ceiling in India is directly connected to the social status of women in a male-dominated, patriarchal society, the same attitude for women spills over to the workplace. Also, most of the decision-makers are men, so, consciously or unconsciously, they would like to keep the "boys club" intact.

Interviewee 8: It's not universal but varies across organizations.

4.2.9 The reason for the existence of gender discrimination in the news industry

Both the Indian and Irish female journalists were asked that why this issue of gender discrimination in the news industry exists.

Interviewee 1: I think a lot of it because of the people at the top. People in management in media are mostly male and that has a lot to do with difficulty for females to have careers because there is no support there for women who want to have kids and have families and spend time with their families. It is like once you are gone, then you are actually gone for good because it is hard to get a job in the media industry. People aren't generally going to make allowances for you. Whenever I look around I always find older and mature men in the

industry at higher levels but you will always find young females starting out in the journalism field. So, this tells that the middle-aged woman who should have been at the higher level in the industry isn't there because most of the women journalists have to sacrifice their careers to have their families because it is very hard to do both as you are always expected to do so much in the media. News can happen anytime, you have to drop everything and go. I think that because it is such an unstructured environment, people who don't have the family ties are able to give their time to move up in their roles. But, female journalists are not able to do that. Also, there are not enough jobs as well. So, if you leave your job then there would be 10 other people who would do it and maybe even for less money.

Interviewee 3: As I don't have actually experienced gender discrimination, I don't have views on the reasons for its existence.

Interviewee 4: The reasons are complex, but they include: the traditional male dominated makeup of newsrooms - things take time to change; The tendency of men to take their careers more seriously and pursue them more aggressively than women; The family friendly hours and expectations in newsrooms; macho culture; The perception by both men and women that men write the serious stuff and women write the touchy feely soft feature or arts stuff; women's willingness to tolerate or inability to challenge unacceptable inequalities in the workplace; A prevailing discrimination among a segment of newspaper readership in favour of 'authoritative' male voices in journalism rather than female ones.

Interviewee 5: I think it exists because there are some old rules and believes those are prevalent in the Indian society. According to those rules and beliefs, males are still considered superior to females.

Interviewee 6: Media and news have a direct connection with power - the power of thoughts and words. Those living in a patriarchal world would never be okay with the women exercising this power.

Interviewee 7: I believe it is related to women's social status in the society which is reflected in the workplace.

Interviewee 8: However talented a woman is, "looks" come first over talent for women media professionals to make any show more visually appealing to its viewers. This is one of the main reasons behind gender discrimination in this industry.

4.2.10 Potential solution

The interviewees were asked to share opinions about how this problem of gender discrimination could be solved.

Interviewee 1: I think it would be helpful if we had a 'women in journalism forum' where people in the industry came together and talked about it. Also, we should strengthen the union. It would help a lot if the female journalists themselves set up an organisation to lobby and discuss these issues like fair pay. It might also help if they do a survey to see if there is a pay gap there and approach their bosses.

Interviewee 2: People have to put more faith in women. When women take some time off from the industry to have kids, it is always perceived that she cannot do the job as good as men. I think that this attitude needs to be changed. I think women should be more valued at workplaces and more respect should be given to them. They might not be able to stay till 11 o'clock in the night but if they are working from 9 am to 5 pm, then they are going to be very productive and people should believe this. The structure should also become better. A

better environment should be created for women so that they are able to give their best and have long term careers, so that they are also able to go in to management as well. Giving women high–power roles will help in influencing the attitude.

Interviewee 3: I have no views on a potential solution to the problem of gender discrimination as I don't have experienced it personally.

Interviewee 4: I think it will change in time as cultural norms change and discriminatory practices continue to become less acceptable.

And by those of us in the trade refusing to accept these behaviors without challenging them, and flagging them with colleagues and senior editors who are often so embedded they don't even realise they are an issue until they are highlighted, sometimes not even then.

Interviewee 5: There is no immediate solution to this issue, it can be removed only by implementing proper education system in the Indian society. Only by saying bye-bye to the age old beliefs which says women are not equal to men.

Interviewee 6: The solution lies in changing the mindset of our society.

Interviewee 7: Tighter laws definitely would help, but more importantly a change in attitude towards working women and women, in general, will actually solve this problem.

Interviewee 8: A major change in the outlook, mentality, morality, and ethical values are required as a solution to this problem, which cannot be achieved within a fortnight but the process can go on through proper education worldwide, not only in this sector but across the entire work environment.

4.3 By-lines

I counted by-lines in two major Irish newspapers and two Indian newspapers to analyse how many belonged to men and how many to women. The Irish newspapers that were analysed were Irish Independent and Irish Examiner. The Indian newspapers that were chosen for the research are Hindustan Times and Times of India. The newspapers were analysed for three days dating from July 5, 2017 to July 7, 2017.

4.3.1 Irish Independent

Date	By-lines belonging to	By-lines belonging to
	Men	Women
05-07-2017	66	21
06-07-2017	60	16
07-07-2017	73	19

Table 2: *Number of articles authored by men and women in Irish Independent*

Table 2 illustrates the number of by-lines belonged to men and women when Irish Independent was analysed for three days. On the first day, it was found that out of the total stories 66 were written by men and 21 were written by women. Analysis on the second day showed that 60 stories were authored by men whereas only 16 by-lines belonged to female journalists. The final day of the analysis showed that 73 stories were authored by male journalists while only 19 were written by females.

4.3.2 Irish Examiner

Date	By-lines belonging to Men	By-lines belonging to Women
05-07-2017	72	34
06-07-2017	73	19
07-07-2017	86	15

Table 3: *Number of articles authored by men and women in Irish Examiner*

Table 2 illustrates the number of by-lines belonged to men and women when Irish Examiner was analysed for three days. Results for the first day showed that 72 stories were written by men and only 34 were written by women. On the second day, it was concluded that out of the total stories, 73 were authored by men while 19 stories were written by females. The final day showed that 86 by-lines belonged to men while only 15 stories were written by females.

4.3.3 Times of India

Date	By-lines belonging to Men	By-lines belonging to Women
05-07-2017	39	18
06-07-2017	34	15
07-07-2017	44	25

Table 4: *Number of articles authored by men and women in Times of India*

Table 3 illustrates the number of by-lines belonged to men and women when the Indian newspaper, Times of India, was analysed for three days. On the first day, it was found that out of the total stories 39 were written by men and 18 were written by women. Analysis on

the second day showed that 34 stories were authored by men whereas only 15 by-lines belonged to female journalists. The final day of the analysis showed that 44 stories were authored by male journalists while only 25 were written by females.

4.3.4 Hindustan Times

Date	By-lines belonging to Men	By-lines belonging to Women
05-07-2017	38	22
06-07-2017	39	12
07-07-2017	49	17

Table 5: *Number of articles authored by men and women in Hindustan Times*

Table 4 illustrates how many by-lines belonged to men and how many belonged to women when Irish Examiner was analysed for three days. Results for the first day showed that 38 stories were written by men and only 22 were written by women. On the second day, it was concluded that out of the total stories, 39 were authored by men while 12 stories were written by females. The final day showed that 49 by-lines belonged to men while only 17 stories were written by females.

Chapter 5 – Analysis

5.1. Problems faced by female journalists in India and Ireland

The interviews conducted with the Indian and Irish female journalists indicate the problems they had to face in their career. Women journalists are treated in a way which lowers down their self-esteem and they are not even able to show their capabilities. They don't get the equal opportunity as their male counterparts. It was observed from the research that women in both the countries find it difficult to secure a higher position in the news industry as most of these positions are already filled with male journalists. Another problem that persists in the news industry is the issue of favoritism. Many female journalists are not able to achieve their goals and the same kind of success that their male counterparts do because the men are favored more and are always given credits even when they don't deserve it. The other major problem seems to be that women are not given maternity leaves. They always have to struggle between family and work and thus, the opportunities are taken away by the male journalists. Although the time is changing, the scenario for women journalists remains the same.

5.2 Seriousness of the problem of gender discrimination

In Ireland, the scenario is changing but many things remain the same. There are no female voices on the radio. Female only get jobs related to TV presenting if they are blonde. The females are not given as many chances. They are always on the back-foot because people expect them to be not as knowledgeable as their male counterpart.

The same issues exist in India too. One of the major problems is that women journalists are paid way less than their male counterparts. The society is still considered to be male-

dominated and that why it gets hard for women to succeed. The other issue is sometimes, women journalists are not able to recognize gender discrimination when they face it.

5.3 Women are underpaid and overworked

It was found that even the female journalists working in higher posts earn less than their male counterparts. Women have to work harder so that they are able to balance their work and the responsibilities at home. If a woman takes maternity leave, then retaining herself in the industry gets difficult for her as there are already less availability of jobs in journalism for women and if one leaves, then there are more in line to take her place.

5.4 The reason for the existence of gender discrimination

People in management in media are male and that has a lot to do with difficulty for females to have careers because there is no support there for women who want to have kids and have families. It was also found out that one of the reasons for the discrimination is that many times women tolerate it and don't take their stand on it. The Indian female journalists pointed out that males are still considered to be superior to women and that leads to men taking most of the higher positions in the news industry.

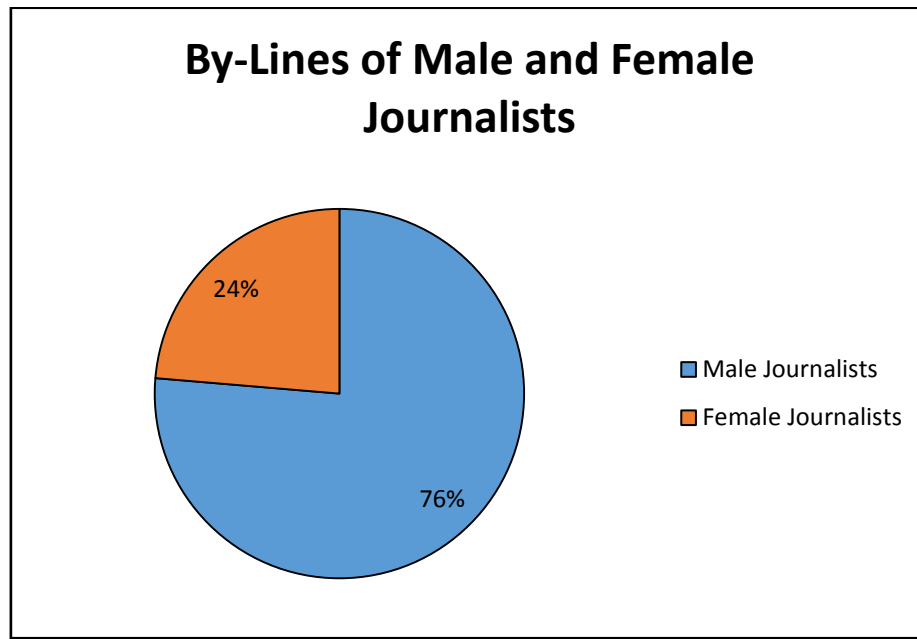
5.5 Potential solution

If this problem is to be solved then people will have to speak about it. Women journalists must take stand for themselves if they feel that they are discriminated in any way, be it pay wise or position wise, they should take it to the management whenever they face some problems. Although it will change with time as the cultural norms change. There should be more laws to tackle the issue of gender discrimination as it was found that women

journalists feel that there are not enough laws in their respective countries to combat discrimination.

5.6 Count of by-lines

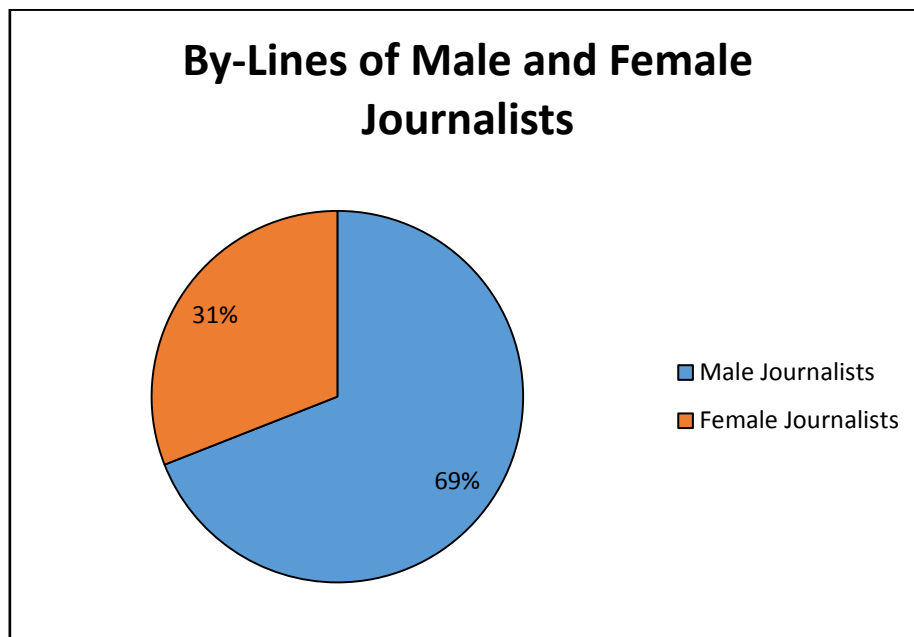
5.6.1 Irish newspapers



Graph 1: *By-lines of Irish male and female journalists*

The graph illustrates that out of the 554 stories that were analysed from the Irish Examiner and Irish Independent, only 24% of them were authored by male female journalists and the rest of the 76% were written by men.

5.6.2 Indian newspapers



Graph 1: *By-lines of Indian male and female journalists*

The graph illustrates that out of the 352 stories that were analysed from the Times of India and Hindustan Times, only 31% of them were authored by male female journalists and the rest of the 69% were written by men.

Chapter 6 – Conclusion

The research helped me analyse the level of gender discrimination in Ireland and India. While the condition of women journalists is improving, there are some serious problems that need to be solved like the pay gap, equal opportunity, the issue of maternity leave, harassment and fewer women being in the higher positions. These issues lead in hampering the self-esteem of women and they are not able to show their capabilities. Women are often given the work which is beneath their capabilities and they are forced to do so because they are still considered as the weaker sex.

I found out that, the issue of gender discrimination is very grave in both Indian and Irish news industries. Through, this research my perception changed that only the Indian women journalists have to go through a lot. I think the issue needs to be dealt on a global level as it is not talked about as much it should and women journalists continued to be discriminated. The interviews with both Indian and Irish female journalists helped me have a broader picture what is going on deep inside the industry. The problems that women face don't often come out either because they are scared of losing their jobs or they don't recognize when they are actually being discriminated.

After counting the by-lines of women and men in both Indian and Irish newspapers, I found out that women journalists don't get to write even half as much as their male counterparts.

The solution to the issue of gender discrimination would have to first start internally. Women journalists would have to start taking a stand for their selves. The government in both the countries should make strict laws to combat the issue of gender discrimination in the work place. The trade unions of journalists in both India and Ireland should actively look

into this matter. After analysing the newspapers and counting the by-lines, I realised that women journalists don't get an equal opportunity as the stories written by female journalists are a lot less than those written by male journalists. Before the condition of women journalists becomes worse than what it is now, it is important that steps should be taken to prevent it.

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Appendices

Appendix A - Questionnaire

1. Have you ever experienced gender discrimination? If yes, how?
2. Do you know any other female journalist who has experienced gender discrimination?
3. How serious a problem do you think gender discrimination is in the news industry in your country?
4. Do you think it is easier for a man to get a job compared to a woman in the news industry in the country?
5. Do you think there are enough laws to tackle gender discrimination in the workplace in your country?
6. Do you think women journalists are often overworked and underpaid?
7. In your current workplace, do you feel men and women are equally treated?
8. Is there a “glass ceiling” for women journalists that disallows them from progressing to the extent of their male counterparts? If so, why is this?
9. In your opinion, why does this issue of gender discrimination in the news industry exist?
10. In your opinion, what would be the solution to this problem?

Appendix B - Participant Information Sheet

Information Sheet

The title of Research Study:

“An Analysis of Gender Discrimination in News Industry: A comparative study on how women journalists are treated in India and Ireland”

INFORMATION SHEET FOR PARTICIPANTS

Dear interviewee,

You are invited to take part in a research study to examine how women journalists are treated in India and Ireland. I would like to interview you to ask you about your experiences of working as a female journalist in the field of journalism. This research is part of a Master's Thesis in Journalism and Media Communications for Griffith College, Dublin.

Before you decide whether to take part in the study it is important that you understand what the research is for and what you will be asked to do. It is up to you to decide whether or not to take part. If you decide to take part you will be given this information sheet to keep. You will also be asked to sign a consent form. You can change your mind at any time and withdraw from the study without giving a reason.

The purpose of the research study is to examine your thoughts about gender discrimination in news production.

You have been chosen because of your experience of working in the news media. If you choose to take part, the interview will last approximately 30 minutes and will be arranged at a time to suit you.

Information from the interview will be used to assess women journalists are discriminated in India and Ireland.

You are free to stop the interview at any time without giving a reason.

The interview will be recorded.

Please do not hesitate to contact me if you need further information

Yours sincerely,

MA Student Researcher: Deepansha Banswal

Phone: +353 857802896

Email: deepanshabanswal92@gmail.com

MA Dissertation Supervisor: Barry Finnegan, Senior Lecturer, Griffith College

Email: barry.finnegan@griffith.ie

Appendix C - Consent Form

Researcher: Deepansha Banswal

- **The aim** of this study is to examine how women journalists are treated in Ireland and India. It will examine the challenges faced by them.
- **You will be asked** 10 questions about your work as a journalist working in the field of journalism. The interview should last around 20 to 30 minutes.
- **This research will be of benefit** as it indicates how women journalists are treated in India and Ireland and what challenges they have to face.
- **All information will be** anonymised with the key kept in a password protected computer.
- **Personal participant information will** not be used for any reason and participants will not be identifiable in any published material.
- **Taking part in this research is voluntary and there will be no consequences for withdrawing.**

If you have any questions about this research, please contact:

Deepansha Banswal: deepanshabanswal92@gmail.com (student researcher)

Barry Finnegan: barry.finnegan@griffith.ie (research supervisor)

This project has been approved by the Griffith College Faculty Research Ethics Committee.

Participant Signature _____

Researcher Signature _____

