

Roles and Challenges of Woman in Journalism

A Thesis

Submitted in partial fulfillment of the requirements for the

Award of the degree of

DOCTOR OF PHILOSOPHY

In

Journalism & Mass Communication

By

Namita Mishra

11720097

Supervised By

Dr. Akash Deep Muni

Associate Professor and Head,

Department of Journalism and Mass Communication



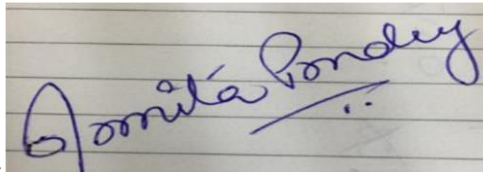
LOVELY PROFESSIONAL UNIVERSITY

PUNJAB

2022

DECLARATION CERTIFICATE

I Namita Mishra, hereby declare that the thesis titled “Roles and Challenges of Women in Journalism” is my original research work. This thesis is done under the able guidance of Dr. Akashdeep Muni, Associate Professor and Head of the Department of Mass Communication and Journalism in Lovely Professional University, Punjab. This thesis work has never been presented for a degree or diploma at any other higher educational institution before. Except where adequate citation is made, the thesis contains no elements previously published or written by another individual, to the best of my knowledge and belief.



Signed.....

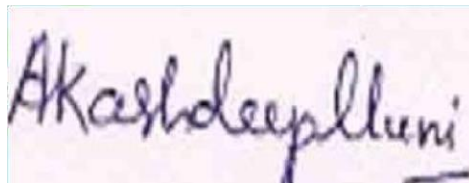
Date.....15-07-2022.....

SUPERVISOR'S CERTIFICATE

This is to certify that the thesis entitled “Roles and Challenges of Women in Journalism”, submitted to the Department of Journalism and Mass Communication, Lovely Professional University, Phagwara Punjab, in partial fulfillment of the requirements for the award of the degree of Doctor of Philosophy in Journalism and Mass Communication is an original and independent research work carried out by Namita Mishra (11720097) under my supervision and guidance. The thesis has not formed the basis for the award of any degree or diploma to any candidate by any university.

The candidate is a full time research scholar and during her course of research, she has incorporated all the suggestions given by the Department Doctoral Board of the university during State of the Art Exam (SOTA) and 6 bi annual End Term Presentations.

Supervisor's Signature

A handwritten signature in blue ink on a light pink background. The signature reads "Akashdeep Luni" in a cursive script.

Date: 15.07.2022

ACKNOWLEDGEMENT

Words are not enough to express my feelings of gratitude towards those people who extended their support and active cooperation during the difficult and long journey of my PhD. The journey was "difficult" because, being a full time research scholar, I lived in the university campus along with my one-year old little daughter. We spent the entire duration of my research work in a hostel (GH 5B) at Lovely Professional University, Punjab. However, the atmosphere of this beautiful university and the faculty members of the Mass Communication Department, especially my supervisor and mentor, Dr. Akashdeep Muni, prove to be an oasis for me. Under the able guidance of Dr Muni, I have been able to concentrate on my research work, despite great difficulties. I really appreciate his continuous encouragement and valuable guidance. His cooperation and assistance in all the presentations, his corrective measures, and especially his last minute advice, helped a lot in overcoming the bottlenecks in my research work. Moreover, his sincere suggestions, assessments, and comments throughout various stages of my research work have made me capable enough to fulfil all the eligible criteria of my doctoral work within a specified time limit.

I am also grateful to Dr. P. P. Singh, Head of School (LPU) for his encouraging words and valuable suggestions he gave me while evaluating my end-term presentations. I am also intensely indebted to all the panel members of LPU who gave me several ideas and plans to make my studies more useful and Valuable..

My heartfelt gratitude goes to my wonderful neighbours Himani Jerath, Assistant Professor, Computer Application (LPU), Dr Nupur Prasad, Lab In Charge, Chemistry Department (LPU), and all the students and wardens of Girls Hostel 5 B (LPU Campus) who assisted me during the initial phase of my PhD, as well as the staff of IVY World School (LPU), who looked after my young daughter while I was in the central library or at the department for research-related work.

I am intensely indebted to Dr Kushal Kumar, Dr Afaq Ahmed, Dr Ajay Kumar Singh, Dr Meenakshi Siwach, Dr Gauhar, Dr Nitikant, Dr JJ Ma'am, and Dr Supernova Ma'am for giving me knowledge for a constructive research approach.

Also, my heartfelt thanks to Dr Kuldeep Siwach, Associate professor and HoD at the Journalism Department (LPU), who was my supervisor at the early stage of this research project. I worked for eight months under his close supervision. I would also like to thank Ajay Pauranik, Sir, a Senior Journalist, who has extended his valuable support since the inception of this study.

A lot of thanks to the members of the media (editors, chief editors, senior subeditors, and presidents of press clubs, women journalists, and so on) who provided relevant information during data collection, without which this study would not be possible.

Finally, my heartfelt thanks goes to my family. My parents, the late Shri Prathmesh Kumar Mishra and Srimati Pushpa Mishra, for making me capable enough to pursue higher studies. My brothers Dr Nitin Kumar Mishra, Associate Professor (LPU), Nishant Mishra, and their wives, Dr Seema Mishra, Associate Professor (LPU), and Neha Mishra, for their unending support.

My husband, Mr. Himanshu Pandey, my 6 year old daughter, Shaivi Pandey, and newborn son, Madhav Pandey, whose proximity, love, and affection provided me immense pleasure and inspired me to do something 'big' in life.

My father-in-law, the late Shri Anil Kumar Pandey, and mother-in-law, Smt. Kamlesh Pandey, whose blessings and prayers made it possible to complete my doctorate degree.

LIST OF TABLES

Table 1 Women journalists addressing social issues.....	ix
Table 2 Various issues addressed by women journalists	x
Table 3 Women journalists working on State or National level policies	xi
Table 4 Women Journalists should prefer news supporting govt. plans.....	xi
Table 5: Satisfied with salary.....	xii
Table 6: Gender discrimination at workplace.....	xii
Table 7: Dual role hampers quality of work	xiii
Table 8: Harassment by superiors	xiii
Table 9: Authorized person to look after the complaints.....	xiv
Table 10: Working Conditions in print media houses	xiv
Table 1.1: Names of newspapers selected for survey in Madhya Pradesh	22
Table 1.2: Names of newspapers selected for survey in Uttar Pradesh	23
Table 3.1: Names of newspapers in Madhya Pradesh.	58
Table 3.2: Names of newspapers in Uttar Pradesh	58
Table 3.3: Objectives and Hypotheses	63
Table 4: Reliability Statistics	65
Table4.1: KMO Bartlett Test	65
Table 4.2: Age Distribution of contributors	66
Table4.3: Experience of respondents	67
Table4.4: Designation distribution of Contributors	68
Table 4.5: The Motivational Factor for the Women journalists to work	69
Table 4.6: Types of news Distribution of Women journalists	70.
Table 4.7: Professional degree distribution of women journalists	71.
Table 4.8: % of Female journalists who reported Social issues	85
Table 4.9: Various issues addressed by the women journalists	85
Table 4.10: Women journalists act as a link between govt. and common people	87

Table4.11: Women journalists addressed news related to govt. plans or policies	88
Table 4.11: Women journalists satisfied with the Salary drawn	90
Table 4.11.1: Cross-tabulation as AGE variable	92
Table 4.11.2: Chi-Square analysis of the responses for Salary drawn	93
Table 4.11.3: Cross-tabulation as Experience variable	94
Table 4.11.4 Chi-Square Val. of the responses of Salary drawn.	94
Table 4.11.5 Cross-Tabulation as Designation variable	95, 96
Table 4.11.6: Chi-Square Val. of salary drawn	97
Table4.11.7: Cross-Tabulation as Motivational Factor variable	98
Table 4.11.8: Chi-Square Analysis of the responses of salary drawn	99
Table 4.12: Gender Discrimination still exists in Organization	101
Table 4.12.1: Cross-Tabulation as AGE variable	103
Table 4.12.2:Chi-Square Val. of the responses for Gender discrimination	104
Table 4.12.3: Cross-Tabulation as Experience variable	104
Table 4.12.4 Chi-Square Val. of the responses of Gender discrimination	105
Table 4.12.5: Cross-Tabulation as DESIGNATION variable	106
Table 4.12.6: Chi-Square Val. of Gender discrimination	107
Table4.12.7:Cross-Tabulation as Motivational Factor variable	108
Table 4.12.8: Chi-Square Analysis of Gender discrimination.	109
Table 4.13: Perception of male journalists towards female staff	110
Table 4.13.1: Cross-Tabulation as AGE variable	112
Table 4.13.2:Chi-Square of the responses for Male perception	113
Table 4.13.3: Cross-Tabulation as Experience variable	115
Table 4.13.4: Chi-Square Val. of the responses of Male perception	116
Table 4.13.5: Cross-Tabulation as DESIGNATION variable	117
Table 4.13.6: Chi-Square Val. of Male perception	119
Table4.13.7: Cross-Tabulation as Motivational Factor variable	119
Table 4.13.8: Chi-Square Analysis of Male perception.	119
Table 4.14: Dual role at office and family hampers the quality of work	120

Table 4.14.1: Cross-Tabulation as AGE variable.	121
Table 4.14.2: Chi-Square Val. of the responses for Dual role	121
Table 4.14.3: Cross-Tabulation as Experience variable	122
Table 4.14.4: Chi-Square Val. of the responses of Dual role	123
Table 4.14.5: Cross-Tabulation as DESIGNATION variable	124
Table 4.14.6: Chi-Square Val. of Dual role	125
Table 4.14.7: Cross-Tabulation as Motivational Factor variable	125
Table 4.14.8: Chi-Square Analysis of Dual role.	126
Table 4.15: Sexual Division of labour	127
Table 4.15.1: Cross-Tabulation as AGE variable	129
Table 4.15.2: Chi-Square Val. of the responses of Sexual division of labour	131
Table 4.15.3: Cross-Tabulation as Experience variable	132
Table 4.15.4: Chi-Square Val. of the responses of Sexual division of labour	133
Table 4.15.5: Cross-Tabulation as DESIGNATION variable	134
Table 4.15.6: Chi-Square Val. of the responses of Sexual division of labour	135
Table 4.15.7: Cross-Tabulation as Motivational Factor variable	136
Table 4.15.8: Chi-Square Analysis of the responses of Sexual division of labour.	137
Table 4.16: Males get promotion easily	138
Table 4.16.1: Cross-Tabulation as AGE variable	139
Table 4.16.2: Chi-Square Val. of the responses for promotion easy for males	140
Table 4.16.3: Cross-Tabulation as Experience variable	141
Table 4.16.4: Chi-Square of the responses of promotion easy for males	142
Table 4.16.5: Cross-Tabulation as DESIGNATION variable	143
Table 4.16.6: Chi-Square Val. of promotion easy for males	144
Table 4.16.7: Cross-Tabulation as Motivational Factor variable	145
Table 4.16.8: Chi-Square Analysis of promotion easy for males.	145
Table 4.17: Harassment by superior/subordinates	146
Table 4.17.1: Cross-Tabulation as AGE variable	148
Table 4.17.2: Chi-Square Val. of the responses of harassment by superiors	149

Table 4.17.3: Cross-Tabulation as Experience variable	151
Table 4.17.4: Chi-Square Val. of the responses of harassment by superiors	151
Table 4.17.5: Cross-Tabulation as DESIGNATION variable	153
Table 4.17.6: Chi-Square Val. of the responses of harassment by superiors	154
Table 4.17.7 Cross-Tabulation as Motivational Factor variable	156
Table 4.17.8: Chi-Square Analysis of the responses of harassment by superiors.	157
Table 4.18: Authorised person to look after the complaints of women journalists	157
Table 4.18.1: Cross-Tabulation as AGE variable	159
Table 4.18.2: Chi-Square Val. of the responses for authorized person	160
Table 4.18.3: Cross-Tabulation as Experience variable	161
Table 4.18.4: Chi-Square Val. of the responses of authorized person .	162
Table 4.18.5: Cross-Tabulation as DESIGNATION variable	163
Table 4.18.6: Chi-Square Val. of authorized person	164
Table 4.18.7: Cross-Tabulation as Motivational Factor variable	165
Table 4.18.8: Chi-Square Analysis of authorized person	166
Table 4.19: Fear of Harassment	167
Table 4.19.1: Cross-Tabulation as AGE variable	169
Table 4.19.2: Chi-Square Val. of the responses of Fear of Harassment	170
Table 4.19.3: Cross-Tabulation as Experience variable	171
Table 4.19.4: Chi-Square of the responses of Fear of Harassment	172
Table 4.19.5: Cross-Tabulation as DESIGNATION variable	173
Table 4.19.6: Chi-Square Val. of the responses of Fear of Harassment	174
Table 4.19.7: Cross-Tabulation as Motivational Factor variable	175
Table 4.19.8: Chi-Square Analysis of the responses of Fear of Harassment.	176
Table 4.20: Lack of moral support from family and office	177
Table 4.20.1: Cross-Tabulation as AGE variable	178
Table 4.20.2: Chi-Square Val. of the responses for Lack of moral support	179
Table 4.20.3: Cross-Tabulation as Experience variable	180
Table 4.20.4: Chi-Square Val. of the responses of Lack of moral support	181
Table 4.20.5: Cross-Tabulation as DESIGNATION variable	182

Table 4.20.6: Chi-Square Val. of Lack of moral support	183
Table4.20.7: Cross-Tabulation as Motivational Factor variable	184
Table 4.20.8: Chi-Square Analysis of Lack of moral support	185
Table 4.21: Lack of proper security	186
Table 4.21.1: Cross-Tabulation as AGE variable.	188
Table 4.21.2: Chi-Square Val. of the responses of Lack of proper security	189
Table 4.21.3: Cross-Tabulation as Experience variable	190
Table 4.21.4: Chi-Square Val. of the responses of Lack of proper security	192
Table 4.21.5: Cross-Tabulation as DESIGNATION variable	193
Table 4.21.6: Chi-Square Val. of the responses of Lack of proper security	194
Table 4.21.7 Cross-Tabulation as Motivational Factor variable	196
Table 4.21.8: Chi-Square Analysis of the responses of Lack of proper security.	197
Table 4.22: Long and tedious working hours	198
Table 4.22.1: Cross-Tabulation as AGE variable	199
Table 4.22.2: Chi-Square Val. of the responses for Long and tedious working hours	200
Table 4.22.3: Cross-Tabulation as Experience variable	200
Table 4.22.4: Chi-Square Val. of the responses of Long and tedious working hours	200
Table 4.22.5: Cross-Tabulation as DESIGNATION variable	200
Table 4.22.6: Chi-Square of Long and tedious working hours	200
Table4.22.7: Cross-Tabulation as Motivational Factor variable	200
Table 4.22.8: Chi-Square Analysis of Long and tedious working hours	200
Table 4.23: Unhealthy working conditions	201
Table 4.23.1: Cross-Tabulation as AGE variable	202
Table 4.23.2: Chi-Square Val. of the responses of Unhealthy working conditions	203
Table 4.23.3: Cross-Tabulation as Experience variable	204
Table 4.23.4: Chi-Square Val. of the responses of Unhealthy working conditions	205
Table 4.23.5: Cross-Tabulation as DESIGNATION variable	206
Table 4.23.6: Chi-Square Val. of the responses of Unhealthy working conditions	207
Table4.23.7: Cross-Tabulation as Motivational Factor variable	209
Table 4.23.8: Chi-Square Analysis of the responses of Unhealthy working conditions	210

Table 4.24: Equal and transparent recognition policy	211
Table 4.24.1: Cross-Tabulation as AGE variable.	212
Table 4.24.2: Chi-Square Val. of the responses of Eq.& tans policy	214
Table 4.24.3: Cross-Tabulation as Experience variable	215
Table 4.24.4: Chi-Square Val. of the responses of Equal & tans. policy	216
Table 4.24.5: Cross-Tabulation as DESIGNATION variable	217
Table 4.24.6: Chi-Square Val. of the responses of Equal & tans policy	218
Table 4.24.7: Cross-Tabulation as Motivational Factor variable	219
Table 4.24.8: Chi-Square Analysis of the responses of Eq. tans policy.	220
Table 4.25: Separate Toilets for women journalists	221
Table 4.25.1: Cross-Tabulation as AGE variable	222
Table 4.25.2: Chi-Square Val. of the responses of Separate toilets	223
Table 4.25.3: Cross-Tabulation as Experience variable	224
Table 4.25.4: Chi-Square Val. of the responses of Separate toilets	226
Table 4.25.5: Cross-Tabulation as DESIGNATION variable	227
Table 4.25.6: Chi-Square of the responses of Separate toilets	228
Table 4.25.7: Cross-Tabulation as Motivational Factor variable	229
Table 4.25.8: Chi-Square Analysis of the responses of Separate toilets.	230
Table 4.26: Rest Rooms for women journalists	231
Table 4.26.1: Cross-Tabulation as AGE variable	233
Table 4.26.2: Chi-Square Val. of the responses of Rest Rooms	233
Table 4.26.3: Cross-Tabulation as Experience variable	235
Table 4.26.4: Chi-Square Val. of the responses of Rest Rooms	236
Table 4.26.5: Cross-Tabulation as DESIGNATION variable	237
Table 4.26.6: Chi-Square Val. of the responses of Rest Rooms	238
Table 4.26.7: Cross-Tabulation as Motivational Factor variable	239
Table 4.26.8 : Chi-Square Analysis of the responses of Rest Rooms.	240
Table 4.27: Safe Transport facilities for women journalists	241
Table 4.27.1: Cross-Tabulation as AGE variable.	243
Table 4.27.2: Chi-Square Val. of the responses of Safe Transport	243

Table 4.27,3: Cross-Tabulation as Experience variable	244
Table 4.27.4: Chi-Square Val. of the responses of Safe Transport	245
Table 4.27.5: Cross-Tabulation as DESIGNATION variable	247
Table 4.27.6: Chi-Square Val. of the responses of Safe Transport	247
Table 4.27.7: Cross-Tabulation as Motivational Factor variable	248
Table 4.27.8 : Chi-Square Analysis of the responses of Safe Transport.	249
Table 4.28: Dormitory facility for women journalists	250
Table 4.28.1 Cross-Tabulation as AGE variable	252
Table 4.28.2 Chi-Square Val. of the contributors of Dormitory facility	253
Table 4.28.3 Cross-Tabulation as Experience variable	254
4.28.4 Chi-Square Val. of the contributors of Dormitory facility	255
4.28.5 Cross-Tabulation as DESIGNATION variable	256
4.28.6 Chi-Square Val. of contributors of dormitory facility	258
4.28.7 Cross-Tabulation as Motivational Factor variable	259
4.28.8 Chi-Square Val. of Dormitory facility	260
Table 4.29: Vishakha guidelines for women journalists	261
Table 4.29.1: Cross-Tabulation as AGE variable	263
Table 4.29.2: Chi-Square of the responses of Vishakha guidelines	264
Table 4.29.3: Cross-Tabulation as Experience variable	265
Table 4.29.4: Chi-Square Val. of the responses of Vishakha guidelines	266
Table 4.29.5: Cross-Tabulation as DESIGNATION variable	268
Table 4.29.6: Chi-Square Val. of the responses of Vishakha guidelines	268
Table 4.29.7 Cross-Tabulation as Motivational Factor variable	270
Table 4.29.8: Chi-Square Analysis of the responses of Vishakha guidelines	271
Table 4.30: Paid Maternity leaves	272
Table 4.30.1: Cross-Tabulation as AGE variable	274
Table 4.30.2: Chi-Square Val. of the responses of Maternity leaves	275
Table 4.30.3: Cross-Tabulation as Experience variable	276
Table 4.30.4: Chi-Square Val. of the responses of Maternity leaves	278
Table 4.30.5: Cross-Tabulation as DESIGNATION variable	279

Table 4.30.6 Chi-Square Val. of the responses of Maternity leaves	281
Table 4.30.7 Cross-Tabulation as Motivational Factor variable	282
Table 4.30.8: Chi-Square Analysis of the responses of Maternity leaves	283
Table 4.31: Crèche and Child Care Facility	284
Table 4.31.1: Cross-Tabulation as AGE variable	285
Table 4.31.2: Chi-Square Val. of the responses of Child Care Facility	286
Table 4.31.3: Cross-Tabulation as Experience variable	287
Table 4.31.4: Chi-Square Val. of the responses of Child Care Facility	288
Table 4.31.5: Cross-Tabulation as DESIGNATION variable	290
Table 4.31.6: Chi-Square Val. of the responses of Child Care Facility	290
Table 4.31.7 Cross-Tabulation as Motivational Factor variable	292
Table 4.31.8: Chi-Square Analysis of the responses of Child Care Facility	293
Table 4.32: Flexible Working Arrangement	294
Table 4.32.1: Cross-Tabulation as AGE variable.	296
Table 4.32.2: Chi-Square of the responses of Flexible Working Arrangement	297
Table 4.32.3: Cross-Tabulation as Experience variable	299
Table 4.32.4: Chi-Square Val. of the responses of Flexible Working Arrangement	300
Table 4.32.5: Cross-Tabulation as DESIGNATION variable	301
Table 4.32.6: Chi-Square Val. of the responses of Flexible Working Arrangement	303
Table 4.32.7 Cross-Tabulation as Motivational Factor variable	304
Table 4.32.8: Chi-Square Analysis of the responses of Flexible Working Arrangement	306
Table 5.1: Distribution on Age	308
Table 5.2 Distribution on professional qualification	309
Table 5.3 Distribution on Designation	310
Table 5.4 Distribution on the basis of types of news	311
Table: 5.5 Distribution on Motivational factors	312
Table: 5.6 Distribution on experience	313
Table 5.7 Women journalists interested in social issues	316
Table 5.8 Women journalists covering various social issues	317
Table 5.9 Opinion about journalists act as a link between govt. and common people	319
Table 5.10 Women journalists covering news related to govt. related schemes & plans	320

LIST OF FIGURES

Figure 1: Gender-based violence faced by female journalists	47
Figure 2: Most Significant challenges of journalism in Saudi Arabia	51
Figure 4: Age-wise distribution	75
Figure 5: Experience-wise distribution	77
Figure 6: Designation-wise distribution	78
Figure 7: Motivational factor-wise distribution	79
Figure 8: Type of news covered by the women journalists (Source: Primary Data)	80
Figure 9: Percentage of Women Journalists having Professional Degree	81
Figure 11: Ever covered any social issues	87
Figure 12: Various social issues preferred by women journalists	87
Figure 13: Act as a link between govt. and common people	89
Figure 14: Preferred news related to government plans or policies	91
Figure 15: Women journalists satisfied with a salary	101
Figure 16: Encounter Gender discrimination in the workplace	120
Figure 17: Regular dilemma of dual role hampers the quality of work	128
Figure 18: Sexual Division of labor	139
Figure 19: Harassment by superior or officials'	147
Figure 20: Authorized person to look after the complaints of women journalists	158
Figure 21: Fear of harassment affects work quality	168
Figure 22: Lack of Moral support	177
Figure 23: Lack of proper security	187
Figure 24: Long tedious working hours	198
Figure 25: Unhealthy working conditions	201
Figure 26: Equal and transparent recognition policy	212
Figure 27: Separate toilets for women journalists	221
Figure 28: Separate rest rooms for women journalists	231

Figure 29: Safe transport facility	241
Figure 30: Dormitory facility	251
Figure 31: Follow Vishakha guidelines	262
Figure 32: Paid maternity leave	273
Figure 33: Crèche and child care facility	284
Figure 34: Flexible arrangement of the needy	289
Figure 35: Bar representation of Age wise distribution	295
Figure 36 Bar diagram for Profession qualification	309
Figure 37 Bar representation for Designation wise distribution	310
Figure 38: Bar diagram of Types of news	311
Figure 39: Bar diagram of Motivational factor wise distribution	312
Figure 40: Bar diagram of women journalists social issues	313
Figure 41: Bar diagram of issues preferred by women journalists	314
Figure 42: Bar diagram of journalists act as a link between govt. and common people	316
Figure 43: Bar Diagram of news covered by women journalists related to govt. plans	318
Figure 44: Bar Diagram of link between govt. and common people	319

Table of Contents

DECLARATION CERTIFICATE	i
SUPRVISOR'S CERTIFICATE	ii
ABSTRACT.....	iii
ACKNOWLEDGEMENT	xvi
TABLE OF CONTENTS	xviii
LIST OF TABLES	xxiii
LIST OF FIGURES.....	xxxi
 CHAPTER 1 INTRODUCTION	 1-24
1.1 Brief Summary	1
1.2 Role of women journalists	6
1.3 Contemporary problems of women journalists	7
1.4 Journey of women journalists since Independence	11
1.5 Definition of important terms	16
1.6 Research Questions	21
1.7 Names of newspapers selected for survey	22
1.8 Duration of study	23
 CHAPTER 2 LITERATURE REVIEW:	 25-64
2.1. Brief overview	25
2.2. National context	25

2.3. International context	31
2.4. History of the emergence of women journalist	40
2.5. Commitments of women journalists	42
2.6. Role of women journalists in promoting social issues	43
2.7. Challenges faced by women journalist	46
2.8. Challenges encountered with respect to different Countries	49
2.9 Working conditions in regional and national newspapers	52
2.10 Theoretical framework of research	55
2.11. Gaps in literature	63
2.12. Conclusion	64
 Chapter 3: Research Methodology	 65-71
3.1. Brief overview	65
3.2. The sample for the study	65
3.3 Data collection for the study	67
3.4 Tool for the data collection:	69
3.5 Research methodology for objectives and hypotheses	69
3.5.1 Objectives of the research	69
3.5.2 Hypotheses of the study	70
3.6 Objectives and Hypotheses and its Research Methodology	71
 Chapter 4: Data Analysis and its Interpretation	 72-306
4.1 Preamble	72
4.2 Reliability and Data Adequacy	72

4.2.1 Cronbach Value	72
4.2.2 KMO Bartlett Test	74
4.3 Demographic profile of the contributors	74
4.4 Descriptive Analysis of Demographic data using Freq. and percentage	74
4.4.1 Analysis of age-wise distribution	75
4.4 2. Analysis of experience-wise distribution	76
4.4.3. Analysis of designation-wise distribution	77
4.4.4 Analysis of motivational factor-wise distribution	78
4.4.5 Objectives and Hypotheses Test	81
4.5 Analysis of First Objective	84
4.5.1 Have you ever addressed any social issue?	85
4.5.2 Which social issue do you prefer to cover	85
4.5.3 Opinions about a journalist act as a link between govt. and common people	87
4.5.4 Ever covered any news related to government plans and policies	88
4.6 Analysis of Second Objective	89
4.6.1 Satisfied with the amount of salary drawn	90
4.6.2 Gender discrimination in print media houses	101
4.6.3 Perception of male colleagues towards female journalists	110
4.6.4 Dual role (home and office) lowers the quality of work	127
4.6.5 Sexual division of labour	138
4.6.6 Male gets promotion easily due to discrimination	146
4.6.7 Harassment by superior or subordinates	167
4.6.8 Authorized person to look after the complaints of women journalists	177

4.6.9	Fear of harassment affects the quality of work	186
4.6.10	Lack of moral support	198
4.6.11	Lack of proper security	199
4.6.12	Long and tedious working hours	200
4.7	Analysis of Third Objective	201
4.7.1	Unhealthy working conditions	201
4.7.2	Equal and transparent recognition policy	211
4.7.3	Separate toilets for women journalists	221
4.7.4	Rest Rooms for women journalists	231
4.7.5	Safe Transport facility for women journalists	241
4.7.6	Dormitory facility for women journalists	250
4.7.7	Vishakha guidelines for protection at workplace	261
4.7.8	Paid maternity leaves	272
4.7.9	Crèche and Child care facility	284
4.7.10	Flexible Working Arrangements	394
CHAPTER 5 CONCLUSION AND SUGGESTIONS		307-334
5.1	Brief Overview	307
5.2	Demographic profile of contributors	318
5.2.1	Distribution by Age	319
5.2.2	Distribution by Designation	310
5.2.3	Distribution by types of news	311
5.2.4	Distribution by Motivational Factors	312

5.2.5 Distribution by Experience	313
5.2.6 Main findings of Demographic profile of contributors	314
5.3 Objective 1-To study the Role of Women Journalists	315
5.3.1 Women journalists interested in social issues	316
5.3.2 Various social issues preferred by women journalists	317
5.3.3 Opinion about journalists acts as a link between govt. and common people	319
5.3.4 Ever covered any news related to government plans and policies	320
5.3.5 Main findings of first Objective 1	321
5.4 Obj 2: To analyze the challenges faced while performing job	321
5.4.1 Main findings of Objective 2	323
5.4.2 Conclusion of Objective 2	324
5.5 Obj3 To evaluate the working conditions adopted by reg. and nat. newspapers	327
5.5.1 Main findings of Objective 3	328
5.5.2 Conclusion of Objective 3	329
5.6 The future prospects of women journalists	329
5.7 Suggestions	331
5.8 Conclusion	332
5.9 Need a Change	334
BIBLIOGRAPHY	341-347
List of publications	348

ABSTRACT

The thesis "Roles and challenges of Woman in Journalism" is a study that focuses on women journalists working in Madhya Pradesh and Uttar Pradesh's national and regional newspapers. As the title of this thesis suggests, the purpose of this research is to highlight the role of female journalists in the regional and national newspaper industries of two major Indian states, the challenges and problems they have to face while doing their jobs, and the working conditions that affect their productivity.

The current research is based on survey methods, and the data was collected using a detailed questionnaire. The information gathered is tallied, examined using the Chi-Sq. Analysis, and interpreted using pie diagrams and graphs. Though women's rights are recognized in India's constitution, Indian society was known for being patriarchal for decades after the Country's independence, effectively denying women the opportunity to take center stage in social, economic, political, and especially professional sectors of life. Despite the fact that the Indian Constitution guarantees men and women equal rights, women in the workforce face subjugation, exploitation, and discrimination in all aspects of life. Today also in the most advanced and modern settings of professional work, they face numerous challenges. Even the most noble and sober area of print journalism is not immune to the anti-women tendency.

Despite the fact that the media is claimed to be a representation of society, several reports published in journals and newspapers allege that women professionals in the media industry, whether electronic or more sober print media are discriminated against. According to research, more and more women are working in the media these days since they are widely available at lower pay on a contract basis. Many people accept the notion that women journalists are restricted within organizations because they are unable to work night shifts due to family or security concerns. Even superiors and coworkers assumed that women couldn't give their all to the media because the industry is physically demanding and they couldn't meet the demands.

Despite holding excellent degrees from reputable journalism and mass communication colleges around the Country and extensive work Experience in a variety of media outlets, several women journalists have yet to receive appointment letters. Their compensation ranges are in no way commensurate with their Experience and qualifications. In many media businesses, women journalists are denied permanent employment status and are paid monthly in vouchers that are far lower than their male Counterparts.

The most crucial point to emphasize is that many female journalists wish to work in challenging and difficult beats that are traditionally dominated by men, but their managers and superiors refuse to oblige them simply to maintain gender superiority.

A recent report by the World Health Organization (WHO, 2013) claims that women journalists from all over the world have been facing various types of problems for decades. **During the course of their work, one out of every three female journalists has been subjected to some form of physical or sexual violence. The violence and torture they are subjected to are blatant violations of human rights. "**

It violates the Indian Constitution's preamble, which provides equality of rank and opportunity for men and women, as well as the preamble, which states that the state must offer fair and humane working conditions, including maternity benefits and payments, to its female employees (Article 42).

The difficulties and problems are harming not only their professional responsibilities, but also their ability and efficiency to maintain a work-life balance, and as a result, they are unable to function well in both their professional and personal lives.

According to a number of studies on women journalists, the majority of female journalists are exposed to gender-specific safety hazards such as sexual harassment, sexual violence, and threats and violence (IFJ 2017, IWFMF 2018). According to a survey conducted by UNESCO in partnership with UN Women and the International Federation of Journalists (IFJ), "women professionals are severely affected not only in number but also in salaries." According to the survey, there is a distinct gender wage disparity, with women receiving \$436 per month compared to men earning \$506 per month.

In a 2019 United Nations report including journalists from 50 nations, it was discovered that:-

- a. 48% had been subjected to gender-based violence at work.
- b. 44% had been the victims of sexual violence.
- c. Two-thirds of contributors did not file a formal complaint.
- d. 84.8 % of those who did file a complaint did not believe that enough steps had been taken against the perpetrators in all cases.
- e. Only 12.3% of contributors were pleased with the outcome.
- f. Only 26% of workplaces have a policy in place to address gender-based and sexual assault.

All of these reports illustrate that women journalists around the world face numerous challenges while performing their professions, and our Country is no exception. As a female professional, I felt compelled to bring up their issues and concerns, which is why the researcher chose this topic for her study.

The present study also includes statistics on how and why women journalists are affected by poor working conditions, environmental factors, and atmosphere in media organizations; a lack of implementation of media policies for their safety and security; and management/editorial staff's indifferent attitude toward women journalists.

Now, in order to gain a greater understanding of journalism's identity and role in society, one must first comprehend the role of journalists.

Journalists explain their contributions to society in a variety of ways, which helps them find meaning in their profession (Aldridge & Evetts, 2003). The study of journalistic function is more important than ever because journalism's identity has been disturbed in the twenty-first century, and journalistic principles have become more ambiguous and fluid since the turn of the century (Koljonen, 2013). It's hardly surprising, then, that research on the role and identity of journalists has a long history in the larger field of journalism and mass communication studies.

In addition to informing and entertaining their audiences, journalists educate and enlighten their audiences. Journalists work in a variety of beats, each with their own set of responsibilities. A journalist covering the crime beat, for example, has a responsibility to keep his readers informed and aware of current events. A political journalist influences their audience's political decisions. Journalists covering the economy should inform their audience about the current state of affairs. The audience is always hoping for some good, new information. As experts in their particular beats, it is the primary responsibility of all media professionals to give all news relating to their disciplines.

Furthermore, according to a recent study on journalistic jobs conducted by Folker Hanusch of the University of Vienna's Department of Communication, all journalists should fulfil four fundamental tasks: service providers, life coaches, community advocates, and inspiring entertainers. Journalists seek to inform their viewers and offer general counsel to them as service providers. Journalists, in their capacity as life coaches, give valuable content to push people to better or modify their lifestyles, as well as to assist them in navigating their lives. As community advocates, they should not just focus on issues that affect readers but also campaign for the community's best interests.

Apart from the first and second objectives (the role of women journalists and challenges for women journalists), the third objective focuses on the current working circumstances in print media enterprises. The researcher has examined the working circumstances of print media organizations and conducted a survey on the correct application of media policies as part of the third aim. In this study, the scholar surveyed the offices of 20 national and regional newspapers in Uttar Pradesh and Madhya Pradesh. During the survey, it was discovered that numerous firms do not have a women-friendly environment; the managerial staff and other colleagues not only showed a lack of interest in women's issues, but also refused to allow their female employees to participate in the study.

Furthermore, there were a few notable women who refused to participate in the study for fear of being fired or being sued by higher authorities. Overall, women in this industry are concerned about their personal lives, careers, positions, and fame.

On the basis of this idea, the researcher has framed 3 objectives that help the latter to observe, analyze, or examine the female workforce of print media organizations (newspapers) and the pragmatic role, contribution, or task they are performing to help society and the conditions in which they are bound to perform their duties. On the basis of this idea, the researcher has framed 3 objectives which help the latter to observe, analyze, or examine the female workforce's issues related to the problems/challenges, their constructive and positive role, task, and contribution in reporting, covering, and writing the news for promoting development in society and the working conditions adopted by media organizations for their female employees.

The objectives are as follows:

1. To study the role of women journalists in promoting social issues for the development of society.
2. To analyze the challenges faced by female journalists in discharging their duties.
3. To evaluate the working conditions and policies adopted by regional and national newspapers towards women journalists.

Uttar Pradesh and Madhya Pradesh were chosen as the universes owing to their large populations and the highest number of circulations and readers in India. To further narrow the universe, the researcher chose Lucknow (capital city) and Kanpur (Manchester of North India) in Uttar Pradesh, as well as Bhopal (capital city) and Indore (commercial capital) in Madhya Pradesh, owing to the fact that all the aforementioned cities were newspaper hubs with the largest circulation across India.

The sample frame is comprised of female media professionals working in regional and national newspapers in Uttar Pradesh and Madhya Pradesh. The contributors comprised of editors, resident editors, subeditors, desk in charge, correspondents, etc. in newspapers of Uttar Pradesh and Madhya Pradesh. The selection of samples was based on the Snow Ball Sampling Technique, with a focus on fair selection and balanced feedback about the working atmosphere at their respective workplaces.

An easy and direct questionnaire was prepared to collect the views and opinions (data) through one-on-one interaction with the contributors so that one could easily recognise the vital information collected during the research. The researcher has selected 20 newspapers, consisting of regional and national daily newspapers from Uttar Pradesh and Madhya Pradesh.

The data was collected through a survey using an online medium owing to COVID-19. During this survey, the majority of the women journalists from UP and MP were contacted, and out of the total force, 304 women journalists responded to the questionnaire. Many others refused to take part in the study for their own personal reasons.

Later on, the data was tabulated, analyzed, and interpreted using descriptive analysis and the Chi-Sq. Analysis.

Findings from the study

The study's findings and analyzes show that the media as a profession has deep-seated preconceptions that make it difficult for women journalists to advance in their careers. This study not only reveals the travails of women journalists, but it also reveals cases of an unhealthy work atmosphere for female journalists, raising concerns about the safety of female journalists. According to the findings, female journalists do not feel free or comfortable discussing sexual harassment, poor earnings, inadequate basic facilities, the lack of maternity leave, and other benefits. The study also discovered that there is no proper implementation of media policies that provide safety and security to women journalists, as well as the absence of any functional body at any media organization to deal with women journalists' problems, which is affecting the work efficiency of female employees. There are a few newspaper organizations that do have a women's sensitization cell, though. Another finding of this study is that men occupy the vast majority of management jobs and news gathering positions at the middle and senior management levels, while women are only employed for desk work such as editing news, translating from one language to another, or simply writing (making) news after receiving it from a ground reporter. In 1992, a survey of managing editors of 100 daily newspapers

in the United States of America found that 84 % of responding editors Agr that women in the media have made a difference, particularly in expanding the range of topics considered noteworthy that resolve around women's issues, according to Margret Gallagher (1994).

Female journalists, according to current data and analyzes, play an important role in development communication. The present study also reveals a number of variables that not only impair working efficiency but also make it difficult for female journalists to improve their position in the print media. There is sexism in terms of ownership and control, as well as bad working conditions, such as low pay and inadequate facilities, and a lack of women in top positions in the media.

Objective 1: Role of women journalists

Addressed social issues					
		Freq.	%	Valid %	Cumulative %
Valid	N.	74	24.3	24.3	24.3
	Y.	230	75.7	75.7	100.0
	Sum Total	304	100.0	100.0	

Table 1 Women journalists addressing social issues

When asked about ever addressing any social cause in the newspaper, the majority of women journalists (230) confirm that they are concerned about the Development Communication and, through their work, they are continuously making positive contributions to the betterment of society. These 230 female journalists say that they are aware of their duties and responsibilities, and their foremost duty is to ensure the benefit of the common people and the nation as well. However, 74 contributors out of the total number have not shown any interest in social development, but rather have personal reasons for working in the press.

Various social issues preferred by women journalists

Issues preferred by women journalists		Total
Valid	Child Care	49
	Education	67
	Health care	33
	Crime against women	101
	Housing	10
	Infrastructure	32
	Multiple	12
Total		249

Table 2 Social issues preferred by women journalists

The study reveals the interest of women journalists in various social causes. As the data indicates, the highest number of women journalists (101) cover crime against women issues, while (67) state that they are covering the education beat. Following this, (49) say that children are a vital part of our society, so they like to cover news related to child care development, (46) of them describe the importance of women and say that they cover news related to domestic violence and other issues women face. Out of the total number, 33 female journalists say they look after the health care beat as health plays an important role in everybody's life. Then comes housing, infrastructure, and other important beats for social issues.

Working on any national/state level development policy					
		Freq.	%	Valid %	Cumulative %
Valid	01	23	7.6	7.6	7.6
	02	35	11.5	11.5	19.1
	03	82	27.0	27.0	46.1
	04	90	29.6	29.6	75.7
	05	74	24.3	24.3	100.0
	Total	304	100.0	100.0	

Table 3 Women journalists working for national/state level news

This study also finds out that women journalists are so dedicated towards their work and they think that they act as a link between the government and ordinary people. Specifying their responsibilities and duties, 204 (67.1%) contributors say that they are like a bridge between the government and the common people. whereas just 4.6% of the total number of contributors ignores their importance and claims that they can never come between the government and its people.

Women journalists support news related to government plans					
		Freq.	%	Valid %	Cumulative %
Valid	1	4	1.3	1.3	1.3
	2	4	1.3	1.3	2.6
	3	56	18.4	18.4	21.1
	4	87	28.6	28.6	49.7
	5	153	50.3	50.3	100.0
	Total	304	100.0	100.0	

Table 4 Women Journalists preferring news related to govt. plans

When asked about their role in society, 153 female journalists (50.3%) say they perform their job wisely and that if given the choice between sensational news and beneficial news, they prefer the news that supports and advances government development plans/goals, ensuring their contribution to helping the society/nation.

Challenges of women journalists

The data for this objective indicates that most women journalists reveal that they face labour discrimination at their work places. What's more, over half of the contributors complained about sexual harassment and other types of harassment in their organizations. In her 5-minute interview, a young reporter (recipient of the Ram Nath Goenka Award), claims that there is no special toilet for women in her organization. Also, there are women journalists who reveal that there is no complaint committee or complaint cell that can look after the issues of female journalists.

Satisfied with salary					
Valid		Freq.	%	Valid%	Cumulative%
	1	93	30.6	30.6	30.6
	2	75	24.7	24.7	24.7
	3	54	17.8	17.8	73.0
	4	40	13.2	13.2	86.2
	5	42	13.8	13.8	100.0
	Total	304	100.0	100.0	

Table 5 Women journalists satisfied with the salary

The study reveals that more than half of the contributors (168, 55.26%) are not satisfied with the amount of money they are getting for their work. A meagre number of female journalists (42, i.e., 13.8%) say they are getting a good salary for their work.

Gender discrimination still exist in the organization

		Freq.	%	Valid %	Cumulative %
Valid	1	94	30.9	30.9	30.9
	2	64	21.1	21.1	52.0
	3	31	10.2	10.2	62.2
	4	58	19.1	19.1	81.3
	5	57	18.8	18.8	100.0
	Total	304	100.0	100.0	

Table 6 Gender discrimination in the workplace

In a word about gender discrimination, 158 (51%) claim that gender discrimination does exist in their organization. Males are preferred and females are always criticized for the same piece of work. In a personal interview, a senior female reporter claimed that when a women brings a crime story, her male editor says it is not your cup of tea, and then he asks a male reporter to do the same story.

Being mother/wife lowers the quality of work					
Valid		Freq.	%	Valid %	Cumulative %
	1	40	13.2	13.2	13.2
	2	20	6.6	6.6	19.7
	3	37	12.2	12.2	31.9
	4	139	45.7	45.7	77.6
	5	68	22.4	22.4	100.0
	Total	304	100.0	100.0	

Table 7 Dual role hampers quality of work

The study reveals that the pressure of working at home as a mother or wife and simultaneously working in a media house lowers the quality of work as a journalist. Thus, it can be said that media jobs create turbulence in family and professional life. The first and foremost reason for this is irregular working hours, which prevent women from spending quality time with their families, particularly children. Also, she is not able to justify her professional life. As a result, the quality of work is compromised both at home and at work. The same is evident from the responses of women journalists, in which a gross total of 207 women journalists nearly (68.1 %) confirm that the quality of work does hamper, as the media is not a 9-to-5 job, so you cannot give your time to your family. Alas!

There are no Saturdays or Sundays in the media.

Harassment by superior					
		Freq.	%	Valid %	Cumulative %
Valid	1	59	19.4	19.4	19.4
	2	27	8.9	8.9	28.3
	3	39	12.8	12.8	41.1
	4	21	6.9	6.9	48.0
	5	158	52.0	52.0	100.0
	Total	304	100.0	100.0	

Table 8 Harassment by superior//subordinates

The study reveals that out of 304 women journalists, 179 (58%) have experienced harassment by their superior staff members or other colleagues. Harassment has varied types, like sexual harassment, mental torcher, denial of basic services etc.

Authorized person respond quickly to complaints

		Freq.	%	Valid %	Cumulative %
Valid	1	93	30.6	31.4	31.4
	2	52	17.1	17.6	49.0
	3	67	22.0	22.6	71.6
	4	44	14.5	14.9	86.5
	5	40	13.2	13.5	100.0
Total		304	100.0		

Table 9 Authorized person to look after the complaints of women journalists

The study reveals that most media houses do not follow proper guidelines for the safety and security of their female workforce. There are a number of organizations that have not made provision for a complaint cell or complaint committee, despite the strict instructions of the central government. On asking about the concerned authority, 145 contributors (47.7%) claim there is no such person in their organization that can look into their grave issues and resolve the matter quickly. Female journalists are the victims. They have to bear the brunt of every issue.

Working conditions

		Freq	%	Valid%	Cumulative %
Valid	1.0	62	20.4	20.4	20.4
	2.0	36	11.8	11.8	32.2
	3.0	100	32.9	32.9	65.1
	4.0	100	32.9	32.9	65.1
	5.0	43	14.1	14.1	100.0
	Total	304	100.0	100.0	

Table 10 Unhealthy working conditions mars the productivity of women workforce

The study reveals that the working conditions in print media houses are not satisfactory, especially in the regional press. 104 contributors (32.2%) out of 304 claimed that their work does get hampered as the organization does not provide a healthy working atmosphere for its female workforce. There are no rest rooms, no provision for child care facilities, no safe transport facility and dormitory, a low number of maternity leaves that are also unpaid, no complaint committee etc. Once a woman gets pregnant, she has to resign from her job, as there is no provision for maternity leave or for new born babies. There is no comeback for the new mom. And it has been observed that if she gets a chance to rejoin the office, she has to work under her junior's supervision.

Gist of My Findings

The findings and analysis for the first goal of the study determined that women journalists are considerably engaged in reporting news linked to societal development, or in other words, development communication.

Findings of the second goal establish that women journalists working for regional and national newspapers in Uttar Pradesh and Madhya Pradesh have numerous challenges in carrying out their tasks. There are twelve hypotheses to examine in order to achieve these goals. All of the hypotheses were created to investigate the problems and obstacles faced by female journalists. Gender discrimination, sexual and mental harassment, sexual division of labor, poor facilities, low payments, recruitment on the muster rolls, job insecurity because enrollment is generally done on a temporary basis, denial of promotion, and so on are all confirmed by the findings of these hypotheses.

Furthermore, the findings of the third objective confirm that many print media businesses have unsatisfactory working conditions for their female staff. There are some media outlets that do not adhere to media policies. It is found in the study that poor working conditions in media firms reduce productivity, and as a result, women journalists' careers are frequently jeopardized.

Chapter—1

INTRODUCTION

1.1 BRIEF OVERVIEW

As per the latest findings of the United Nation Educational, Scientific and Cultural Organization (UNESCO), all forms of media are controlled by men. In this report, women professionals from the media from various parts of the world complained that they have to go through a lot of hardships while performing their jobs. Numerous Countries like Canada, Ecuador, Egypt, Nigeria, and even India have witnessed that women professionals are very much a minority presence in the male media environment in every case.

As the main objectives of this study focus on women journalists' issues, their role in promoting the development of society, problems they are facing and the working conditions of print media houses in the Uttar Pradesh and Madhya Pradesh regional and national newspapers, it is quite essential to first take a brief look into the actual situation of women working in the mass media. Despite the fact that for decades, journalism has been dominated by men in India, more and more women have been joining the journalism workforce. A study showed that an increasing number of women in India, where the population lives in various social, cultural, economic, and political settings, build and participate in different types of media—from mass media and electronic media to conventional and alternative forms of women's advanced empowerment and growth.

It can be precisely said that our media is playing a pivotal role in bringing attention to the problems impacting women in society, and it also inspires women to connect through their winning viewpoint.

As globalization and mass media have combined to spread and promote ideas and Values more intensely than Exptd. at all levels of society (local, national, and global), it has affected the women of our Country as well. Consequently, women are now becoming more aware of their roles, duties, and conditions. This great change has produced the advancement of women's status and thereby helped in achieving gender equality to some

extent. Numerous studies and surveys conducted on women in the media, particularly in journalism, reveal that, in terms of education, Indian women are as qualified as men for media careers. But then the women also lag behind in terms of getting timely promotions, Agable salaries, and a healthy working atmosphere, which is again a very big setback in their career advancement. The study also shows how social, cultural, and fiscal barriers operating in our male-dominated media have been creating a huge gap for decades, and yet Indian women are still in low-level and low-status positions in the media because of patriarchal society.

Also, it has been evidently observed that Indian women are largely passive in seeking equal rights in the workplace, unlike women working in mass communications industries in the west, where women are strongly voicing their concerns and organising to fight collectively for equal job opportunities.

It is a matter of great concern that, although the number of women entering media houses is increasing, in terms of participation and decision-making in the media, women have not gained much parity with men.

Top leadership is still overwhelmingly male-dominated, and only a few women have attained senior or higher positions to date; for example, women in editorial positions are exceptional cases.

What's more, there are a significant number of reports which declare systematic cases of sexual or mental abuse inside media houses, citing women as a way of regulating and excluding them from holding key business roles.

The substantial rise of women in mass media education institutions is eventually responsible for the growth of women in different modes of communication like television, radio, print, etc. Also, an increase in the number of women's problems has resulted in an increase in women's jobs in media institutions.

Women have been continuously described as victims, dependent, caring, selfless, sacrificing mothers and wives, sex objects, sluts, mistresses, etc. They are seldom presented as contributors to the growth processes. This can be due to the critical lack of profit-driven women in the decision-making enterprises for which they work, and women's concerns are not seen as profit-making.

New information technologies have helped women communicate and collaborate more efficiently with each other and exchange information and resources more easily and quickly.

The women's movement has increasingly used electronic media to promote its advocacy and create unity in this context.

The use of communication technology such as e-mail, internet networks, radio, print, etc., has become a powerful tool women to share ideas. Print media surveys have also shown a spike in women's print media. There were 42 types of women's newspapers in China: 3 women's newspapers.

During the economic boom in the 1990s, Japan had three large women's newspapers. Studies on women and mass communication with particular reference to India revealed that while the women's movement in the west increased the number of women in the workforce of journalism, more women have been employed by daily newspapers in the USA. As far as India was concerned, only 1% of the total workforce were women in print and 25% in electronic media. Around 1973, no more than two dozen women worked as journalists in the Country. The explanation given for this low figure was the enduring traditions of male-oriented societies and the protective legislation to keep vulnerable women away from physically rigorous assignments at night. In the late 1970s, women journalists not only faced recruitment concerns, but also the problems of sexual division of labour and denial of promotion. In the 20th century, women editors were typically assigned to women's magazines, film journals, or children's newspapers in the 20th century.

In the media, women journalists hardly held decision-making positions. Female journalists were mainly assigned to topics relating to women. They did not get the opportunity to report international and national news and were promoted much more slowly than the men.

They are most under-represented in journalism

At present, the current issues of women journalists in India cannot be seen without taking into account the transformation of the socio-economic and political background. Their present condition is, in reality, the product of a continual change in their social background. In modern India, the emergence and position of pioneering female journalists has traditionally found its importance in social reforms and the nationalist movement. The British Social Revolution was then responsible for the development of the women's movement and the first women in journalism, aimed at uplifting Indian women and the response of nationalist men to accepting modern Indian women to civilize the Country. Independent India has not only increased the number of women in journalism since 1947, but in this profession it has improved their role.

After independent India, the media witnessed a noticeable number of women entering mainstream media. However, this status was still restricted to soft beats of news such as entertainment, youth, art, society, etc. Since 1990, the number of women joining the media has grown considerably.

According to the survey present in the present study, most of the issues related with women journalist like arbitrary assignments and promotion, wage disparities, gender inequality, lack of support system for working women journalist, dissuading women from joining the media or taking the role of decision making etc. are prevailing from decades and these issues still exist in the 21st century.

The concept of challenges being faced by women journalists is divided into two parts, namely, non-materialistic approach and materialistic approach. The same has been summarized below: -

A) NON-MATERIALISTIC APPROACH: This approach expresses what people actually think about women journalists and how ordinary men perceive them.

1. Male journalists claim that it is a male profession as it needs courage and daring and women lack both, so it is not a job for them.
2. Male colleagues, superiors, and subordinates remain dubious about the sincerity of women journalists in pursuing their career in the media in the long term.
3. Male colleagues generally think of women journalists as distracted workers due to their distinct roles as mothers, wives, and media professionals simultaneously.
4. A male journalist views his female colleague first as a woman and then as a journalist.

B) MATERIALISTIC APPROACH: It depicts how people treat female journalists and how they interact with women.

1. As most male journalists think that women are physically fragile and unable to meet the demands of this profession, the management department employs women in a few specified areas of news, such as fashion, children, lifestyle, family, etc.
2. Women journalists are discriminated against when they are due for promotion. As they are assumed to be irrational and emotional,
3. They are frequently paid < men because it is assumed that their family is their priority and that they will devote more time to family members.

As long as sexual division of labour is still prevailing in newspaper organizations, women journalists are more likely to be assigned to write news articles and features on women, children, society, culture, art, entertainment, and such other issues that are basically considered "soft news" beats. Their job assignments seldom tackle hard news like politics, crime, international and foreign affairs, defense, economics, etc. As a result, they are mostly deprived of the chance of promotion

1. Mainstream media organizations seldom offer facilities to blossom in their careers, e.g., Women journalists in general are rarely offered transport facilities late at night, while married women in particular are not provided with childcare centers.
2. They have to bear the brunt of sexual harassment from their male colleagues, superiors, and news sources as well.

1.2 ROLE OF WOMEN JOURNALISTS

There was a time when women in our Country used to fear and feel ashamed while venturing into fields dominated by men. Even the most advanced media industry was not an exception to this unwarranted and unintentional bias. However, with the advancement of technology and the passing of time, the situation has changed drastically and modern women have proved their mettle in almost every sphere in the world. The same enthusiasm and dedication of women towards their professional work is evident from this present study, which shows that female journalists are playing a larger role in improving the coverage of print media.

While talking to the female journalists and conducting the survey for the present study, the researcher found that the majority of them were aware of their journalistic responsibilities as professional journalists. As the researcher conducted this study during the crucial period of the global pandemic COVID-19, she found that many of the women journalists were performing their duties not only as professional media people but also as responsible citizens of India. The same is evident from the fact that most of them, especially those reporting from ground zero, were educating, guiding, and helping the readers cope during this difficult time. They are doing a splendid job while acting as a congenial link between the government and the public.

Not to forget the contribution/role/task of women journalists in highlighting the notorious Nirbhaya Gang Rape Case, which not only shook the national capital Delhi, but also shook the entire nation. The voice against culprits of such heinous offences turned louder and, with extraordinary coverage in the national media by renowned media women

journalists Shobha Dey, Sagarika Ghose, Bachchi Kakariya, Mohua Chatterjea, Anuja Jaiswal and others, the government of India was bound to amend the law. As a result, the punishment for rape was amended to the death penalty from the previously fixed jail term. Also, it has been observed through a number of previous studies that the effective coverage of social issues and the awareness created by women journalists has forced the respective state governments to take major initiatives against malnourishment, check female feticide, provide houses to poor people, provide education to poor children, improve health services, start amending the laws of IPC for Indian women, the list is endless. These women journalists also forced the government to provide specific security and safety measures to working women by their employers in any part of India. Besides, women journalists also managed to relax norms and odd duty hours everywhere to strictly avoid any threat to the dignity and lives of working women.

1.2 CONTEMPORARY PROBLEMS OF WOMEN JOURNALISTS

A broad variety of topics are taken into consideration in this present study: from recruiting and occupational discrimination to media policies and working conditions; social issues like education, healthcare, housing, women's issues, transport facilities at night to maternity facilities for new moms; workplace assault, contribution and pragmatic participation in the workforce, discrimination at work place, and many more travails and challenges of women journalists.

Initially, the labyrinth of data under too many distinct heads with more sub-divisions into unique indices appeared easy to interpret, but in the end it proved very challenging to evaluate. As a consequence, all the data is aggregated and then tabulated.

There are several constraints on the results because of the scale of the respondent population (300) and the reality that we had to focus on questionnaires completed and did not actually provide a diverse cross-section of journalists. The findings, however, are essential measures of women journalists' views and attitudes, especially as their effect on diverse topics in the newsroom is increasing as their numbers grow.

Even though, as in the regional press, the figures are poor and inequality between male and female workers is a fact, the study indicates that women journalists continue to infuse an optimistic and constructive outlook into their professions. Many of them are committed, often against all odds and far beyond the expectations of management and co-workers, to contributing to the industry.

Women actually complain that their ambitions are stifled so many times, even before they really have a chance to develop. Despite this, the rising number of women joining and continuing to seek employment in the journalism industry reflects their commitment to holding women's voices alive.

A senior subeditor from Lucknow says that their voices are mostly unheard regarding their professional work in the media. They are expected to reflect on the predicaments of culture at large, but they are barely noticed when it comes to themselves. From a historical point of view, in the last two decades, women journalists have undoubtedly made great strides in growing their share of employment in all types of newspapers. Nowadays, they are no longer confined to fashion, lifestyle, art, and entertainment, but are playing an active role in covering the reports from ground zero, like warfronts, and the press galleries of Lok Sabha and Rajya Sabha. Now nothing is being left untouched with the female journalists.

They are on the crime beat and have started covering heinous crimes like the Nirbhaya Rape Case that took place in the capital city, Delhi. As a result, several women journalists from across the Country raised the issue. As a result, the government of India was bound to pass a stringent law on rape cases. In reality, women journalists perform extraordinary tasks and play a pragmatic role in covering mainstream issues such as health, housing, climate, education, food, security, global warming, and so on, as well as, more importantly, issues affecting ordinary women. Really, women journalists are fundamentally transforming the media and bringing the same to a wider audience. The political editor of a renowned newspaper in Madhya Pradesh comments that while she has witnessed a good deal of fulfillment and professional integrity, her colleagues have

not been so privileged in other organizations. It happens often when the female journalists of other media organizations complain of overwork, low wages, and that too, with so limited recourse to fair jobs.

On the basis of the flimsy argument that these female journalists cannot do night duty, a number of media houses refuse to give them jobs or stop their promotions.

In several instances, these women journalists have constructed their careers on the presumption that they must be "twice as good" as their male peers only to get their foot in the door. Others report that it may be debilitating to work tirelessly to uphold standards and to forestall any unfavorable conditions.

A prominent member of the Press Club of Uttar Pradesh had a similar complaint that female journalists have to struggle twice as intensely as their male Counterparts and have to continuously Counter suggestions or misconceptions that we use sexuality to move ahead in the media field.

A correspondent from a regional newspaper in a small district of Madhya Pradesh said that after spending so many years in journalism, I had noticed many times that my skills and degrees would only be appreciated to a certain extent, no matter how many awards I earned and how effective I was. News organizations, however, recruit younger girls, as these newcomers don't ask for much salary and also have no family issues. Observers may infer that female journalists are already taking a victim position, declining to accept the many strides they have achieved since that may entail needing to admit that other journalists have a level playing field.

The Resident Editor of the Hindustan Times expresses her theory of taking advantage of the One discovers possibilities: you are what you make of yourself. Take accountability and be responsible for yourself first and foremost.

Take advantage of all the resources you have and go for what you intend to do. A stronger remark came from a professional on the lack of promotion for female journalists. Some just assume they are entitled to more chances than the majority of the

Work force and get disenchanted when they cannot progress quickly enough. Job insecurity was a major concern arising from the study because journalists work as daily wage workers and sign a muster roll at the end of the month.

To receive a pittance of only 1,500 or 2,000 Rs as a monthly salary, without any legal proof (document) such as a salary slip, and also without any employment contract system, absence of maternity and child care facilities arrangements, unavailability of basic facilities such as no separate toilets for female employees, absence of rest rooms, no crèche facilities for children, discrimination at the workplace

Professional career vs. personal life is the burning issue in the mainstream press. Professional work does impact the marital ties, and it differs greatly between males and females.

The same is evident from the fact that during the time of pregnancy and after giving birth to a child, longer maternity leave is very necessary because the patriarchal mindset in Indian society thinks that the well-being and nurturing of a child is solely the responsibility of the mother (may it be a working woman or a housewife).

Although it's not a big deal because in the entire life span of a woman, the reproductive period is needed just once or twice in the entire life of a woman's span, becoming a mother is a curse in Indian society because women have to face a lot of hardships not only on the family front but also on the professional front. Here it is worth mentioning that *"women's most productive years are also their reproductive years."*

Since female journalists are attentive, careful, and people connect with them more quickly and easily, the managers and other higher authorities (especially male employees) never praise them for their skills and capabilities for professionalism.

As far as policy issues are concerned, it was observed at the time of the survey that many of the female journalists were not aware of their legal rights. The entitlements, rights, and conditions for wages and promotion were not clear to them. Astoundingly, even the editors of some renowned newspapers were not clear about the media policies being adopted, especially for the betterment of women journalists.

1.1 Journey of women journalists since Indian

IndependenceFirst Phase

The first stage of women's journalism was marked by the first year of democracy. On August 15, 1947, India retained its destiny after a unique fight for freedom in which Indian women fought shoulder to shoulder with men. During this process, the constitution made on January 26, 1950, included a pledge to the men and women of India that the government of this free nation would reconstruct society with new Values based on the principles of social, economic, and political justice. Thus, the Preamble guarantees equality of rank and opportunity between men and women. Article 15 shall prohibit discrimination on grounds of religion, race, sex, or place of birth. The same article provides that the state can make special arrangements for women and children. There are also clauses in relation to women in the Directive Principle of State Policy. Pursuant to Article 39, the state must have a policy of equal salary for equal work for both men and women, and it must ask the state to ensure that the health and strength of male and female employees are not compromised or abused.

In addition, Article 42 specifies that the state shall provide a fair and humane working and maternity benefit or payment. Above all, the constitutional rights guaranteed by the Indian constitution have eliminated the social, political, and legal handicaps and disparities that Indian women have suffered over the centuries. While traditional women's organizations such as AIWC (All India Women's Commission) and the Women's Community (Mahila Mandals) have received financial assistance and professional advice from the CSWB (Central Social Welfare Board), they have not given impetus to women's movements. As a result, the movement lost its dynamism in its first phase. In this sense, veteran women's leader Kamladevi argued that the decline in the women's movement was a phase in which women, who had poured into the fight for liberation, had slipped back into their own groove.

They found the masses of women to be the protection of their ballot papers. There have been a variety of aspects that have had an impact on women's lives in those days, not just in terms of the chance to get a job, but also in terms of the choice of occupation. Accessible records on women and work in the early years of independence have shown that Indian women tend to enter women's professions such as counseling, education, health agency, social worker, etc., rather than men's careers such as journalism, advocacy, administrator, builder, etc. In the midst of this transition, Ratan Karaka launched a women's page in her brother's "Main" newspaper. In Delhi, Kamala Mankekar was one of the few women in the news. After a few months at the Indian News Channel, she joined the Times of India in 1950.

According to her, by then, The Statesman had two female workers in the capital.

Raj Chawla was on the desk with Amrita Malik, who started the first radio column in the Country known as the Listening Post. Pramila Kalhan also wrote for the Hindustan Times. Aruna Mukherji and Amrita Rungchary, both from the Indian Express, were among the first women to become assistant editors of major newspapers.

Anjali Sinha was the first to write for 'The Hindu' and Shanta Rungchary, the first female trainee at The Indian Express to work for The Statesman, while Vidya Nehru joined the "National Herald" in Lucknow as the first woman to work on the night shift. The other women journalists in the English press during this particular period were "Blue" Ranganathan, M Ratnakari and Anjali Sarkar, Shankuntala Srivastava, Manasi, Mrs BK Karanjia and Uma Anand, Mrs Kooper (Bangalore) and Mrs Coleen (Kochi-based freelance travel writer).

One reality that is remarkably obvious at this point is that while a number of women journalists have contributed to English newspapers, the editors and the upper management of those newspapers are still men. On the other hand, there is little information regarding women journalists in the vernacular press. The most popular were Jaloo Kanga, Leela Parulekar, and K. Ram Laxmi.

Second phase

The phase of the alliance between women journalists and the women's movement can be dated back to the 1960s and 1970s. A number of women joined the mainstream commercial press from 1960 onwards. Besides advancing girls' education in general, journalism as a course available in various universities across the Country was another factor that inspired many women to enter this career.

The well-known journalist and researcher, Ammu Joseph, explained that this course obviously attracted educated women who did not consider conventional job avenues. According to Joseph, numerous female journalists graduated from this process with a media course. Among the few famous names, Prabha Dutt, Jyotsna Kapoor, Razia Ismail, and Bachi Kakaria, acquired their post-graduate diplomas in journalism from renowned Indian universities. Some, including Coomi Kapoor and Dina Vakil, have also gone overseas to earn degrees in journalism.

There were many female journalists who contributed, particularly in the English-language press. To name a few, there was Dina Vakil, Razia Ismail, Coomi Kapoor, Usha Raj, Prabha Dutt, Jyotsna Kapoor, Neena Vyas, Modhumita Majumdar, Zinat Imam, Rammi Chhabra, Rashmi Saxena, Madhu Jain, Tavleen Singh, Olga Tellis, and Fatimma Zakaria

The 1960s also witnessed a larger number of women participating in vernacular journalism. For example, in Maharashtra, Indu Bai Tilak, daughter-in-law of Shri Bal Gangadhar Tilak, became the first women journalist in Marathi journalism.

In 1964, Vidya Bal joined "STREE," a progressive magazine for women. She joined the magazine in the capacity of Sub Editor and, later on, in 1983, she became its editor. However, she left the press in 1986.

In 1966, Lata Rajae joined "Lok Satta" in Mumbai. In 1969, Neelam Upadhyay managed to get into the Maharashtra Times.

However, by and large, the number of women journalists in this phase was not high. And the same is evident from a study on the employment of professional women in the public and private sectors. According to this study, there were only 101 women journalists and editors in India in 1963, 109 in 1964, 107 in 1965, and 99 in 1966. What's more, the figures showed that the number of women journalists working in private sectors was even much lower than those working in public sectors. Despite the fact that there was a dearth of women journalists working in the press at that time, the fairer sex played a vital role in disseminating social and women's issues.

The pragmatic contribution of women journalists in this phase has bound the media to focus on serious women's issues and social issues. Consequently, their entire task./action/work produced the seeds of development journalism for the next phase.

Third Phase:

This phase covered approximately the years between 1975 and the 1990s. During this particular phase, three major incidents favouring women took place. Hence, it was assumed that this decade would improve the condition of women in India. However, it did not happen, and the condition became even worse and more pitiable.

In India, Indira Gandhi became the first lady Prime Minister in 1974. The United Nations declared International Women's Year in 1975 and the decade was declared as the International Women's decade.

The United Nations prepared a report on the status of Indian women. This report confirmed the derogatory and pitiable condition of Indian women. The report "Towards Equality", which came out in the year 1974, indicated that the equality and justice guaranteed by the Constitution of India since Independence have never been met for Indian women. Rather, the authors of this report claimed that the status of Indian women had not improved but had declined since Independence.

As a result, the Indian government re-evaluated its welfare policy and there was a change from the conventional way of perceiving women as priorities of welfare and growth programmes in the appropriate Five Year Plan (1975–1979) to recognizing women as collaborators and participants in planning.

An unprecedented number of women joining the media stormed the Women's Decade launched by International Women's Year (United Nation in 1975). In this period, the growth in the number of women journalists, especially in print media, contributed to the highlighting of significant women's issues. This was the stage where several feminist journalists stepped out and founded media monitoring groups such as the Women's Media Action Group, the Committee on Women's Depiction in the Media, the Women's and Media Group, etc., who were strongly drawn by women's plight.

The campaign carried out by women journalists to advance the cause of women was never alone. Rather, filmmakers, playwrights, and screenplay writers, who were often sensitive to the problems of women, were introduced to them. According to media analysts, not only were female journalists conscious of their employment and social roles at this point, but they also had a sense of working standards in the workplace. As career journalists, they were serious and honest regarding their role. They often sought improved working conditions in the press, such as advancement opportunities, remitting bigotry and abuse by superiors, etc., through reputable organizations.

Not only did the international decade of women mark a large number of women journalists contributing to women's and social issues, but it also witnessed the new era of news coverage.

The study on women journalists revealed that since 1980 onwards, women journalists have taken progressive steps in their profession as they started venturing into the so-called "hard news" like politics, economy, foreign affairs etc.

Female reporters in this age were the first to crack the common perception that women are not qualified to write and interpret hard news. Olga Tellis was an example of a pioneering female journalist joining the political beat. According to Ammu Joseph, Olga was the first women reporter in Mumbai, employed by the Ananda Bazar Patrika party, and for many years, the only women reporter reporting politics and the economy.

Another was Kalyani Shankar. In the mid-1970s, she began working in Hyderabad as the sole women journalist in the city. In the early 1980s, Manini Chatterjee was the only woman in the press gallery of Parliament.

The popular female journalists dealing with women's issues in this phase were serious and highly professional. There was Rami Chhhabra, who regularly highlighted and analyzed the infamous Mathura rape case on the editorial page of the mainstream English newspaper "The Indian Express".

A daily column in "The Statesman" by Ayesha Anklesaria in the mid-1980s and many more such columns/news/articles linked to women sharing their feelings and ambitions in society by Shakintala Narsimhan, Ayesha Kagal, and other prominent women journalists became a regular feature of the press. This period found numerous women heavily engaged in hard news beats such as governance, finance, public policy, international trade, corruption, etc.

1.3 Definition of Important terms:

a) WOMEN JOURNALISTS: Here the term women journalists mean the contributors of the research. These contributors are working professionals in print media (National and Regional newspaper). Most of them are working on both the beats such as hard beats and Soft beats. Many of them are highly skilled, experienced, qualified and belongs to well to do families.

b) PROBLEMS OF WOMEN JOURNALISTS:-

The problems and challenges of women journalists in this study are defined by the problems of their profession or the problems that emerge in the working context. Any other personal problems are not considered problems for women journalists unless they have an effect on their profession.

Actually, the list of problems and issues that women journalists face is endless, and because it is difficult to write about all of the problems and issues that women journalists face in a few words, the researcher is highlighting a few unignorable issues that women journalists face and which are discussed and highlighted in this thesis, such as safety threat, gender discrimination at the workplace, social and family background, nature of job, poor working conditions, non-compensation, and non-compensation. In addition, the problems based on feminity, such as disadvantages of being a women, burden of domestic work, absence of family support, irregular working hours (evening till late at night), sexual harassment, mental torchers, unavailability of proper transportation facilities (during late night hours), non-availability of maternity leave or compensatory leaves, absence of childcare facilities for working mother professionals, etc.

c) ROLE OF WOMEN JOURNALISTS:-

The researcher has studied the pragmatic/constructive role of women journalists in this context. The efforts they are making to educate and guide their audience. Furthermore, the tasks, contributions, and work they are doing or have done to promote overall development in the society/nation. It's worth noting that the survey was conducted during the COVID19 period, when the CORONA was at its peak. Though it was a very crucial period for the world, it proved to be beneficial for the researcher as the true spirit of journalism was presented during this Corona era. The reporting and coverage done by women journalists from across the world is much admired.

While conducting the survey, researchers found many hardcore and skilled women journalists (senior reporters, etc.) present on ground zero and delivering their reports either from the sensitive areas like red, orange, or yellow zones, or from hospitals turned Covid centers, or directly from public places like domestic or international airport lounges, railway stations, crematoriums, hotels, etc., where knowingly or unknowingly they were coming into contact with infectious people and the risk of catching infection was comparatively higher.

a) MEDIA POLICIES FOR WOMEN JOURNALISTS:-

Media policies are recommendations made by the Indian government to provide effective assistance to women journalists, which not only provide a comfortable working environment in which to perform their jobs well, but also assist female journalists in strengthening their position in the media profession. Moreover, there are procedural guidelines like "Vishakha guidelines" that ensure the safety and security of female journalists in the workplace. The Sexual Harassment of Women at Workplace (Prevention, Prohibition, and Redressal) Act, 2013, was enacted by the Supreme Court of India in 1997.

b) WORKING CONDITION

The term "working conditions" refers to the amenities and facilities available for women journalists in their organizations. Childcare facilities, such as paid leave to care for newborns, physically ill children, or crèche facilities for toddlers, as well as the implementation of specific laws that could ensure/secure the safety of female employees at work

Here the researcher would like to share her personal case. The researcher was working in the press and had industry Experience of nine years. She worked for one of the most prominent and leading English newspapers in India. One fine night, while returning from the office, a car without a registration number started stalking the researcher. Smelling something foul, she raised the accelerator to full speed. Due to high speed and nervousness, she lost control of the scooter and consequently fell down and got a severe injury to her left knee. As a result, the calf muscle (which supports the knee and helps in the movement of the limb) broke down. A famous orthopaedician advised surgery and complete bed rest. It took almost a year to recover. As the researcher was married, she had to go to her maternal house for surgery and further treatment. She had to leave the workplace. In the meantime, the researcher's husband handed over all the medical documents to the editor.

Irrespective of this fact, when the researcher came back and tried to resume back to her office, the editor and management staff plainly refused her

saying that there was no more requirement for her. It happens for two main reasons: firstly, the particular media organization never enrolls its editorial staff on a permanent basis, and secondly, in the media, there is no provision for any medical leave.

REGIONAL NEWSPAPER

Before understanding regional newspapers, it is important to understand the term "regional." Regional is used to describe things which relate to a particular place or area. Here, the term "regional newspaper" means local newspapers which are working in the specific geographical areas of Uttar Pradesh and Madhya Pradesh. To name a few of them, like Sahara Samay, Sahafat, Gaon connection, etc. in Uttar Pradesh and Nai Duniya, Patrika, Black and White, First Print, Agnibaad, etc. in Madhya Pradesh.

The National Daily Newspaper

The term "daily" refers to every day. Newspapers that are published daily and thereafter circulated daily are called daily newspapers. In addition, the term "national" refers to newspapers that circulate throughout the Country (as opposed to a local newspaper that serves a city or region).

Uttar Pradesh:-Uttar Pradesh is the geographical area of this study. Uttar Pradesh means "north" and Pradesh means "territory". Among the 29 states of India, UP is the most populous state in the Country. Lucknow, fondly known as "the city of Nawabs", is the capital city of this state.

With roughly 200 million inhabitants, it is the most-populous state in India. It was created on 1 April 1937 as the United Province of Agra and Oudh during British rule, and was renamed Uttar Pradesh in 1950, giving it the acronym UP. The state is divided into 18 divisions and 75 districts. The two major rivers of the state, the Ganges and Yamuna, join at 'Triveni Sangam' in Prayagraj and flow further east as Ganges. Other prominent rivers are Gomti and Saryu.

The forest cover in the state covers 6.09% of the state's geographical area. Rajasthan to the west and Haryana to the east form the state's borders. Himachal Pradesh and Delhi to

the northwest, Uttarakhand has an international border with Nepal to the north, Bihar to the east, Madhya Pradesh to the south, and touches the states of Jharkhand and Chhattisgarh to the southeast. It covers 240,928 km² (93,023 sq. mi), equal to 7.34% of the total area of India, and is the fourth-largest state by area. Depending on their region of origin, residents of the state are known as Awadhi, Bagheli, Bhojpuri, Brajwasi, Sitapurwasi, Bundeli, Kannauji, or Rohilkhandi. Three-fourths of the population practices Hinduism, with Islam being the next largest religious group. The state houses several holy Hindu temples and pilgrimage centers. Uttar Pradesh has three World Heritage Sites and is the first tourist destination in India. Uttar Pradesh has several historical, natural, and religious tourist destinations, like Kushinagar, Kanpur, Ayodhya, Vrindavan, Mathura, Varanasi, Prayagraj, Lucknow, Jaunpur, Noida, Meerut, Bareilly, Faizabad, Aligarh, Agra, Jhansi, Rampur, Rae Bareilly, Saharanpur, Sitapur, etc.

MEDIA OF UTTAR PRADESH

A number of newspapers and periodicals are published in Hindi, English, and Urdu. The Pioneer was founded in Allahabad in 1865 by George Allen. Amar Ujala, Dainik Bhaskar, Dainik Jagran, Rajasthan Patrika, and Hindustan Dainik have a wide circulation, with local editions published from several important cities. The major English-language newspapers which are published and sold in large numbers are The Telegraph, The Times of India, Hindustan Times, The Hindu, The Statesman, The Indian Express, and Asian Age. Some prominent financial dailies like The Economic Times, Financial Express, Business Line, and Business Standard are widely circulated. Vernacular newspapers such as those in Hindi, Nepali, Urdu, Gujrati, Odia, and Punjabi are also read by a select readership.

Doordarshan is the state-owned television broadcaster. Multi-system operators provide a mix of Hindi, English, Bengali, Nepali, and international channels via cable. The Hindi 24-hour television news channels are NDTV India, DD News, Zee News, Aaj Tak, News 18, and ABP News. All India Radio is a public radio station. There are 32 private FM stations available in major cities like Lucknow, Kanpur, Varanasi, Allahabad, Agra, and Noida.

Madhya Pradesh

Madhya Pradesh, meaning "Central Province," is a state in central India. Its capital is Bhopal, and the largest city is Indore, with Jabalpur, Gwalior, Rewa, and Ujjain being the other major cities. Madhya Pradesh is the second largest Indian state by area and the fifth largest state by population, with over 75 million residents. It borders the states of Uttar Pradesh to the northeast, Chhattisgarh to the southeast, Maharashtra to the south, Gujarat to the west, and Rajasthan to the northwest.

After India's independence, Madhya Pradesh state was created with Nagpur as its capital; this state included the southern parts of present-day Madhya Pradesh and the northeastern portion of today's Maharashtra. In 1956, this state was reorganised and its parts were combined with the states of Madhya Bharat, Vindhya Pradesh, and Bhopal to form the new Madhya Pradesh state. The Marathi-speaking Vidharbha region was removed and merged with the Mumbai state. This state was the largest in India by area until 2000, when its southeastern Chhattisgarh region was designated a separate state.

Madhya Pradesh's news media

The leading Hindi newspapers are: Dainik Bhaskar, Dainik Jagran, The Indian Observer, Nava Bharat, Deshbandhu Nai Duniya, Rajasthan Patrika, Raj Express, and Dainik Dabang Dunia. In English, The Times of India, Hindustan Times, The Hitavada, Central Chronicle, and Free Press have editions from Bhopal and Indore, with The Hitavada also being in Jabalpur. A Sindhi daily, i.e., Challenge (now also in Hindi), is published from Bhopal and is the only Sindhi newspaper in the state.

1.4 Research Questions

Many studies have been undertaken to examine various aspects of the media industry, but little attention has been paid to women in this field. In India, only a small percent of studies are conducted for women professionals, particularly in the media. Previous studies have undervalued the relevance of women's presence in the media; therefore, I chose the subject of women journalists with the goal of promoting more female-

dominated research. The focal point of this present study is to look into the changing status of women in the area of journalism. My research is centered on three key questions, which are as follows:

Q.1) Are women journalists committed to societal development, and what role do they play in bringing about change?

Q.2) What all difficulties do they face while carrying out their responsibilities?

Q.3) Do the policies and poor working conditions prevailing in newspaper organizations affect the productivity and efficiency of women journalists?

1.7. Names of newspapers selected for the study

In the present study, five regional and five national daily language newspapers from both the states, i.e., Uttar Pradesh and Madhya Pradesh, have been selected and the researcher conducted surveys in these prominent newspapers. These papers were selected on the basis of the National Readership Report, which states that all these newspapers do have the highest publications and circulations in their respective regions. The list consisting of the names of all the 20 newspapers selected for the study is mentioned here.

Madhya Pradesh

Regional newspapers	National newspapers
Nav Bharat	Times of India
Nai Dunia	Hindustan Times
Prabhat Kiran	Dainik Bhaskar
Black & White	Rajasthan Patrika
Free Press	Central Chronicle

Table 1.1 Name of newspapers selected for survey in Madhya Pradesh

Uttar Pradesh

Regional newspapers	National Newspapers
Gaon Connection	Dainik Jagran
I Next	Amar Ujala
Nab Bharat Times	Times of India
Sahara Samay Lucknow	Hindustan Times
Swatantra Chetna	The Pioneer

Table 1.2 Name of newspapers selected for survey from Uttar Pradesh

1.8 DURATION OF STUDY: -

Firstly, the researcher prepared a comprehensive questionnaire consisting of 35 questions. All the questions were divided into 3 different sections according to the objectives. After checking the validity and reliability of the questionnaire, the researcher gets it checked by the guide, professor, research coordinator, and other concerned authorities, etc. After getting the final approval from them, the researcher started conducting the survey. At first, the researcher conducted the survey in Madhya Pradesh and spent almost 2.5 months collecting data with the help of her research tools, i.e., telephonic interviews and questionnaires. Later on, from July 2020 onwards, researchers started contacting the women journalists from Uttar Pradesh. Since the number of working female journalists was comparatively greater here, it took more time and effort in this state. Here the study was completed in almost 4 months. Also, the global pandemic created a lot of disturbance in the research work as many of the female journalists had either left the jobs and went back to their hometowns during the nation's lockdown, and many others were dismissed by the media organizations. What's more, many of the female journalists denied giving responses and even refused to have face-to-face conversations with the scholars. It was getting really difficult to collect the data due to the global pandemic of COVID-19 and the lower %age of women employees working

in print media (newspapers), but the researcher managed to finish this study and touch the numbers of 304 female contributors, despite so many ups and downs.

Journalists nowadays are tasked with one of the most important occupations in the world: expressing and uncovering the world's oddities and dark secrets. Their role and contribution in documenting wrongdoings and truths is always critical to society's proper functioning. The positive and helpful role of journalists can never be disregarded.

Chapter 2

LITERATURE REVIEW

2.1. BRIEF OVERVIEW

Female journalists are generally considered to have some of the worst conduct in terms of behaviour and promotion in their employment. The media has failed to recognize and address the issues that women journalists have faced in the past, despite the fact that they are relevant to the current global situation. Gender bias and inequity have severely harmed female journalists' motivation to perform better in their jobs (Hanitzsch, 2017). The workplace harassment that female journalists face is largely unknown in today's society, so it's critical to put a stop to these illegal acts of physical harassment and psychological torture by workplace supervisors and employees. Furthermore, due to a lack of institutional support, women's empowerment to work better and establish an equal role in society is dwindling. The limits they face on a daily basis in news production are causing serious challenges in their ability to do their daily jobs. The current study employs a comprehensive investigation of a wide range of secondary sources to examine the various facets of women's contributions to journalism. The literary review opens with an examination of women's commitments in print journalism. The role of women in promoting social concerns was then debated in order to gain clarity on the contribution made by women journalists in the field (Carlson et al., 2018). Furthermore, the obstacles experienced by female journalists have been discussed, as have the limitations that the current study has encountered throughout the research.

2.2. National Context

Jena, Mona Lisa (2006), Lisa conducted a research that highlights women's introduction to journalism. Also, she author throws light on the struggles of women journalists for equality and their unwavering attempts to ensure that their voices are heard.

It also demonstrates that, for the most part, women journalists around the world experience the same problem: male colleagues fighting their admittance at first. It summarizes the issues and concerns that have been voiced around the world about the advancement of female journalists. It also highlights the moral and professional issues that women journalists, as well as some male colleagues, currently face on a daily basis in the news business.

Vijaya Lakshmi and Bhavani (2005), Adding to the above research, a survey was conducted by Lakshmi and Bhavani that speaks about the discrimination at higher posts faced by women journalists. According to them, majority of female journalists confined to desks (77%) were assigned to positions such as chief sub-editors, desk in-charges, senior sub-editors, edition in-charges, and sub-editors. It's worth mentioning that in the South Indian press, 4.1 % of women have progressed through the ranks to become editors, whereas in the English press, 4 % of women have advanced through the ranks to become editors. According to the study, just 18.9% of contributors work as reporters for Telugu publications, while only 8% work for English newspapers.

While the number of women in the media has increased, their working circumstances have deteriorated, particularly in small towns and the regional language press, according to a national workshop on women in journalism conducted in New Delhi in January 2002. Nisha Pawar (2009) Pawar's study not only focuses on the theoretical and historical perspectives of women and Indian print media, but also on an inspiring account of the press's role in the development of Indian women's status from the beginning, as well as their participation in it. The impact of the United Nations and UNESCO on women and the media in general, as well as a review of the literature on women and the Indian print media in particular, have been investigated.

(Press Institute of India Report, 2004), Focusing mainly on the liberation of women journalists, this report instigates that despite various difficulties, women who are self-assured, hardworking, and prepared to take on new tasks have reached the top of the industry.

They'd progressed from soft news, such as clothes, art, and beauty pageants, to hard news, such as politics and sports, and were now reporting. Despite a rise in the number of women enrolled in journalism schools, there is still a small number of students entering the sector. The low position of women in numerous sectors of development was highlighted by the committee on the condition of women in the Indian media.

Media Study Group (2006), In addition to the problems of women journalists, another groundbreaking survey of the social backgrounds of 315 important decision-making organizations was conducted by the volunteers. The survey reveals that majority of women's from other Backward Classes, as well as Muslims and Christians from backward castes, are almost completely absent from key decision-making positions. According to the survey, the media is dominated by upper-caste Hindus. They account for approximately - makers of national media, with a share of up to 71%. Gender bias reigns supreme, with women accounting for only 17% of key decision-makers. In English electronic media, they have a better representation (32 %). In this survey, Hindus (dwijas, which include Brahmins, Kayasthas, Rajputs, Vaishyas, and Khatri) make up about 86 % of key media decision-makers. Brahmins (including Bhumihars and Tyagis) make up 49% of the media's key personnel. The absence of Dalits and Adivasis from decision-making positions is notable. The Scheduled Castes and Tribes did not have a single representative among the 315 key decision-makers. Muslims are severely under-represented in the national media: they account for only 3% of key decision-makers, whereas Christians are proportionately represented in the media (primarily in English media): they account for about 4% of key decision-makers, compared to 2.3 % of the population. There are no women among the key decision-makers. Muslim and Christian backwards are negligible among OBC decision makers.

Reddy, Sathi (2005), This research emphasized primarily on the problems of women journalists of Andhra Pradesh. In this survey, it was found that job happiness is linked to professional issues such as working on/editing important subjects and having the possibility to be creative. According to the report, only 4% of contributors were satisfied

with their careers as a result of their studies. There were many other sources of complaint that were investigated in the study.

Balasubramanya (2005), Following the above mentioned researches that reveals the ordeal of women journalists, the present survey claims that despite all sufferings the women's are joining the media in huge numbers. Not only this, the women's are entering the profession with a sole desire to make substantial contribution in the society. Apart from other aspects, this study also put focus on the role of women journalist. The present survey 835 journalists from 14 different states who work in newspapers and magazines in 11 different languages were interviewed as part of a nationwide survey. Only 20.12% were female journalists, with 38.68 % in the 20-30 year age bracket, 35.57 % in the 31-40 year bracket, 17.37 % in the 41-50 year bracket, 6.71 % in the 51-60 year bracket, and 1.68 % in the 61-70 year bracket. The bulk of the people who responded (75%) were between the ages of 20 and 40. The marital status of the contributors was 69.46 % married, 29.2 % single, 1.08 % divorced, and 0.25 % widowed. Postgraduates accounted for 41.7 %, graduates for 34.6 %, journalism graduates for 7.43 %, journalism postgraduates for 18.2 %, and journalism diploma or certificate courses for 9.3 %. Surprisingly, half of the journalists in the research had complete latitude in choosing a story, while only 2.5 % had no such freedom. As one gets older, one wishes to be a part of the policy-making process at the newspaper, or at the very least to be near to the decision-maker. As a result of their position, they have more flexibility in their day-to-day operations.

According to the report, a formal education in journalism is not essential to enter the field. One of the reasons why journalism has yet to attain professional status is because of this. While the dynamic aspect of journalism education has been that more journalists have postgraduate qualifications in journalism than graduate degrees in journalism, which could be because postgraduate journalism is open to all students from various disciplines who do not have a prior degree in journalism

Furthermore, the author claims that the majority of them are motivated by good motives, such as a desire to make a substantial contribution to society. The opportunity to help others was judged to be one of the most significant parts of journalism.

Inamdar (2003), On the similar base of women journalists facing problems in press, this research also emphasized on their issues. In this research, Inamdar compares the women journalist with their male Counterparts. According to the study, the majority of online journalists were between the ages of 21 and 30, and the majority of them were female. The contributors ranged in age from 21 to 31 years old. She discovered that in Internet newspapers, 7.6% of contributors had journalism education, compared to 72.3 % of their male Counterparts who did not. Inamdar discovered that there was a significant link between contributors' sex and their emoluments. Furthermore, there was a significant link between age and emoluments.

“Gentlewomen of the press” In addition to the problems of women journalists, the article of Ammu Joseph published in Vidura (January-March, 2000) was based on the introduction of her book Women in Journalism Making News sheds light on underrepresentation of women in Telugu press. She also drew attention towards the history of women professionals and said that there is a little documentation of women's involvement in the Indian press. The 1940s and 1950s saw the first small wave of female journalists in the modern era, with the next and larger wave occurring in the 1960s and early 1970s. The first major influx of female journalists began in the mid-1970s.

According to a research published by the Press Institute of India in partnership with the National Women Commission in 2003, there are very few female journalists in senior positions, particularly in regional language media. Reporting is still primarily a male dominated field. Women may interview and report on persons for articles, but only in exceptional circumstances and for personal reasons. They work as full-time sub editors and are assigned to a desk. While there are no female journalists outside of big towns and state capitals, Kannada journalism does have female correspondents at the district level.

Despite the fact that several newspapers print editions from district headquarters,

women are underrepresented in Telugu editorial departments.

Joseph, Ammu (2000), The present study emphasized on the negative and positive attitude of people towards women journalists. Also the study throws light on the problems of women journalists while performing their dual responsibilities at home and at office. The social rejection they have to go through while joining press as a profession. Night shifts, safety concerns, working environment etc., are the issues discussed in this study. The study found that despite their various opinions, experiences, and socio economic cultural milieus at home and work, as well as their employers, over 200 women journalists working in print media across the Country are bonded together by certain shared experiences. The majority of these are due to the fact that a woman's gender continues to influence how she is regarded and treated by people both inside and outside the industry. According to the study, women journalists, according to the study, have a positive self-image and are unaffected by their unpleasant or hostile work environment. However, as a result of this, they do not necessarily identify as women. Night shifts continue to be a major impediment to women's advancement in the industry, and many of them are concerned about their safety, family responsibilities, and social rejection.

Many of them believe that if they labour at night, they will be damned, and that if they do not, they will be damned as well. Women have a difficult time balancing the responsibilities of work and family. Despite the fact that female journalists are constantly scrutinized in the workplace, they have a tough time cultivating male news sources. They claimed that they were subjected to sexual and professional harassment at work, and that their interactions with male coworkers were always tense.

Jeffery, (2000), Giving support to all the above mentioned researches, Jeffery's research claimed the minimal presence of women in media. According to the study, India had 4700 journalists in the 1960s and roughly 13,000 in the 1990s. In the early 1900s, India had roughly 25,000 salaried or retainer journalists, equating to one journalist for every

35,000 inhabitants. There were tens of thousands of stringers and contributors who were overlooked. However, in India, just a few studies have looked into the sociological difficulties that occur during a journalist's career. The First Press Commission Report, which was the sole empirical study on journalism education in India at the time, was the first.

2.3. International context

In her study, "Women Media Professionals-A Study with Gender Lens," Afroza Akhter (2004) discovered that female journalists face prejudice in assignments and promotions when compared to their male Counterparts. The lack of separate bathroom and transportation facilities was the most common complaint. Because of the perceived additional cost of providing facilities, management is less interested in appointing women. When management must choose between a male and a female candidate for a raise, bonus, or promotion, discrimination occurs. The majority of contributors said they had never experienced explicit sexual harassment at work. They do, however, believe there is psychological harassment and abuse. The majority of contributors believed that there was no gender sensitivity among coworkers (both male and female) and management, with 24% reporting having experienced workplace harassment.

A paper 'Problems of Women Journalists in Pakistan' written by Shehar Bano Khan concludes that print media continues to be a male preserve. In Pakistan, women were not employed in newspapers for many decades, as it was not an industry favoured as a suitable career option for women.

Despite the constraints, women journalists have managed to make their mark, though the number is very small. It was a career traditionally considered unacceptable for women, and many senior female journalists, during interviews, stated that the irregular hours and pattern of work were simply condemned by their families. Today, the gender biases may have been reduced, but they are nevertheless there. Another serious discriminatory practice that continues to prevail is the lower salaries offered to female employees in

comparison to males. In most cases, men draw a higher salary in most cases for the same amount of work, quality notwithstanding.

Following this another report on the survey conducted on women journalists by Hossain (1998), it was found that the presence of female journalists in the media is so insignificant that they can be counted. Only about 15 women are among the 470 members of the National Press Club. Take a look at the members of Reporters Unity, an exclusive group of Dhaka based journalists, if this isn't enough to highlight the inequality. According to their recently issued member's telephone directory, only three women out of 366 news agencies in Dhaka and elsewhere in the Country are devoted to soft themes. The majority of women work in newspapers' specialized features sections or as desk subeditors. In the 1920s and 1930s, she researched the concept of gender and female journalists. Between 1920 and 1940, the study looked at how gender polarity affected page friends.

Walsh-Childers et al. (1996), To evaluate the discrimination against the relationship between individual or work environment variables and discrimination, a discrimination index was established by Counting across all six questions about specific types of prejudice. Researchers performed an analysis of variance to investigate if the scores of this index were connected with individual and work environment measures. In a substantial way, the index's results were related to both age and Experience as a journalist. Due to the fact that these women have been discriminated against more frequently, both their age and Experience may be associated with discrimination.

Open-ended questions in their interviews, on the other hand, demonstrate a great deal of dissatisfaction with prejudice, regardless of their age, experience, or work situations. The contributors claimed they were discriminated against in a number of ways, including being paid < less competent, less experienced male employees and dealing with sources who would not return men's upper-level support when conflicts arose.

According to another study (Kabir 1998), 85 % of working female journalists are subeditors, only 10 % are reporters, and the rest work in the editorial department. Women in Bangladesh's media face numerous challenges, the majority of which stem from oppressive social traditions. Despite the fact that Bangladesh is one of the poorest Countries in the world, it is one of the few Islamic Countries with a free press, and its culture has evolved.

It would be inconvenient to report to a shift; a woman working until the early hours of the morning would be uncomfortable.

The UNESCO Report on Women Make the News (2008) concludes that women journalists continue to face significant barriers to full participation in the newsroom, especially when it comes to management positions. Women journalists' careers are still hampered by stereotypes and subtle discrimination. Women in South Africa have more or less equal access to universities and newsrooms, but their progress comes to a halt at the same time. Are women "pushed out" or do they "opt out"? Ferial Haffagee, the first women editor of South Africa's mail and Guardian, says: "Women are pushed out because of unfriendly, child-friendly working hours, and owners haven't created crèches or made job arrangements that allow women to thrive and climb."

Journalism is a grueling task. Stories occur at inconvenient times, deadlines are set well beyond normal working hours, and maternity leave provisions are inadequate. The lack of paid maternity leave, as well as the unsociable hours of journalism, have risen to the top of the priority list.

According to a research conducted by the World Association for Christian Communication (IWCF, 2001), the number of women journalists working in the media worldwide has declined by 2% in the last five years. Today, women account for 41% of working journalists, compared to 43% in 1995.

In line with the concept that women make up a small part of the media workforce, Margaret Gallagher's report for UNESCO claims that women make up a small share of the media workforce. In Asia, women account for 21% of the total media workforce, whereas in Latin America, they account for 25%. They make up a fourth of Southern Africa's population.

They make approximately 35% of the population in Western Europe and the United States. 79 % of the population is made up of women.

Women make up only 8% of the media workforce in Japan, 12% in India and Malawi, and 16% in Argentina and Mozambique, according to the Gallagher research. Women account for 8% of broadcasting and 16% of print in Africa. In 1997 IWMF survey reveals that 60 per cent of female journalists from across the globe said women made up less than one out of every ten decision makers in their companies. The percentage of Asian respondents was even higher (79%) than the remaining world.

The audit of women and men in South African newsrooms was conducted by Gender Links and the South African National Editors Forum in 2006. It found that while women and men are roughly equal in South African newsrooms, women, particularly black women, are still underrepresented in senior and top management positions, as well as in hard news beats. In newsrooms, women earn 20% < men on average, and black women earn 25% < white men.

Women in the media in the United States, which ranks 31st in the Global Gender Gap, are in a worse position when it comes to equality when it comes to in its 2006–2007 report, the International Women's Media Federation (IWMF) claims that women have reached a proverbial glass ceiling in the media.

Men account for 64.5 % of all newspaper supervisors, according to a 2006 research by the American Society of Newspaper Editors, while the number of female executives has remained steady. Women currently make up 37.7% of all copy editors, 60.3 % of

reporters, and 72.6 % of photographers in daily newsrooms, according to the survey. The majority of supervisors are men. They also account for 58.5 % and 60.3 % of all copy editors, respectively.

According to the American Society of Newspaper Editors' (2007) annual census, nearly 57,000 full-time journalists work in daily newsrooms in the United States, with 7,800 of them being minorities. Minorities increased by 200 people, but their share of the population fell from 13.87 % to 13.68 %. Minorities make up 33% of the population in the United States.

Shehar Bano Khan (2005) According to her paper, "Problems of Women Journalists in Pakistan," journalism in Pakistan, like other spheres, is still largely a man's domain, with women virtually invisible in various departments of a newspaper. Pakistan has the lowest number of women working in print journalism in South Asia. The reasons for the low number of women in print journalism are numerous, but one of the most significant is their aversion to working in newsrooms and reporting rooms with men who make no effort to create a welcoming environment for them.

According to the study, women preferred not to do nighttime reporting and were wary of late duty hours due to familial responsibilities such as child care and household chores. Begum, Shahnaj (2005) states in her study, "Women in Journalism in Bangladesh" that women journalists in Bangladesh work primarily as sub-editors in newspapers. There are very few female journalists who work as editors, news reporters, or media executives. Sultana Munima (2005), In her study Munima expressed her concern over the inequalities and discrimination exists in the media of Bangladesh. She explains the fact of minimal presence of women in Bangladeshi press, moreover how and why these women face discrimination in media houses. She says that the %age of people who face media challenges is only 6%. Despite having access to almost all socio-economic sectors, Bangladeshi women have low representation in other professions. Women can be found in politics, finance, the legal system, the media, as well as national and international forums and trade organizations.

Despite the fact that women play a prominent role in Bangladeshi politics, with women leading both the ruling and opposition parties, women do not have equal rights in all aspects of the Country's society.

Carrie Hillard (2007), In-depth interviews with six women who hold top positions in the print journalism industry were conducted as part of Hillard's study. When it comes to moving up the corporate ladder in American newsrooms, women have historically faced a glass ceiling. Negative or misleading stereotypes, irregular and challenging working conditions, and difficulty balancing family and career obligations have all been barriers to women's advancement in the past.

Women from some of the Country's most prestigious newspapers and periodicals were interviewed to learn about their professional routes, challenges, and sacrifices.

Today's female journalists, unlike in the past, are discovering methods to flourish both professionally and personally. As indicated by the increased number of women in journalism schools and the positive viewpoint stated by the women questioned, the reader will come to understand that women can and are breaking through the glass ceiling that once held them back.

In a UNESCO study conducted in the Maghreb region in 2007, the status and professional experiences of women journalists in Algeria, Libya, Mauritania, Morocco, and Tunisia were examined in a UNESCO study conducted in 2007. The study looked at how and to what extent a rapidly changing media environment affects women journalists. The study also sought to identify the various perspectives and visions that women journalists have when working in the media alongside their male Counterparts. In most Countries, newspapers employ the greatest number of women journalists, reflecting a general trend in which the number of journalists employed by newspapers remains higher than that of any other form of media. There are, however, exceptions to this rule: in the United States, for example, more women work in magazines (37%), while only 10% work in newspapers. In Morocco, nearly 45 % of female journalists work in broadcasting, with newspapers coming in second (38 %).

In addition, the number of women working as freelancers is changing in line with the changing employment numbers. It is highest in Europe (around 20% in the Countries polled) and lowest in Asia (around 2 %).

This is in contrast to the overall upward trend. Only a few unions had data on the number of women employed in online media. According to these responses, women's participation in new media ranges from 13% in Austria to < 1% in most Asian and African Countries. In general, only about 1% of women work in online media, but the trend in Europe indicates that this is changing.

In a study conducted in 26 Countries in 1993, women accounted for up to 70% of journalism students in some cases (the United States, Bulgaria, and Mexico). The average

%age of female journalism students is around 40%. The trend toward more men in journalism is confirmed by the number of female journalists' students around the world. Despite the significant progress made by and for women in journalism, there are still many issues that journalists' unions must address on a national, regional, and global level. Because their movement has been successful in many areas, women journalists are aware that there is a risk that journalists' unions will believe that enough has been done to ensure equality in the media, despite the fact that inequalities still exist.

The International Federation of Journalists' Survey (2001) concludes that the number of women journalists is on the rise in most Countries surveyed. But the %age of women in journalism ranges from around 50% in Countries such as Finland, Thailand, or Mexico to as low as 6% in Sri Lanka or Togo. The average %age of women journalists is 38%. The IFJ survey ten years earlier found an average of 27% female journalists. All unions that replied to both surveys showed an increase in the number of women in the profession.

But the number of women in decision-making positions in the media is still shockingly low. Even though women represent more than a third of working journalists around the world, the %age of women editors, heads of departments, or media owners is only 0.6%. The highest numbers of women in decision-making positions (10% to 20%) are to be found in Cyprus, Costa Rica, Mexico, and Sweden.

An article titled "Women in the Media" quotes a survey done by the International Federation of Journalists which says women make up 38% of all working journalists worldwide. According to Canadian researchers Gertrude Robinson and Armande SaintStuy, Jean's women make up 28% of newspaper editors. According to Martha Lauzen, a communications professor at San Diego State University, women make up 24% of American television producers, authors, and directors.

A UNESCO-sponsored qualitative analysis of the media in Mozambique (Ayis) revealed that women journalists are particularly underrepresented, with the Sunday newspaper Domingo and the independent Zambeze both having no female journalists. Others just had one or two females. Most editors, but not all, accepted that having too few female journalists was an issue, but there was no consensus about how to address it. Because of the irregular hours and low pay, most people in the media admitted that it was a tough career for both men and women. However, while it is increasingly changing, journalism as a career for a woman is still not recognized.

Although some women join the profession unaware of the obstacles and quit easily, the women journalists who stayed and were interviewed for the study all showed a deep commitment to their work.

Chambers, D., et al. (2004) examine the positions, status, and perspectives of female journalists in the US and UK. The authors discuss the obstacles women have faced in their attempts to develop themselves in the profession from the mid-nineteenth century onwards, drawing on a number of sources. The study explores the gendered structure of journalism in print, radio, and television, with a specific emphasis on news journalism, and speculates on women's role in the new field of online journalism. Their achievements as war correspondents are followed up to the present day, including a look at their post-September 11th role. The study identifies a number of key disparities as well as common obstacles to women's advancement in journalism in both Countries. According to the writers, women are overlooked in the fields of "critical news" reporting due to the gendered organization of newsroom cultures.

It charts women's independent press, radio, television, and Internet initiatives in the United States and Britain, from the suffrage press to *Spare Rib* in the UK, from abolitionist campaigners to *Off Our Backs* and *Magazine* in the US, and from women's community radio, television news programs to *Finally*, the authors explore women's contributions to public debate and their possible future position in the age of digital news media, as well as whether the definition of the "public sphere" is important to women in journalism. Nekzad, Farida (2005) states in her paper *Women and the Afghan Media* that huge numbers of Afghani women journalists broke free from the Taliban's grip on power and entered the Country's media movement shortly after the Taliban fell. The paper concludes that, like most of Afghan society, women are hampered by a lack of a caring and welcoming atmosphere, a lack of education and training, a lack of opportunities, access to the media, and the absence of laws to safeguard women's rights and ensure their safety and protection. According to the International Women Media Foundation's (IWMF) global report on workforce, pay gaps, terms of employment, and pro-equality policies in newsrooms, women account for only one-third of the full-time journalism workforce (33.3 %). According to the report, men hold 73 % of top management positions, while women hold just 27 %.

Women make up just 36% of the reporting workforce, while men hold almost two-thirds of the positions. Women, on the other hand, are almost equal in senior positions, with 41% of news gathering, editing, and writing jobs held by women. Women have progressed in top management roles, compared to a Margaret Gallagher report from 1995, which found that women occupied just 12 % of top management positions in 239 Countries. According to a recent global survey, women hold 26% of governing positions and 27% of top management positions.

Romy Frolich and Lafky A. Sue (2008) putting emphasis on the role of women journalists, Frolich and Sue in their study explored data on the role of women journalists in the Western/industrialized world, concentrating on gender and the media, as well as journalists and news work. The contributors address their roles and situations in various news outlets, as well as their on-the-job, college, and university training.

This study suggests that results, data, and statistics about the situation of female journalists around the world should be compared internationally to learn more about the various problems and obstacles. This analogy could lead to a strong understanding of the different causes of the problems, which may differ by culture. This broader understanding could lead to more effective problem solving and concepts. This book also provides context for women journalists' perceptions of findings in various Countries.

A seven Asian Country study done by the Asian Mass Communication Research and Information Centre (AMCRIC), Singapore (2008), found that women's access to communication-related employment is extremely limited in seven Asian Countries. Women's access to communication organizations is hampered in every region due to two factors: sociocultural and institutional. In many Asian Countries, the socio-cultural environment is still focused on the family's well-being. Women who serve to augment the family income or to realize their own potential have had few provisions made to meet their additional responsibilities.

Sixty female journalists from 45 Countries, present at a conference held in Brussels, Norway, in May 2009, adopted a declaration asserting that it is essential to adhere to ethical reporting standards in order to address gender stereotypes, violent behavior, abuse, and disparities in advancement, training, and pay.

As journalists and media professionals, we must also fight for dignity in our work. The Declaration categorically denounced all forms of abuse, sexual assault, and bullying in the profession, and reiterated its intention to step up efforts to eradicate these risks so that women can work in journalism in the same safe and secure atmosphere as their male Counterparts.

2.4. History of the emergence of women as journalists

It has long been a known fact that journalism was always touted as a male enclave, with women being denied their rightful access to the profession and made to feel incapable of being a part of it. Chambers & Steiner (2013) opine that even today, the mindset

continues to be the same in several Countries, with women predominantly being asked to concentrate on areas that are of low status or of less importance, usually regarded as "soft news" in journalism. These domains, in most cases, do not include the primary and lucrative domains of politics, business, and sports. Having said that, one still cannot disregard the astonishing growth that women have managed to attain in this field over the past several decades.

In Countries like the United States and Britain, women entered the domain of journalism during the colonial period, being realized through their male Counterparts in their families, chiefly fathers and husbands. As time passed, during the mid-nineteenth century specifically, there was a slow and steady increase in the number of women journalists around the world, and it was then that it began to concern the male supremacists in this field (Chambers & Steiner, 2013). Keeping in mind the evolving demands of the readers and the requirement to catch the fancy of a substantially larger number of female readers led to the evolution of "women's news", a subcategory of news columns in the papers, steeply characterized by a myopic understanding of women-centric topics such as domestic and family life, household duties, food, fashion, and lifestyle, to name a few. Therefore, the foray into journalism for women was not undemanding; it was like making a mark for them in a gendered public sphere, governed and dominated by men's choices and the fierce need to overcome the stereotypical structuring of their work that merely emphasized human interest stories. While we aim to highlight how complicated it was for women to enter a sphere conquered by male supremacy back then, we simply cannot overlook the archaic mindset that continues to disregard women journalists simply for choosing to be in this field. Gudipaty (2017), in her argument of how gendered public spaces continue to be in several fields, discusses how women journalists in the Indian context have been at the receiving end of abuse, being subjected to sexual insinuations and harassment on several social media platforms, which is conceivably reflective of the prejudices and patriarchal undertones that continue to plague Indian society, even today.

In the past, fighting for equal prospects and opportunities and the right to express and showcase worth and skill was a matter that demanded resilience and patience from women. Beasley (2020), in this context, reports how certain fierce women journalists had to fight their way up to the top, demanding equality in being assigned meaningful work in the form of reportorial assignments, and that doing so was not easy. Beasley also feels that while for men it was perhaps another profession, women envisioned the opportunity to foray into journalism as a means to get their voices heard in a world that was consumed by male dominance. This finds alignment with a Country like India, wherein patriarchy is normalized and considered as a way of life. It is interesting to note that despite the common rhetoric in print journalism that regards the gender of the journalist as irrelevant, maleness has always been considered neutral, with male journalists taking the center stage of the discussion and women's participation in the profession considered gendered (Chambers, Steiner & Fleming, 2004).

2.5 Commitments of women journalists

As opined by Carlson et al. (2018), the key role of a journalist fundamentally includes the gathering of information, writing of news stories, and presenting them in an unbiased and balanced manner. Additionally, the dedication of a journalist includes investigation and reporting of current events, as well as working on articles and features that have the potential to modernize and influence the opinions of the public. A female journalist's commitments are no exception, and she is and must be liable to adhere to all of the commitments that a male journalist would be obligated to (Carlson et al., 2018). However, it would not be incorrect to say that the challenges of being a female journalist are greater than those of a male journalist. This particular case will be discussed in detail in the forthcoming section of this study.

According to Hanitzsch (2017), credibility is the predominant factor in the profession of journalism. The dual pressure of firstly, congregating the deadlines of the organization and, secondly, preserving the ethics from the perspective of the reader is enormous.

however, the work-life of a female journalist is a concept that is rarely studied, and so are their commitments. Multiple factors influence a female journalist's loyalty to the organization for which she works (Breese & Luengo, 2016). These factors can range from monetary benefits to the opportunity to grow in a career and from policies supporting fairness in the organization to the power of the same. Organizational commitment can be effectively used as a benchmark for measuring the authenticity of a journalist in general towards the organization. Moreover, the faithfulness in her work can be decisive in estimating a women journalist's work output as well as efficiency.

According to the work of Breese and Luengo (2016), a women journalist must hold fast to several key commitments throughout her tenure, and these commitments must be fulfilled with the utmost dedication and honesty. Journalism is never about pursuing the truth based on philosophical sense; rather, the approach must be down to earth so that the concluding decision-making relies on accurate facts. Hence, the primary and core commitment of a women journalist would be to tell the truth. Second, a women journalist must dedicate her career to the citizens, providing them with fact-based news that is unbiased and unfavourable (Ginosar & Reich, 2020). To be committed to the citizens, journalists must also present themselves as representatives of the constituent society as and when required. One of the most unusual commitments of a female journalist would be to serve as a watchdog for those in positions of power in a region or Country (Ginosar & Reich, 2020). They are crucially responsible for being the voice for the voiceless and scanning the decisions that may affect them. Therefore, their commitment includes being an independent monitor for the people or sections of society that are neglected in some way or another. Finally, but importantly, a women journalist must commit herself to being open to constructive criticism and allowing discussions to take place, and not stick to the perpetual one-way presentation of information (Carlson et al., 2018).

2.6 Role of women journalists in promoting social issues

The role of female journalists in promoting social issues has proved to be quite effective. It has been shown that they have had the potential to not only compete but perform better

than male journalists over the years (Kalyango et al., 2017). The graduates applying for journalism have been dominated by female contestants, but the media seems to hire men rather than women to promote the face of journalism (Ginosar & Reich, 2020). In the due course of time, the place of journalism was always booked for male contestants, but women all over the world have shown their capability to not only register the problems of society but also dig further to investigate the domestic violence that women face in their day-to-day lives, political corruption, welfare policies of government and many more. Their efforts towards working in a dedicated manner have proved their strength and encouraged many other female journalists to pursue their dreams of building a career in journalism. Over the years, it has been seen that women's empowerment and emphasis on serving equal rights has encouraged a lot of women to come out of their societal limitations to pursue their dreams in their career (Ginosar & Reich, 2020). They have come forward to raise their voice to register the bullies that women face in the workplace and have become the facts in the eyes of the majority of people. The governments of many Countries have also addressed these problems and have helped women express their fears about achieving a career in journalism (Kalyango et al., 2017). There are many names of courageous and hardworking women journalists and news reporters who have fought the odds of society and helped the general public become aware of societal issues such as domestic violence, improper treatment of minorities, poverty-related food and drinking water scarcity, and so on. Although the women have faced numerous problems relating to sexual harassment, abusive behaviour by the employees, threats of murder, and many more, at present they are serving as one of the main faces of journalism. They have proved their overall potential to find ways to pursue their hard-working capabilities and are making sure to provide news on countless occasions all over the world by performing surveys, murder investigation reports, reports relating to child abuse, and so on (Ginosar & Reich, 2020). Their utmost dedication and courage to fighting through all the judgments of society can never be ignored. Due to their courage, today's people are aware of all the mismatches of

the dark side of society. Nevertheless, social inequality has been one of the main reasons for the degradation of Values within a society. It has been seen that, unlike men, women are freer to encounter the problems related to gender equality and the issues that they face in their day-to-day lives (Kalyango et al., 2017). Everyone all over the world should perform their tasks of treating women with equality so that female journalists find their power to operate without any fear and with full cooperation. For their initial development in their career, there should always be an emphasis on serving equality to them in all ways.

The role of a women journalist in the promotion of social issues becomes prominent considering that women have fallen victim to stereotypical gender roles and prejudices for many years. In India, a strong representation of women in the field of journalism can be significant in inspiring other women to aim beyond their societal roles (Kalyango et al., 2017). As it has been already discussed above, print journalism or journalism in general, has been a male-dominated profession, and an increase in women's participation in journalism can bring noteworthy changes. The role of women can specifically be prominent in raising social issues in the context of women's oppression in society (Sathyaprakash et al., 2020). A women either has first-hand Experience amid patriarchy or can empathize with other women on a higher level.

The number of women in print journalism in India has been on a good stage in recent times, and they have taken leadership positions in different publication houses in the Country. Women's representation has not been limited to English-language newspapers but has also been witnessed in the publication of regional languages as well. Even though women have achieved leading positions in print journalism, it does not do away with the fact that women have to walk a rough road to the top (Kalyango et al., 2017). Moreover, the challenges that women journalists face have been examined in the next section of the study. These challenges are peculiar and are mostly based on gender disparity and the system of patriarchy in the different fields of society.

At least in the context of participation in a male-dominated industry like journalism, women have long been made to feel inferior in society. In such a scenario, the role of the female journalists would predominantly be to pave the way for the other women to take the lead, as suggested by the work of Sathyaprakash and Vinay (2020). The example that a women journalist can set can potentially inspire another women to excel not only in the field of journalism but wherever she is capable of. The message that a female journalist can pass on to the present, as well as the next generation, can be immensely powerful. They can, hence, play a crucial role in being the voice of those who are not in the field of journalism but are striving for growth, making a difference, and breaking a barrier (Omar,

2018). Moreover, women's participation in the field of print journalism also inculcates the role of promoting social issues by being the face of an intellectual backbone to society (Sathyaprakash & Vinay, 2020). They must become the propellers of open discussion and public debate. Women's role should not be limited to uplifting other women in society but must extend to making a change that demands equal treatment. Masked patriarchy trying to be protective must not be entertained and instead should make efforts for a society wherein equity is fostered.

2.7 Challenges faced by women journalist

The developing world is changing their ideas and mentalities towards equal rights through protests and circumstances where the media is taking a major leap in generating justice procedures. Unfortunately, the growing world is continuously failing to provide equal rights to women in various ways, mainly through journalism (Omar, 2018). The media is unable to cover the harsh judgments that female journalists face at present, which not only acts as a reason of discouragement for the employees but also steers a sense of fear in overcoming the odds of society. In the following research, it has been shown that women journalists in India are facing severe problems in continuing their jobs in news gathering and production of serious reports (Sathyaprakash et al., 2020).

They are usually sexually harassed in workplaces and threaten physical assault and murder. Moreover, the media is unduly creating reasons for their failure in this job, but the harsh truth is about their real-life encounter with these problems. There are arguments that female journalists are often forced to worry about threats when they intend to do something, particularly when they are about to protest or report an incident or a person who is/are liable for the illegal commitment (Sathyaprakash et al., 2020). A substantially major possibility awaits at the time of reporting of political issues, human rights violations, and encountering degradations in service inequality, which can further accelerate the problems in many ways. Figure 1 illustrates the GBV predominant among journalists.

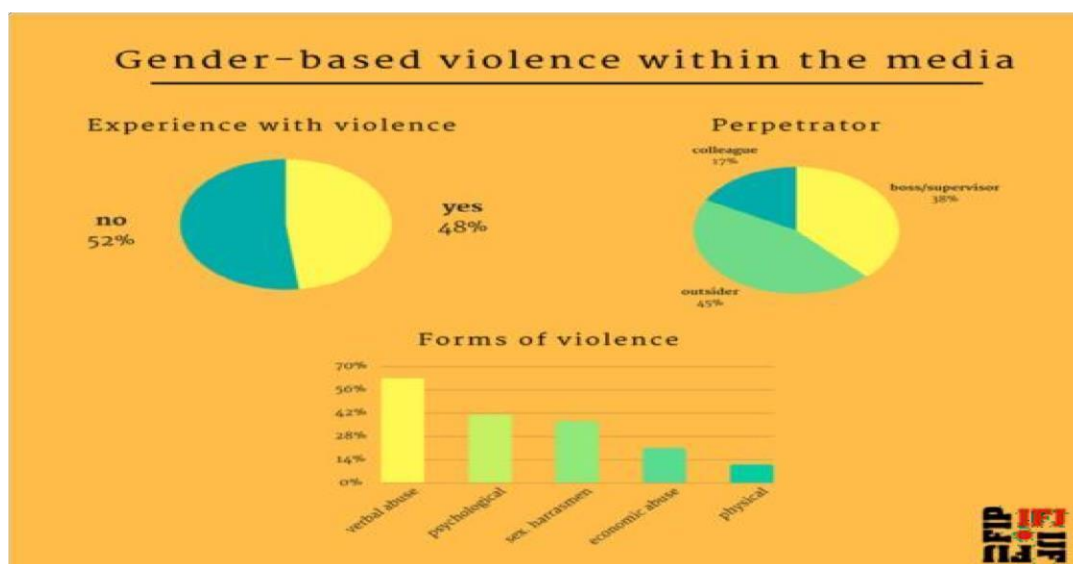


Figure 1: **Gender-based violence faced by female journalists**

(Source: IFJ, 2017)

Depending on the current situation, it can be said that the bullying and harassment that women face in their day-to-day work in journalism is quite absurd, and maybe the worst possible reason is when the media fails to register these problems (Kalyango et al., 2017). There is a certain sense of negligence when these issues are put forward in front of the eyes of the common people. Moreover, the situation gets worse when the government's

dependency on taking certain steps to remove the problems and create a permanent solution fails miserably. Due to the lack of women in this business, the domination of the male employees offers insecurity and dysfunctional issues that get very intense for women to overcome (Sathyaprakash et al., 2020). These unorthodox practises seem to be rising at an alarming pace in India and need a sudden push to boost the involvement of women in journalism.

Over the past years, the laxity of women's rights in failing to serve the benefits of women in journalism has also affected their productivity and created a lack of communication skills, both of which have adverse consequences on their physical health and mental stability (Sathyaprakash et al., 2020). Women in India usually don't have proper access to the developmental stages that empower them to continue doing what they want to do. They are either not allowed by their families to pursue their career in this job or they are mentally and physically harassed by the employees and staff. That needs to stop to serve them their equality rights (Omar, 2018). Moreover, they face countless problems relating to their promotion in their jobs, which makes them dissatisfied with what they want to do. Most of these cases are usually ignored by the media and need a huge transformation in the mindset of the people of India to help women's empowerment and encourage them to achieve their goals.

To be able to implement these ideas on a large scale, it is necessary to understand that women are equally capable of administering and performing the tasks that men do. The organizers in a workplace seem to be more dependent on men than women, which significantly results in a decrease in trust by underestimating their power and capabilities to perform better. This affects their promotion to higher posts or levels, and they may not even work as hard as their male colleagues (Omar, 2018). This study also addresses the issue of wages, which women journalists frequently face and struggle with in newsrooms.

In such marginalized situations, they are utterly needed as a legal solution. In 2014, the international news safety institute's global survey reported that approximately two-thirds of a thousand female journalists were victimized by violence in different means and manners (Hanitzsch & Vos, 2018).

There is a true lack of opportunities in the fields of journalism as well as broadcasting for women who are interested in working in these media. Few reasons are behind that cause harm to their scarcity in developing the states of women's journalism and its legal progress in print media, such as lack of scope of fictional roles, inadequate female readers, chances and scopes to present significant and worthwhile news in senior media and the evaluation of women in societies as less progressive and weaker than men (Hallin & Mellado, 2018). All of these severely affect the matter and have profound impacts on obstructing the legal rights of women. It is marked as the mental-health epidemic in the concerned sectors by the analytics in regard to women's journalism. Thus, the physical and psychological disturbances, lack of institutional and legal support, and gender discrimination in news production hamper the possibility of a brighter outcome for women in journalism in India and in several Countries for years. The hardships that are usually faced by female journalists throughout the globe should be controlled and should be erased with earnest attempts and legal regulations (Hanitzsch & Vos, 2018). The management has to arrange facilities for the female workers, ensuring their prior security in the sites and also in the newsrooms.

2.8 Challenges encountered with respect to different Countries

There are many challenges that journalism throughout the world has faced for a very long time and still faces today. In this section of the literature review, some of the challenges encountered by different Countries will be highlighted, and this will help in having an indepth knowledge of the same and identifying ways of solving these issues. Firstly, some general issues and challenges faced by journalists will be discussed, and then a Countrywise discussion will be held. Some of the general issues are mentioned below:

According to Hanitzsch and Vos (2018), it is common for journalists to struggle with wrapping their heads around and approaching new stories. Therefore, this is a big challenge for journalists across the world.

Uncooperative sources: As per the idea of Singh & Pandey (2017), often the sources from which the news is to be collected do not cooperate with the reporters or journalists. This is also a very big challenge for journalists across the world (Stanford, 2020).

For example, under the weight of information, getting enough information or any leads on a specific issue is one of the biggest issues or challenges that journalists face across the world (Byerly, 2011). Apart from all the general challenges mentioned above, there are also Country-specific challenges. In this section of the literature review, the Country specific challenges will be highlighted.

It has been observed that half of the population of the United Arab Emirates is made up of different nationalities. According to different research scholars, this is the reason why journalists face a lot of challenges in convincing the Country's population about the Val. of the news. In addition to this, there are many challenges that journalism faces in the UAE. Some of the challenges faced by journalists in the UAE are as mentioned below:

1. Restrictions from regulations and law: Reporters and journalists in the UAE must adhere to the ruling members of the family and UAE government before publishing any story in the print media. Furthermore, Slattery (2020), in his work, stated that the culture, Values, and norms of living in a Country that is Muslim should also be taken under consideration before publishing any story.
2. As per the idea of Hanitzsch et al. (2019), it can be implied that due to the availability of having access to various media outlets, the chance of fake news getting published has also increased. As influenced by the ideas of various scholars and researchers, it is a very tough challenge for all the reporters and journalists in the UAE to check all the news before publishing them (Cukier et al., 2016).
3. It has been observed that journalism in Saudi Arabia is under constant pressure and they need to focus on many things before publishing any news. Some of the

challenges that journalism in Saudi Arabia faces include extreme professional control of the government, ethical issues, corruption, and ownership of the media. As per the idea of Sánchez Laws and Utne (2019), on the contrary, US threats are also responsible for challenging journalism in Saudi Arabia.

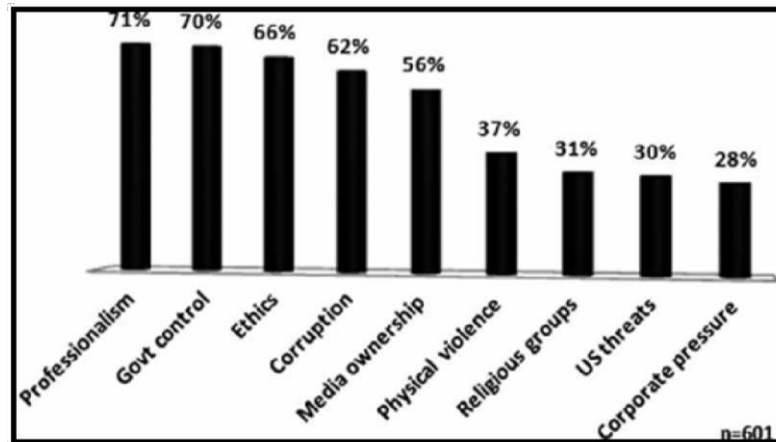


Figure 2: **Most Significant challenges of journalism in Saudi Arabia**
(Source: Pintak & Ginges, 2009)

Figure 2 shows that the challenges of journalism regarding extreme professionalism are the highest among all other challenges, with a 71% score (Pintak & Ginges, 2009). The second most popular challenge that Arab journalism faces is from the government, with 70 %, and then follows ethics, corruption-owned media, and so on (Sánchez Laws & Utne, 2019). As influenced by the idea of Daz-Campo & Chaparro-Domnguez (2020), it can be implied that, like all other Countries in the Middle East, Oman also faces different issues and challenges. On the contrary to the previous point, the threat from the US is not there for Oman's journalism like it is for Saudi Arabia's journalism. As per the idea of Mansour (2018), it can be stated that most of the pressure that Oman journalism and the journalists face is while covering international news. Furthermore, there are also challenges that the independent journalists in Oman face because they are not affiliated with the establishment of journalism. Therefore, these are some of the challenges faced by journalists in Oman.

Moreover, it has also been observed that freedom of expression and

Furthermore, there are also challenges that the independent journalists in Oman face because they are not affiliated with the establishment of journalism. Therefore, these are some of the challenges faced by journalists in Oman.

Moreover, it has also been observed that freedom of expression and speech in the print media is also an important issue of concern for journalists working in Oman. In addition to this, journalists also face the issue of exercising their rights to represent their political opinions in the print media as the inhibition of freedom of speech is increasing day by day in Oman. Therefore, journalists or reporters in Oman need to have a lot of knowledge about the current status of the Country before putting any news on social or print media (Stanford, 2020).

It has been noted that journalism has operated within a range of explicit and implicit restrictions within Egypt, and this has been a major challenge for Egyptian journalism. The Egyptian government, on the other hand, has always intended to make the arena fearful of Egyptian rules. Furthermore, there have also been restrictions given by the government that have done irreparable damage to the journalism industry in the Country. As influenced by the idea of Daz-Campo & Chaparro-Domnguez (2020), it can be implied that for journalists, the worst thing is to live in Egypt and continue with their professions. In addition to this, it can also be stated that Egypt kind of serves as the biggest prison in the Country, and Egypt is also among the top three jailers of journalists in the world. Therefore, it can be stated that these are the challenges faced by Egyptian journalism for decades. Considering the case of India, it needs to be noted in this regard that journalists more often face distinct challenges, such as the political influence of parties, which essentially hinder freedom of expression and speech. Furthermore, Harrison and Pukallus (2018) state that political influence over journalism may hinder journalists from achieving their true potential and presenting unbiased news to the audience. Harrison and Pukallus (2018) further mention that presenting "politically compliant news" is another hindrance faced by journalists from India, the Democratic Republic of Congo, Bulgaria, Pakistan, and Mexico. Additionally, Mudgal (2015) discusses the challenge of "paid news," an unethical practice predominant in national journalism since the early 90s. Lastly, Chen et al. (2020) point out that though female

journalists (print media) face relatively less gender-based harassment, online platforms pose a major threat to the same.

2.9 Policies and working conditions in regional and national newspapers

There have been several challenges that have been realized to concern women journalists, particularly arising from a mind-set that considers women unfit for the job. In a report by Joshi, Pahad, and Maniar (2012), it has been stated that when questioned about whether or not women should find a place in print media, the response, predominantly from women, was majorly mixed and highlighted the unanimous sentiment that women, owing to their family constraints, find it hard to keep pace with the growing demands of a journalistic job, and therefore, men, in that regard, were notably more suitable to work in a media environment. In light of the several challenges and stereotypical mind-sets faced by women in print journalism, it has been realised that there has been a difference in the policies and working conditions of the various publication houses, and that their policies have been majorly reflective of their inherent attitude towards women in general. In the Indian context, the treatment meted out to women journalists has been shown to vary in different states and across both regional and national newspapers.

In the opinion of Tomar (2011), despite the substantially large number of women working in the media, they have been reportedly deprived of even the basic facilities that entail maternity leaves, childcare, transportation, and access to a healthy working environment. Tomar (2011) further adds that the representation of women in Hindi print media has been disproportionate as opposed to the representation of women in English newspapers, and that has been substantiated by him in his report that highlights the presence of women occupying middle-level and top positions in leading English newspapers such as The Hindu and The Indian Express. The Indian Express is said to have a long history of hiring more women journalists, which contrasts with the situation in Hindi newspapers, where Mrinal Pandey is said to be the only woman to have reached the position of editor-in-chief of Dainik Hindustan.

A report by Murthy and Anita (2010) highlights the work environment for women in Andhra Pradesh and states that, despite no inherent gender bias observed in the field of media, job insecurity, non-implementation of women-specific provisions, and wage disparity continue to cause hindrances to women in realizing their full potential and worth. From the perspective of women journalists in print media in Madhya Pradesh, it has been shown in a study by Tomar (2020) that women reporters have felt that the working environments in Hindi print media in the cities of Indore, Bhopal, Jabalpur, and Gwalior are innately patriarchal and misogynistic and that their reluctance to speak about sexual harassment incidents in the workplaces is reflective of the challenging environment they are predisposed to.

From being exposed to sarcasm to misogynistic and sexual slurs, women have had to face extreme misery at work, and despite having to go through so much, they have managed to keep quiet about all the indignation that has been hurled at them. It has been realized that perhaps the conservative mind-set and attitude harboured by these women dissuaded them from openly talking about the gender-powered relations and gender-biased hierarchies in their workplaces. Mullick (2015), after conducting interviews of women journalists from four North Indian states and after having thoroughly assessed their work experiences, opined that despite the severe challenges posed by the classist, "casteist" and gender-biased communities, the women were knowledgeable regarding how to traverse this sphere and were confident about taking their rightful place in it.

Talking about the various domains of reportage in the media, Pain (2017) opines that the matter of gender inequity is not a new dimension in the discussion of the media and that there have always been instances of the same. However, the way women journalists are treated in India with regards to political reporting is abysmal, and they are offered very little organizational backing and are Exptd. to work under severe constraints, much as opposed to how their male Counterparts work in the same scenario.

Therefore, these findings have highlighted an imperative need to engage in a more holistic framework that considers gender mainstreaming as an essential prerequisite of journalism education in India. Despite the substantial rise in the number of women journalists in India and their access to the media industry, a status quo has been witnessed when it comes to sexual discrimination that inadvertently led to their abandoning the profession midway. In this context, an article by Bamezai et al. (2020) states that gender mainstreaming seems to be the only plausible option in addressing the rampant gender discrimination, vanishing journalistic work ethics, and professionalism visible in the field of journalism.

2.5 Theoretical framework of the Research

Brief Review: Alike several other professions, in journalism also, the participation of women's are growing in the workplace and so are their problems. It is true that the women journalists are doing an absolutely good job in media and are performing their duties with much sincerity and devotion. No matter how hard the situations are, the women journalists are breaking all the glass ceilings and have proved their mettle in India and around the world. In International women journalists, **Maria Ressa of The Philippines** was awarded the Nobel Peace Prize 2021 for her fight for freedom of speech and expression and for promoting peace in the world. In India also we can see many women journalists taking the lead to tell stories from ground zero, to name a few like **Ishmat Ara** who won the Laadli Award for her reportage on the notorious Hathras gang rape case, through her write up on the medico-legal examination report of the deceased victim, Ara raised the question on the claims of Uttar Pradesh Police that the victim was not gang-raped. **Mariyam Alavi** won the award for Excellence in Journalism for her reportage on exposing the “untruthfulness of cases of forcible conversion”. **Srishti Jatav** working with Dalit Times in Delhi was arrested by the police for her coverage of the demolition of the Dhobhi Ghat Slums. **Jyoti Yadav and Heena Fatima** won the Laadli

Media Awards under the gender sensitivity category. Yadav fetched the award for her article on rape culture in India, and Fatima bagged it for her article on online education is inaccessible for women.

Noteworthy, Yadav was among those women reporters who worked on ground zero during the pandemic situation, and by covering sensitive issues they took the media to new heights. Her report on a pregnant panchayat election officer, Kalyani Agrahari, who died due to the CORONA virus after allegedly being forced into duty, has not only made her well-known for her courageous writing but also put a question mark on the functioning of the system. Meanwhile, another reporter from the Madurai Bureau of the Hindu Magazine, **Soma Basu** came into the limelight when she won an award for writing an article on domestic abuse survivors being trapped with their abusers during the COVID-19, “A Parallel Pandemic: As Domestic Abuse Victims Trapped With Their Abusers.” Keeping all such stories and their impacts in mind, a recent report by an International Media Monitor has announced that the best pandemic reporting has been done by women journalists. Thus it is clear that such sensible stories of women journalists have proved the Role of women journalists in the development of society. The same has been found in the present study.

Theory for objective One

“Social Responsibility Theory of media”.

As in the first objective, the researcher has to bring in forth the connection between the role of women journalists and the development of society, so she has opted for the “Social Responsibility Theory of Mass Communication”, which suggests that a journalist is socially responsible for the society.

Problem Statement: Pragmatic contribution of women journalists to the development of society.

Objective First: To study the role of women journalists in bringing development in society.

Research Question: Are the women journalists working for the overall development of society.

Sub Questions: Do women journalists take interest in social issues? Do they think that a journalist has to act as a link between the government and the common people? Do they prefer to work on news related to government plans and schemes?

Since this objective purely talks about the contribution of women journalists in promoting the development of society, so the researcher has opted for the “Social Responsibility Theory of Mass Communication”.

Here we are studying the pragmatic role or contribution of women journalists in ensuring the development of society. As to whether the women workforce is taking interest in social issues? What issues they are focusing on the most? Do they cover the news of government schemes and plans, which are generally meant for the development of disadvantaged people? Do they disseminate the important and necessary information on a priority basis and do they check the truthfulness of the news before publishing it. Do they know that they are an important link between the government and the common people? **Definition:** Social responsibility theory is an ethical theory in which all the media professionals are accountable for fulfilling their civic duty, and the actions of an individual must benefit the whole of society. In this way, there must be a balance between economic growth and the welfare of society and the environment.

In terms of Journalists: Media is a medium to communicate with people, a country, and the whole universe. Media empowerment is a sign of true democracy and no one can deny its role in making or breaking a society. All the journalists working in media are socially responsible to promote the well-being of the society and guide the people in a way so that they can be aware of all social issues and eventually contribute to bringing development in the society.

- In his discourse ethics of Moral Consciousness and Communicative Action, Habermass also makes the same statement of SR theory. This implies that communication entails those who are listening to the speaker (Middleton, 2009). There is a clear link between journalists and their audience, as well as their responsibility to readers or audiences. The underlying philosophy of SR theory is this. "The media is accountable in the following ways," writes Middleton (2009), "to their audiences, to whom they owe correct news reporting, analysis, and editorializing." Ravi (2012) points out that in many countries, the commitment of the media to the public is the foundation for the founding of Press Councils, the development of Codes of Ethics, and anti-monopoly legislation. He talked about the three fundamental principles. He emphasized the three essential principles of Denis McQuail's SR theory, which are:
 - The media should embrace and fulfill specific societal tasks.
 - High or professional standards of truth, accuracy, objectivity, and balance should be maintained by the media.
 - Media should be self-regulating and maintain avoid offensive content triggering crime, violence, civil disorder, or harm to minority groups.

Theorist: In their book published in 1956, Siebert, Fred S, Theodore Peterson, and Wilbur Schramm formally designed the model. It promotes complete press freedom with no censorship, but it must be managed in accordance with societal obligations and external restrictions. Later in 2005, a famous Communication scholar Denis McQuail (2005) propounded the basic principles of social responsibility Theory.

The SR theory focuses that the media accept responsibility towards society by avoiding publishing information that could lead to social disruption. In media reports, sensational and provocative words should be avoided and special caution should be taken while giving headlines. The information should be clustered in a way so that all the sections of

society must be aware of every important social issue and should work hand in hand for their well-being. Hence, the media journalists are considered the core of the SR theory to maintain the proper functioning of society.

Viewpoint: The conclusion of this theory is that the media journalists are socially responsible for the betterment of common people and thereby society is a clear viewpoint of my study. The findings of my study say that a women journalist must take interest in social issues. They must cover more and more news related to health, education, child development, crime against women, infrastructure, etc. because by addressing such issues they can bring the actual picture to the light, and then only these issues can be addressed. The prime responsibility of a journalist is to work for the benefit of disadvantaged people and should give priority to developmental news rather than sensational news. A journalist must act as a link between the government and the common people so that the poor people must get educated about various plans/subsidies/grants/ schemes of the government. In all, the journalist should raise the social issues and try to resolve them.

All these findings are relevant to the key concepts of the Social Responsibility Theory of Communication that are discussed above.

Theory for objective two

“Feminist theory of communication”

In order to investigate the hardships of women journalists, the researcher has identified the problem statement, objective, and research questions.

Problem statement: The women journalists are going through a lot of problems while performing their jobs.

Objective 2: To analyze the problems faced by women journalists while performing their jobs.

Research question: Do women journalists face problems in the workplace?

Sub Questions: Are the women journalists facing gender discrimination at the workplace, do they face sexual division of labor, have they ever faced sexual or mental harassment during working hours, does the lack of moral support and lack of proper security measures affects their working efficiency, do they face problems because of a regular dilemma between the personal life and professional life, are they getting salary as per the amount of work they are doing, long and tedious working hours spoils their family lives, does their male bosses or male colleagues treat them well and give them regards for their work.

Here we are studying the problems of women journalists in newspaper houses of Madhya Pradesh and Uttar Pradesh. If we see the length and breadth of the first objective, we find out that it proclaims the inequalities women journalists are going through in the newspaper houses. It can also be perceived as the oppression that women journalists are facing in this male dominant profession. In order to evaluate the second objective of this study, to find out the problems of women journalists, the researcher has opted for the 'Feminist theory of Communication', which supports the study.

Definition: Feminist theory is a branch of feminism that seeks to comprehend the causes of gender inequality. In subjects such as political theory, home economics, literature, education, sociology, communication, and media studies, it explores women's and men's social roles, experiences, interests, chores, and feminist politics. Moreover, the key concepts of this theory are gender discrimination, oppression, hegemony, patriarchy, objectification (particularly sexual objectification), stereotyping, and other topics that are frequently discussed in feminist philosophy.

The feminist theories have several branches and the one which is most relevant to my study is "Difference Feminist Theory".

Difference feminism, is a feminist philosophy that examines how patriarchy oppresses women. They contend that working-class women face the most discrimination in society. **Theorists:** Although literature describing women's viewpoints and experiences has emerged throughout history, the history of Western feminist philosophy traditionally

begins with Mary Wollstonecraft (1759–1797), also known as the founder of Feminist theory, one of the first feminist writer in the liberal tradition. Later many amendments were made to this theory and the one suggested by Simone de Beauvoir in 1950 with the name Difference Feminist theory is best suitable for my study because it talks about, Friedan (1968), Lorde (1976), and Power (2004).

Viewpoint: The conclusion of this theory is that sex, gender, discrimination, equality, difference, and choice are all fundamental elements in feminist thought. There are systems and mechanisms in place that work against people with these characteristics, as well as equality and equity. This theory appropriately fits the second objective of my study.

The viewpoint that women journalists are facing a lot of problems in newspaper houses of Uttar Pradesh and Madhya Pradesh is proven to be true and the same is cleared from the findings and data of my study which states that women journalists are unsatisfied with the unequal wages they are getting for their work, most of the participants have faced sexual and mental harassment in the workplace, and many of them noticed gender discrimination at the workplace, more than half of the respondents claim that there is lack of facilities for safety and protection of women workforce, most of them complained of lack of moral support from the family which signifies that their families do not support them for the media profession, ill-treatment of male colleagues and people from other section of the society shows the patriarchal arrogance. The lack of basic facilities in the media houses shows the erroneous attitude of higher authorities toward the women workforce.

All these findings are relevant to the key concepts of Feminist Theory that are discussed above.

Theory for the third objective

“Two-way factor theory of motivation”

Problem statement: Women journalists are not satisfied with the poor working conditions prevailing in newspaper houses.

Objective 3: To examine the working conditions adopted by various newspaper houses for women journalists.

Problem statement: Women journalists are not satisfied with the poor working conditions prevailing in newspaper houses.

Objective 3: To examine the working conditions adopted by various newspapers houses for women journalists.

Research Question: Does the poor working conditions in newspaper houses affect the efficiency of women journalists?

Sub questions: Do the organization treat their women journalists as per the Equal Recognition policy? Do they have separate toilets and restrooms in their office? Does their organization provide paid maternity leaves to its expectant employees? Does it provide any child care or crèche facility to newborn babies? Does it ensure safety and protection to all its women workforce against sexual or mental harassment under Vishakha guidelines? Does it provide Flexible Working Arrangements (FWA) to the needy, medically unfit, and expectant moms?

Definition: The Two Way Factor motivation theory also known as Herzberg's motivation Theory or dual faction theory states that there are certain factors in the workplace that cause job satisfaction while a separate set of factors cause dissatisfaction, all of which act independently of each other.

Theorist: The Two-way theory of Motivation was propounded by the famous American Psychologist Frederick Herzberg in 1959.

Viewpoint: Herzberg's Two Way Factor Motivation Theory is most relevant to the present study. While studying the working efficiency of women journalists, it is necessary to first summarize the key factors that affect their productivity. The study focuses on the lack of basic facilities like no separate toilets for female employees, dearth of restrooms, poor security measures, non-implementation of media policies that ensures the safety and protection of women journalists at the workplace, unavailability of paid maternity leaves, and child care facility, no provision for Flexible Working Arrangements, etc. Though women journalists are performing well in the media profession, still they need motivation for adding more power to their work. Here the word

Motivation does not only mean a pat on the back. Rather it signifies a healthy and hygienic atmosphere in the organization. The concerned media authorities need to pay attention to the basic requirements (mentioned above) and should be made available to them so that women can work even harder and in harmony with the organization and more and more women joins media as a profession.

The same is suggested in the Two-way factor Motivation theory of communication which says that employees' satisfaction is divided into two categories: "hygiene" and "motivation." Employee unhappiness with the work environment is reduced by hygiene concerns such as remuneration and supervision. Appropriate recognition and milestones at work can motivate a person to work harder and smarter than they ordinarily do.

Hence, the theory and the findings of the present study jointly endorse that a healthy working environment, adequate availability of basic facilities, and equal recognition and accomplishments can significantly help the women journalists to improve their performance and prove themselves worthy for media jobs.

2.5 Gaps in literature

The present study fundamentally aims to examine the roles as well as the challenges of women journalists in print journalism. However, it has been witnessed through the course of the study that there are a highly limited number of secondary resources available in the field of women's journalism. Moreover, digging a little deeper, it was found that there is a huge gap in the available literature wherein the roles of women journalists are peculiarly discussed. It could be observed that the concept of women's representation in journalism has not been examined abundantly. Furthermore, even if there was a discussion, it was mostly limited to the elaboration of how women have been able to break the glass ceiling and make a mark in the field, and rightfully so. However, there were not a sufficient number of sources that celebrated the roles of women journalists.

Hence, the present study not only aims to serve the purpose of highlighting the role of women journalists, but also underlines the challenges and problems they are going through and the unfriendly working atmosphere that is affecting their overall productivity. This study will act as a source for future research work in the field of women's journalism.

2.10 Conclusion

It has been evidenced in the understanding of society and the parochial mindset that exists by and large, irrespective of the culture or the demography that women have always had to fight fiercely to attain equal status in society and not get relegated merely based on their gender. The emergence, evolution, and sustenance of women in the domain of journalism, like any other field, therefore, is reflective of the various challenges that women have faced and continue to face even today. Despite the several impediments, it has been observed that women have contributed colossally in the field of journalism and have managed to break the glass ceiling that was primarily intended to restrict their freedom of expression and deprive them of a life of equality.

Women as journalists all around the globe have made massive contributions to reporting social stigmas, perhaps because they continue to live a life of indignation, even in many Countries where they are viewed through the lens of prejudice and patriarchy. Sexual harassment at workplaces, deprivation in terms of opportunities, verbal abuse, and psychological distress continue to be some of the pertinent problems faced by women journalists, even today, albeit more than ever. However, the unfazed determination of women journalists to succeed has ensured that they comprehensively fight against all these odds, which has been evidenced by the massive splurge in the number of women journalists in the world, indicative of their resilience and mental strength. Women are willing to fight it out and gain a platform, not with the idea of dominating or put men down, but to gain an equal footing and prove their worth to the world.

Chapter 3:

RESEARCH METHODOLOGY

3.1. BRIEF OVERVIEW

Research methodology is the systematic method or process of dealing with identifying problems, collecting facts and data, analyzing this data and reaching a certain conclusion. The conclusion can either be in the form of solutions to the problems concerned or as a generalization of some theoretical formulation. Research methodology helps in describing the method used for the action of data and its analysis by the researcher. The research methodology describes many decisions, such as the research design to be used, the sampling techniques, measurement and instrumentation used for data collection, the development of a conceptual framework, and data analysis. Several alternative approaches and interrelated overlapping procedures and practices are comprised of the research methodology. A suitable method for achieving any objective requires a proper assessment and comparison among the various alternatives available.

The research methodology employed in the study of the research sample design and data collection process is presented in this chapter. Firstly, the chapter discusses the present study in detail. The next section includes the sampling plan, in which the universe, the sample, and the sampling procedure used in the study are discussed, followed by the method of data collection, and finally, the statistical tools used for the data analysis are discussed.

3.2. The sample for the study

This study is based on the survey method. The researcher used a self-developed questionnaire to collect the opinions and views of contributors. Also, the researcher used the non-probability snowball sampling technique to choose the eligible contributors. As far as geographical regions are concerned, the researcher conducted the study in two

regions of Uttar Pradesh and Madhya Pradesh. The capital city of Lucknow and the "Manchester of North India", Kanpur, are the two regions of Uttar Pradesh, while the capital city, Bhopal, and commercial capital, Indore, are the two regions of Madhya Pradesh.

The researcher conducted surveys in five regional and five national newspapers in both states. The names of the newspapers where the scholar conducted her research are listed below.

Madhya Pradesh

Regional newspapers	National newspapers
Patrika	Times of India
Nai duniya	Hindustan times
Prabhat kiran	Dainik Bhaskar
Black & white	Free Press
First print	Raj Express

Table 3.1 Names of newspapers of Madhya Pradesh

Uttar Pradesh

Regional newspapers	National newspapers
Gaon connection	Dainik Jagran
I next	Amar Ujala
Navbharat times	Times of India
Sahara Samay Lucknow	Hindustan times
Swatantra chetna	The Pioneer

Table 3.2 Names of newspapers in Uttar Pradesh

For the study, the researcher gathered data from both primary and secondary sources. The questionnaire method was employed to acquire primary data. The internet, journals, website links, books, and other sources were employed to gather secondary data. The sample frame for the study includes female media professionals working for various regional and national daily newspapers. In total, 304 journalists are working in the selected newspapers in Uttar Pradesh and Madhya Pradesh (as per the figure provided by the press club of both the states). These women professionals comprise editors, resident editors, desk in-charges, sub-editors, reporters, and special correspondents, etc.

As far as the sample size is concerned, the researcher has collected the data of several women journalists working in the selected newspapers (previously specified in the report). After talking to the women chiefs of press clubs of both the states, the researcher found that there are almost 304 women journalists enrolled in these selected newspapers in Madhya Pradesh and Uttar Pradesh, and all of them have been chosen as the contributors.

3.3 Collecting data for the study

In the present study, a questionnaire has been used as the primary tool to collect information from the contributors. A questionnaire is defined as a collection of returned queries arranged in such a manner that it encompasses all the essential variables for the research. The equation can be completed by the contributors both in the presence and absence of the researcher, directly or indirectly. The key to survival search lies in the questions in a questionnaire, which hence must be developed with caution. It is one of the most vital instruments for the survey. A questionnaire should be short or else it would fit and have regular contributors, resulting in responses. Some guidelines for a good questionnaire are:

- It should be ensured that all the questions are free of any bias.
- The question should be drafted in a very simple language.

The questions should be very specific.

- Jargon or short hands should be avoided.
- Sophisticated or uncommon words should not be used.
- Questions with a negative tone should be avoided.
- It should be ensured that the questions do not overlap.

While circulating the questionnaires for data collection, the above guidelines should be followed and considered. Open-ended questions in self-completion surveys should be avoided because doing so would result in inadequate answers. Close-ended questions are those that gather answers using numbers, yes or no, on multiple choices. These kinds of questions suit self-completion questionnaires as they save contributors time in writing the answers. (Hague et al., 2004). Also, as there is a set of answers known beforehand, the researcher can save a lot of time on data entry and analysis at a later stage. Therefore, the majority of the questions in the questionnaire for this study are close-ended questions, in which the contributors are asked to choose between a numbers of alternative answers. The researcher visited many organizations/media houses and had contact with significant numbers of women journalists from Uttar Pradesh and Madhya Pradesh to understand the challenges and role of women journalists in development communication and developed the questionnaire accordingly.

The questionnaire had two parts:

Part a: gathered demographic information from contributors.

Part b: collected data required for studying the role of women journalists in promoting social issues for the development of society and information required to analyze the challenges faced by women journalists in discharging their duties.

Information required for evaluating the policies and working conditions adopted by regional and national newspapers towards women journalists was also collected in this part.

3.4 Tool for the data collection:

As discussed earlier, the tool used in this study is a closed-ended questionnaire. While conducting the primary research, Scholar used a questionnaire as a tool. Secondary sources are also used wherever required. After collecting data from all the contributors, scholar tabulated, analyzed, and interpreted the same using the statistical package for social sciences (SPSS) and Microsoft Office Excel.

3.5 Objectives and hypotheses and Research Methodology

3.5.1 Objectives of the study:

1. To analyze the role of women journalists in promoting social issues for the development of society.
2. To analyze the challenges faced by female journalists in discharging their duties.
3. To examine the working conditions of regional and national newspapers for women journalists.

3.5.2 Main Hypotheses of the study:

In accordance with the objectives decided, the following hypotheses were developed:

Ho1: Women journalists are not interested in the issues related to development of

society. Ha1: Women journalists are interested in the issues related to development of society.

Ho2: Women journalists do not prefer to raise social issues in their profession. Ha2: Women journalists do prefer social issues in their profession.

Ho3: Women journalists do not face challenges like gender discrimination, sexual division of labor, delay in promotion, sexual harassment, etc. while discharging their duties.

Ha3: Women journalists do face several problems like gender discrimination, sexual division of labor, delay in promotion, sexual harassment, etc. while discharging their duties.

H04: Women journalists do not face a lack of facilities while discharging their duties.

Ha4: Women journalists face a lack of facilities while discharging their duties.

H05: Poor working conditions and non-implementation of media policies does not affect the working efficiency of women journalists.

Ha5: Poor working conditions and non-implementation of media policies does affect the working efficiency of women journalists.

Since the reliability and validity of the questionnaire have been established, the next step in the research is to test the hypotheses and fulfil the research objectives laid for the study. The table below shows which statistical techniques were used to test a specific hypothesis and to achieve specific goals.

The first objective of the study is to study the role of women journalists in computing social issues for the development of society. Analyzing the same, the researchers decided to use descriptive statistics, a simple yet important tool in understanding the basic features of the data. Descriptive statistics provide the researcher with a simple summary of the sample size and their measures. With the help of descriptive statistics, researchers were able to present quantitative descriptions in a manageable form, for the data collected about women journalists. The descriptive analysis forms the basis for the quantitative analysis of the data. The study's second goal is to look into the challenges that women journalists experience while performing their jobs. The data was collated, and the Chi-Sq. Analysis was performed to analyze it. The primary premise of this Chi-Sq. Analysis is to compare real data Values to Exptd. Table crucial Values. The test statistic is calculated by taking the squared difference between actual and Exptd. Data Values and dividing it by the Exptd. Data Values. The purpose of this test is to see if the discrepancy between observed and predicted Values is statistically significant. The third and last objective is to evaluate the working conditions and policies adopted by the national and regional newspapers towards women journalists. The researcher decided to measure this data again with the help of the Chi-Sq. Analysis.

S.no.	Objective	Statistical method used
1	To study the role of women journalists in promoting social issues for the development of society.	Descriptive Statistics
2	To analyze the challenges faced by women journalists in discharging their duties.	Chi-Sq. Analysis
3	To examine the working conditions and policies adopted by national and regional newspapers for women journalists.	Chi-Sq. Analysis

Table 3.3 Objectives and Research Methods used

Chapter - 4:

DATA ANALYSIS AND INTERPRETATION

4.1. Preamble:

In this chapter, an attempt is made to put forth all the procedures utilized for the analysis of the data. This chapter is broadly divided into two parts. The first part is based on the descriptive information about contributors being put together as a Demographic Profile of Contributors. The second part is comprised of the data and analyses of all the three objectives of this study. The first objective is tested and analyzed with the help of descriptive analysis, while in the second and third objectives, the Chi-Sq. Analysis has been applied to the selected questions. In some parts the Researcher used the abbreviations for frequently used words like T.C.V stands for Table Critical Value, S.Agr Means Strongly Agree, Agr Means Agree, C. Say means can't say, S.D.Ag means strongly Dis Agree, D.F. means Degree of Freedom, mini. stands for minimum, Exptd. is Expected, so kindly read them accordingly.

4.2. Reliability and data adequacy.

4.2.1. Reliability: Reliability is a measure of the internal consistency of the data (Rackwitz, 2001). It describes the extent to which all the items in a test measure the same concept, and hence it is connected to the inter-relatedness of the items. To ensure validity, internal consistency should be determined before a test can be employed for research or examination purposes. Put simply, this interpretation of reliability is the correlation of a test with itself. (Bonett & Wright, 2015).

Reliability Statistics	
Cronbach's Alpha	N of Items
.721	45

Table 4: Reliability Statistics

An alpha Val. between $0.7 < \alpha < 0.95$ is considered desirable (Bland & Altman, 1997).
Hence, the test confirms that the questionnaire is reliable

4.2.2. Data Adequacy:

The KMO and Bartlett tests combine all of the available data. A KMO Val. of over 0.5 and a significance level for the Bartlett's test of < 0.05 indicate that the data is highly correlated.

KMO and Bartlett's Test		
Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.735
Bartlett's Test of Sphericity	Approx. Chi-Square	252.156
	df	55
	Sig.	.000

Table 4.1: KMO and Bartlett Test

The KMO Value was found to be 0.735s which is above the threshold limit of 0.5 (Gituro and Awino, 2007), and the test is confirmed to be significant at p lesser than 0.05. Hence, the data is adequate.

4.3. Demographic profile of the contributors

The examination of select variables is essential in any scientific study, and it would be impossible for a researcher to move ahead without looking into these aspects of demographic attributes. To gain descriptive information about the contributors of the current study, a simple Freq. observation method was followed. The Freq. of results obtained across various demographic variables are discussed in the following sections. Demographic information about various aspects of contributors was collected and analyzed. Doing so provided the researcher with a better understanding of the demographics of the area and its local populations. Accurate analysis of demographics also leads to good conclusions and suggestions from the study.

4.4. Descriptive Analysis of demographic data using Freq. and %age.

4.4.1 AGE-WISE DISTRIBUTION ANALYSIS

Age of the contributors?

The analysis of the distribution of the population by age is one of the most important demographic groupings. Age study occupies an important place in demographic statistics. Age is an important factor in comprehending the economic and cultural life of our socialist society. This analysis can be used to assess the accomplished level of development of the economy and culture of the area under study.

In the current study, 36.8%, that is, 112 (n = 304) contributors, had an age above 40 years. 47 contributors out of the 304 total contributors (15.5%) had an age of between 31 and 40 years, followed by 145 contributors (47.7%) aged 20 to 30 years of age.

		Frequency	Percent
Valid	20-30yrs	145	47.7
	30-40yrs	47	15.5
	40 and above	112	36.8
	Total	304	100.0

Table 4.2: Age Distribution of contributors

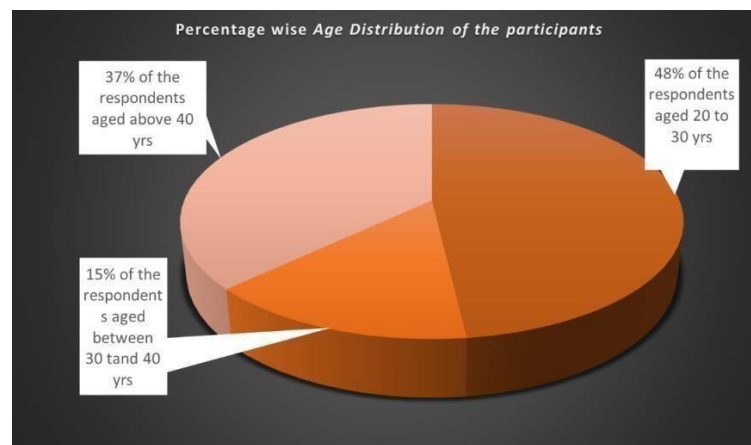


Figure 4 AGE DISTRIBUTION OF CONTRIBUTORS

The above table and figure suggest that the majority of the contributors were young female journalists, as their participation contributed to 47.7% of the total participation. While 36.8% of the female journalists were above 40 years of age, which may be due to the fact that aged women have experienced the journalism world to its core and are willing to participate in the survey,

suggesting their interest and understanding of the importance of this survey. 15.5% of middle- aged women in journalism suggest that there might be a reason, such as fear, etc., which has lowered their participation and willingness to work in the area.

It is the environment and variables surrounding an individual that shape them. For having fine and effectual research, it is important that the researcher understands that the demographic variables influence the contributors, and a good understanding of the same can be used for a better understanding of the research.

4.4.1 EXPERIENCE WISE DISTRIBUTION

ANALYSISHow many years have you been working in the press?

		Freq.	%	Valid %	Cumulative %
Valid	< 5 yrs	124	40.8	40.8	40.8
	6-10 yrs	33	10.9	10.9	51.7
	Above 10 yrs	147	48.4	48.4	100.0
	Total	304	100.0	100.0	

TABLE 4.3 EXPERIENCE OF WOMEN JOURNALISTS

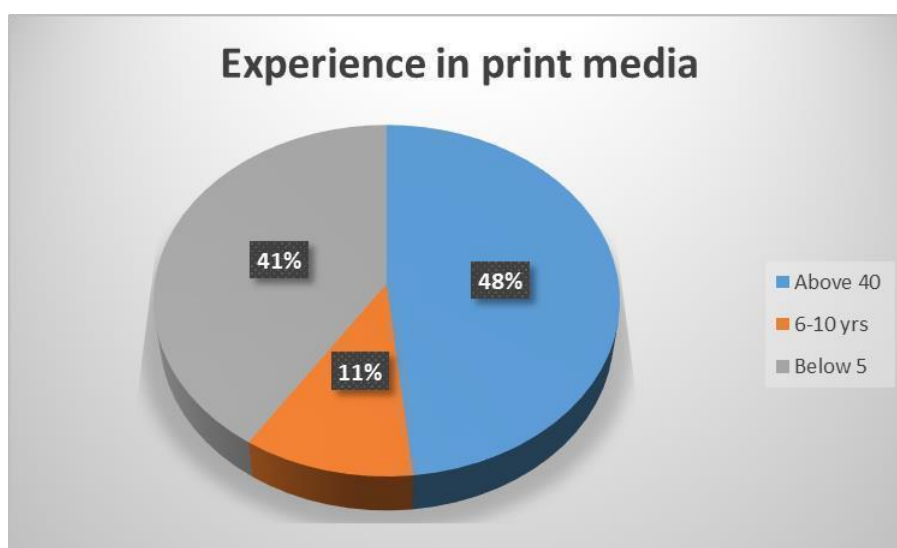


Figure 5 Distribution on the basis of Years of experience

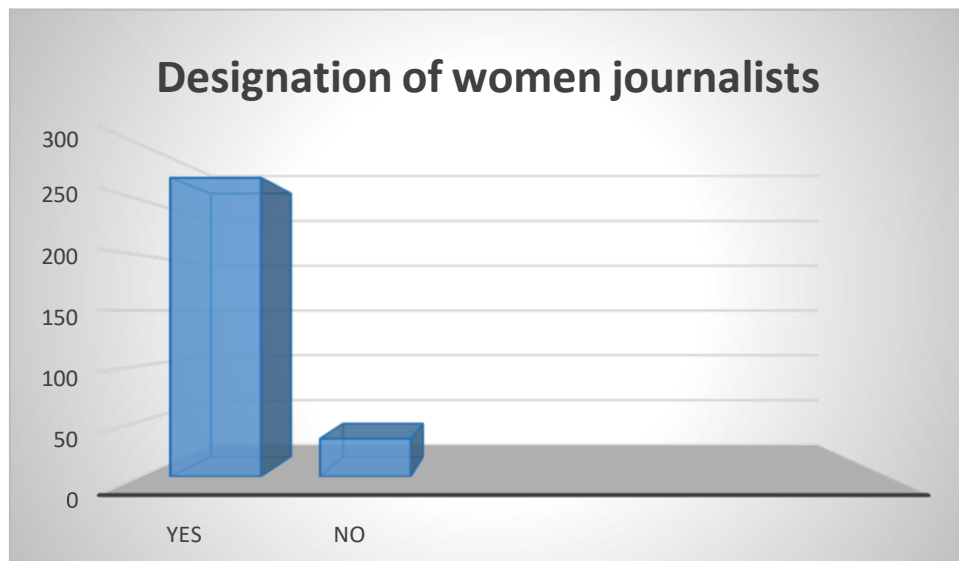
The majority of the journalists are experienced and trained, i.e., 49 % have Experience of more than 10 years while 32 % have Experience of < 5 years. 33 contributors out of the total number have Experience of between 6 and 10 years.

4.4.2 DISTRIBUTION OF DESIGNATIONS

ANALYSISQ3: What is your Designation in the office?

		Freq.	%	Valid %	Cumulative %
Valid	Reporter	78	25.7	25.7	25.
	Senior Reporter	81	26.6	26.6	52.
	Sub Editor	44	14.5	14.5	66.
	Editor	19	6.3	6.3	73.
	Other	82	27.0	27.0	100.
	Total	304	100.0	100.0	

Table 4.4 Designation of women journalists



• **Figure 6** Distribution on the basis of Designation of women journalists

Out of the total number, 81 contributors (26.6%) are senior reporters, 78 contributors (25.7%) are reporters, 44 contributors (14.5%) are subeditors, and 19 (6.3%) are the editors. The remaining 82 contributors (27%) are either freelancers or working in other departments of media houses. The data analysis shows that the least number of contributors are in higher positions. Just 19 contributors, or 6.3 %, are editors, while the highest number of contributors, or 82 or twenty-seven %, are working in various other departments of the media house.

4.4.3 ANALYSIS OF MOTIVATIONAL FACTORS WISE

DISTRIBUTIONWhat Motivational factors encourage you to work in journalism?

		Freq.	%	Valid %	Cumulative %
Valid	Job satisfaction	128	42.1	42.	42.
	Urge to bring social changes	176	57.9	57.	100.
	Total	304	100.0	100.	

Table 4.5 Motivational factor

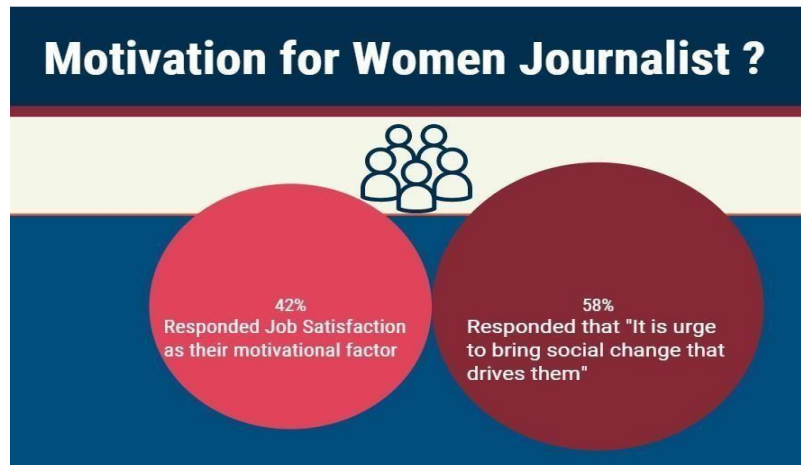


Figure 7: *Distribution of women journalists on the basis of MotivationalFactor (Source: Primary Data)*

The table and figures suggest that the major driving force for women journalists to continue to work despite unpleasant behaviour and inadequate working conditions is the urge to bring social changes, as 176 contributors (58%) out of the total number agreed to the same, while the other 128 (42.1%) of the women responded with job satisfaction as their driving force to work in the print media sector.

4.4.4 TYPE OF NEWS WISE DISTRIBUTION ANALYSIS

Q5) Distribution of women journalists on the basis of working for the types of news

		Frequency	Percent
Valid	Soft News Like Fashion, Home, Decor etc.	61	20.1
	Hard News like crimes, politics etc...	176	57.9
	Others	67	22.0
	Total	304	100.0

TABLE 4.6 Distribution of women journalists on basis of types of news

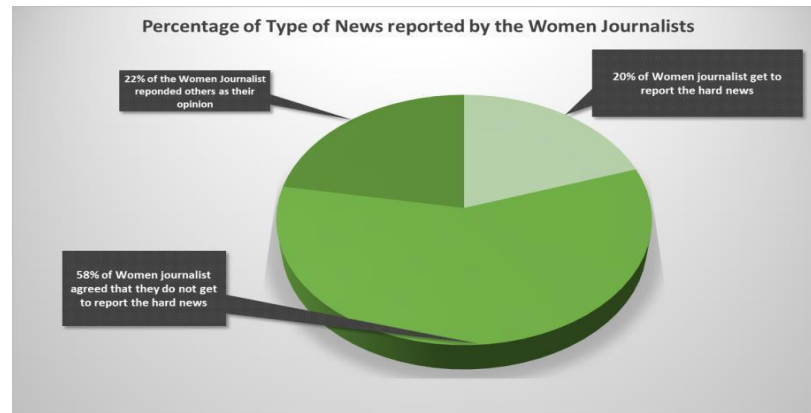


Figure 8: Distribution of women journalists on the basis of type of news covered(Source: Primary Data)

The table and figures suggest that women journalists cover hard news like crimes, politics, and others, which is contradictory to the scholar's assumption that women journalists are kept aloof from covering such areas. The response of the women was 57.9% confident that they cover hardnews, while only 20.1 and 22 % of the women responded that they cover soft news related to fashion, décor, etc. and other news.

Women having professional degree

		Frequency	Percent
Valid	No	34	11.2
	YES	270	88.8
	Total	304	100.0

4.7 Table of women journalists having professional degree of journalism

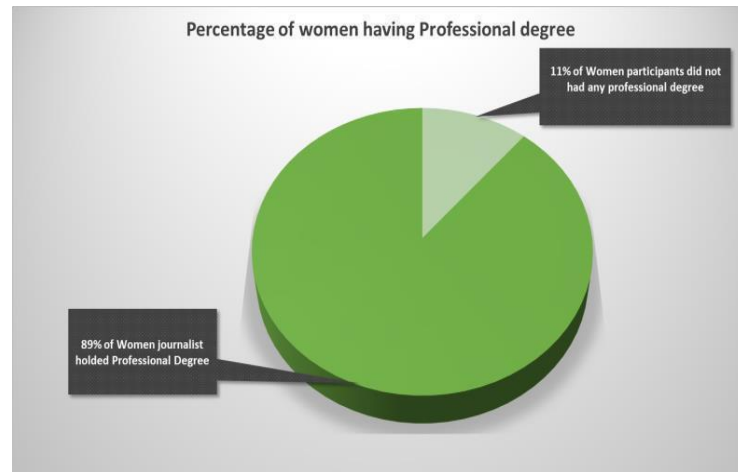


Figure 9: Percentage of Women Journalists having Professional Degree(Source: Primary Data)

In order to access the same, the researcher asked the contributors if they had any professional degree in journalism. 88.8 % (270) of the total 304 contributors had a journalism degree, indicating that the majority of female journalists are highly qualified. Just 34 (n = 304) did not have a degree in journalism.

4.4 Objective wise hypothesis test:

Objective 1: To study the role of women journalists in promoting social issues for the development of society.

The first objective of the study is to analyze and study the role of women journalists in promoting social issues for the development of society.

Descriptive statistics analysis has been done by the researcher in order to assess the first objective regarding the role of women journalists in development communication. In the first objective, the main focus is laid on the following questions, which were studied and analyzed:

Q.1 Have you ever addressed any social issues in your newspaper?

Q.2 What are the various social issues you have worked on?

Q.3 Do you prefer to make news on development projects, policies, and plans?

Q4: Coverage of any national or state-level development policy by women

journalists?Q5. What role do professional journalists play as educators?

Q6 Opinion about journalists' acting as a link

Q7.Preference for news that supports government

policies

Objective 2: To analyze the challenges faced by female journalists while doing their job.

While collecting and analyzing the data for the second objective, it has been found that huge numbers of women journalists are going through numerous challenges while performing their job.

In order to analyze the second objective regarding the challenges of women journalists in the print media profession (regional and national newspapers of MP and UP), Chi-Square analysis has been done on selected questions. These questions are mentioned below.

Q1. Are you satisfied with the amount of salary you are getting for the

job?

Q2. Do you Agree that gender discrimination still exists in your

organization?

Q3. Do you think that performing the dual roles (domestic versus professional) together affects the quality of work?

Q4. Do you face sexual division of labour in your office?

Q5. Do you agree that, in comparison to female journalists, males get promotions easily?

Q6. Do you agree that it takes a long time for women journalists to get promotion due to

discrimination in the workplace?

Q7. Do you agree that women journalists are harassed by their superiors or subordinates?

Q8. Do you agree that fear of harassment affects the quality of work?

Q9. Do you agree that your organization has provided an authorized person to look after the complaints of female journalists?

Q10. Do you agree that women journalists face a lack of moral support from their families and offices?

Q11. Do you agree that women journalists are getting proper transport facilities? Q12. Do you agree that long and tedious working hours are not suitable for women in the workforce?

Q13. Do you agree that an unhealthy work atmosphere mars the professional lives of women journalists?

Q14. Do you agree that your organization follows an equal and transparent recognition policy for its women journalists?

Objective 3: To evaluate the working conditions and policies.

While conducting the survey for the third objective, it was discovered that most print media houses' working conditions are deplorable. Since the work atmosphere in these media organizations is not women-friendly, the productivity and career of women journalists are at stake. It is really necessary for the present time that the higher concerns should take appropriate actions so as to ensure the absolute presence of women journalists in print media.

In order to access the third objective, Chi-Square analysis has been done on selected questions. The questions are listed below.

Safe environment

Q1. Do you agree that your organization provides separate toilets for its female

staff? Q2. Do you agree that there should be rest rooms for the female staff?

Q3. Do you agree that your organization provides a safe transport facility, especially during late-night hours, for its female staff?

Q4. Do you agree that your organization provides protection against harassment to its female staff under the Vishakha guidelines?

Work-life balance

Q5. Do you agree that your organization provides fully paid maternity leaves to its female employees for an adequate period of time?

Q6. Do you agree that your organization provides a crèche or child care facility for newly born female employees?

Q7. Do you agree that your organization provides flexible work arrangements (FWA) to the expectant, medically unfit, and new moms in its women's workforce?

The current data and analyses of the present study reveal that in print journalism, female journalists play a hardheaded role in the Development Communication in society. This study also reveals a number of variables that not only impair working efficiency but also make it difficult for female journalists to improve their position in the print media. There is sexism in terms of ownership and control, as well as bad working conditions, such as low pay and inadequate facilities, and a lack of women in top positions in the media. The same has been highlighted on the basis of the findings in this chapter.

4.5 ANALYSIS OF OBJECTIVE 1: ROLE OF WOMEN JOURNALISTS

In this leading objective, we have to study the hardheaded role of women journalists and their positive contribution in bringing the social development in the nation. The analysis of data in this study reveals that despite going through numerous problems in the media profession, the women workforce are working hard for keeping the development of society in continuous pace. The data for this objective is evaluated with the help of descriptive analysis and the same has been depicted through the evaluation of all the selected questions mentioned below

4.5.1 Have you ever addressed any social issues in your newspaper?

		Freq.	%	Valid %	Cumulative %
Valid	Yes	232	76.3	76.3	76.3
	No	72	24.7	24.7	100
	Total	304	100.00	100.00	

Table 4.8 Table for social issues addressed by women journalists

The data and analysis on the present question suggests that the majority of the contributors are working on social issues. The focus on these issues means that women journalists are taking an interest in societal matters, and thus it is clear that most women journalists are marking their contribution to the development of society.

The data shows that the majority of contributors (232, almost 76.3%) confirm that they are concerned about the development of communication and that, through their work, they are continuously making a positive contribution to the betterment of society, while 72 contributors (26.3%) deny the same. These 232 female journalists say that they are aware of their duties and responsibilities, and that their foremost duty is to ensure the benefit of the common people and the nation as well, while these 72 contributors are those who think that there are issues like entertainment, fashion, films, interior designing, and many others which should also be taken care of. It is not like these contributors have zero interest in social development; rather, they have personal reasons for working in the press and think that other issues also support the development of society in many ways.

4.5.2 Which issues you think are adequately addressed by you?

	Various Social Issues	Freq.	%	Valid%	Cumulative %
	Crime against women	92	30.2	30.2	30.2
	Child Dev.	44	14.4	14.4	44.6
	Education	80	26.3	26.3	70.9
Valid	Health	50	16.4	16.4	87.3
	Infrastructure	10	03.2	03.2	90.5
	Multiple	28	09.5	09.5	100
	Total	304	100.0	100.00	

Table 4.9 various issues addressed by contributors

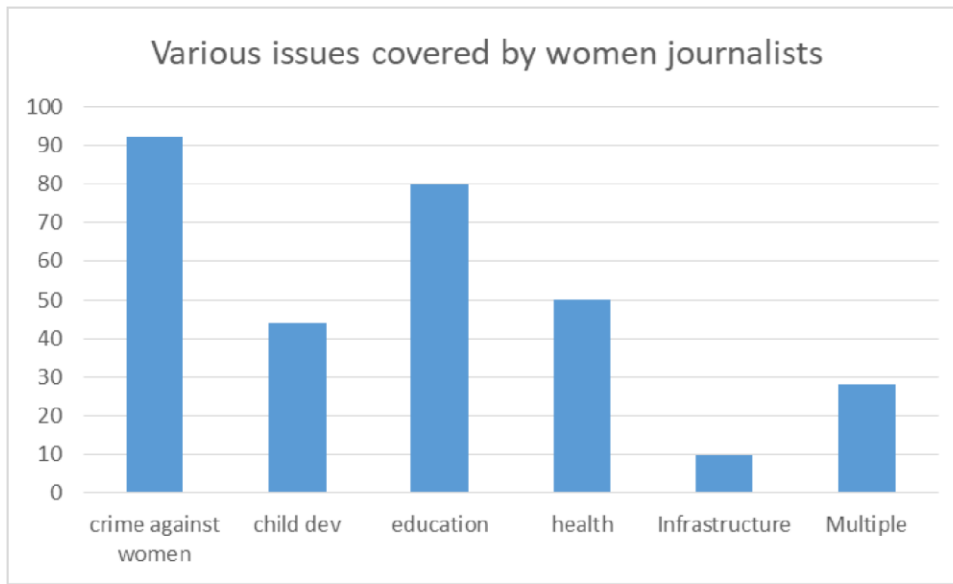


Figure 11: Social Issues preferred by women journalists

The data and analysis of the present study reveal the interest of women journalists in various social causes. Data clearly shows that the highest number of contributors, 92, (30.2%), state that they are working on women's related issues. Most of them say that they cover news in which women suffer domestic violence, acid attacks, dowry, rape, molestation, etc. Also, they look after the news, which favours the women's fraternity in all, and that could portray a positive picture of women in society.

Following this, 80 contributors (26.3%) say that education is the need of the hour. They say that a journalist acts as an educator for the general public (study done in further part). So it is the prime duty of a journalist to convey the message of the importance of education to the common people. Only when the people of India get literate can we think of a better India. The root cause of all the problems in India is a lack of education. If it is resolved, ultimately, all the social evils will end. Keeping this in mind, most of the women journalists are contributing in the education beat and covering news related to education.

Out of the total number of 50, 16.4%) say that they are looking after health-related issues, as they think if the human resources are fit and fine, then only a Country can plan for a healthy future. A developing Country like India can never progress without making its people healthy and active. Of the total number, 44 contributors say they cover the news related to the development of children as these children are the future of India. As the children are, so the Country will become. Following this, women journalists are working on housing, infrastructure, and other important beats for social issues.

4.5.3 Do you agree that a journalist acts as a link between Government body and general public?

		Freq.	%	Valid %	Cumulative %
	S A.	74	24.3	24.3	24.3
	A.	90	29.6	29.6	53.9
Valid	Cannot Say	82	26.9	26.9	80.8
	D	35	11.5	11.5	92.3
	S D	23	07.7	07.7	100
	Total	304	100.0	100.0	

Table 4.10 Women journalists act as a link between govt. & common man

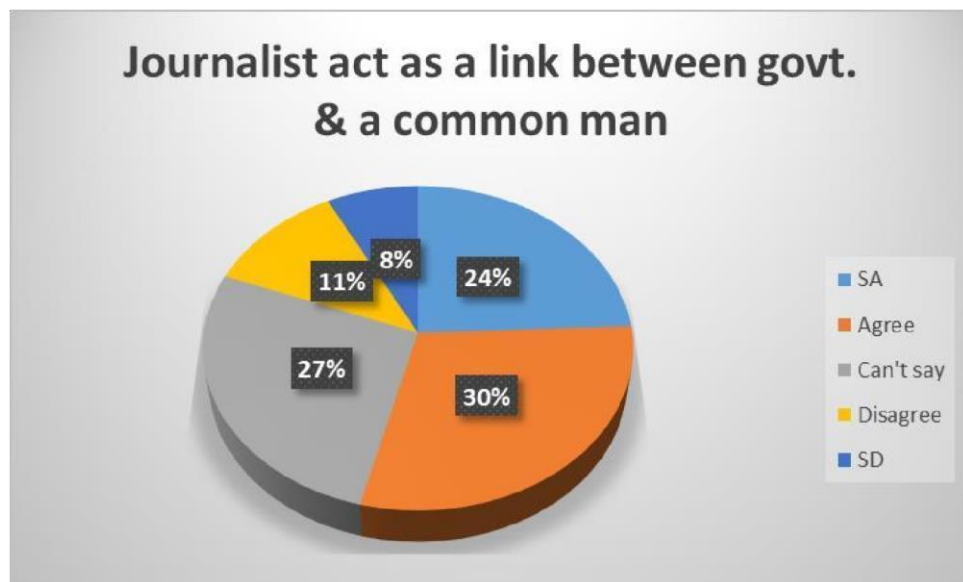


Figure 12 Journalist act as a link between govt. and a common man

Altogether, 164 (54%) say that they are a pivotal link between the government and the common people. As a journalist, it is the prime duty of a media professional to collect, report, analyze, and disseminate true and correct information and news. A journalist's responsibility is to disseminate information to every nook and cranny of the nation. Since the reach of the media is pan-India and is across all the cities and villages, it becomes all the more important for all the journalists to be a link between the government and the public so as to spread true and correct information to every citizen of the nation, so that the common man will get all the important information

4.5.4 Have you ever addressed news related to National/State level policy/project/plans?

		Freq.	%	Valid %	Cumulative %
	SA	57	18.7	18.7	18.7
	A	92	30.2	30.2	48.9
Valid	C Say	22	07.5	07.5	56.4
	D	82	26.9	26.9	83.3
	S D	51	16.7	16.7	100
	Total	304	100.0	100.0	

Table 4.11 Women journalists addressed news related to govt. plans/policy/projects

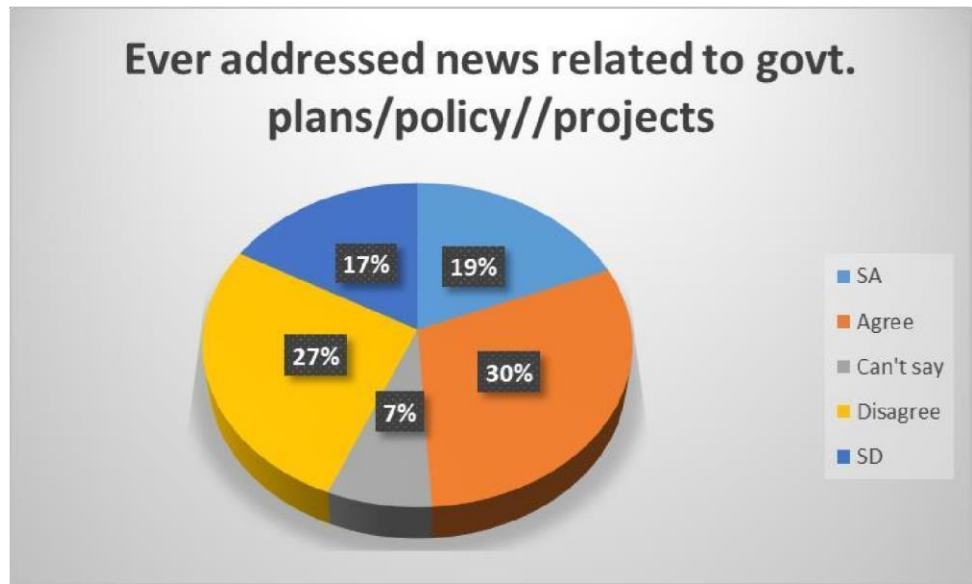


Figure 13. Have you ever addressed news related to govt. plans

This study also finds out that women journalists are so focused on government policies, plans, schemes, and projects that altogether 149 (50%) % say that they work mostly for government schemes or policies. They prefer to report news that benefits the common people. As it is well known to all that most of the people in India are poor and dependent on the government for subsidies and other advantages, a true journalist should always ensure that these disadvantaged people get the privilege and proper benefits of government aided schemes or policies. Out of the total number, 22 contributors (7.5%) left the question unanswered.

4.6 Analysis of Objective Two Challenges of

Women Journalists

During the data collection and analysis for the second objective, the majority of female journalists revealed that they faced labour discrimination at their workplace. What's more, over

half of the contributors complained about sexual harassment and other types of harassment in their organizations. In a short conversation, a young reporter (recipient of the Ram Nath Goenka Award) claims that there is no separate toilet, rest room, or transport facility for women in her organization. Also, there are women journalists who reveal that there is no complaint committee or complaint cell that can look after the issues of women journalists. So the data and analysis of this present study found that women journalists are going through numerous challenges, some of which have been highlighted in this study. The questions and their data analysis based on Chi- Square are mentioned below.

4.6.1 (Q11) Are you satisfied with the salary you are getting for the amount of work you are doing in press?

	Freq.	%	Valid %	Cumulative %
Valid	01	14	4.6	4.6
	02	24	7.9	12.5
	03	36	11.8	24.3
	04	26	8.5	32.8
	05	204	67.1	100.0
Total		304		100.0

Table 4.11 Freq. table of women journalists satisfied with salary

The study reveals that the majority of the contributors (67.1 %) are strongly dissatisfied with the amount of money they are getting for their respective work. There are contributors who claimed that they have been working in the same organization for the last 5–6 years, but they are still assigned on a contractual basis, which might be one of the reasons management is not raising their salary. Not surprisingly, women are less satisfied with their wages than men; according to this study, more than 60% of contributors are somewhat or very much dissatisfied with their pay. On the contrary, just 24 contributors S. Ag that they are getting a good salary, and 14 others Ag with the same. However, out of the total number, 11.8 % of women journalists denied giving an answer to this question.

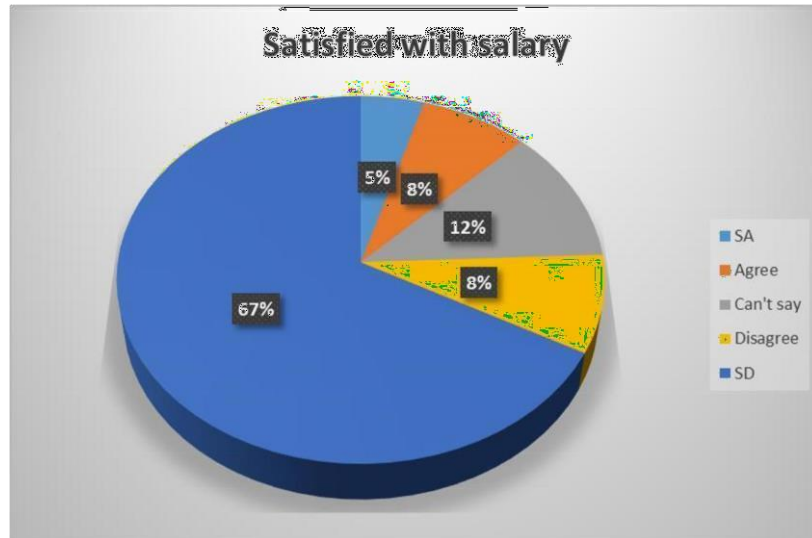


Figure 14: Women journalists satisfied with salary

AGE VARIABLE			Q Do you Ag that you are satisfied with your salary with the amount of work you put in?					Total
			S. Ag	Agr	Not Ag	Dis Agr	S.D.Ag	
AGE VARIABLE	20-30 yrs	Count	14	0	20	0	111	145
		%						
		within Q1 Age?	9.7%	0.0%	13.8%	0.0%	76.6%	100.0%
		%within Q11	100.0%	0.0%	55.6%	0.0%	54.4%	47.7%
	30-40	Count	0	24	0	0	23	47

	yrs	% within Q1 Age?	0.0%	51.1 %	0.0%	0.0%	48.9%	100.0 %
		% within Q11	0.0%	100.0 %	0.0%	0.0%	11.3%	15.5%
		Count	0	0	16	26	70	112
	40 above	% within Q1 Age?	0.0%	0.0%	14.3%	23.2%	62.5%	100.0 %
		% within Q11	0.0%	0.0%	44.4%	100.0%	34.3%	36.8%
		Count	14	24	36	26	204	304
Total		% within Q1 Age?	4.6%	7.9%	11.8%	8.6%	67.1%	100.0 %
		% within Q11	100.0 %	100.0 %	100.0 %	100.0%	100.0 %	100.0 %

Table 4.11.1 Cross-Tabulation of Women journalists satisfied with salary

The data revealed in the above given table on the question is that you are satisfied with your salary and with the amount of work you put in among the age groups. The analysis says almost 5 % of total participants are S. Agr, around 8 % of participants Ag, nearly 12 % participants do not Ag,

8.6 % of participants Dis Agr, & a majority of 67 % contributors are S.D.Ag with the amount of work put into the organization. Among the age group between 20 and 30 years, it shows almost 10 % of contributors are S. Ag, almost 14 % of contributors do not Agr, and a majority of 76.6 % of contributors S.D.Ag with the amount of work put into the organization. Among the age group between 30 and 40, it shows that about 51 % of participants Ag and around 49 % of participants are S.D.Ag. Among the age group above 40 years, it reveals that nearly 14 % of participants can't say, almost 23 % contributors Dis Agr, and a majority of 62.5 % contributors are S.D.Ag for the amount of work put into the organization.

Chi-Square T.

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	202.348^a	8	.000
Likelihood Ratio	179.126	8	.000
Linear-by-Linear Ass.	.491	1	.484
Numb. of Valid Cases	304		

Table 4.11.2 Chi-Square Val. of women journalists satisfied with salary (age variable)

a. 3 cells (20.0 %) have Exptd. Count < 5. The min. Exptd. Count is 2.16.

The table C.V. for 8D.F. – 15.51 @ 0.05 level of significance

H₀ – There is no relationship between the satisfaction level & the salary drawn and age of the participants

H_a - There is an absolute relationship between satisfaction level and the salary drawn and age of the contributors

The study investigates the relationship between media employees' levels of satisfaction and the salary they are given by their employers. The investigated data pertains to the contributors' ages as well as their level of satisfaction. The null hypothesis that there is no significant link between the degree of satisfaction with the income drawn and the age of the contributors is rejected since the computed Value of 202.348 is greater than the T.C.V. This suggests that a component like age is linked to employee satisfaction in the media. In other words, the age of a media employee has an impact on their degree of contentment.

EXPERIENCE

	Q Do you agree that you are satisfied with your salary with the amount of work you put in?					Total
	S.A.	A.	C S	Dis.	S.D.	

Table 4.11.3 Cross-Tabulation of satisfied with salary as Experience variable

According to the information in the table on the question, you are content with your wage and the quantity of labour you put in between years of service. According to the results of the investigation, roughly 5% of contributors strongly agree, 8% Agree, nearly 12% Dis Agr, 8.6% Dis Agr and a majority of 67 % S.D.Ag with the amount of work put into the organization. It demonstrates that roughly 7% of those under the age of 5 strongly are Agree, nearly 10% are Ag, 16.1% are Dis Agr, and a majority of 66.9% are S.D.Ag It demonstrates that roughly 15% of those aged 6 to 10 S. Ag, while around 85% S.D.Ag Nearly 8% of contributors Agree, 10.9 % Dis. Agr, around 18 % Dis. Agr, and a majority of 63.3 % S.D.Ag with the salary amount of labour put into the organization during the last ten years. Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2sided)
Pearson Chi-Square	55.339^a	8	.000
Likelihood Ratio	74.986	8	.000
Linear-by-Linear Assn.	3.136	1	.077
Numb. of valid cases	304		

a. 4 cells (26.7%) have Exptd. Count < 5. The mini. Exptd. Count is 1.52.

Table 4.11.4 Chi-Square of satisfied with salary as Experience variable

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no relationship between the satisfaction level in salary drawn and the Experience of the Participants

Ha - There is an absolute relationship between the satisfaction level in salary drawn and the Experience of the Participants

The study investigates the relationship between media employees' levels of satisfaction and the salary they are given by their employers. The investigated data pertains to the contributors' years of service and their level of satisfaction. The estimated Val. is 55.339, which is higher than the

T.C.V. of 15.51 for eight degrees of freedom. As a result, the null hypothesis that there is no significant association between contributors' satisfaction levels and their salaries and years of service is rejected. This suggests that Experience as a variable is linked to employee happiness in the media. In other words, the level of satisfaction of media professionals is influenced by Experience as a variable.

DESIGNATION

			Q Do you agree that you are satisfied with your salary with the amount of work you put in?					Total
			S. Ag	Ag	C.S.	D. Ag	S. D.Ag	
DESIGNATION	Reporter	Count	14	12	8	0	44	78
		% within Q3	17.9%	15.4%	10.3%	0.0%	56.4%	100.0%
		% within Q11	100.0%	50.0%	22.2%	0.0%	21.6%	25.7%
		Count	0	12	12	0	57	81

	Senior Reporter	% within Q3	0.0%	14.8%	14.8%	0.0%	70.4%	100.0%
		% within Q11	0.0%	50.0%	33.3%	0.0%	27.9%	26.6%
	Sub Editor	Count	0	0	12	0	32	44
		% within Q3	0.0%	0.0%	27.3%	0.0%	72.7%	100.0%
		% within Q11	0.0%	0.0%	33.3%	0.0%	15.7%	14.5%
	Editor	Count	0	0	4	11	4	19
		% within Q3	0.0%	0.0%	21.1%	57.9%	21.1%	100.0%
		% within Q11	0.0%	0.0%	11.1%	42.3%	2.0%	6.3%
	Other	Count	0	0	0	15	67	82
		% within Q3	0.0%	0.0%	0.0%	18.3%	81.7%	100.0%
		% within Q11	0.0%	0.0%	0.0%	57.7%	32.8%	27.0%
	Total	Count	14	24	36	26	204	304
		% within Q3	4.6%	7.9%	11.8%	8.6%	67.1%	100.0%
		% within Q11	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.11.5 Cross Tabulation of satisfied with salary as Designation variable

The statistics provided in the table above on the topic of whether or not you are content with your compensation for the amount of labour you put in among journalists in various positions. According to the analysis, approximately 5% of Participants S. Ag, around 8% of contributors Ag, nearly 12% of Participants C Say, 8.6% of contributors Dis Agr, and a majority of 67 % of contributors S.D.Ag with the amount of salary they are receiving for the work they put in the organization. Around 15% of Senior Reporter contributors Ag, nearly 15% C. Say, and 70.4 % of contributors S.D.Ag

It appears that approximately 27% of Sub-Editors are unable to say and approximately 73% are S.D.Ag It demonstrates that roughly 21% of contributors C Say, 58 % Dis Agr, and 21.1 % S.D.Ag among the Editors.

Chi-Sq. Analysis

	Val.	D.F	Asymp. Sig. (2-sided)
Pearson Chi-Square	173.976^a	16	.000
Likelihood Ratio	174.183	16	.000
Linear-by-Linear Ass.	32.770	1	.000
No. of Valid Cases	304		

a. 10 cells (40.0%) have Exptd. Count < 5. The mini. Exptd. Count is .88.

Table 4.11.6 Chi-Square of satisfied with salary as Designation variable

The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

Ho – There is no relationship between the satisfaction level in salary drawn and age of the contributors

Ha - There is an absolute relationship between the satisfaction level in salary drawn and age of the contributors

The information analyzed relates to the contributors' job titles as well as their satisfaction with their pay as female journalists. The null hypothesis that there is no significant link between the level of satisfaction in salary drawn and the contributors' Designation is rejected since the computed Val. of 173.976 is greater than the T.C.V. at sixteen degrees of freedom, which is

26.296. This suggests that Designation as a variable is linked to employee satisfaction in the media. In other words, media employees' happiness levels are influenced by their categorization as a variable.

Motivational Factor Table 4.11.7 Cross-Tabulation of satisfied with salary as Motivational Factors variable Chi-Square T.

			Q Do you agree that you are satisfied with your salary with the amount of work you put in?					Total
			S. Ag	Ag	C. S.	D. Ag	S. D.	
MOTIVATIONAL FACTORS	Job satisfaction	Count	0	12	0	26	90	128
		% within Q4	0.0%	9.4%	0.0%	20.3%	70.3%	100.0 %
		% within Q11	0.0%	50.0 %	0.0%	100.0 %	44.1%	42.1%
	Urge to bring social changes	Count	14	12	36	0	114	176
		% within Q4	8.0%	6.8%	20.5%	0.0%	64.8%	100.0 %
		% within Q11	100.0 %	50.0 %	100.0 %	0.0%	55.9%	57.9%
Total		Count	14	24	36	26	204	304
		% within Q4	4.6%	7.9%	11.8%	8.6%	67.1%	100.0 %
		% within Q11	100.0 %	100.0 %	100.0 %	100.0 %	100.0%	100.0 %

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	73.066^a	4	.000
Likelihood Ratio	100.578	4	.000
Linear-by-Linear Ass.	10.171	1	.001
Numb. of Valid Cases	304		

0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 5.89.

Table 4.11.8 Chi-Square of satisfied with salary as Motivational Factor

variableThe table C.V. for 4D.F. – 9.49 @ 0.05 level of significance

H₀ – There is no relationship between the satisfaction level in salary drawn and Motivational factors of the contributors

H_a - There is an absolute relationship between the satisfaction level in salary drawn and Motivational factors of the contributors

The study looks at the relationship between the satisfaction levels of media employees and the amount of salary drawn by the contributors and the Motivational factors of the contributors. The analyzed data deals with the Motivational factors of the contributors and the satisfaction level with salary. As a result, it is clear that the null hypothesis stating there is no relationship between salary satisfaction and contributors' Motivational factors is overruled. This indicates that Motivational factors as a variable are associated with the satisfaction levels of media employees. In other words, Motivational factors as a variable influence the satisfaction levels of the salary of media employees.

4.6.2 (Q12) Do you agree that gender discrimination still exist in your organization?

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	153	50.3	50.3	50.3
	Agr	87	28.6	28.6	78.9
	C Say	56	18.5	18.5	97.4
	Dis Agr	4	1.3	1.3	98.7
	S. D. Ag	4	1.3	1.3	100
	Total	304	100.0	100.0	

Table 4.12 Gender Discrimination still exist in your organization

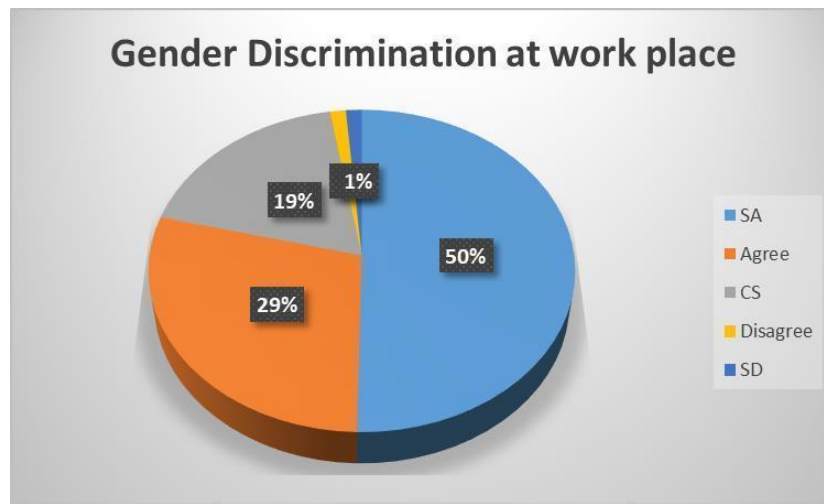


Figure 15 Gender discrimination at workplace

Women in the newspaper industry bear the brunt of the negative consequences of inflexible gendernorms and roles: they are more likely to be restricted in their freedom and mobility, and they are subjected to pandemic levels of violence and harassment throughout the industry.

This is evident from the results of the current poll, in which 240 contributors (79 %) report that gender discrimination still persists in their workplace. They must deal with a variety of inequities, such as unequal employment status, duty distribution, and maltreatment, among others.

In a word about gender discrimination, 153 female journalists S.Agr that gender discrimination does exist in their organization. Males are preferred and females are always criticized for the same piece of work. In a short conversation, a senior female reporter claimed that when a woman brings a crime story, her male editor says it is not your cup of tea and then he assigns a male reporter to do the follow-up on the same story, except in a few cases.

			Q12 Do you agree that gender discrimination still exist in your organization?					Total
			S Ag	Ag	C.S	D. Ag	S. D. Ag	
AGE VARIA BLE	20-30 yrs	Count	0	0	29	40	76	145
		% within Q1 Age?	0.0%	0.0 %	20.0 %	27.6%	52.4%	100.0%
		% within Q12	0.0%	0.0 %	51.8 %	46.0%	49.7%	47.7%
		Count	0	0	12	12	23	47

	30-40 yrs	% within Q1 Age?	0.0%	0.0 %	25.5 %	25.5%	48.9%	100.0%
		% within Q12	0.0%	0.0 %	21.4 %	13.8%	15.0%	15.5%
		Count	4	4	15	35	54	112
	40 above	% within Q1 Age?	3.6%	3.6 %	13.4 %	31.3%	48.2%	100.0%
Total		% within Q12	100.0 %	100.0 %	26.8 %	40.2%	35.3%	36.8%
		Count	4	4	56	87	153	304
		% within Q1 Age?	1.3%	1.3%	18.4 %	28.6%	50.3%	100.0%
		% within Q12	100.0 %	100.0 %	100.0 %	100.0 %	100.0%	100.0%

Table 4.12.1 Cross-Tabulation of Gender Discrimination in Organization as Age variable N=304

Do you believe that gender discrimination currently exists in your organization among the age group, in response to this question, almost 1.3 % of participants S. Ag, 1.3 % Ag, roughly 18 % Dis Agr, 28.6 % Dis Agr, and a majority of 50 % are S.D.Ag. that gender discrimination still occurs in the business. About 20% of contributors in the 20-to-30-yearold age group do not Agree, roughly 28% Dis. Agr, and a majority of 52.4 % S.D.Ag with gender discrimination in the workplace.

shows that about 26 % participants do not Ag, nearly 26 % participants Dis Agr, and a majority of 49 % participants S.D.Ag on gender discrimination in the organization. Among the age group above 40 years, it reveals that nearly 4 % of contributors S. Ag, 3.6 % participants Ag, nearly 13 % participants do not Ag, 13.3 % participants Dis Agr, and a majority of 48 % participants S.D.Ag on gender discrimination in the organization.

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	17.462 ^a	8	.026
Likelihood Ratio	19.740	8	.011
Linear-by-Linear Ass.	1.910	1	.167

. 6 cells (40.0%) have Exptd. Count < 5. The mini. Exptd. Count is .62.

Table 4.12.2 Chi-Square of Gender Discrimination in Organization as Age variable

The T.C.V. for 8 D.F. – 15.51 @ 0.05 level of significance

H₀ – There is no absolute relationship between gender discrimination in the organization and the age of the contributors

H_a - There is an absolute relationship between gender discrimination in the organization and the age of the contributors

The analyzed data reveals that there is a relationship between gender discrimination in the organization and the age of the contributors. As the calculated Val. is 17.462 more than the

T.C.V. at eight degrees of freedom, it is 15.51. Hence, the null hypothesis stating that there is no absolute relationship between gender discrimination in the organization and the age of the contributors is rejected. It shows that age as a variable is related to gender discrimination in the organization among the media personnel.

Ho – There is no absolute relationship between gender discrimination in the organization and Experience of the contributors

Ha - There is an absolute relationship between gender discrimination in the organization and Experience of the contributors

The analyzed data reveals a relationship between gender discrimination in the organization and the years of service of the contributors. As the calculated Val. is 43.562, more than the T.C.V. at eight degrees of freedom is 15.51. Hence, the null hypothesis that there is no absolute relationship

Between gender discrimination in the organization and the years of service of the contributors is rejected. It shows that Experience as a variable is related to gender discrimination in the organization among the media personnel.

Designation

			Q17 Do you agree that gender discrimination still exist in your Organization?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Agr	
DESIGNATION	Reporter	Count	40	9	29	0	0	78
		% within Q3	51.3%	11.5%	37.2%	0.0%	0.0%	100.0 %
		% within Q12	26.1%	10.3%	51.8%	0.0%	0.0%	25.7%
	Senior Reporter	Count	37	24	0	0	0	81
		% within Q3	70.4%	29.6%	0.0%	0.0%	0.0%	100.0 %
		% within Q12	37.3%	27.6%	0.0%	0.0%	0.0%	26.6%
	Sub Editor	Count	8	24	12	0	0	44

N		% within Q3	8.2%	54.5%	27.3%	0.0%	0.0%	100.0 %	
		% within Q12	5.2%	27.6%	21.4%	0.0%	0.0%	14.5%	
	Editor	Count	0	11	0	4	4	19	
		% within Q3	0.0%	57.9%	0.0%	21.1%	21.1%	100.0 %	
		% within Q12	0.0%	12.6%	0.0%	100.0%	100.0%	6.3%	
	Other	Count	48	19	15	0	0	82	
			Count	153	87	56	4	4	4
			% within Q3	30.3 %	28.6%	18.4%	1.3%	1.3%	100.0 %
			% within Q12	100.0 %	100.0%	100.0%	100.0%	100.0%	
	Total		% within Q3	58.5%	23.2%	18.3%	0.0%	0.0%	100.0 %
		% within Q12	31.4%	21.8%	26.8%	0.0%	0.0%	27.0%	

Table 4.12.5 Cross-Tabulation of Gender Discrimination as Designation variableN=304

Do you agree that gender discrimination still exists in your organization among journalists in different positions? The analysis data reveals that about 30.3 % of contributors S. Ag, 28.6 % Ag, nearly 18 % of contributors C Say, just 1.3 % of contributors Dis Agr, and the same percentage of contributors S.D.Ag that gender discrimination still exists in the organization. Among the seniorreporters, it shows about 29.6 % of contributors Ag, and 70 % of contributors S. Ag Amongthe sub- editors, it shows that about 8.2 % of contributors Ag and 54.5 % of contributors S. Ag Among the editors, it is revealed that the majority of contributors Ag, with 56% Ag and 42% Dis

Agr.

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	206.222a	16	.000
Likelihood Ratio	155.977	16	.000
Linear-by-Linear Assn.	.641	1	.423
Numb. of valid cases	304		

a. 11 cells (44.0%) have Exptd. Count < 5. The mini. Exptd. Count is .25.

Table 4.12.6 Chi-Square analysis of Gender Discrimination as Designation variable

The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

H₀ – There is no absolute relationship between gender discrimination in the organization and Designation of the contributors

H_a - There is an absolute relationship between gender discrimination in the organization and Designation of the contributors

The analyzed data reveals that there is a relationship between gender discrimination in the organization and the Designation of the contributors. As the calculated Val. of 206.222 is more than the T.C.V. at sixteen degrees of freedom, it is 26.296. Hence, the null hypothesis stating that there is no absolute relationship between gender discrimination in the organization and the Designation of the contributors is rejected. It shows that Designation as a variable is related to gender discrimination in the organization among the media personnel.

			Q Do you Agree that gender Discrimination still exist in your organization?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
Motivatio nal factors	Job satisfacti on	Count	4	0	27	27	70	128
		% within Q4	3.1%	0.0%	21.1%	21.1%	54.7%	100. 0%
		% within Q12	100.0 %	0.0%	48.2%	31.0%	45.8%	42.1 %
	Urge to bring social changes	Count	0	4	29	60	83	176
		% within Q4	0.0%	2.3%	16.5%	34.1%	47.2%	100. 0%
		% within Q12	0.0%	100.0 %	51.8%	69.0%	54.2%	57.9 %
Total		Count	4	4	56	87	153	304
		% within Q4	1.3%	1.3%	18.4%	28.6%	50.3%	100. 0%
		% within Q12	100.0 %	100.0 %	100.0 %	100.0%	100.0%	100. 0%

Table 4.12.7 Cross-Tabulation of Gender Discrimination as Motivation Factorvariable N=304

To a question on do you agree that gender discrimination still exist in your organization among the Motivational journalists? The analysis data reveals that about 1.3 % of contributors are Ag, nearly 18 % of contributors C Say, 28.6 % of contributors are Dis Agr and a majority of 50 % of contributors are S.D.Ag on gender discrimination still exist in the organization. Among the journalist with Job satisfaction, it shows about 3 % of contributors are S. Ag, nearly 21 % of contributors are not Ag, 21.1 % of contributors are Dis Agr and 54.7 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 2 % of contributors are Ag, 16.5 % of contributors are not Ag, 34.1 % of contributors are Dis Agr and around 47 % of contributors are S.D.Ag

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.475^a	4	.006
Likelihood Ratio	17.493	4	.002
Linear-by Linear	.034	1	.853
Numb. of valid cases	304		

4 cells (40.0%) have Exptd. Count < 5. The mini. Exptd. Count is 1.68.

Table 4.12.8 Chi-Square analysis of gender discrimination as Motivational Factor variable
The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

Ho – There is no absolute relationship between gender discrimination in the organization and Motivational factors of the contributors

Ha - There is an absolute relationship between gender discrimination in the organization and Motivational factors of the contributors

The analyzed data reveals on relationship between gender discrimination in the organization with Motivational factors of the contributors. As the calculated Val. 14.475 is more than the T.C.V. at four degree of freedom is 9.49. Hence the null hypothesis stating that there is no absolute relationship between the gender discrimination in the organization and Motivational factors of the contributors is rejected. It shows that Motivational factors as a variable is related with gender discrimination in the organization among the media personnel.

4.6.3 (Q13) Do you agree that the male colleagues, editor, chief editor, manager and owner of your newspaper organization perceive you as a hardcore journalist?

		Freq.	%	Valid %	Cumulative %
Valid	As a professional journalist	15	50.3	50.3	50.3
	As a women, a wife and mother then a journalist in this order	9	30.0	30.0	81.3
	As a journalist, a women, a wife and a mother in this order	5	18.4	18.4	100.0
	Total	30	100.0	100.0	

Table 4.13 Perception of male journalists

In the above table the data reveals that out of the total number 153 contributors (50.3%) thinks that their male Counterparts/ colleagues treat them as a professional journalists. However rest of the contributors 151 (49.7%) claims that the male staff treat them as an ordinary women. These men do have a misconception that a women can never be a good journalist because her family and children are her first priority, a married women can never fit for media profession, as this job needs devotion and full time, which is not possible for a women.

			Q13 Do you agree that the male colleagues, editor, chief editor, manager and owner of your newspaper organization perceive you as a hardcore journalist?			Total
			As a professional journalist	As a woman, a wife and a mother in this order	As a journalist, a woman and a wife and a mother in this order	
AGE VARIABLE	20-30 yrs	Count % within Q1 Age	94 64.8%	43 29.7%	8 5.5%	145 100.0%
		% within Q13	61.4%	45.7%	14.0%	47.7%
	30-40 yrs	Count	7	29	11	47
		% within Q1 Age	14.9%	61.7%	23.4%	100.0%
		% within Q13	4.6%	30.9%	19.3%	15.5%
	40 above	Count	52	22	38	112

		% within Q1	46.4%	19.6%	33.9%	100.0%
		Age % within Q13	34.0%	23.4%	66.7%	36.8%
Total	Count		153	94	57	304
	% within Q1		50.3%	30.9%	18.8%	100.0%
	Age % within Q13		100.0%	100.0%	100.0%	100.0%

Table 4.13.1 Cross-Tabulation of perception of males as Age variable N=304

The analysis data reveals on a question on do you agree that the male colleagues, editor, chief editor, manager and owner of your newspaper organization perceive you as a hardcore journalist among the age groups. It exposes that about 50.3 % of professional journalist are Ag, around 31

% of a women, a wife and a mother then a journalist in this order are not Ag and nearly 19 % of a journalist, a women, a wife and a mother in this order are S.D.Ag in the organization. Among the age group between 20 to 30 years, it shows that about 65 % of professional journalist are Ag, around 30 % of a women, a wife and a mother then a journalist in this order are not Ag and nearly 6 % of a journalist, a women, a wife and a mother in this order are S.D.Ag in the organization. Among the age group between 30 to 40 years, it displays that about 15 % of professional journalist are Ag, around 62 % of a women, a wife and a mother then a journalist in this order are not Ag and nearly 23 % of a journalist, a women, a wife and a mother in this order are S.D.Ag in the organization. Among the age group above 40 years, it reveals that nearly 46 % of professional journalist are Ag, around 20 % of a women, a wife and a mother then a journalist in this order are not Ag and nearly 34 % of a journalist, a women, a wife and a mother in this order are S.D.Ag in the organization.

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2 sided)
Pearson Chi-Square	65.051a	4	.000
Likelihood Ratio	69.046	4	.000
Linear-by-Linear Assn.	25.232	1	.000
Numb. of valid cases	304		

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 8.81.

Table 4.13.2 Chi-Square of perception of males as Age variable

The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

Ho – There is no absolute relationship between the staff and management members perceive you as a hardcore journalist and age of the contributors

Ha - There is an absolute relationship between the staff and management members perceive you as a hardcore journalist and age of the contributors

The analyzed data disclosed age of the contributors and the relationship between the staff and management members perceive you as a hardcore journalist. As the Calculated Val. is more than the T.C.V., the null hypothesis stating that there is no absolute relationship between the staff and management members perceive you as a hardcore journalist and age of the contributors is rejected. This designates that age as a variable is associated with the management of the organization to recognize female as hardcore journalist.

Ho – There is no absolute relationship between gender discrimination in the organization and Experience of the contributors

Ha - There is an absolute relationship between gender discrimination in the organization and Experience of the contributors

The analyzed data reveals on relationship between gender discrimination in the organization withof the years of service of the contributors. As the calculated Val. is 43.562 more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the gender discrimination in the organization and years of service of the contributors is rejected. It shows that Experience as a variable is related with gender discrimination in the organization among the media personnel.

Designation

	Q13 Do you agree that the male colleagues, editor, chief editor manager and owner of you newspaper organization perceive you as a hardcore journalist?			Total
	As a women, a wife and a mother than a journalist in this order	As a a women a wifeand a mother in this order	As a professional journalist	

DESIGNATION	Reporter	Count	48	22	8	78
		% within Q3	61.5%	28.2%	10.3%	100.0%
		% within Q13	31.4%	23.4%	14.0%	25.7%
	Senior Reporter	Count	37	18	26	81
		% within Q3	45.7%	22.2%	32.1%	100.0%
		% within Q13	24.2%	19.1%	45.6%	26.6%
	Sub Editor	Count	28	16	0	44
		% within Q3	63.6%	36.4%	0.0%	100.0%
		% within Q13	18.3%	17.0%	0.0%	14.5%
	Editor	Count	7	3	9	19
		% within Q3	36.8%	15.8%	47.4%	100.0%
		% within Q13	4.6%	3.2%	15.8%	6.3%
Total	Other	Count	33	35	14	82
		% within Q3	40.2%	42.7%	17.1%	100.0%
		% within Q13	21.6%	37.2%	24.6%	27.0%

Table 4.13.5 Cross-Tabulation of perception of males as Experience variable N=304

The analysis data reveals on a question on do you agree that the male colleagues, editor, chief editor, manager and owner of your newspaper organization perceive you as a hardcore journalist among the journalist in different position. It exposes that about 18.8 % of contributors Ag that their male Counterparts perceive them as a professional journalist, majority of contributors 50.3

% say their male Counterparts perceive them as a women, a wife and a mother first and then a journalist and nearly 30.9 % of contributors say they are perceived as a journalist first and then as a women, a wife and a mother in this order in the organization. Among the Senior Reporter, it shows about 46 % of contributors are Ag, 22.2 % of contributors are not Ag and 32 % of contributors are S.D.Ag Among the Sub-Editor, it displays that about 64 % of contributors are Ag and 36.4 % of contributors are not Ag Among the Editor, it reveals that nearly 37 % of contributors are Ag, about 16 % of contributors are not Ag and 47.4 % of contributors are S.D.Ag

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig 2-sided)
Pearson Chi-Square	41.224^a	8	.000
Likelihood Ratio	46.288	8	.000
Linear-by Linear Assn.	3.325	1	.068
Numb. of valid cases	304		

a. 1 cells (6.7%) have Exptd. Count < 5. The mini. Exptd. Count is 3.56.

Table 4.13.6. Chi-Square Analysis of perception of males as Designation variable The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

Ho – There is no absolute relationship between the staff and management perceive you as a hardcore journalist and Designation of the contributors

Ha - There is an absolute relationship between the staff and management members perceive you as a hardcore journalist and Designation of the contributors

The analyzed data disclosed Designation of the contributors and the relationship between the staff and management members perceive you as a hardcore journalist. As the Calculated Val. 41.224 is more than the T.C.V. at sixteen degree of freedom is 26.296, so the null hypothesis stating that there is no absolute relationship between the staff and management members perceive you as a hardcore journalist and age of the contributors is rejected. This designates that Designation as a variable is associated with the management of the organization to recognize female as hardcore journalist.

Motivational Factors

	Q13 Do you agree that the male colleagues, editor, chief editor, manager and owner of your newspaper organization perceive you as hardcore journalist?			Total
	As a professional journalist	As a women, a wife and a mother then a journalist in this order	As a journalist a women, a wife and a mother in this order	

MOTIVATIONAL FACTORS	Job satisfaction	Count	63	36	29	128
		% within Q4	49.2%	28.1%	22.7%	100.0 %
		% within Q13	41.2%	38.3%	50.9%	42.1%
	Urge to bring social changes	Count	90	58	28	176
		% within Q4	51.1%	33.0%	15.9%	100.0 %
		% within Q13	58.8%	61.7%	49.1%	57.9%
Total	Count	153	94	57	304	
	% within Q4	50.3%	30.9%	18.8%	100.0 %	
	% within Q13	100.0%	100.0%	100.0%	100.0 %	

Table 4.13.7 Cross-Tabulation of Perception of males as Motivational Factor variable N=304

The analysis data reveals on a question on do you agree that the male colleagues, editor, chief editor, manager and owner of your newspaper organization perceive you as a hardcore journalist among the Motivational journalist. It exposes that about 50.3 % of professional journalist are Ag, around 31 % of a women, a wife and a mother then a journalist in this order can't say and nearly 19 % of a journalist, a women, a wife and a mother in this order are S.D. Ag in the organization. Among the journalist with Job satisfaction, it shows about 49 % of professional journalist are Ag, around 28 % of a women, a wife and a mother then a journalist in this order are not Ag and nearly 23 % of a journalist, a women, a wife and a mother in this order are S.D. Ag Among the Journalist Urge to bring social changes, it displays that about 51 % of professional journalist are Ag, around 33 % of a women, a wife and a mother then a journalist in this order C. Say and nearly 16 % of a journalist, a women, a wife and a mother in this order are S.D. Ag

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.475^a	4	.006
Likelihood Ratio	17.493	4	.002
Linear-by-Linear Assn.	.034	1	.853
Numb. of valid cases	304		

4 cells (40.0%) have Exptd. Count < 5. The mini. Exptd. Count is 1.68.

Table 4.13.8 Chi-Square Analysis of perception of males as Motivational Factor variable

The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

Ho – There is no absolute relationship between gender discrimination in the organization and Motivational factors of the contributors

Ha - There is an absolute relationship between gender discrimination in the organization and Motivational factors of the contributors

The analyzed data reveals on relationship between gender discrimination in the organization with Motivational factors of the contributors. As the calculated Val. 14.475 is more than the T.C.V. at four degree of freedom is 9.49. Hence the null hypothesis stating that there is no absolute relationship between the gender discrimination in the organization and the Motivational factors of the contributors is rejected. It shows that Motivational factors as a variable is related with gender discrimination in the organization among the media personnel.

4.6.2 (Q14) Do you agree that the pressure of work at home as a mother/wife and working in a media house lowers the quality of work as a journalist?

		Freq	%	Valid %
Valid	S. Ag	94	30.	30.
	Agr	64	21.	21.
	C Say	31	10.	10.
	Dis Agr	58	19.	19.
	S.D.Ag	57	18.	18.
	Total	304	100.	100.

Table 4.14 Dual Role hampers the quality of work

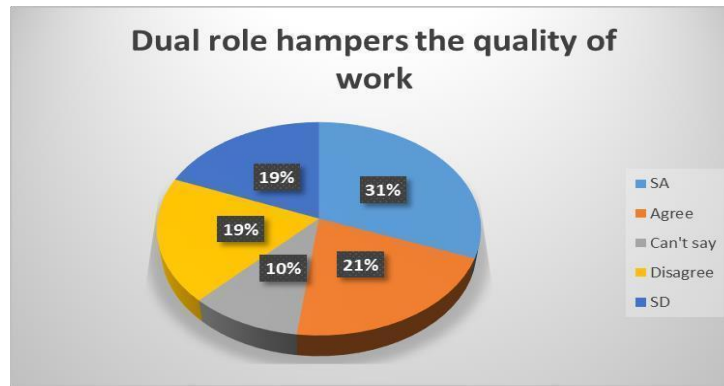


Figure 16 Dual role hampers the quality of work

			Q14 Do you feel that the pressure of work at home as a mother/wife and working in a media house lowers the quality of work as a journalist?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Agr	
AGE VARIABLE	20-30 yrs	Count	30	15	23	20	57	145
		% within Q1 Age	20.7%	10.3%	15.9%	13.8%	39.3%	100.0%
		% within Q14	31.9%	23.4%	74.2%	34.5%	100.0%	47.7%
	30-40 yrs	Count	12	23	0	12	0	47
		% within Q1 Age	25.5%	48.9%	0.0%	25.5%	0.0%	100.0%

		% within Q14	12.8%	35.9%	0.0%	20.7%	0.0%	15.5%
	40 above	Count	52	26	8	26	0	112
		% within Q1 Age	46.4%	23.2%	7.1%	23.2%	0.0%	100.0%
		% within Q14	55.3%	40.6%	25.8%	44.8%	0.0%	36.8%
Total		Count	94	64	31	58	57	304
		% within Q1 Age	30.9%	21.1%	10.2%	19.1%	18.8%	100.0%
		% within Q14	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

AGE

**Table 4.14.1 Cross-Tabulation of Dual role hampers the quality of work as Age variable
N=304**

To a question on you Ag that irrespective of being married, or unmarried, do you feel that the pressure of work at home as a mother/wife and working in a media house lowers the quality of work as a journalist among the age groups. The analysis data discloses that about 31 % of contributors are S. Ag, 21 % of contributors are Ag, nearly 10 % of contributors are not Ag, 19 % of contributors are Dis Agr and about 19 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 21 % of contributors are S. Ag, 10.3 % of contributors are Ag, nearly 16 % of contributors are not Ag, 13.8 % of contributors are Dis Agr and about 39

% of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 26 % of contributors are S. Ag, around 49 % of contributors are Ag and nearly 26 % of contributors are Dis Agr Among the age group above 40 years, it reveals that nearly 46 % of contributors are

S. Ag, 23.2 % of contributors are Ag, nearly 7 % of contributors can't say and 23.3 % of contributors are Dis Agr

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2- sided)
Pearson Chi-Square	116.601^a	8	.000
Likelihood Ratio	139.373	8	.000
Linear-by Linear Assn.	49.993	1	.000
Numb. of valid cases	304		

a. 1 cells (6.7%) have Exptd. Count < 5. The mini. Exptd. Count is 4.79.

Table 4.14.2 Chi-Square Analysis on dual role hampers the quality of work as age variable
The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no relationship between the married or unmarried being work at home as a mother or wife and working in a media house lowers the quality of work as a journalist and age of the contributors

Ha: There is an absolute relationship between the married or unmarried being work at home as a mother or wife and working in a media house lowers the quality of work as a journalist and age of the contributors

To a question on irrespective of being women the married or unmarried work at home as a mother or wife and working in a media house lowers the quality of work as a journalist in the organizations.

The analyzed data revealed the relationship between being women the married or unmarried work at home as a mother or wife and working in a media house lowers the quality of work as a journalist and age of the contributors. As the Calculated Val. is more than the T.C.V., so the null hypothesis stating that there is no absolute relationship between being women the married or unmarried work at home as a mother or wife and working in a media house lowers the quality of work as a journalist and age of the contributors is rejected. It showed that age as a variable is related with being women the married or unmarried work at home as a mother or wife and working in a media house lowers the quality of work as a journalist in the organization.

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	44.140^a	4	.000
Likelihood Ratio	50.235	4	.000
Linear-by Linear Assn.	22.744	1	.000
Numb. of valid cases	304		

0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 6.19.

Table 4.14.4 Chi-Square Analysis of dual role hampers the quality of work as Experience variable

The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

Ho – There is no absolute relationship between the staff and management members perceive you as a hardcore journalist and Experience of the contributors

Ha - There is an absolute relationship between the staff and management members perceive you as a hardcore journalist and Experience of the contributors

In the given data, the male colleagues, editor, chief editor, manager and owner of the newspaper perceive you as a hardcore journalist in the organizations.

The analyzed data disclosed Experience of the contributors and the relationship between the staff and management members perceive you as a hardcore journalist. The calculated Val. 44.140 is more than the T.C.V. at eight degree of freedom is 9.49, the null hypothesis of there is no absolute relationship between the staff and management members perceive you as a hardcore journalist and Experience of the contributors is rejected. This designates that Experience as a variable is associated with the management of the organization to recognize female as hardcore journalist.

To a question on do you agree you feel that the pressure of work at home as a mother/wife and working in a media house lowers the quality of work as a journalist among the journalist in different position? The analysis data discloses that about 31 % of contributors are S. Ag, 21 % of contributors are Ag, nearly 10 % of contributors C. Say, 19 % of contributors are Dis Agr and about 19 % of contributors are S.D.Ag Among the Senior Reporter, it shows about 30 % of contributors are S. Ag, 40.7 % of contributors are Ag, 14.8 % of contributors are Dis Agr and around 15 % of contributors are S.D.Ag Among the Sub-Editor, it displays that about 34 % of contributors are S. Ag and 66 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 21 % of contributors are S. Ag, about 21 % of contributors are Ag and 58 % of contributors are Dis Agr

Among the Sub-Editor, it displays that about 34 % of contributors are S. Ag and 66 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 21 % of contributors are S. Ag, about 21 % of contributors are Ag and 58 % of contributors are Dis Agr

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	41.224^a	8	.000
Likelihood Ratio	46.288	8	.000
Linear-by-Linear Assn.	3.325	1	.068
Numb. of valid cases	304		

a. 1 cells (6.7%) have Exptd. Count < 5. The mini. Exptd. Count is 3.56.

Table 4.14.6 Chi-Square Analysis of dual role hampers the work as DESIGNATION variable The T.C.V. for 16D.F. – 26.296 @ 0.05 level ofsignificance

Ho – There is no absolute relationship between the dual role hampers the work of women journalists and Designation of the contributors

Ha - There is an absolute relationship between the dual role hampers the work of women Journalists and designation of contributors.

To a question on do you agree that irrespective of being married, or unmarried, you feel the pressure of work at home as a mother/wife and working in a media house lowers the quality of work as a journalist among the Motivational factors? The analysis data discloses that about 31 % of contributors are S. Ag, 21 % of contributors are Ag, nearly 10 % of contributors are not Ag, 19

% of contributors are Dis Agr and about 19 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 9 % of contributors are S. Ag, 29.7 % of contributors are Ag, nearly 12 % of contributors are not Ag, 26.6 % of contributors are Dis Agr and about 23 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 47 % of contributors are S. Ag, 14.8 % of contributors are Ag, nearly 9 % of contributors are not Ag, 13.6 % of contributors are Dis Agr and about 16 % of contributors are S.D.Ag

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. 2-sided)
Pearson Chi-Square	2.412^a	2	.299
Likelihood Ratio	2.394	2	.302
Linear-by-Linear Assn.	.938	1	.333
Numb. of valid cases	304		

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 24.00.

Table 4.14.8 Chi-Square Analysis of perception of males as Motivational Factorvariable

The T.C.V. for 2D.F.-5.99 @ 0.05 level of significance

Ho – There is no absolute relationship between the staff and management members perceive youas a hardcore journalist and Motivational factors of the contributors

Ha - There is an absolute relationship between the staff and management members perceive youas a hardcore journalist and Motivational factors of the contributors

The analyzed data reveals on relationship between the male colleagues, editor, chief editor, manager and owner of the newspaper perceive you as a hardcore journalist in the organizations and Motivational factors of the contributors. The analyzed data disclosed the relationship between the staff and management members perceive you as a hardcore journalist and Motivational factors of the contributors. The calculated Val. is more than the T.C.V. at two degree of freedom, hence the null hypothesis of there is no absolute relationship between the staff and management members perceive you as a hardcore journalist and Motivational factors of the contributors is rejected. This designates that Motivational factors as a variable is associated with the management of the organization to recognize female as hardcore journalist.

4.6.4 (Q15) Do you agree that sexual discrimination of labor (the sexual division of labor is work being divided along sexual lines) exist in your office, for instance, women journalists are confined to “ soft news” rather than “hard news”?

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	200	65.8	65.8	65.8
	Dis Agr	73	24.0	24.0	89.8
	C Say	31	10.2	10.2	100.0
	Total	304	100.0	100.0	

Table 4.15 Sexual Division of labor

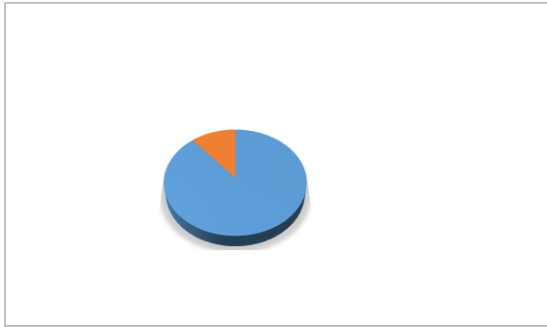


Figure 17: Sexual division of labour

The study reveals that 200 women contributors (68%) Agree and 73 contributors (22%) Disagree that they are facing sexual division of labour and just 31 out of the total number did not say give their opinion. There is a political analyst who says that more often she has to look after the entertainment page which is not her cup of tea. Although at the time of appointment, she was given a charge for political news but later she has been asked to look after entertainment page, as the editor said that she is not capable for political beat. However, during the time of elections, her editor asks her to cover all the news related to politics.

AGE

	Q15 Do you agree that sexual discrimination of labor (the sexual division of labor is work being divided along sexual lines) exist in your office? Agr. Dis. Agr. C. Say	Total
--	--	--------------

AGE VARIABLE	20-30 yrs	Count	69	61	15	145
		% within Q1 Age	47.6%	42.1%	10.3%	100.0 %
		% within Q15	34.5%	83.6%	48.4%	47.7%
	30-40 yrs	Count	23	12	12	47
		% within Q1 Age	48.9%	25.5%	25.5%	100.0 %
		% within Q15	11.5%	16.4%	38.7%	15.5%
	40 above	Count	108	0	4	112
		% within Q1 Age	96.4%	0.0%	3.6%	100.0 %
		% within Q15	54.0%	0.0%	12.9%	36.8%
Total		Count	200	73	31	304
		% within Q1 Age	65.8%	24.0%	10.2%	100.0 %
		% within Q15	100.0%	100.0%	100.0%	100.0 %

Table 4.15.1 Cross-Tabulation of Sexual Division of labor as Age variable

In the above given analysis data on a question do you agree that sexual discrimination of labor (the sexual division of labor is work being divided along sexual lines) exist in your office, for instance, women journalists are confined to “soft news” rather than “hard news” among the age groups. It discloses that about 66 % of contributors are S. Ag, 24 % of contributors are Ag and nearly 10 % of contributors are not Ag Among the age group between 20 to 30 years, it displays that about 48 % of contributors are S. Ag, 42 % of contributors are Ag and nearly 10 % of contributors are not Ag Among the age group between 30 to 40 years, it displays that about 49 % of contributors are S. Ag, 25.5 % of contributors are Ag and nearly 26 % of contributors are not Ag Among the age group above 40 years, it reveals that nearly 96 % of contributors are S. Ag and

% of contributors are not Ag

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2sided)
Pearson Chi-Square	87.602^a	4	.000
Likelihood Ratio	108.215	4	.000
Linear-by-Linear Assn.	40.752	1	.000
Numb. of valid cases	304		

a. 1 cells (11.1%) have Exptd. Count < 5. The mini. Exptd. Count is 4.79.

Table 4.15.2 Chi-Square Analysis of sexual division of labor as age

variableThe T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

H₀ – There is no absolute relationship between the sexual discrimination of labor as a journalist and age of the contributors

H_a - There is an absolute relationship between the sexual discrimination of labor as a journalist and age of the contributors

In the above data on sexual discrimination of labor (the sexual division of labor is work being divided along sexual lines) exist in your office, for instance, women journalists are confined to “soft news” rather than “hard news” in the organizations. The analyzed data revealed the relationship between the sexual discrimination of labor as a journalist in the office and age of the contributors. As the Calculated Val. is more than the T.C.V., the null hypothesis stating that there is no absolute relationship between the sexual discrimination of labor as a journalist and age of the contributors is rejected. It exhibited that age as a variable is correlated with the sexual discrimination of labor as a journalist in the organization.

Experience

			Q15 Do you agree that sexual discrimination of labor (the sexual division of labor is work being divided along sexual lines) exist in your office?			Total
			S. Ag	Agr	Dis Agr	
YEARS OF SERVICE	< 5 yrs	Count	36	73	15	124
		% within Q2	29.0%	58.9%	12.1%	100.0 %
		% within Q15	18.0%	100.0%	48.4%	40.8%
	6-10 yrs	Count	33	0	0	33
		% within Q2	100.0%	0.0%	0.0%	100.0 %
		% within Q15	16.5%	0.0%	0.0%	10.9%
	Above 10 yrs	Count	131	0	16	147
		% within Q2	89.1%	0.0%	10.9%	100.0 %
		% within Q15	65.5%	0.0%	51.6%	48.4%
Total		Count	200	73	31	304
		% within Q2	65.8%	24.0%	10.2%	100.0 %
		% within Q15	100.0%	100.0%	100.0%	100.0 %

Table 4.15.3 Cross-Tabulation of Sexual Division of labor as Experience variable N=304

In the above given analysis data on a question do you Ag that sexual discrimination of labor (the sexual division of labor is work being divided along sexual lines) exist in your office, for instance, women journalists are confined to “soft news” rather than “hard news” among the years of service. It discloses that about 66 % of contributors are S. Ag, 24 % of contributors are Ag and nearly 10

% of contributors are not Ag Among the < 5 years, it displays that about 29 % of contributors are S. Ag, 58.9 % of contributors are Ag and nearly 12 % of contributors are not Ag Among the 6 to 10 years, it displays that about all 100 % of contributors are S. Ag Among the above 10 years, it reveals that nearly 89 % of contributors are S. Ag and 11 % of contributors are not Ag

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2sided)
Pearson Chi-Square	153.333^a	4	.000
Likelihood Ratio	186.381	4	.000
Linear-by Linear Assn.	54.157	1	.000
Numb. of valid cases	304		

a. 1 cells (11.1%) have Exptd. Count < 5. The mini. Exptd. Count is 3.37.

Table 4.15.4 Chi-Square Analysis of division of labor as Experience

variableThe T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance.

H₀ – There is no absolute relationship between the sexual discrimination of labor as a journalist and Experience of the contributors

H_a - There is an absolute relationship between the sexual discrimination of labor as a journalist and Experience of the contributors

In the above data on sexual discrimination of labor (the sexual division of labor is work being divided along sexual lines) exist in your office, for instance, women journalists are confined to “soft news” rather than “hard news” in the organizations. The analyzed data revealed the relationship between the sexual discrimination of labor as a journalist in the office and age of the contributors. The calculated Val. 153.333 is more than the T.C.V. at 4 degree of freedom is 9.49, thus the null hypothesis of there is no absolute relationship between the sexual discrimination of labor as a journalist and Experience of the contributors is rejected. It exhibited that Experience as a variable is correlated with the sexual discrimination of labor as a journalist and Experience of the contributors work as a journalist in the organization.

DESIGNATION

			Q15 Do you agree that sexual discrimination of labor (work is being divided along sexual lines) exist in your office, for instance, women journalists are confined to “soft news” rather than “hard news”?			Total
			S. Ag	C Say	Not Ag	
DESIGNATION	Reporter	Count	41	37	0	78
		% within Q3	52.6%	47.4%	0.0%	100.0 %
		% within Q15	20.5%	50.7%	0.0%	25.7%
	Senior Reporter	Count	69	0	12	81
		% within Q3	85.2%	0.0%	14.8%	100.0 %
		% within Q15	34.5%	0.0%	38.7%	26.6%
	Sub Editor	Count	0	36	8	44
		% within Q3	0.0%	81.8%	18.2%	100.0 %
		% within Q15	0.0%	49.3%	25.8%	14.5%
	Editor	Count	15	0	4	19
		% within Q3	78.9%	0.0%	21.1%	100.0 %
		% within Q15	7.5%	0.0%	12.9%	6.3%
Other	Count	75	0	7	82	
	% within Q3	91.5%	0.0%	8.5%	100.0 %	
	% within Q15	37.5%	0.0%	22.6%	27.0%	
Total		Count	200	73	31	304
		% within Q3	65.8%	24.0%	10.2%	100.0 %
		% within Q15	100.0%	100.0 %	100.0%	100.0 %

Table 4.15.5 Cross-Tabulation of Sexual Division of labor as Designation variable N=304

In the above given analysis data on a question do you Ag that sexual discrimination of labor (the sexual division of labor is work being divided along sexual lines) exist in your office, for instance, women journalists are confined to “soft news” rather than “hard news” among the journalist in different position. It discloses that about 66 % of contributors are S. Ag, 24 % of contributors C. Say and nearly 10 % of contributors are Dis Agr Among the Senior Reporter, it shows about 85

% of contributors are S. Ag and 14.8 % of contributors are Dis Agr Among the Sub-Editor, it displays that about 82 % of contributors are Ag and 18.2 % of contributors are not Ag Among the Editor, it reveals that nearly 79 % of contributors are S. Ag and about 21 % of contributors are Dis Agr

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (20sided)
Pearson Chi-Square	153.333 ^a	4	.000
Likelihood Ratio	186.381	4	.000
Linear-by Linear Assn.	54.157	1	.000
Numb. of valid cases	304		

a. 1 cells (11.1%) have Exptd. Count < 5. The mini. Exptd. Count is 3.37.

Table 4.15.6 Chi-Square Analysis of Sexual Division of labor as Designation

variable The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance.

Ho – There is no absolute relationship between the sexual discrimination of labor as a journalist and the Experience of the contributors

Ha - There is an absolute relationship between the sexual discrimination of labor as a journalist and the Experience of the contributors

In the above data on sexual discrimination of labor (the sexual division of labor is work being divided along sexual lines) exist in your office, for instance, women journalists are confined to “soft news” rather than “hard news” in the organizations. The analyzed data revealed the relationship between the sexual discrimination of labor as a journalist in the office and age of the contributors. The calculated Val. 153.333 is more than the T.C.V. at 4 degree of freedom is 9.49, thus the null hypothesis of there is no absolute relationship between the sexual discrimination of labor as a journalist and Experience of the contributors is rejected. It exhibited that Experience as a variable is correlated with the sexual discrimination of labor as a journalist and Experience of the contributors work as a journalist in the organization.

MOTIVATIONAL FACTOR

			Q15 Do you agree that sexual discrimination of labor (the sexual division of labor is work being divided along sexual lines) exist in your office?			Total
			S. Ag	Agr	Not Ag	
MOTIVATIONAL FACTORS	Job satisfaction	Count	88	29	11	128
		% within Q4	68.8%	22.7%	8.6%	100.0 %
		% within Q15	44.0%	39.7%	35.5%	42.1%
	Urge to bring social changes	Count	112	44	20	176
		% within Q4	63.6%	25.0%	11.4%	100.0 %
		% within Q15	56.0%	60.3%	64.5%	57.9%
Total		Count	200	73	31	304
		% within Q4	65.8%	24.0%	10.2%	100.0 %
		% within Q15	100.0%	100.0%	100.0%	100.0 %

Table 4.15.7 Cross-Tabulation of Sexual Division of labor as Motivational Factor variable
N=304

In the above given analysis data on a question do you Ag that sexual discrimination of labor (the sexual division of labor is work being divided along sexual lines) exist in your office, for instance, women journalists are confined to “soft news” rather than “hard news” among the Motivational journalist. It discloses that about 66 % of contributors are S. Ag, 24 % of contributors are Ag and nearly 10 % of contributors are not Ag Among the journalist with Job satisfaction, it shows about 69 % of contributors are S. Ag, 22.7 % of contributors are Ag and nearly 9 % of contributors are not Ag Among the Journalist Urge to bring social changes, it displays that about 63 % of contributors are S. Ag, 25 % of contributors are Ag and nearly 11 % of contributors are not Ag

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	1.022^a	2	.600
Likelihood Ratio	1.031	2	.597
Linear-by-Linear Assn.	1.018	1	.313
Numb. of valid cases	304		

0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 13.05.

Table 4.15.8 Chi-Square Analysis of Sexual Division of labor as Motivational Factor variable
The T.C.V. for 2 D.F. - 5.99 @ 0.05 level of significance

H₀ – There is no absolute relationship between the sexual discrimination of labor as a journalist and age of the contributors

H_a - There is an absolute relationship between the sexual discrimination of labor as a journalist and age of the contributors

The above data reveals on relationship between sexual discrimination of labor (the sexual division of labor is work being divided along sexual lines) exist in your office, for instance, women journalists are confined to “soft news” rather than “hard news” in the organizations and Motivational factors of contributors. As the analyzed data disclosed that the calculated Val. 1.022 is more than the T.C.V. at 2 degree of freedom is 5.99, so the null hypothesis of there is no absolute relationship between the sexual discrimination of labor as a journalist and Motivational factors of the contributors is rejected. It exhibited that Motivational factors as a variable is correlated with the sexual discrimination of labor as a journalist in the organization

4.6.5 (Q16) Do you agree that male journalists get promotion easily

	Freq.	%	Valid %	Cumulative %
S. Ag	170	55.9	55.9	55.9
Agr	66	21.7	21.7	77.6
Dis Agr	68	22.3	22.3	99.7
C Say	4	0.3	0.3	100
Total	304	100.0	100.0	

Table 4.16 Males get promotion easily as compared to women journalists

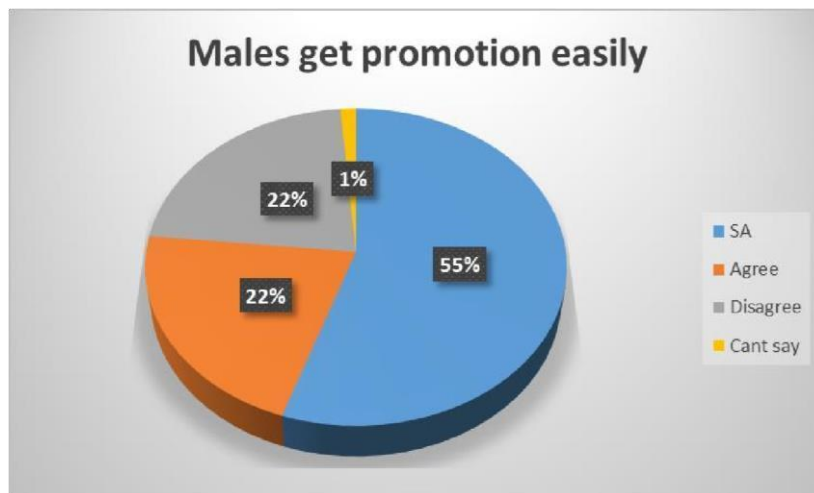


Figure 18 Males get promotion easily

According to the results of the current question, 60% of contributors Ag that women journalists do not get promoted easily for irrational reasons such as being unable to work night shifts, having a family and children, etc. Males, on the other hand, are more likely to be promoted since they are always available and their children are their secondary responsibility. Out of the total number, just 68 contributors (22.3%) say that they get the promotion on due time and did not face any discrimination while getting promotion. More than half of the women journalists sixty % S. Ag that in their organization management does not have any specific criteria for promotion, especially for female employees. The managerial staff makes irrational excuses while promoting the female candidates. Sometimes they say that they are incompetent, incapable and sometimes they say that since you don't stay in the night hours so they cannot get promotion. Altogether 236 women journalists claimed that the female journalists does not get easy and timely promotion like males.

Age

			Q16 Male journalists get promotion easily than women journalists		Total
			S. Ag	Agr	
	20-30 yrs	Count	55	90	145

Table 4.16.1 4.16.1 Cross-Tabulation of males get promotion easily as Age variable N =304

In the above given analysis data on the problems faced by women journalists, male journalists get promotion easily than women journalists among the age groups. It reveals that about 56 % of contributors are S. Ag and nearly 44 % of contributors are Ag Among the age group between 20 to 30 years, it displays that about 38 % of contributors are S. Ag and nearly 62 % of contributors are Ag Among the age group between 30 to 40 years, it displays that all 100 % of contributors are

S. Ag Among the age group above 40 years, it reveals that nearly 62 % of contributors are S. Ag and nearly 38 % of contributors are Ag

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	57.635 ^a	2	.000
Likelihood Ratio	75.017	2	.000
Linear-by Linear	16.946	1	.000
Numb. of valid cases	304		

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 20.56.

**Table 4.16.2 Chi-Square Analysis of Males get promotion easily as Age variable
The T.C.V. for 2D.F. – 5.99 @ 0.05 level of significance**

Ho – There is no absolute relationship between the male journalists get promotion easily than women journalists and age of the contributors

Ha - There is an absolute relationship between the male journalists get promotion easily than women journalists and age of the contributors

The Chi-Square analysis on the male journalists get promotion easily than women journalists in the organizations. The analyzed data revealed that relationship between the male journalists get promotion easily than women journalists and age of the contributors. The calculated Val. is morethan the T.C.V., the null hypothesis of there is no absolute relationship between the male journalists get promotion easily than women journalists hereby rejected. It showed that age as a variable is interrelated with the male journalists get promotion easily than women journalists in the organization.

Experience

Experience			Q16 Male journalists get promotion easily than women journalists		Total
			S. Ag	Dis Agr	
YEAR OF SERVICE	< 5 yrs	Count	59	65	124
		% within Q2	47.6%	52.4%	100.0%
		% within Q16	34.5%	48.9%	40.8%
	6-10 yrs	Count	8	25	33
		% within Q2	24.2%	75.8%	100.0%
		% within Q16	4.7%	18.8%	10.9%
	Above 10 yrs	Count	104	43	147
		% within Q2	70.7%	29.3%	100.0%
		% within Q16	60.8%	32.3%	48.4%
Total	Count	171	133	304	
	% within Q2	56.3%	43.8%	100.0%	
	% within Q16	100.0%	100.0%	100.0%	

Table 4.16.3 Cross-Tabulation of Males get promotion easily as Experience variable N=304

In the above given analysis data on the problems faced by women journalists, male journalists get promotion easily than women journalists among the years of service. It reveals that about 56 % of contributors are S. Ag and nearly 44 % of contributors are Dis Agr Among the < 5 years, it displays that about 48 % of contributors are S. Ag and nearly 52 % of contributors are Dis Agr Among the 6 to 10 years, it displays that about 24 % of contributors are S. Ag and around 76 % of contributors are Dis Agr Among the above 10 years, it reveals that nearly 71 % of contributors are S. Ag and nearly 29 % of contributors are Dis Agr

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	30.081^a	2	.000
Likelihood Ratio	30.816	2	.000
Linear-by-Linear Assn.	15.463	1	.000
Numb. of valid cases	304		

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 14.44.

Table 4.16.4 Chi-Square Analysis of Males get promotion easily as Experience variable

The T.C.V. for 2D.F. – 5.99 @ 0.05 level of significance

Ho – There is no absolute relationship between the male journalists get promotion easily than women journalists and years of service (experience) of the contributors

Ha - There is an absolute relationship between the male journalists get promotion easily than women journalists and years of service (experience) of the contributors

The Chi-Square analysis on the male journalists get promotion easily than women journalists in the organizations. The analyzed data revealed that relationship between the male journalists get promotion easily than women journalists and age of the contributors. The calculated Val. 30.081 is more than the T.C.V. at two degree of freedom is 5.99, the null hypothesis of there is no absolute relationship between the male journalists get promotion easily than women journalists is rejected. It showed that Experience as a variable is interrelated with the male journalists get promotion easily than women journalists in the organization

Designation

			Q Male journalists get promotion easily than women journalists		Total
			S. Ag	Dis Agr	
DESIGNATION	Reporter	Count	48	30	78
		% within Q3	61.5%	38.5%	100.0%
		% within Q16	28.1%	22.6%	25.7%
		Count	50	31	81
	Senior Reporter	% within Q3	61.7%	38.3%	100.0%
		% within Q16	29.2%	23.3%	26.6%
		Count	12	32	44
		% within Q3	27.3%	72.7%	100.0%
	Sub Editor	% within Q16	7.0%	24.1%	14.5%
		Count	15	4	19
		% within Q3	78.9%	21.1%	100.0%
		% within Q16	8.8%	3.0%	6.3%
	Editor	Count	46	36	82
		% within Q3	56.1%	43.9%	100.0%
		% within Q16	26.9%	27.1%	27.0%
Other		Count	171	133	304
	% within Q3	56.3%	43.8%	100.0%	
	% within Q16	100.0%	100.0%	100.0%	
	Total		Count	171	133
		% within Q3	56.3%	43.8%	100.0%
		% within Q16	100.0%	100.0%	100.0%

Table 4.16.5 Cross-Tabulation of Males get promotion easily as Designation variable N=304 In the above given analysis data on the problems faced by women journalists, male journalists get promotion easily than women journalists among the Journalist in different position. It reveals that about 56 % of contributors are S. Ag and nearly 44 % of contributors are Dis Agr Among the Senior Reporter, it shows about 62 % of contributors are S. Ag and 38.3 % of contributors are DisAgr Among the Sub-Editor, it displays that about 27 % of contributors are S. Ag and 73 % of contributors are Dis Agr Among the Editor, it reveals that nearly 79 % of contributors are S. Ag and about 21 % of contributors are Dis Agr

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. 2-sided)
Pearson Chi-Square	20.866^a	4	.000
Likelihood Ratio	21.366	4	.000
Linear-by-Linear Assn.	.412	1	.521
Numb. of valid cases	304		

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 8.31.

Table 4.16.6 Chi-Square Analysis of Males get promotion easily as Designation variable

The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

H₀ – There is no absolute relationship between the male journalists get promotion easily than women journalists and Designation of the contributors

H_a - There is an absolute relationship between the male journalists get promotion easily than women journalists and Designation of the contributors

The Chi-Square analysis on the male journalists get promotion easily than women journalists in the organizations. The analyzed data revealed that there is relationship between the male journalists get promotion easily than women journalists and Designation of the contributors. The calculated Val. 20.866 is more than the T.C.V. at sixteen degree of freedom is 26.296, so the null hypothesis of there is no absolute relationship between the male journalists get promotion easily than women journalists hereby rejected. It showed that Designation as a variable is interrelated with the male journalists get promotion easily than women journalists in the organization.

MOTIVATIONAL FACTOR

			Q16 Male journalists get promotion easily than women journalists		Total
			S. Ag	Agr	
MOTIVATIONAL FACTORS	Job satisfaction	Count	72	56	128
		% within Q4	56.3%	43.8%	100.0%
		% within Q16	42.1%	42.1%	42.1%
	Urge to bring social changes	Count	99	77	176
		% within Q4	56.3%	43.8%	100.0%
		% within Q16	57.9%	57.9%	57.9%
Total		Count	171	133	304
		% within Q4	56.3%	43.8%	100.0%
		% within Q16	100.0%	100.0%	100.0%

Table 4.16.7 Cross-Tabulation of males get promotion easily as Motivational Factor variableN=304

In the above given analysis data on the problems faced by women journalists, male journalists get promotion easily than women journalists among the Motivational journalist. It reveals that about 56 % of contributors are S. Ag and nearly 44 % of contributors are Ag Among the journalist with Job satisfaction, it shows about 56 % of contributors are S. Ag and 43.8 % of contributors are Ag Among the Journalist Urge to bring social changes, it displays that about 56 % of contributors are

S. Ag and 43.8 % of contributors are Ag

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	.000^a	1	1.000
Likelihood Ratio	.000	1	1.000
Linear-by-Linear Assn.	.000	1	1.000
Numb. of valid cases	304		

Table 4.16.8 Chi-Square Analysis of males get promotion easily as Motivational Factor

The Chi-Square analysis on the male journalists get promotion easily than women journalists in the organizations. The analyzed data revealed that there is relationship between the male journalists get promotion easily than women journalists and Designation of the contributors. The calculated Val. is more than the T.C.V. so the null hypothesis of there is no absolute relationship between the male journalists get promotion easily than women journalists hereby rejected. It showed that Designation as a variable is interrelated with the male journalists get promotion easily than women journalists in the organization.

4.6.6 (Q17) Do you agree that women journalists are harassed by superior/subordinates (male/female)?

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	47	15.5	15.5	15.5
	Agr	104	34.2	34.2	49.7
	Cannot say	123	40.5	40.5	90.1
	Dis Agr	13	4.3	4.3	94.4
	S.D.Ag	17	5.6	5.6	100.0
	Total	304	100.0	100.0	

Table 4.17 Women Journalists harassed by superior/subordinates



Figure 19: Harassment by superior/subordinates

According to a 2013 study by the International Women's Media Foundation, almost two thirds of female journalists have been sexually harassed or abused by their Counterparts on their respective jobs. The study found that the women journalist harassment ranged verbal abuse to intimidation and physical violence. The same is evident from the present study, in which altogether 151 contributors (49.7%) Agr that they face sexual and mental harassment and in most of the cases their superiors are responsible for any such incidents. Only 10 % of the total strength denied the claims and 40 % contributors did not make any comments on the same.

AGE

		Q17 Women journalists are harassed by superior/ subordinates					Total
		S. Ag	Agr	Not Ag	Dis Agr	S.D.Ag	
20-30 yrs	Count	39	13	47	17	29	145
	% within Q17 Age	26.9%	9.0%	32.4%	11.7%	20.0%	100.0 %
	% within Q17	43.3%	52.0%	39.5%	41.5%	100.0%	47.7%
30-40 yrs	Count	12	0	15	20	0	47
	% within Q17 Age	25.5%	0.0%	31.9%	42.6%	0.0%	100.0 %
	% within Q17	13.3%	0.0%	12.6%	48.8%	0.0%	15.5%
40 above	Count	39	12	57	4	0	112
	% within Q17 Age	34.8%	10.7%	50.9%	3.6%	0.0%	100.0 %
	% within Q17	43.3%	48.0%	47.9%	9.8%	0.0%	36.8%
Total	Count	90	25	119	41	29	304
	% within Q17 Age	29.6%	8.2%	39.1%	13.5%	9.5%	100.0 %
	% within Q17	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %

Table 4.17.1 Cross-Tabulation of harassment of women journalists by superior/subordinates as Age variable N=304

To a question on women journalists harassed by superior/ subordinates among the age groups, the analysis data reveals that about 30 % of contributors are S. Ag, 8.2 % of contributors are Ag, nearly 39 % of contributors are not Ag, 13.5 % of contributors are Dis Agr and about 10 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 27 % of contributors are S. Ag, 9 % of contributors are Ag, nearly 32 % of contributors are not Ag, 11.7

% of contributors are Dis Agr and about 20 % of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 26 % of contributors are S. Ag, around 32 % of contributors are not Ag and nearly 43 % of contributors are Dis Agr Among the age group above 40 years, it reveals that nearly 35 % of contributors are S. Ag, 10.7 % of contributors are Ag, nearly 51 % of contributors are not Ag and 3.6 % of contributors are Dis Agr

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	24.751^a	4	.000
Likelihood Ratio	23.364	4	.000
Linear-by-Linear Assn.	9.354	1	.002
Numb. of valid cases	304		

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 10.20.

Table 4.17.2 Chi-Square Analysis of Harassment by superior/subordinates as AGE variable
The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

H₀ – There is no absolute relationship between the harassment of women journalists by subordinates and superior and age of the contributors

H_a - There is an absolute relationship between the harassment of women journalists by superior and subordinates and age of the contributors

In the above data on the harassment of women journalists in the organizations. The analyzed data revealed that there is relationship between the harassment of women journalists and age of the contributors. As the Calculated Val. is more than the T.C.V., so the null hypothesis stating that there is no absolute relationship between the harassment of women journalists and age of the contributors is rejected. It displayed that age as a variable is associated with the harassment of women journalists by their superior/subordinates in the organization.

EXPERIENCE

Q17 Women journalists are harassed by superiors/subordinates?

		S. Agr.	D. Agr	C. Say	S. D. Ag.		
YEARS OF SERVICE	< 5 yrs	39	8	31	25	21	124
		31.5%	6.5%	25.0%	20.2%	16.9%	100.0 %
		43.3%	32.0%	26.1%	61.0%	72.4%	40.8%
		0	5	20	0	8	33
	6-10 yrs	0.0%	15.2%	60.6%	0.0%	24.2%	100.0 %
		0.0%	20.0%	16.8%	0.0%	27.6%	10.9%
	Above 10 yrs	51	12	68	16	0	147
		34.7%	8.2%	46.3%	10.9%	0.0%	100.0 %
		56.7%	48.0%	57.1%	39.0%	0.0%	48.4%
	Count	90	66	119	29	304	
Total	% within Q2	8.2%	13.5%	39.1%	9.5%	100.0 %	

Table 4.17.3 Cross-Tabulation of Harassment by superior/subordinates as Experience variable N=304

To a question on the problems faced by women journalists. Women journalists are harassed by superior/ subordinates among the years of service. The analysis data reveals that about 30 % of contributors are S. Ag, 8.2 % of contributors are Ag, and nearly 39 % of contributors can't say 13.5

% of contributors are Dis Agr and about 10 % of contributors are S.D.Ag Among the < 5 years, it shows about 32 % of contributors are S. Ag, 6.5 % of contributors are Ag, nearly 25 % of contributors are not Ag, 20.2 % of contributors are Dis Agr and about 16.9 % of contributors are S.D.Ag Among the 6 to 10 years, it displays that about 15.2 % of contributors are Ag, around 60

% of contributors are not Ag and nearly 24 % of contributors are S.D.Ag Among the above 10 years, it reveals that nearly 35 % of contributors are S. Ag, 8.2 % of contributors are Ag, nearly 46 % of contributors are not Ag and 10.9 % of contributors are Dis Agr

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2sided)
Pearson Chi-Square	30.081^a	2	.000
Likelihood Ratio	30.816	2	.000
Linear-by-Linear Assn.	15.463	1	.000
Numb. of valid cases	304		

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 14.44.

Table 4.17.4 Chi-Square Analysis of Harassment by superior/subordinates as Experience variable

The T.C.V. for 2D.F. – 5.99 @ 0.05 level of significance

Ho – There is no absolute relationship between the harassment of women journalists by superior/subordinates and years of service (experience) of the contributors

Ha - There is an absolute relationship between the harassment of women journalists by superior/subordinates and years of service (experience) of the contributors

The Chi-Square analysis on the harassment of women journalists by superior/subordinates in the organizations. The analyzed data revealed that relationship between the harassment of women journalists by superior/subordinates and age of the contributors. Since the calculated Val. 30.081 is more than the T.C.V. at two degree of freedom is 5.99, so the null hypothesis of there is no absolute relationship between the harassment of women journalists by superior/subordinates and Experience of contributors is rejected. It showed that Experience as a variable is interrelated with the harassment of women journalists in the organization.

			Q17 Women journalists are harassed by superior/ subordinates					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Agr	
DESIGN	Reporter	Count	8	13	32	8	17	78
		% within Q3	10.3%	16.7%	41.0%	10.3%	21.8%	100.0 %
		% within Q17	8.9%	52.0%	26.9%	19.5%	58.6%	25.7%
	Senior Reporter	Count	24	12	45	0	0	81
		% within Q3	29.6%	14.8%	55.6%	0.0%	0.0%	100.0 %
		% within Q17	26.7%	48.0%	37.8%	0.0%	0.0%	26.6%
	Sub Editor	Count	15	0	0	17	12	44
		% within Q3	34.1%	0.0%	0.0%	38.6%	27.3%	100.0 %
		% within Q17	16.7%	0.0%	0.0%	41.5%	41.4%	14.5%
Count		15	0	0	4	0	19	

	Editor	% within Q3	78.9%	0.0%	0.0%	21.1%	0.0%	100.0%	
		% within Q17	16.7%	0.0%	0.0%	9.8%	0.0%	6.3%	
		Other	% within Q3	34.1%	0.0%	51.2%	14.6%	0.0%	100.0%
	Total		% within Q17	31.1%	0.0%	35.3%	29.3%	0.0%	27.0%
		Count	90	25	119	41	29	304	
		% within Q3	29.6%	8.2%	39.1%	13.5%	9.5%	100.0%	
		% within Q17	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	

Table 4.17.5 Cross-Tabulation of harassment by superior/subordinates as Designation variable N=304

To a question on the problems faced by women journalists. Women journalists are harassed by superior/ subordinates among the Journalist in different position. The analysis data reveals that about 30 % of contributors are S. Ag, 8.2 % of contributors are Ag, nearly 39 % of contributors

C. Say, 13.5 % of contributors are Dis Agr and about 10 % of contributors are S.D.Ag Among the Senior Reporter, it shows about 30 % of contributors are S. Ag, 14.8 % of contributors C. Say and

55.6 % of contributors are not Ag Among the Sub Editor, it displays that about 34 % of contributors are S. Ag, 38.6 % of contributors are Dis Agr and 27.3 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 79 % of contributors are S. Ag and 21.1 % of contributors are Dis Agr

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2- sided)
Pearson Chi-Square	159.878^a	16	.000
Likelihood Ratio	204.546	16	.000
Linear-by-Linear Assn.	8.023	1	.005
Numb. of valid cases	304		

a. 5 cells (20.0%) have Exptd. Count < 5. The mini. Exptd. Count is 1.56.

Table 4.17.6 Chi-Square Analysis of Harassment by superior/subordinates as Designation variable

The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

Ho – There is no absolute relationship between the women journalists are harassed by superior/ subordinates and Designation of the contributors

Ha - There is an absolute relationship between the women journalists are harassed by superior/ subordinates and Designation of the contributors

In the above data on the women journalists are harassed by superior/ subordinates in the organizations. The analyzed data revealed that there is relationship between the women journalists are harassed by superior/ subordinates and Designation of the contributors. As the Calculated Val.159.878 is more than the T.C.V. at sixteen degree of freedom is 26.296, so the null hypothesis stating that there is no absolute relationship between the women journalists are harassed by superior/ subordinates and age of the contributors is rejected. It exhibited that Designation as a variable is correlated with the women journalists are harassed by superior/ subordinates in the organization.

MOTIVATIONAL FACTOR

			Q Harassed by subordinates and superiors					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
MOTIVATIONAL	Job satisfaction	Count	11	65	39	4	9	128
		% within Q4	8.6%	50.8%	30.5%	3.1%	7.0%	100.0%

FACTOR S	Urge to bring social changes	% within Q17	23.4 %	62.5%	31.7%	30.8%	52.9%	42.1%
		Count	36	39	84	9	8	176
		% within Q4	20.5 %	22.2%	47.7%	5.1%	4.5%	100.0 %
		% within Q17	76.6 %	37.5%	68.3%	69.2%	47.1%	57.9%
Total		Count	47	104	123	13	17	304
		% within Q4	15.5 %	34.2%	40.5%			
		% within Q17	100.0 %	100.0%	100.0%	100.0%	100.0%	100.0 %

Table 4.17.7 Cross-Tabulation of Harassment by superior/subordinates as Motivational factor N=304

To a question on the negative bias faced by women journalists, that there is harassment by officials among the Motivational journalist. The analysis data displays that about 16 % of contributors are

S. Ag, 34.2 % of contributors are Ag, nearly 40 % of contributors are not Ag, 4.3 % of contributors are Dis Agr and 5.6 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 9 % of contributors are S. Ag, 50.8 % of contributors are Ag, 30.5 % of contributors are not Ag, 3.1 % of contributors are Dis Agr and nearly 7 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 21 % of contributors are S. Ag,

22.2 % of contributors are Ag, 47.7 % of contributors are not Ag, 5.1 % of contributors are Dis Agr and nearly 5 % of contributors are S.D.Ag

Chi-Sq. Analysis

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	72.780^a	4	.000
Likelihood Ratio	83.880	4	.000
Linear-by-Linear Assn.	25.056	1	.000

Numb. of valid cases	304		
----------------------	-----	--	--

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 10.53

Table 4.17.8 Chi-Square Analysis of Harassment of women journo's as Motivational Factor

The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

Ho – There is no absolute relationship between the harassment by superior/subordinate and Motivational factors of the contributors

Ha - There is an absolute relationship between the harassment by superior/subordinate and Motivational factors of the contributors

The analyzed data revealed the relationship between the harassment by superior/subordinate and Motivational factors of the contributors. The calculated Val. 72.780 is more than the T.C.V. at four degree of freedom is 9.49, hence the null hypothesis of there is no absolute relationship between the harassment by superior/subordinate and Motivational factors of the contributors is rejected. It revealed that Motivational factors as a variable is associated with the harassment by officials in the organization.

4.6.3 (Q18) Do you agree that your organization provides an authorized person who resolve problems of women journalists

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	59	19.4	19.4	19.4
	Agr	27	8.9	8.9	28.3
	C Say	39	12.8	12.8	41.1
	Dis Agr	21	6.9	6.9	48.0
	S.D.Ag	158	52.0	52.0	100.0
	Total	304	100.0	100.0	

Table 4.18 Authorized person to resolve problems of women journalists

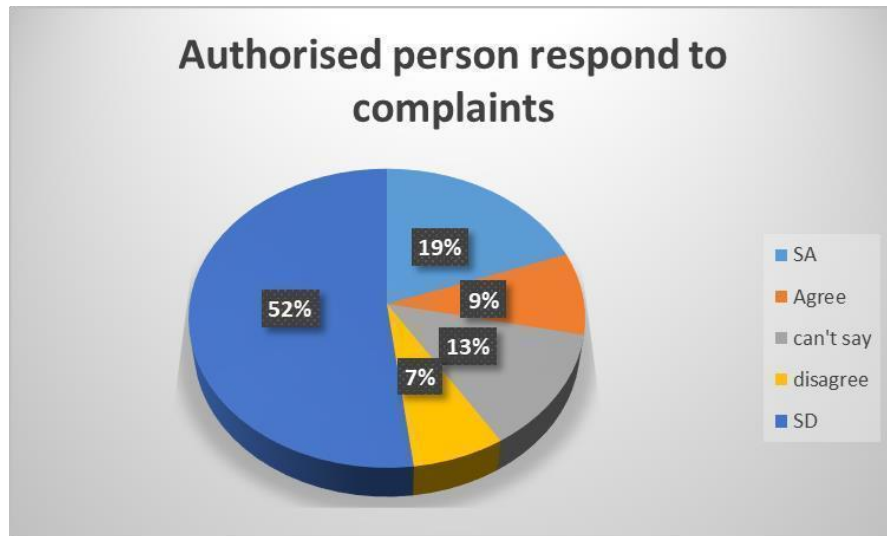


Figure 20: Authorized person respond to complaint

The study reveals that most of the media houses does not follow proper guidelines for the safety and security of its women workforce. There are a number of organizations which have not made the provision of complaint cell/complaint committee, despite the strict instructions of central government. On asking about the concerned authority, altogether only 86 contributors (24%) Agrthat there are such person/committee in their organization that can look into their grave issues and can resolve the matter quickly. While majority of contributors, altogether 199 women journalists (59%) claimed that there is nobody to look after their complaints/grievances/problems. Moreover, 39 women journalist are those who have no idea about complaint cell or committee. All of them said it would be better if such types of committees exist in media houses and a women at senior level has to be the presiding officer of such committee.

AGE

			Q18 The authorized person to resolve problems of women journalists					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
AGE VARIABLE	20-30 yrs	Count	16	11	21	17	80	145
		% within Q1	11.0%	7.6%	14.5%	11.7%	55.2%	100.0 %
		Age % within Q18	27.1%	40.7%	53.8%	81.0%	50.6%	47.7%
	30-40 yrs	Count	8	0	4	4	31	47
		% within Q1	17.0%	0.0%	8.5%	8.5%	66.0%	100.0 %
		Age % within Q18	13.6%	0.0%	10.3%	19.0%	19.6%	15.5%
	40 above	Count	35	16	14	0	47	112
		% within Q1	31.3%	14.3%	12.5%	0.0%	42.0%	100.0 %
		Age % within Q18	59.3%	59.3%	35.9%	0.0%	29.7%	36.8%
	Total	Count	59	27	39	21	158	304
		% within Q1	19.4%	8.9%	12.8%	6.9%	52.0%	100.0 %
		Age % within Q18	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %

Table 4.18.1 Cross-Tabulation of Authorized person to resolve problems of women journalists as AGE variable N=304

The analysis data discloses on the problems faced by women journalists. The authorized person responds quickly to the complaints made by women journalists among the age groups. It reveals that about 19 % of contributors are S. Ag, 9 % of contributors are Ag, nearly 13 % of contributors are not Ag, 6.9 % of contributors are Dis Agr and a majority of 52 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 11 % of contributors are S. Ag, 7.6

% of contributors are Ag, nearly 15 % of contributors are not Ag, 11.7 % of contributors are Dis Agr and about 55 % of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 17 % of contributors are S. Ag, 8.5 % of contributors are not Ag, nearly 9 % of contributors are Dis Agr and 66 % of contributors are S.D.Ag Among the age group above 40 years, it reveals that nearly 31 % of contributors are S. Ag, 14.3 % of contributors are Ag, nearly 12.5 % of contributors are not Ag and 42 % of contributors are S.D.Ag.

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	39.595^a	8	.000
Likelihood Ratio	49.874	8	.000
Linear-by-Linear Assn.	16.637	1	.000
Numb. of valid cases	304		

a. 2 cells (13.3%) have Exptd. Count < 5. The mini. Exptd. Count is 3.25.

Table 4.18.2 Chi-Square Analysis of Authorized person to resolve problems of women journalist as AGE variable

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the person respond quickly to the complaints madeby women journalists and age of the contributors

Ha - There is an absolute relationship between the person respond quickly to the complaints madeby women journalists and age of the contributors

To a question on the person respond quickly to the complaints made by women journalists in the organizations. The analyzed data revealed that there is relationship between the person respond quickly to the complaints made by women journalists and age of the contributors. As the Calculated Val. is more than the T.C.V., so the null hypothesis stating that there is no absolute relationship between the person respond quickly to the complaints made by women journalists and age of the contributors is rejected. It discovered that age as a variable is correlated with the person respond quickly to the complaints made by women journalists in the organization.

EXPERIENCE

			Q18 The authorized person to resolve problems of women journalists					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
YEARS OF SERVICE	< 5 yrs	Count	16	11	13	8	76	124
		% within Q2	12.9%	8.9%	10.5%	6.5%	61.3%	100.0 %
		% within Q18	27.1%	40.7%	33.3%	38.1%	48.1%	40.8%
	6-10 yrs	Count	0	0	8	13	12	33
		% within Q2	0.0%	0.0%	24.2%	39.4%	36.4%	100.0 %
		% within Q18	0.0%	0.0%	20.5%	61.9%	7.6%	10.9%
	Above 10 yrs	Count	43	16	18	0	70	147
		% within Q2	29.3%	10.9%	12.2%	0.0%	47.6%	100.0 %
		% within Q18	72.9%	59.3%	46.2%	0.0%	44.3%	48.4%
Total		Count	59	27	39	21	158	304
		% within Q2	19.4%	8.9%	12.8%	6.9%	52.0%	100.0 %
		% within Q18	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0 %

Table 4.18.3 Authorized person to resolve problems of women journalists as Experience variable N=304

The analysis data discloses on the problems faced by women journalists, authorized person responds quickly to the complaints made by women journalists among the years of service.

It reveals that about 19 % of contributors are S. Ag, 9 % of contributors C. Say, nearly 13 % of contributors can't say, 6.9 % of contributors are Dis Agr and a majority of 52 % of contributors are S.D.Ag Among the < 5 years, it shows about 13 % of contributors are S. Ag, 8.9 % of contributors C. Say, nearly 11 % of contributors are not Ag, 6.5 % of contributors are Dis Agr and about 61 % of contributors are S.D.Ag Among the 6 to 10 years, it displays that about 24 % of contributors C. Say, nearly 39 % of contributors are Dis Agr and 36.4 % of contributors are S.D.Ag Among the above 10 years, it reveals that nearly 29 % of contributors are S. Ag, 10.9 % of contributors are Ag, nearly 12 % of contributors C. Say and 47.6 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	88.725a	8	.000
Likelihood Ratio	80.368	8	.000
Linear-by-Linear Assn.	12.386	1	.000
Numb. of valid cases	304		

3 cells (20.0%) have Exptd. Count < 5. The mini. Exptd. Count is 2.28.

Table 4.18.4 Chi-Square Analysis of authorized person to resolve problems of women journalists as Experience variable

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the person respond quickly to the complaints made by women journalists and Experience of the contributors

Ha - There is an absolute relationship between the person respond quickly to the complaints made by women journalists and Experience of the contributors

To a question on the person respond quickly to the complaints made by women journalists in the organizations. The analyzed data revealed the relationship between the person respond quickly to the complaints made by women journalists and Experience of the contributors. The calculated Val. 88.725 is more than the T.C.V. at eight degree of freedom is 15.51, hence the null hypothesis of there is no absolute relationship between the person respond quickly to the complaints made by women journalists and age of the contributors is rejected. It discovered that Experience as a variable is correlated with the person respond quickly to the complaints made by women journalists in the organization.

Designation

			Q18 The authorized person respond quickly to the complaints made by women journalists					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
	Reporter	Count	12	8	17	17	24	78
		% within Q3	15.4%	10.3%	21.8%	21.8%	30.8%	100.0%
		% within Q18	20.3%	29.6%	43.6%	81.0%	15.2%	25.7%
	Senior Reporter	Count	28	0	4	0	49	81
		% within Q3	34.6%	0.0%	4.9%	0.0%	60.5%	100.0%
		% within Q18	47.5%	0.0%	10.3%	0.0%	31.0%	26.6%
	Sub Editor	Count	0	3	4	4	33	44
		% within Q3	0.0%	6.8%	9.1%	9.1%	75.0%	100.0%
		% within Q18	0.0%	11.1%	10.3%	19.0%	20.9%	14.5%
	Editor	Count	15	4	0	0	0	19
		% within Q3	78.9%	21.1%	0.0%	0.0%	0.0%	100.0%
		% within Q18	25.4%	14.8%	0.0%	0.0%	0.0%	6.3%
	Other	Count	4	12	14	0	52	82
% within Q3		4.9%	14.6%	17.1%	0.0%	63.4%	100.0%	
% within Q18		6.8%	44.4%	35.9%	0.0%	32.9%	27.0%	
Total		Count	59	27	39	21	158	304
		% within Q3	19.4%	8.9%	12.8%	6.9%	52.0%	100.0%
		% within Q18	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%
			%	%	%	%		

Table 4.18.5 Cross-Tabulation of authorized person to resolve problems of women journalists as Designation variable N=304

The analysis data discloses on the problems faced by women journalists. The authorized person responds quickly to the complaints made by women journalists among the Journalist in different position. It reveals that about 19 % of contributors are S. Ag, 9 % of contributors are Ag, nearly 13 % of contributors C. Say, 6.9 % of contributors are Dis Agr and bulk of 52 % of contributors are S.D.Ag Among the Senior Reporter, it shows about 35 % of contributors are S. Ag, 4.9 % of contributors C Say and 60.5 % of contributors are S.D.Ag Among the Sub-Editor, it displays that about 7 % of contributors are Ag, 9.1 % of contributors C. Say, 9.1 % of contributors are Dis Agr and 75 % of contributors are S.D.Ag However, among the Editor, it reveals that nearly 79 % of contributors are S. Ag and 21.1 % of contributors are Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	151.297^a	16	.000
Likelihood Ratio	168.905	16	.000
Linear-by-Linear Assn.	1.886	1	.170
Numb. of valid cases	304		

a. 6 cells (24.0%) have Exptd. Count < 5. The mini. Exptd. Count is 1.31

Table 4.18.6 Chi-Square Analysis of authorized person to resolve problems of women journalists as DESIGNATION variable

The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

H₀ – There is no absolute relationship between the person respond quickly to the complaints made by women journalists and Designation of the contributors

H_a - There is an absolute relationship between the person respond quickly to the complaints made by women journalists and Designation of the contributors

To a question on the person respond quickly to the complaints made by women journalists in the organizations. The analyzed data revealed that there is relationship between the person respond quickly to the complaints made by women journalists and Designation of the contributors. As the Calculated Val. 151.297 is more than the T.C.V. at 16 degree of freedom is 26.296, so the null hypothesis stating that there is no absolute relationship between the person responds quickly to the complaints made by women journalists and Designation of the contributors is rejected. It discovered that Designation as a variable is correlated with the person respond quickly to the complaints made by women journalists in the organization.

MOTIVATIONAL FACTOR

			Q18 The authorized person respon quickly to the complaints made b women journalists					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.A g	
MOTIVAT IONAL FACTORS	Job satisfactio n	Count	15	8	23	12	70	128
		% within Q4	11.7%	6.3%	18.0%	9.4%	54.7%	100.0 %
		% within Q18	25.4%	29.6%	59.0%	57.1%	44.3%	42.1%
	Urge to bring social changes	Count	44	19	16	9	88	176
		% within Q4	25.0%	10.8%	9.1%	5.1%	50.0%	100.0 %
		% within Q18	74.6%	70.4%	41.0%	42.9%	55.7%	57.9%
TOTAL		Count	59	27	39	21	158	304

	% within						
	Q18	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %

Table 4.18.7 Cross-Tabulation of authorized person to resolve the problems of women journalists as Motivational Factor variable N=304

The analysis data discloses on the problems faced by women journalists such as authorized person responds quickly to the complaints made by women journalists among the Motivational journalist. It reveals that about 19 % of contributors are S. Ag, 9 % of contributors are Ag, nearly 13 % of contributors are not Ag, 6.9 % of contributors are Dis Agr and a majority of 52 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 12 % of contributors are

S. Ag, 6.3 % of contributors are Ag, 18 % of contributors are not Ag, 9.4 % of contributors are Dis Agr and nearly 55 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 25 % of contributors are S. Ag, 10.8 % of contributors are Ag, 9.1

% of contributors are not Ag, 5.1 % of contributors are Dis Agr and nearly 50 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	15.273^a	4	.004
Likelihood Ratio	15.644	4	.004
Linear-by-Linear Assn.	5.656	1	.017
Numb. of valid cases	304		

0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 8.84.

Table 4.18.8 Chi-Square Analysis of authorized person to resolve complaints of women journalist as Motivational Factor variable

The data analyzed reveals relationship between an authorized person respond quickly to the complaints of women journalists and Motivational factors of the contributors. The data disclosed that the Calculated Val. 15.273 is more than the Exptd. Critical Val. at 4 degree of freedom is

9.49. Hence the Null Hypothesis there are no absolute relationship between an authorized persons respond quickly to the complaints of women journalists and Motivational factors of the contributors is rejected. So it is clear that there are absolute relationship between the Motivational factors of the contributors and authorized person respond quickly to the complaints of women journalists.

4.6.7(Q19) Do you agree that fear of harassment affects the work of women journalists?

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	66	21.7	21.7	21.7
	Agr	79	26.0	26.0	47.7
	C Say	130	42.8	42.8	90.5
	Dis Agr	8	2.6	2.6	93.1
	S.D.Ag	21	6.9	6.9	100.0
	Total	304	100.0	100.0	

Table 4.19 Fear of harassment affects the quality of work

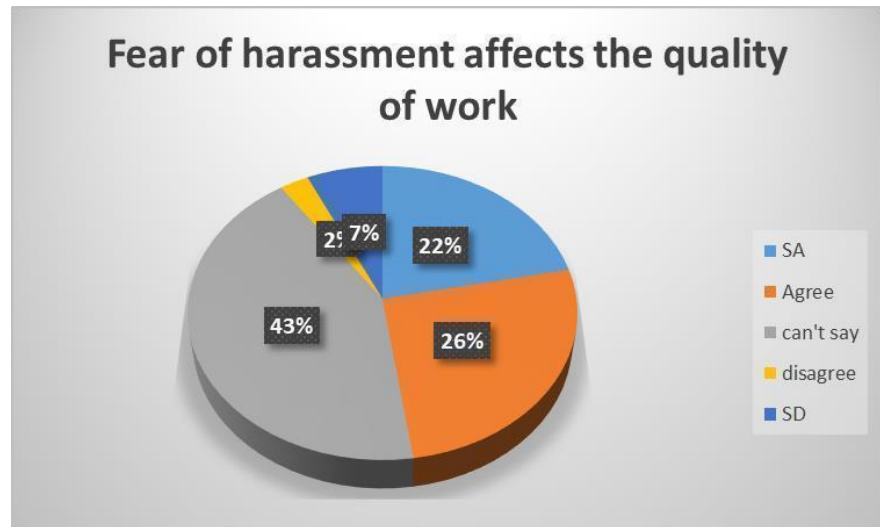


Figure 21: Fear of harassment affects quality of work

The data of present study shows that 66 contributors (21.7%) S. Ag and 79 contributors (26.0%) Ag that fear of harassment does affect the quality of work. These contributors say that workplace abuse, including sexual harassment, is frequently experienced in many of the media houses is not just related to financial loss, it sometimes even leads to adverse mental health. Through this study it is been observed that due to fear of harassment most of the contributors complained of reduced performance, low morale, loss of self-confidence, isolation, powerlessness, self-blame, disbelief, anger, loss of sleep, loss of appetite, increased absenteeism, and reduced productivity. The gravity of fear is clear itself from this question, in which, 130 contributors (42.8%) have not given their opinion regarding this question.

Age

			Q19 Fear of harassment affects the work of women journalists					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.A g	
		Count	7	36	73	8	21	145
AGE VARIA BLE	20-30 yrs	% within Q1 Age	4.8%	24.8%	50.3%	5.5%	14.5%	100.0 %
		% within Q19	10.6%	45.6%	56.2%	100.0 %	100.0 %	47.7%
	30-40 yrs	Count	12	35	0	0	0	47
		% within Q1 Age	25.5%	74.5%	0.0%	0.0%	0.0%	100.0 %
		% within Q19	18.2%	44.3%	0.0%	0.0%	0.0%	15.5%
	40 above	Count	47	8	57	0	0	112
		% within Q1 Age	42.0%	7.1%	50.9%	0.0%	0.0%	100.0 %
		% within Q19	71.2%	10.1%	43.8%	0.0%	0.0%	36.8%
Total		Count	66	79	130	8	21	304
		% within Q1 Age	21.7%	26.0%	42.8%	2.6%	6.9%	100.0 %
		% within Q19	100.0%	100.0%	100.0%	100.0 %	100.0 %	100.0 %

Table 4.19.1 Cross-Tabulation of fear of harassment affects quality of work as AGE variableN=304

The analysis data reveals on the problems faced by women journalists. Fear of harassment affects the work of women journalists among the age groups. It shows that about 22 % of contributors are

S. Ag, 26 % of contributors are Ag, nearly 43 % of contributors are not Ag, 2.6 % of contributors are Dis Agr and 6.9 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 5 % of contributors are S. Ag, 24.8 % of contributors are Ag, nearly 50 % of contributors are not Ag, 5.5 % of contributors are Dis Agr and about 15 % of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 26 % of contributors are S. Ag and nearly 74 % of contributors are Ag Among the age group above 40 years, it reveals that nearly 42 % of contributors are S. Ag, 7 % of contributors are Ag and nearly 51 % of contributors are not Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	153.983^a	8	.000
Likelihood Ratio	181.144	8	.000
Linear-by-Linear Assn.	48.802	1	.000
Numb. of valid cases	304		

a. 4 cells (26.7%) have Exptd. Count < 5. The mini. Exptd. Count is 1.24.

Table 4.19.2 Chi-Square Analysis of fear of harassment affects quality of work as AGE variable

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the fear of harassment affects the work of women journalists and age of the contributors

Ha - There is an absolute relationship between the fear of harassment affects the work of women journalists and age of the contributors

To a question on the fear of harassment affects the work of women journalists in the organizations. The analyzed data revealed that there is relationship between the fear of harassment affects the work of women journalists and age of the contributors. As the Estimated

Val. is more than the T.C.V., so the null hypothesis stating that there is no absolute relationship between the fear of harassment affects the work of women journalists and age of the contributors is rejected. It exposed that age as a variable is associated with the fear of harassment affects the work of women journalists in the organization.

EXPERIENCE

			Q19 Fear of harassment affects the work of women journalists					Total
			S. Ag	Agr	C Say	Dis Agr	S.D. Ag	
YEARS OF SERVICE	< 5 yrs	Count	7	43	53	0	21	124
		% within Q2	5.6%	34.7%	42.7%	0.0%	16.9%	100.0%
		% within Q19	10.6%	54.4%	40.8%	0.0%	100.0%	40.8%
	6-10 yrs	Count	0	5	20	8	0	33
		% within Q2	0.0%	15.2%	60.6%	24.2%	0.0%	100.0%
		% within Q19	0.0%	6.3%	15.4%	100.0%	0.0%	10.9%
	Above 10 yrs	Count	59	31	57	0	0	147
		% within Q2	40.1%	21.1%	38.8%	0.0%	0.0%	100.0%
		% within Q19	89.4%	39.2%	43.8%	0.0%	0.0%	48.4%

Table 4.19.3 Cross-Tabulation of fear of harassment of work affects quality of work as Experience variable
N=304

The analysis data reveals on the problems faced by women journalists. Fear of harassment affects the work of women journalists among the years of service. It shows that about 22 % of contributors are S. Ag, 26 % of contributors are Ag, nearly 43 % of contributors are not Ag, 2.6 % of contributors are Dis Agr and 6.9 % of contributors are S.D. Ag. Among the < 5 years, it shows about 6 % of 6.9 % of contributors are S.D. Ag. Among the < 5 years, it shows about 6 % of contributors are S. Ag, 34.7

% of contributors are Ag, nearly 42.7 % of contributors C. Say and about 17 % of contributors are S.D. Ag. Among the 6 to 10 years, it displays that about 15 % of contributors are Ag, 60.6 % of contributors C. Say and nearly 24 % of contributors are Dis Agr. Among the above 10 years, it reveals that nearly 40 % of contributors are S. Ag, 21.1 % of contributors are Ag and nearly 39 % of contributors C. Say.

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	150.529^a	8	.000
Likelihood Ratio	136.045	8	.000
Linear-by-Linear Assn.	47.749	1	.000
Numb. of valid cases	304		

4 cells (26.7%) have Exptd. Count < 5. The mini. Exptd. Count is .87.

Table 4.19.4 Chi-Square Analysis of Fear of harassment as Experience variable

The T.C.V. for 8 D.F. – 15.51 @ 0.05 level of significance

H₀ – There is no absolute relationship between the fear of harassment affects the work of women journalists and age of the contributors

H_a - There is an absolute relationship between the fear of harassment affects the work of women journalists and age of the contributors

To a question on the fear of harassment affects the work of women journalists in the organizations. The analyzed data revealed the relationship between the fear of harassment affects the work of women journalists and Experience of the contributors. The calculated Val. 150.529 is more than the T.C.V. at eight degree of freedom is 15.51, hence the null hypothesis of there is no absolute relationship between the fear of harassment affects the work of women journalists and Experience of the contributors is rejected. It exposed that Experience as a variable is associated with the fear of harassment affects the work of women journalists in the organization.

DESIGNATION

	Q19 Fear of harassment affects the work of women journalists					Total
	S. Ag	Agr	C Say	Dis Agr	S.D.Ag	

Table 4.19.5 Cross-Tabulation of Fear of Harassment as DESIGNATION Variable N=304

The analysis data reveals on the problems faced by women journalists. Fear of harassment affects the work of women journalists among the Journalist in different position. It shows that about 22

% of contributors are S. Ag, 26 % of contributors are Agr, nearly 43 % of contributors are Ag, 2.6 % of contributors are Dis Agr and 6.9 % of contributors are S.D.Ag Among the Senior Reporter, it shows that about 44 % of contributors are S. Ag, 13.6 % of contributors are Ag and 42 % of contributors are not Ag Among the Sub-Editor, it displays that about 34 % of contributors are Ag,

38.6 % of contributors are Agr and 27.3 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 58 % of contributors are S. Ag and 42.1 % of contributors are Agr

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	158.181^a	16	.000
Likelihood Ratio	183.259	16	.000
Linear-by Linear Assn.	4.501	1	.034
Numb. of valid cases	304		

a. 9 cells (36.0%) have Exptd. Count < 5. The mini. Exptd. Count is .50.

Table 4.19.6 Chi-Square Analysis of fear of harassment as DESIGNATION variable
The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

Ho – There is no absolute relationship between the fear of harassment affects the work of women journalists and Designation of the contributors

Ha - There is an absolute relationship between the fear of harassment affects the work of women journalists and Designation of the contributors

To a question on the fear of harassment affects the work of women journalists in the organizations. The analyzed data revealed that there is relationship between the fear of harassment affects the work of women journalists and Designation of the contributors. As the Calculated Val.

158.181 is more than the T.C.V. at sixteen degree of freedom is 26.296, so the null hypothesis stating that there is no absolute relationship between the fear of harassment affects the work of women journalists and age of the contributors is rejected. It exposed that age as a variable is associated with the fear of harassment affects the work of women journalists in the organization.

Motivational Factor

			Q19 Fear of harassment affects quality of work of women journalists					Total
			S. Ag	Agr	C Say	Dis.Ag	S.D.Ag	
MOTIVATIONAL FACTORS	Job satisfaction	Count	18	36	66	8	0	128
		% within Q4	14.1%	28.1%	51.6%	6.3%	0.0%	100.0 %
		% within Q19	27.3%	45.6%	50.8%	100.0 %	0.0%	42.1%
	Urge to bring social changes	Count	48	43	64	0	21	176
		% within Q4	27.3%	24.4%	36.4%	0.0%	11.9%	100.0 %
		% within Q19	72.7%	54.4%	49.2%	0.0%	100.0%	57.9%
Total	Count	66	79	130	8	21	304	
	% within Q4	21.7%	26.0%	42.8%	2.6%	6.9%	100.0 %	
	% within Q19	100.0 %	100.0 %	100.0 %	100.0 %	100.0%	100.0 %	

Table 4.19.7 Cross-Tabulation of Fear of Harassment as Motivational Factor variable N=304

The analysis data reveals on the problems faced by women journalists. Fear of harassment affects the work of women journalists among the Motivational journalist. It shows that about 22 % of contributors are S. Ag, 26 % of contributors are Ag, nearly 43 % of contributors are not Ag, 2.6

% of contributors are Dis Agr and 6.9 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 14 % of contributors are S. Ag, 28.1 % of contributors are Ag,

51.6 % of contributors are not Ag and 6.3 % of contributors are Dis Agr

Among the Journalist Urge to bring social changes, it displays that about 27 % of contributors are S. Ag, 24.4 % of contributors are Ag, 36.4 % of contributors are not Ag and nearly 12 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	36.621a	4	.000
Likelihood Ratio	47.393	4	.000
Linear-by-Linear Assn.	.168	1	.682
Numb. of valid cases	304		

a. 2 cells (20.0%) have Exptd. Count < 5. The mini. Exptd. Count is 3.37.

Table 4.19.8 Chi-Square Analysis of Fear of harassment as Motivational Factor variable

The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

H₀ – There is no absolute relationship between the fear of harassment affects the work of womenjournalists and Motivational factors of the contributors

H_a - There is an absolute relationship between the fear of harassment affects the work of womenjournalists and Motivational factors of the contributors

The analyzed data revealed the relationship between the fear of harassment affects the work of women journalists and Motivational factors of the contributors. As the calculated Val.

36.621 is more than the T.C.V. at four degree of freedom is 9.49, so the null hypothesis that there is no absolute relationship between the fear of harassment affects the work of women journalists and Motivational factors of the contributors is rejected. It exposed that Motivational factor as a variable is associated with the fear of harassment affects the work of women journalists in the organization

4.6.8(Q20) Do you agree that there is Lack of moral support from family and office to its women journalist?

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	106	34.9	34.9	34.9
	Agr	24	7.9	7.9	42.8
	Cannot say	88	28.9	28.9	71.7
	Dis Agr	52	17.1	17.1	88.8
	S.D.Ag	34	11.2	11.2	100.0
	Total	304	100.0	100.0	

Table 4.20 Women journalists face lack of moral support from family and organization

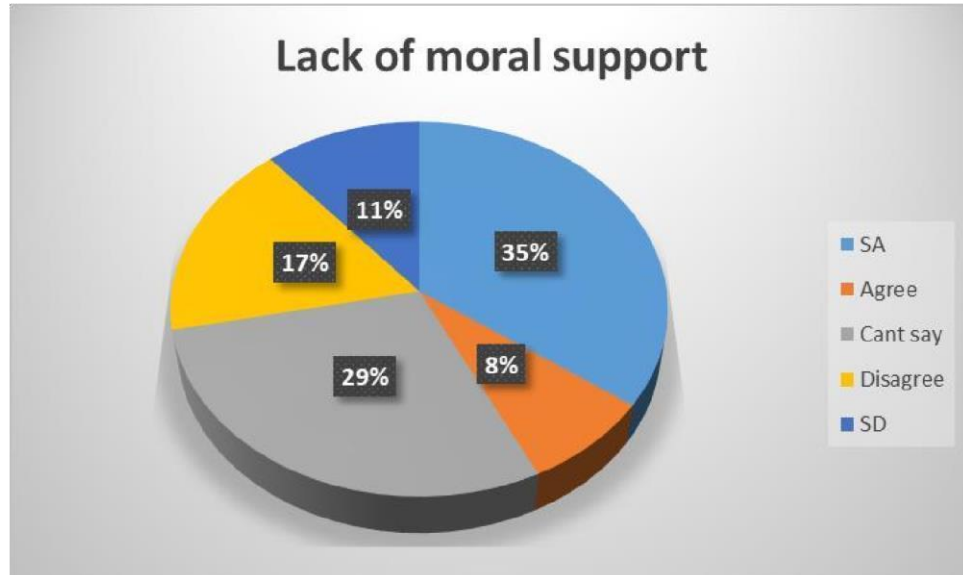


Figure 22: Lack of moral support

The study reveals that out of the total number, 106 contributors (34.95) S. Ag that they never get any sort of moral support from their families and organizations. Altogether 136 contributors opined that there are media organizations which are not women friendly, hence the women workforce could not get any kind of legal protection and moral support from them. Meanwhile, altogether 86 contributors (29%) say their families and relatives support them for their choice of profession.

AGE

			Q20 Lack of moral support from family					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.A g	
AGE VARIA BLE	20-30 yrs	Count	35	24	28	28	30	145
		% within Q1 Age	24.1%	16.6%	19.3%	19.3%	20.7%	100.0 %
		% within Q20	33.0%	100.0%	31.8%	53.8%	88.2%	47.7%
		Count	24	0	18	5	0	47
	30-40 yrs	% within Q1 Age	51.1%	0.0%	38.3%	10.6%	0.0%	100.0 %
		% within Q20	22.6%	0.0%	20.5%	9.6%	0.0%	15.5%
		Count	47	0	42	19	4	112
		% within Q1 Age	42.0%	0.0%	37.5%	17.0%	3.6%	100.0 %
	40 above	% within Q20	44.3%	0.0%	47.7%	36.5%	11.8%	36.8%
		Count	106	24	88	52	34	304
		% within Q1 Age	34.9%	7.9%	28.9%	17.1%	11.2%	100.0 %
		% within Q20	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %

Table 4.20.1 Cross-Tabulation of Lack of moral Support as AGE variable N=304

In the above given table on the negative bias faced by women journalists, Lack of moral support from family among the age groups. The analysis data reveals that about 35 % of contributors are

S. Ag, 7.9 % of contributors are Ag, nearly 29 % of contributors are not Ag, 17.1 % of contributors are Dis Agr and 11.2 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 24 % of contributors are S. Ag, 16.6 % of contributors are Ag, nearly 19 % of contributors are not Ag, 19.3 % of contributors are Dis Agr and 20.7 % of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 51 % of contributors are S. Ag, around 38 % of contributors are not Ag and 10.6 % of contributors are Dis Agr Among the age group above 40 years, it reveals that 42 % of contributors are S. Ag, nearly 38 % of contributors are not Ag, 17 % of contributors are Dis Agr and 3.6 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2sided)
Pearson Chi-Square	69.497^a	8	.000
Likelihood Ratio	84.165	8	.000
Linear-by-Linear Assn.	10.943	1	.001
Numb. of valid cases	304		

a. 1 cells (6.7%) have Exptd. Count < 5. The mini. Exptd. Count is 3.71.

Table 4.20.2 Chi-Square Analysis of lack of moral support as AGE

variable The T.C.V. for 8 D.F. – 15.51 @ 0.05 level of significance

H₀ – There is no absolute relationship between the lack of moral support from family to women journalist and age of the contributors

H_a - There is an absolute relationship between the lack of moral support from family to women journalist and age of the contributors

To a question on the lack of moral support from family to women journalist in the organizations. The analyzed data revealed that there is a relationship between the lack of moral support from family to women journalist and age of the contributors. As the Calculated Val. is more than the T.C.V., so the null hypothesis stating that there is no absolute relationship between the lack of moral support from family to women journalist and age of the contributors is rejected. It revealed that age as a variable is associated with the lack of moral support from family to women journalist in the organization.

Experience

			Q20 Lack of moral support from family					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Agr	
YEARS OF SERVICE	< 5 yrs	Count	30	24	27	13	30	124
		% within Q2	24.2%	19.4%	21.8%	10.5%	24.2%	100.0 %
		% within Q20	28.3%	100.0 %	30.7%	25.0%	88.2%	40.8%
	6-10 yrs	Count	5	0	8	20	0	33
		% within Q2	15.2%	0.0%	24.2%	60.6%	0.0%	100.0 %
		% within Q20	4.7%	0.0%	9.1%	38.5%	0.0%	10.9%
	Above 10 yrs	Count	71	0	53	19	4	147
		% within Q2	48.3%	0.0%	36.1%	12.9%	2.7%	100.0 %
		% within Q20	67.0%	0.0%	60.2%	36.5%	11.8%	48.4%
	Total	Count	106	24	88	52	34	304
		% within Q2	34.9%	7.9%	28.9%	17.1%	11.2%	100.0 %
		% within Q20	100.0%	100.0 %	100.0%	100.0%	100.0 %	

Table 4.20.3 Cross-Tabulation of lack of moral support as Experience variable N=304

In the above given table on the negative bias faced by women journalists, Lack of moral support from family among the years of service. The analysis data reveals that about 35 % of contributors are S. Ag, 7.9 % of contributors are Ag, nearly 29 % of contributors C. Say, 17.1 % of contributors are Dis Agr and 11.2 % of contributors are S.D.Ag Among the < 5 years, it shows about 24 % of contributors are S. Ag, 19.4 % of contributors are Ag, 21.8 % of contributors C. Say, 10.5 % of contributors are Dis Agr and about 24 % of contributors are S.D.Ag Among the 6 to 10 years, it displays that 15.2 % of contributors are S. Ag, 24.2 % of contributors C. Say and nearly 61 % of contributors are Dis Agr Among the above 10 years, it reveals that nearly 48 % of contributors are

S. Ag, 36.1 % of contributors C. Say,

12.9 % of contributors are Dis Agr and nearly 3 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	128.253^a	8	.000
Likelihood Ratio	126.317	8	.000
Linear-by Linear Assn.	17.244	1	.000
Numb. of valid cases	304		

2 cells (13.3%) have Exptd. Count < 5. The mini. Exptd. Count is 2.61.

Table 4.20.4 Chi-Square Analysis of lack of moral support as Experience

variableThe T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

H₀ – There is no absolute relationship between the lack of moral support from family to women journalist and Experience of the contributors

H_a - There is an absolute relationship between the lack of moral support from family to women journalist and Experience of the contributors

To a question on the lack of moral support from family to women journalist in the organizations. The analyzed data revealed the relationship between the lack of moral support from family to women journalist and Experience of the contributors. The calculated Val. 128.253 is more than the T.C.V. at eight degree of freedom is 15.51, the null hypothesis of there is no absolute relationship between the lack of moral support from family to women journalist and Experience of the contributors hereby rejected. It revealed that Experience as a variable is associated with the lack of moral support from family to women journalist in the organization.

			Q20 Lack of moral support from family					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
DESIGNATION	Reporter	Count	13	8	35	13	9	78
		% within Q3	16.7%	10.3%	44.9%	16.7%	11.5%	100.0 %
		% within Q20	12.3%	33.3%	39.8%	25.0%	26.5%	25.7%
	Senior Reporter	Count	36	0	33	12	0	81
		% within Q3	44.4%	0.0%	40.7%	14.8%	0.0%	100.0 %
		% within Q20	34.0%	0.0%	37.5%	23.1%	0.0%	26.6%
	Sub Editor	Count	15	0	0	8	21	44
		% within Q3	34.1%	0.0%	0.0%	18.2%	47.7%	100.0 %
		% within Q20	14.2%	0.0%	0.0%	15.4%	61.8%	14.5%
	Editor	Count	11	0	0	4	4	19
		% within Q3	57.9%	0.0%	0.0%	21.1%	21.1%	100.0 %
		% within Q20	10.4%	0.0%	0.0%	7.7%	11.8%	6.3%
	Other	Count	31	16	20	15	0	82
		% within Q3	37.8%	19.5%	24.4%	18.3%	0.0%	100.0 %
		% within Q20	29.2%	66.7%	22.7%	28.8%	0.0%	27.0%
Total		Count	106	24	88	52	34	304
		% within Q3	34.9%	7.9%	28.9%	17.1%	11.2%	100.0 %
		% within Q20	100.0%	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %

Table 4.20.5 Cross-Tabulation of lack of moral support as DESIGNATION variable N=304

In the above given table on the negative bias faced by women journalists, Lack of moral support from family among the Journalist in different position. The analysis data reveals that about 35 % of contributors are S. Ag, 7.9 % of contributors are Ag, nearly 29 % of contributors C. Say, 17.1

% of contributors are Dis Agr and 11.2 % of contributors are S.D.Ag Among the Senior Reporter, it shows about 44 % of contributors are S. Ag, 40.7 % of contributors C. Say and 14.8 % of contributors are Dis Agr Among the Sub-Editor, it displays that about 34 % of contributors are S. Ag, 18.2 % of contributors are Dis Agr and 47.7 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 58 % of contributors are S. Ag, 21.1 % of contributors are Dis Agr and about 21 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2sided)
Pearson Chi-Square	141.086^a	16	.000
Likelihood Ratio	160.389	16	.000
Linear-by-Linear Assn.	5.755	1	.016
Numb. of valid cases	304		

a. 5 cells (20.0%) have Exptd. Count < 5. The mini. Exptd. Count is 1.50.

Table 4.20.6 Chi-Square Analysis of lack of support as DESIGNATION variable The T.C.V.for 16D.F. – 26.296 @ 0.05 level of significance

Ho – There is no absolute relationship between the lack of moral support from family and officeto women journalist and Designation of the contributors

Ha - **There is an absolute relationship between the lack of moral support from family to womenjournalist and Designation of the contributors**

To a question on the lack of moral support from family and office to women journalist in the organizations. The analyzed data revealed that there is a relationship between the lack of moral support from family to women journalist and age of the contributors. As the Calculated Val.

141.086 is more than the T.C.V. at sixteen degree of freedom is 26.296, so the null hypothesis stating that there is no absolute relationship between the lack of moral support from family to women journalist and Designation of the contributors is rejected. It revealed that Designation as a variable is associated with the lack of moral support from family to women journalist in the organization.

Motivational Factor

			Q20 Lack of moral support from family and office					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
MOTIVATIONAL FACTORS	Job satisfaction	Count	38	0	37	44	9	128
		% within Q4	29.7%	0.0%	28.9%	34.4%	7.0%	100.0%
	Urge to bring social changes	% within Q20	35.8%	0.0%	42.0%	84.6%	26.5%	42.1%
		Count	68	24	51	8	25	176
		% within Q4	38.6%	13.6 %	29.0%	4.5%	14.2%	100.0%
		Q20	64.2%	100.0 %	58.0%	15.4%	73.5%	57.9%
Total		Count	106	24	88	52	34	304
		% within Q4	34.9%	7.9%	28.9%	17.1%	11.2%	100.0%
		% within Q20	100.0%	100.0 %	100.0%	100.0%	100.0%	100.0%

Table 4.20.7 Cross-Tabulation of lack of moral support as Motivational Factor variable N=304

In the above given table on the negative bias faced by women journalists, Lack of moral support from family among the Motivational journalist. The analysis data reveals that about 35 % of contributors are S. Ag, 7.9 % of contributors are Ag, nearly 29 % of contributors are not Ag, 17.1

% of contributors are Dis Agr and 11.2 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 30 % of contributors are S. Ag, 28.9 % of contributors are not Ag,

34.4 % of contributors are Dis Agr and nearly 7 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 39 % of contributors are S. Ag, 13.6

% of contributors are Ag, 29 % of contributors are not Ag, 4.5 % of contributors are Dis Agr and nearly 14 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	61.115^a	4	.000
Likelihood Ratio	71.778	4	.000
Linear-by-Linear Assn.	8.388	1	.004
Numb. of valid cases	304		

0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 10.11.

Table 4.20.8 Chi-Square Analysis of lack of moral support as MOTIVATIONAL FACTOR analysis

The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

Ho – There is no absolute relationship between the lack of moral support from family to women journalist and Motivational factors of the contributors

Ha - **There is an absolute relationship between the lack of moral support from family to womenjournalist and Motivational factors of the contributors**

The analyzed data revealed that there is relationship between the lack of moral support from family to women journalist and Motivational factors of the contributors. As the calculated Val. 61.115 is more than the T.C.V. at 4 degree of freedom is 9.49, so the null hypothesis stating there is no absolute relationship between the lack of moral support from family to women journalist and Motivational factors of the contributors is rejected. It revealed that Motivational factor as a variable is associated with the lack of moral support from family to women journalist in the organization.

4.6.9 (Q21) Do you agree that there is Lack of proper security for women journalists in your profession?

		Freq.	%	Valid %	Cumulative %
	S. Ag	83	27.3	27.3	27.3
	Agr	51	16.8	16.8	44.1
	Cannot say	121	39.8	39.8	83.9
	Dis Agr	40	13.2	13.2	97.0
	S.D.Ag	9	3.0	3.0	100.0
	Total	304	100.0	100.0	

Table 4.21 Lack of proper security

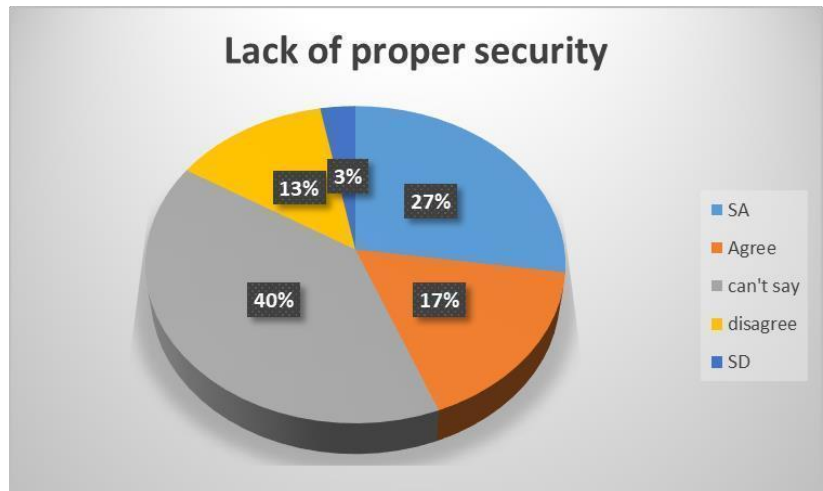


Figure 23: Lack of proper security

Only 16 % of the contributors (49) gave affirmative response when asked if the organization provides security support. According to 134 contributors (44%), their respective firms have not made enough security precautions for their female employees. In the light of an increase in incidences of molestation, rape, and murder of working women in recent years, this is a serious problem. Rather than waiting for unpleasant situations to trigger security measures, the company is advised to address this as a top priority. Women are now expected to work night shifts and in challenging conditions, according to the young employees, but they are not given with adequate security and safety support

			Q21 Lack of proper security					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Agr	
AGE VARIA BLE	20-30 yrs	Count	32	39	45	20	9	145
		% within Q1 Age	22.1%	26.9%	31.0%	13.8%	6.2%	100.0 %
	30-40 yrs	% within Q21 Age	38.6%	76.5%	37.2%	50.0%	100.0%	47.7%
		Count	12	12	18	5	0	47
		% within Q1 Age	25.5%	25.5%	38.3%	10.6%	0.0%	100.0 %
		% within Q21 Age	14.5%	23.5%	14.9%	12.5%	0.0%	15.5%
	40 above	Count	39	0	58	15	0	112
		% within Q1 Age	34.8%	0.0%	51.8%	13.4%	0.0%	100.0 %
		% within Q21 Age	47.0%	0.0%	47.9%	37.5%	0.0%	36.8%
		Count	83	51	121	40	9	304
	Total	% within Q1 Age	27.3%	16.8%	39.8%	13.2%	3.0%	100.0 %
		% within Q21 Age	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %

Table 4.21.1 Cross-Tabulation of lack of proper security to women journalists as AGE variable N=304

The analysis data reveals on the negative bias faced by women journalists, Lack of proper security among the age groups. It shows that about 27 % of contributors are S. Ag, 16.8 % of contributors are Ag, nearly 40 % of contributors are not Ag, 13.2 % of contributors are Dis Agr and 3 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 22 % of contributors are S. Ag, nearly 30 % of contributors are Ag, 31 % of contributors are not Ag, 13.8 % of contributors are Dis Agr and 6.2 % of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 26 % of contributors are S. Ag, 25.5 % of contributors are Ag, nearly 38 % of contributors are not Ag and 10.6 % of contributors are Dis Agr Among the age group above 40 years, it reveals that nearly 35 % of contributors are S. Ag, 51.8 % of contributors are not Ag and 13.4 % of contributors are Dis Agr

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	50.630a	8	.000
Likelihood Ratio	71.005	8	.000
Linear-by-Linear Assn.	.741	1	.389
Numb. of valid cases	304		

a. 3 cells (20.0%) have Exptd. Count < 5. The mini. Exptd. Count is 1.39.

Table 4.21.2 Chi-Square Analysis of lack of proper security to women journalists as AGE variable

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the lack of proper security to women journalist and age of the contributors

Ha - **There is an absolute relationship between the lack of proper security to women journalist and age of the contributors**

To a question on the lack of proper security to women journalist in the organizations. The analyzed data revealed that there is a relationship between the lack of proper security to women journalist and age of the contributors. As the Calculated Val. is more than the T.C.V., so the null hypothesis stating that there is no absolute relationship between the lack of proper security to women journalist and age of the contributors is hereby rejected. It revealed that age as a variable is associated with the lack of proper security to women journalist in the organization.

Years of Service

			Q21 Lack of proper security					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
YEARS OF SERVICE	< 5 yrs	Count	27	39	24	25	9	124
		% within Q2	21.8%	31.5%	19.4%	20.2%	7.3%	100.0%
		% within Q21	32.5%	76.5%	19.8%	62.5%	100.0%	40.8%
	6-10 yrs	Count	5	0	28	0	0	33
		% within Q2	15.2%	0.0%	84.8%	0.0%	0.0%	100.0%
		% within Q21	6.0%	0.0%	23.1%	0.0%	0.0%	10.9%
	Above 10 yrs	Count	51	12	69	15	0	147
		% within Q2	34.7%	8.2%	46.9%	10.2%	0.0%	100.0%
		% within Q21	61.4%	23.5%	57.0%	37.5%	0.0%	48.4%
		Count	83	51	121	40	9	304

Total	% within Q2	27.3%	16.8%	39.8%	13.2%	3.0%	100.0%
	% within Q21	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.21.3 Cross-Tabulation of lack of proper security to women journalists as Experiencevariable N=304

The analysis data reveals on the negative bias faced by women journalists, Lack of proper securityamong the years of service. It shows that about 27 % of contributors are S. Ag, 16.8 % of contributors are Ag, nearly 40 % of contributors C. Say, 13.2 % of contributors are Dis Agr and 3

% of contributors are S.D.Ag Among the < 5 years, it shows about 22 % of contributors are S. Ag, 31.5 % of contributors are Ag, 19.4 % of contributors C. Say, 20.2 % of contributors are DisAgr and about 7 % of contributors are S.D.Ag Among the 6 to 10 years, it displays that 15.2 % of contributors are S. Ag and 84.8 % of contributors C. Say Among the above 10 years, it reveals that nearly 35 % of contributors are S. Ag, 8.2 % of contributors are Ag, 46.9 % of contributors

C. Say and 10.2 % of contributors are Dis Agr.

Chi-Sq. Value			
	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	88.802 ^a	8	.000
Likelihood Ratio	98.454	8	.000
Linear-by Linear Assn.	4.092	1	.043
Numb. of valid cases	304		

4 cells (26.7%) have Exptd. Count < 5. The mini. Exptd. Count is .98.

Table 4.21.4 Chi-Square Analysis of lack of proper security to women journalists as

Experience variable

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

H₀ – There is no absolute relationship between the lack of proper security to women journalist and Experience of the contributors

H_a - There is an absolute relationship between the lack of proper security to women journalist and Experience of the contributors

To a question on the lack of proper security to women journalist in the organizations. The analyzed data revealed the relationship between the lack of proper security to women journalist and Experience of the contributors. The calculated Val. 88.802 is more than the T.C.V. at eight degree of freedom is 15.51, hence the null hypothesis of there is no absolute relationship between the lack of proper security to women journalist and Experience of the contributors hereby rejected. It revealed that age as a variable is associated with the lack of proper security to women journalist in the organization.

			Q21 Lack of proper security					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
DESIGNATION		% within Q3	32.1%	10.3%	51.3%	6.4%	0.0%	100.0%
		% within Q21	30.1%	15.7%	33.1%	12.5%	0.0%	25.7%
		Count	36	0	45	0	0	81
	Senior Reporter	% within Q3	44.4%	0.0%	55.6%	0.0%	0.0%	100.0%
		% within Q21	43.4%	0.0%	37.2%	0.0%	0.0%	26.6%
		Count	0	15	0	20	9	44
	Sub Editor	% within Q3	0.0%	34.1%	0.0%	45.5%	20.5%	100.0%
		% within Q21	0.0%	29.4%	0.0%	50.0%	100.0%	14.5%
		Count	15	0	4	0	0	19
	Editor	% within Q3	78.9%	0.0%	21.1%	0.0%	0.0%	100.0%
		% within Q21	18.1%	0.0%	3.3%	0.0%	0.0%	6.3%
		Count	7	28	32	15	0	82

	Other	% within Q3	8.5%	34.1%	39.0%	18.3%	0.0%	100.0%
		% within Q21	8.4%	54.9%	26.4%	37.5%	0.0%	27.0%
Total		Count	83	51	121	40	9	304
		% within Q3	27.3%	16.8%	39.8%	13.2%	3.0%	100.0%
		% within Q21	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.21.5 Cross-Tabulation of lack of proper security as DESIGNATION variable N=304

The analysis data reveals on the negative bias faced by women journalists, Lack of proper security among the Journalist in different position. It shows that about 27 % of contributors are S. Ag, 16.8% of contributors are Ag, nearly 40 % of contributors C. Say, 13.2 % of contributors are Dis Agr and 3 % of contributors are S.D.Ag Among the Senior Reporter, it shows about 44 % of contributors are S. Ag and 56 % of contributors C Say Among the Sub-Editor, it displays that about 34 % of contributors are Ag, 45.5 % of contributors are Dis Agr and 20.5 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 79% of contributors are S. Ag and 21.1 % of contributors C Say

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	224.274^a	16	.000
Likelihood Ratio	242.871	16	.000
Linear-by-Linear Assn.	4.773	1	.029
Numb. of valid cases	304		

a. 7 cells (28.0%) have Exptd. Count < 5. The mini. Exptd. Count is .56.

Table 4.21.6 Chi-Square Analysis of lack of proper security to women journalists as DESIGNATION variable

The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

Ho – There is no absolute relationship between the lack of proper security to women journalist and designation of contributors

To a question on the lack of proper security to women journalists in the organizations. The analyzed data revealed that there is a relationship between the lack of proper security to women journalists and Designation of the contributors. As the Calculated Val. 224.274 is more than the T.C.V. at sixteen degree of freedom is 26.296, so the null hypothesis stating that there is no absolute relationship between the lack of proper security to women journalists and Designation of the contributors is hereby rejected. It revealed that Designation as a variable is associated with the lack of proper security to women journalists in the organization.

MOTIVATIONAL FACTOR

			Q21 Lack of proper security				Total
			S. Ag	Agr	C Say	Dis Agr	
MOTIVATIONAL FACTORS	Job satisfaction	Count	18	20	61	20	128
		% within Q4	14.1%	15.6%	47.7%	15.6%	100.0%
		% within Q21	21.7%	39.2%	50.4%	50.0%	42.1%
		Count	65	31	60	20	176
	Urge to bring social changes	% within Q4	36.9%	17.6%	34.1%	11.4%	100.0%
		% within Q21	78.3%	60.8%	49.6%	50.0%	57.9%
		Count	83	51	121	40	304

Total	% within Q4	27.3%	16.8%	39.8%	13.2%	100.0%
	% within Q21	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.21.7 Cross-Tabulation of lack of proper security to women journalists as Motivational Factor variable N=304

The analysis data reveals on the negative bias faced by women journalists, Lack of proper security among the Motivational journalist. It shows that about 27 % of contributors are S. Ag, 16.8 % of contributors are Ag, nearly 40 % of contributors are not Ag, 13.2 % of contributors are Dis Agr and 3 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 14% of contributors are S. Ag, 15.6 % of contributors are Ag, 47.7 % of contributors are not Ag, 15.6 % of contributors are Dis Agr and nearly 7 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 37 % of contributors are S. Ag, 17.6% of contributors are Ag, 34.1 % of contributors are not Ag and 11.4 % of contributors are Dis Agr

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	31.194^a	4	.000
Likelihood Ratio	35.524	4	.000
Linear-by-Linear Assn.	26.065	1	.000
Numb. of valid cases	304		

a. 1 cells (10.0%) have Exptd. Count < 5. The mini. Exptd. Count is 3.79.

Table 4.21.8 Chi-Square Analysis of lack of proper security to women journalists as Motivational Factor variable

The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

Ho – There is no absolute relationship between the lack of proper security to women journalist and Motivational factor of the contributors

Ha - There is an absolute relationship between the lack of proper security to women journalist and Motivational factor of the contributors

The analyzed data revealed that there is relationship between the lack of proper security to women journalist and Motivational factors of the contributors. As the calculated Val. 31.194 is more than the T.C.V. at 4 degree of freedom, so the null hypothesis saying that there is no absolute relationship between the lack of proper security to women journalist and Motivational factor of the contributors is rejected. It revealed that Motivational factor as a variable is associated with the lack of proper security to women journalist in the organization.

4.6.10(Q22) Do you agree that there is Long and tedious working hours in media 8profession?

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	97	31.9	31.9	31.9
	Agr	47	15.5	15.5	47.4
	Cannot say	57	18.8	18.8	66.1
	Dis Agr	56	18.4	18.4	84.5
	S.D.Ag	47	15.5	15.5	100.0
	Total	304	100.0	100.0	

Table 4.22 Table of long and tedious working hours

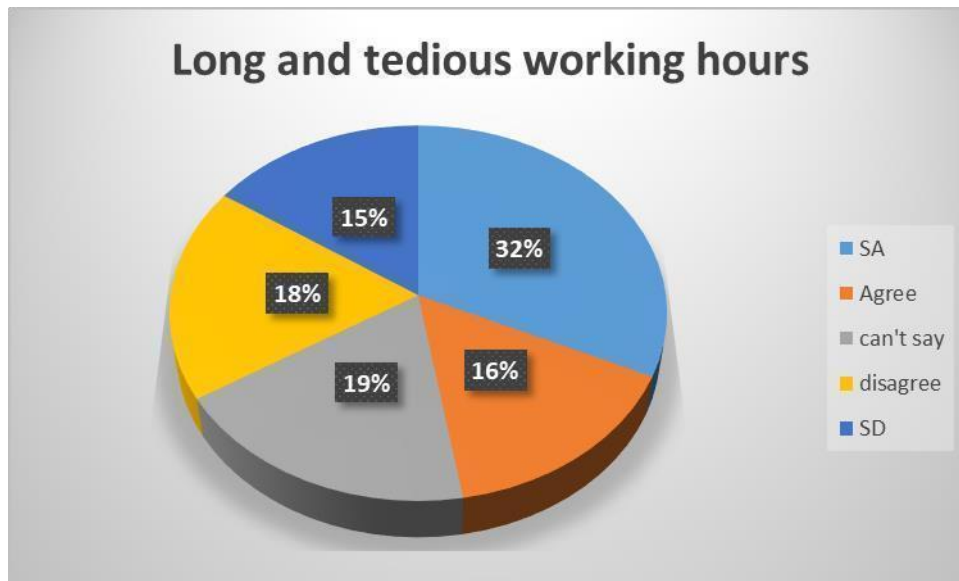


Figure 24: Long and tedious working hours

According to the table above majority of contributors claim they work for more than eight hours every day. Overtime work was not compensated by the organization in any way, and all contributors Agr that they worked for more than 8 hours each day on a regular basis.

The lack of regular timings in the media industry is the only disadvantage, but absence of compensatory financial support is also an issue, according to contributors. Out of the total number, roughly 144 contributors are married and have children say that their work continues for the whole day. There is no family time and no time even for children, because this media profession is a 24X7 job so they have to work all day long without a break on weekends. On the contrary, there are some women journalists who say that they enjoy the busy days and engaged nights.

AGE

			Q22 Long and tedious working hours					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
	20-30 yrs	Count	61	20	12	24	28	145
		% within Q1 Age	42.1%	13.8%	8.3%	16.6%	19.3%	100.0 %
AGE VARIABLE	30-40 yrs	% within Q22	62.9%	42.6%	21.1%	42.9%	59.6%	47.7%
		Count	0	15	4	28	0	47
		% within Q1 Age	0.0%	31.9%	8.5%	59.6%	0.0%	100.0 %
	40 above	% within Q22	0.0%	31.9%	7.0%	50.0%	0.0%	15.5%
		Count	36	12	41	4	19	112
		% within Q1 Age	32.1%	10.7%	36.6%	3.6%	17.0%	100.0 %
		% within Q22	37.1%	25.5%	71.9%	7.1%	40.4%	36.8%
Total	Count	97	47	57	56	47	304	
	% within Q1 Age	31.9%	15.5%	18.8%	18.4%	15.5%	100.0 %	
	% within Q22	100.0%	100.0 %	100.0%	100.0%	100.0%	100.0 %	

**Table 4.22.1 Cross-Tabulation of long and tedious working hours as age variable
N=304**

To a question on the negative bias faced by women journalists, Long and tedious working hours among the Motivational journalist. The analysis data reveals that about 32 % of contributors are

S. Ag, 15.5 % of contributors are Ag, nearly 19 % of contributors are not Ag, 18.4 % of contributors are Dis Agr and 15.5 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 12 % of contributors are S. Ag, 18 % of contributors are Ag, 28.9 % of contributors are not Ag, 16.4 % of contributors are Dis Agr and nearly 25 % of contributors are

S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 47 % of contributors are S. Ag, 13.6 % of contributors are Ag, 11.4 % of contributors are not Ag, 19.9 % of contributors are Dis Agr and nearly 9 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	54.806^a	4	.000
Likelihood Ratio	58.307	4	.000
Linear-by-Linear Assn.	31.018	1	.000
Numb. of valid cases	304		

0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 19.79.

Table 4.22.8 Chi-Square Analysis of long and tedious working hours as Motivational Factor variable

The above question revealed that there is absolute relationship between long and tedious working hours to women journalist and Motivational factors of the contributors. As the Calculated Val. 54.806 is more than the T.C.V. at four degree of freedom 9.49 so the null hypothesis stating that there is no absolute relationship between the long and tedious working hours to women journalist and age of the contributors is rejected. It revealed that Motivational factor as a variable is associated with the long and tedious working hours to women journalist in the organization.

4.7 ANALYSIS OF OBJECTIVE 3 WORKING CONDITIONS AND POLICIES

4.7.1 (Q23) Do you agree that there is Unhealthy working conditions in print media houses?

		Freq.	%	Valid%	Cumulative %
Valid	S.Ag	68	22.4	22.4	22.4
	C Say	152	50.0	50.0	76.3
	Dis Agr	36	11.8	11.8	88.2
	S.D. Ag	36	11.8	11.8	100.0
	Total	304	100.0	100.00	

Table 4.23 Unhealthy working conditions in print media houses

There is a general assumption that most of the media houses do not provide healthy work atmosphere to its female employees. There exist discrimination in various means, gender biasness, disparity in pay package, delay in promotion, sexual and mental harassment, less provision of paid maternity leaves and child care facilities etc. The same is evident from this present study, in which altogether 80 contributors (26 %) Agr that there are unhealthy working conditions in media houses. Worth mentioning, more than 150 contributors (50%) left this question unanswered.

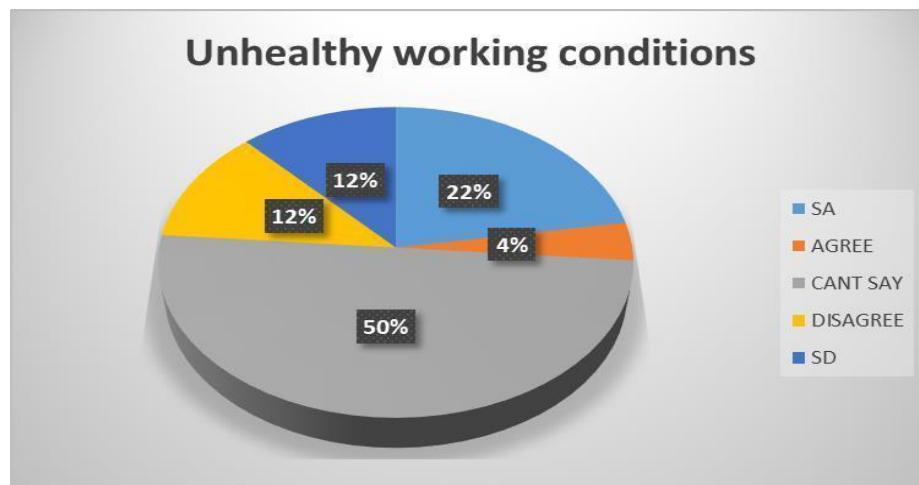


Figure 25: Unhealthy working conditions

AGE

			Q23 Unhealthy working conditions					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
AGE VARIABLE	20-30 yrs	Count	36	0	65	8	36	145
		% within Q1		0.0%	44.8%	5.5%	24.8%	100.0 %
		Age	24.8%					
	30-40 yrs	% within Q23	52.9%	0.0%	42.8%	22.2%	100.0%	47.7%
		Count	12	0	27	8	0	47
		% within Q1		0.0%	57.4%	17.0%	0.0%	100.0 %
	40 above	Age	25.5%					
		% within Q23	17.6%	0.0%	17.8%	22.2%	0.0%	15.5%
		Count	20	12	60	20	0	112
		% within Q1		10.7%	53.6%	17.9%	0.0%	100.0 %
		Age	17.9%					
		% within Q23	29.4%	100.0%	39.5%	55.6%	0.0%	36.8%
Total		Count	68	12	152	36	36	304
		% within Q1		3.9%	50.0%	11.8%	11.8%	100.0 %
		Age	22.4%					
	% within Q23	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %	

Table 4.23.1 Cross-Tabulation of Unhealthy working conditions in print media houses as AGE variable N=304

The analysis data reveals on the negative bias faced by women journalists, unhealthy work atmosphere among the age groups. It shows that about 22 % of contributors are S. Ag, 3.9 % of contributors are Ag, nearly 50 % of contributors are not Ag, 11.8 % of contributors are Dis Agr and 11.8 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 25 % of contributors are S. Ag, nearly 45 % of contributors are not Ag, 5.5 % of contributors are Dis Agr and 24.8 % of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 26 % of contributors are S. Ag, around 57 % of contributors are not Ag and

17 % of contributors are Dis Agr Among the age group above 40 years, it reveals that nearly 18 % of contributors are S. Ag, 10.7 % of contributors are Ag, nearly 54 % of contributors are not Ag and 17.9 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	72.636 ^a	8	.000
Likelihood Ratio	90.535	8	.000
Linear-by-Linear Assn.	5.125	1	.024
Numb. of valid cases	304		

a. 2 cells (13.3%) have Exptd. Count < 5. The mini. Exptd. Count is 1.86.

Table 4.23.2 Chi-Square Analysis of Unhealthy working conditions in print media houses as AGE variable

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the Unhealthy work atmosphere to women journalist and age of the contributors

The analyzed data reveals on relationship between the Unhealthy work atmosphere to women journalist with age of the contributors. As the calculated Val. is 72.636 more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis stating that there is no absolute relationship between the Unhealthy work atmosphere to women journalist and age of the contributors is rejected. It shows that age as a variable is related with the Unhealthy work atmosphere to women journalist in the organization

EXPERIENCE

			Q23 Unhealthy working conditions					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
YEARSOF (21 4) SERVICE	< 5 yrs	Count	31	0	69	8	16	124
		% within Q2	25.0%	0.0%	55.6%	6.5%	12.9%	100.0%
		% within Q23	45.6%	0.0%	45.4%	22.2%	44.4%	40.8%
	6-10 yrs	Count	5	0	0	8	20	33
		% within Q2	15.2%	0.0%	0.0%	24.2%	60.6%	100.0%
		% within Q23	7.4%	0.0%	0.0%	22.2%	55.6%	10.9%
	Above 10 yrs	Count	32	12	83	20	0	147
		% within Q2	21.8%	8.2%	56.5%	13.6%	0.0%	100.0%
		% within Q23	47.1%	100.0 %	54.6%	55.6%	0.0%	48.4%
Total		Count	68	12	152	36	36	304
		% within Q2	22.4%	3.9%	50.0%	11.8%	11.8%	100.0%
		% within Q23	100.0%	100.0 %	100.0%	100.0%	100.0%	100.0%

Table 4.23.3 Cross-Tabulation of Unhealthy working conditions in print media houses as Experience variable N=304

The analysis data reveals on the unhealthy working conditions among the years of service. It shows that about 22 % of contributors are S. Ag, 3.9 % of contributors are Ag, nearly 50 % of contributors are not Ag, 11.8 % of contributors are Dis Agr and 11.8 % of contributors are S.D.Ag. Among the < 5 years, it shows about 25 % of contributors are S. Ag, 55.6 % of contributors are not Ag, 6.5 % of contributors are Dis Agr and about 13 % of contributors are S.D.Ag. Among the 6 to 10 years, it displays that 15.2 % of contributors are S. Ag, 24.2 % of contributors are Dis Agr and 60.6 % of contributors are S. Ag. Among the above 10 years, it reveals that nearly 22 % of contributors are S. Ag, 8.2 % of contributors are Ag, 56.5 % of contributors are not Ag and 13.6 % of contributors are Dis Agr.

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	124.015^a	8	.000
Likelihood Ratio	128.993	8	.000
Linear-by-Linear Assn.	2.353	1	.125
Numb. of valid cases	304		

4 cells (26.7%) have Exptd. Count < 5. The mini. Exptd. Count is 1.30.

Table 4.23.4 Chi-Square Analysis of Unhealthy working conditions in print media houses as AGE variable

The T.C.V. for 8 D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the Unhealthy work atmosphere to women journalist and Experience of the contributors

Ha - There is an absolute relationship between the Unhealthy work atmosphere to women journalist and Experience of the contributors

The analyzed data reveals on relationship between the Unhealthy work conditions for women journalist with Experience of the contributors. As the calculated Val. 124.015 is more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the Unhealthy working conditions for women journalist and Experience of

the contributors is rejected. It shows that age as a variable is related with the Unhealthy working conditions for women journalist in the organization.

DESIGNATION

			Q23 Unhealthy working conditions					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
DESIGNATION	Reporter	Count	5	0	41	16	16	78
		% within Q3	6.4%	0.0%	52.6%	20.5%	20.5%	100.0 %
		% within Q23	7.4%	0.0%	27.0%	44.4%	44.4%	25.7%
	Senior Reporter	Count	12	0	57	0	12	81
		% within Q3	14.8 %	0.0%	70.4%	0.0%	14.8%	100.0 %
		% within Q23	17.6 %	0.0%	37.5%	0.0%	33.3%	26.6%
	Sub Editor	Count	15	0	21	0	8	44
		% within Q3	34.1 %	0.0%	47.7%	0.0%	18.2%	100.0 %
		% withinQ23	22.1 %	0.0%	13.8%	0.0%	22.2%	14.5%
	Editor	Count	0	0	11	8	0	19
		% within Q3	0.0%	0.0%	57.9%	42.1%	0.0%	100.0 %
		% withinQ23	0.0%	0.0%	7.2%	22.2%	0.0%	6.3%
	Other	Count	36	12	22	12	0	82
		% within Q3	43.9 %	14.6 %	26.8%	14.6%	0.0%	100.0 %
		% withinQ23	52.9 %	100.0 %	14.5%	33.3%	0.0%	27.0%
	Count	68	12	152	36	36	304	

Total								
	% within Q3	22.4%	3.9%	50.0%	11.8%	11.8%	100.0 %	
	% within Q23	100.0%	100.0 %	100.0 %	100.0%	100.0%	100.0 %	

Table 4.23.5 Cross-Tabulation of Unhealthy working conditions for women journalists as DESIGNATION variable N=304

The analysis data reveals on the negative bias faced by women journalists, unhealthy work atmosphere among the Journalist in different position. It shows that about 22.4 % of contributors are S. Ag, 3.9 % of contributors are Ag, nearly 50 % of contributors C. Say, 11.8 % of contributors are Dis Agr and 11.8 % of contributors are S.D.Ag Among the Senior Reporter, it shows about 15% of contributors are S. Ag, 70.4 % of contributors C. Say and 14.8 % of contributors are S.D.Ag Among the Sub-Editor, it displays that about 34 % of contributors are S. Ag, 47.7 % of contributors C. Say and 18.2 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 58 % of contributors are not Ag and 42.1 % of contributors are Dis Agr

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	137.298^a	16	.000
Linear-by-Linear Assn.	43.413	1	.000
Numb. of valid cases	304		

a. 8 cells (32.0%) have Exptd. Count < 5. The mini. Exptd. Count is .75.

b. 8 cells (32.0%) have Exptd. Count < 5. The mini. Exptd. Count is .75.

Table 4.23.6 Chi-Square Analysis of Unhealthy Working Conditions as Experience variable

The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

H₀ – There is no absolute relationship between the Unhealthy work atmosphere to women

journalist and Designation of the contributors

Ha - There is an absolute relationship between the Unhealthy work atmosphere to women
journalist and Designation of the contributors

The analyzed data reveals on relationship between the Unhealthy working condition to women journalists with Designation of the contributors. As the calculated Val. is 72.636 more than the T.C.V. at sixteen degree of freedom is 26.296. Hence the null hypothesis stating that there is no absolute relationship between the Unhealthy work atmosphere to women journalist and Designation of the contributors is rejected. It shows that Designation as a variable is related with the Unhealthy work atmosphere to women journalist in the organization.

MOTIVATIONAL FACTOR

			Q23 Unhealthy working conditions					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
MOTIVATIONAL FACTORS	Job satisfaction	Count	12	0	76	20	20	128
		% within Q4	9.4%	0.0%	59.4%	15.6%	15.6%	100.0 %
		% within Q23	17.6%	0.0%	50.0%	55.6%	55.6%	42.1%
Urge to bring social changes		Count	56	12	76	16	16	176
		% within Q4	31.8%	6.8%	43.2%	9.1%	9.1%	100.0 %
		% within Q23	82.4%	100.0 %	50.0%	44.4%	44.4%	57.9%
		Count	68	12	152	36	36	304
Total								
		% within Q4	22.4%	3.9%	50.0%	11.8%	11.8%	100.0 %
		% within Q23	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0 %

Table 4.23.7 Cross-Tabulation of Unhealthy working conditions as Motivational Factorvariable N=304

The analysis data reveals on the relationship between unhealthy working conditions among the Motivational journalist. It shows that about 22 % of contributors are S. Ag, 3.9 % of contributors are Ag, nearly 50 % of contributors are not Ag, 11.8 % of contributors are Dis Agr and 11.8 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 9 % of contributors are S. Ag, 59.4 % of contributors are not Ag, 15.6 % of contributors are Dis Agr and nearly 16 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 32 % of contributors are S. Ag, 6.8 % of contributors are Ag, 43.2 % of contributors are not Ag, 9.1 % of contributors are Dis Agr and nearly 9 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2sided)
Pearson Chi-Square	34.644^a	4	.000
Likelihood Ratio	40.808	4	.000
Linear-by-Linear Assn.	24.888	1	.000
Numb. of valid cases	304		

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 5.05.

Table 4.23.8 Chi-Square Analysis of Unhealthy working conditions as Motivational Factor variable

The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

H₀ – There is no absolute relationship between the Unhealthy working conditions to women journalist and Motivational factor of the contributors

H_a - There is an absolute relationship between the Unhealthy working conditions to women journalist and Motivational factor of the contributors

The analyzed data reveals that there is relationship between the Unhealthy working conditions to women journalist with Motivational factors of the contributors. As the calculated Val. 36.644 is more than the T.C.V. at four degree of freedom is 9.49, so the null hypothesis saying that there is no absolute relationship between the Unhealthy working conditions to women journalist and Motivational factor of the contributors is rejected. It shows that Motivational factor as a variable is related with the Unhealthy working conditions to women journalist in the organization

4.7.2(Q24) Do you agree that your organization implements equal and transparent recognition policy for women journalists?

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	24	7.9	7.9	7.9
	Agr	44	14.5	14.5	22.4
	C Say	129	42.4	42.4	64.8
	Dis Agr	47	15.5	15.5	80.3
	S.D.Ag	60	19.7	19.7	100.0
	Total	304	100.0	100.0	

Table 4.24 Equal and Transparent recognition policy for women journalists

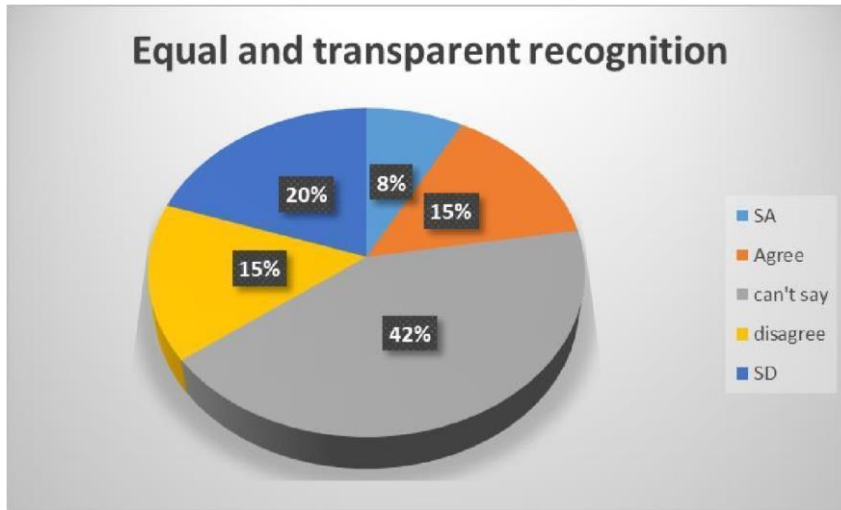


Figure 26 Equal &transparent recognition policy

Altogether 107 contributors strongly denied that their organization does not implement any equal and transparent recognition policy. If it had happen then the ratio of male and female employees would have same but it is not so. Since decades journalism profession is male dominated and still we can observe that there are areas where women workforce has to suffer a lot of discrimination. The same is evident from the present study. Total 22 % contributors (68) Agr that their organizations follow equal and transparent recognition policy. Meanwhile 129 contributors (42.4%) left this question unanswered.

			Q24 Equal and transparent recognition policy					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
AGE VARIABLE	20-30 yrs	Count	28	0	69	28	20	145
		% within Q1	19.3%	0.0%	47.6%	19.3%	13.8%	100.0 %
		% within Q24	46.7%	0.0%	53.5%	63.6%	83.3%	47.7%
	30-40 yrs	Count	12	35	0	0	0	47
		% within Q1	25.5%	(221) 74.5%	0.0%	0.0%	0.0%	100.0 %
		Age						

		% within Q24	20.0%	74.5%	0.0%	0.0%	0.0%	15.5%
	40 above	Count	20	12	60	16	4	112
		% within Q1		10.7%	53.6%	14.3%	3.6%	100.0
		Age	17.9%					%
		% within Q24	33.3%	25.5%	46.5%	36.4%	16.7%	36.8%
Total		Count	60	47	129	44	24	304
		% within Q1		15.5%	42.4%	14.5%	7.9%	100.0 %
		Age	19.7%					
		% within Q24	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %

Table 4.24.1 Cross-Tabulation of Equal and Transparent Recruitment recognition policy asAGE variable N=304

To a question on equal treatment & recognition of women journalists in the workplace among the age groups. The analysis data reveals that about 20 % of contributors are S. Ag, 15.5 % of contributors are Ag, nearly 42 % of contributors are not Ag, 14.5 % of contributors are Dis Agr and 7.9 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 19 % of contributors are S. Ag, nearly 48 % of contributors are not Ag, 19.3 % of contributors are Dis Agr and 13.8 % of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 26 % of contributors are S. Ag and around 75 % of contributors are Ag Among the age group above 40 years, it reveals that nearly 18 % of contributors are S. Ag, 10.7 % of contributors are Ag, nearly 54 % of contributors are not Ag, 14.3 % of contributors are Dis Agr and 3.6 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2sided)
Pearson Chi-Square	176.939^a	8	.000
Likelihood Ratio	177.677	8	.000
Linear-by Linear Assn.	6.784	1	.009
Numb. of valid cases	304		

a. 1 cells (6.7%) have Exptd. Count < 5. The mini. Exptd. Count is 3.71

Table 4.24.2 Chi-Square Analysis of Equal and transparent recruitment policy as AGE variable

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the equal treatment and recognition of women journalists in the workplace and age of the contributors

Ha - There is an absolute relationship between the equal treatment and recognition of women journalists in the workplace and age of the contributors

The analyzed data reveals on relationship between the equal treatment and recognition of women journalists in the workplace with age of the contributors. As the calculated Val. is 176.939 more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the equal treatment and recognition of women journalists in the workplace and age of the contributors is rejected. It shows that age as a variable is related with the equal treatment and recognition of women journalists in the workplace in the organization.

			Q24 Equal and transparent recognition policy					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
	< 5 yrs	Count	23	12	61	28	0	124
		% within Q2	18.5%	9.7%	49.2%	22.6%	0.0%	100.0 %
		% within Q24	38.3%	25.5%	47.3%	63.6%	0.0%	40.8%
YEARS OF SERVICE	6-10 yrs	Count	5	0	8	0	20	33
		% within Q2	15.2%	0.0%	24.2%	0.0%	60.6%	100.0 %
		% within Q24	8.3%	0.0%	6.2%	0.0%	83.3%	10.9%
	Above 10 yrs	Count	32	35	60	16	4	147
		% within Q2	21.8%	23.8%	40.8%	10.9%	2.7%	100.0 %
		% within Q24	53.3%	74.5%	46.5%	36.4%	16.7%	48.4%
Total		Count	60	47	129	44	24	304
		% within Q2	19.7%	15.5%	42.4%	14.5%	7.9%	100.0 %
		% within Q24	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %

Table 4.24.3 Cross-Tabulation of Equal and Transparent recruitment policy as Experience variable N=304

To a question on equal treatment & recognition of women journalists in the workplace among the years of service. The analysis data reveals that about 20 % of contributors are S. Ag, 15.5 % of contributors are Ag, nearly 42 % of contributors C. Say, 14.5 % of contributors are Dis Agr and 7.9 % of contributors are S.D.Ag Among the < 5 years, it shows about 19 % of contributors are S. Ag, 9.7 % of contributors are Ag, 49.2 % of contributors C. Say and about 22.6 % of contributors are Dis Agr Among the 6 to 10 years, it displays that 15.2 % of contributors are S. Ag, 24.2 % of contributors are not Ag and 60.6 % of contributors are S. Ag Among the above 10 years, it reveals that nearly 22 % of contributors are S. Ag, 23.8 % of contributors are Ag, 40.8 % of contributors C. Say, 10.9 % of contributors are Dis Agr and 2.7 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	161.789^a	8	.000
Likelihood Ratio	112.956	8	.000
Linear-by-Linear Assn.	4.260	1	.039
Numb. of valid cases	304		

a. 2 cells (13.3%) have Exptd. Count < 5. The mini. Exptd. Count is 2.61.

Table 4.24.4 Chi-Square Analysis of Equal and Transparent recruitment policy as Experience variable

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the equal treatment and recognition of women journalists in the workplace and Experience of the contributors

Ha - There is an absolute relationship between the equal treatment and recognition of women journalists in the workplace and Experience of the contributors

The analyzed data reveals on relationship between the equal treatment and recognition of women journalists in the workplace with Experience of the contributors. As the calculated Val. 161.789 is more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the equal treatment and recognition of women journalists in the workplace and Experience of the contributors is rejected. It shows that Experience as a variable is related with the equal treatment and recognition of women journalists in the workplace in the organization.

			Q24 Equal and transparent recognition policy					Total
			S. Agr	C Say	Dis Agr	S.D.Agr		
DESIGNATION	Reporter	Count	8	12	37	8	13	78
		% withinQ3	10.3%	15.4%	47.4%	10.3%	16.7%	100.0 %
		% within						
		Q24	33.3%	25.5%	28.7%	18.2%	21.7%	25.7%
		Count	12	35	22	0	12s	81

Table 4.24.5 Cross-Tabulation of Equal and Transparent recruitment policy as Experience variable N=304

To a question on equal treatment & recognition of women journalists in the workplace among the Journalist in different position. The analysis data reveals that about 7.9 % of contributors are S. Ag, 15.5 % of contributors are Ag, nearly 42 % of contributors C. Say, 14.5 % of contributors are Dis Agr and 19.7 % of contributors are S.D.Ag Among the Senior Reporter, it shows about 0 % of contributors are Dis Agr, 43.2 % of contributors are S.D.Ag, 27.2 % of contributors C Say Among the Sub-Editor, it displays that about 45.5 % of contributors are Dis Agr, 21.1 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 58 % of contributors C. Say and 21.1 % of contributors are Dis Agr and about 0 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	153.015^a	16	.000
Likelihood Ratio	174.641	16	.000
Linear-by-Linear Assn.	.033	1	.856
Numb. of valid cases	304		

a. 5 cells (20.0%) have Exptd. Count < 5. The mini. Exptd. Count is 1.50.

Table 4.24.6 Chi-Square Analysis of Equal and Transparent recruitment policy as DESIGNATION variable

The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

Ho – There is no absolute relationship between the equal treatment and recognition of women journalists in the workplace and Designation of the contributors

Ha - There is an absolute relationship between the equal treatment and recognition of women journalists in the workplace and Designation of the contributors

The analyzed data reveals on relationship between the equal treatment and recognition of women journalists in the workplace with Designation of the contributors. As the calculated Val. 153.015 is more than the T.C.V. at sixteen degree of freedom is 26.296. Hence the null hypothesis of there is no absolute relationship between the equal treatment and recognition of women journalists in the workplace and Designation of the contributors is rejected. It shows that Designation as a variable is related with the equal treatment and recognition of women journalists in the workplace in the organization.

MOTIVATIONAL FACTOR

			Q24 Equal and transparent recognition policy					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
	satisfaction	Count	20	12	72	0	24	128
		% within Q4	15.6%	9.4%	56.3%	0.0%	18.8%	100.0%
		% within Q24	33.3%	25.5%	55.8%	0.0%	100.0%	42.1%
	Urge to bring social changes	Count	40	35	57	44	0	176
		% within Q4	22.7%	19.9%	32.4%	25.0%	0.0%	100.0%
		% within Q24	66.7%	74.5%	44.2%	100.0%	0.0%	57.9%
Total		Count	60	47	129	44	24	304
		% within Q4	19.7%	15.5%	42.4%	14.5%	7.9%	100.0%
		% within Q24	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.24.7 Cross-Tabulation of Equal and Transparent recruitment policy as Motivational Factor variable N=304

To a question on equal treatment & recognition of women journalists in the workplace among the Motivational journalist. The analysis data reveals that about 20 % of contributors are S. Ag, 15.5 % of contributors are Ag, nearly 42 % of contributors are not Ag, 14.5 % of contributors are Dis Agr and 7.9 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 16 % of contributors are S. Ag, 9.4 % of contributors are Ag, 56.3 % of contributors are not Ag and nearly 19 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 23 % of contributors are S. Ag, 19.9 % of contributors are Ag, 32.4 % of contributors are not Ag and 25 % of contributors are Dis Agr

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	82.135^a	4	.000
Likelihood Ratio	106.955	4	.000
Linear-by-Linear Assn.	7.613	1	.006
Numb. of valid cases	304		

0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 10.11.

Table 4.24.8 Chi-Square Analysis of Equal and Transparent recruitment policy as Motivational Factor variable

The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

H₀ – There is no absolute relationship between the equal treatment and recognition of women journalists in the workplace and Motivational factor of the contributors

H_a - There is an absolute relationship between the equal treatment and recognition of women journalists in the workplace and Motivational factor of the contributors

The analyzed data reveals that there is relationship between the equal treatment and recognition of women journalists in the workplace with Motivational factor of the contributors. As the calculated Val. is 82.135 more than the T.C.V. at four degree of freedom is 9.49, so the null hypothesis of there is no absolute relationship between the equal treatment and recognition of women journalists in the workplace and Motivational factor of the contributors is rejected. It shows that Motivational factor as a variable is related with the equal treatment and recognition of women journalists in the workplace in the organization.

4.7.3 (Q25) Do you agree that your organization is mindful of special needs of female journalists 'separate toilets'

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	47	15.5	15.5	15.5
	Agr	82	27.0	27.0	42.5
	C Say	109	35.9	35.9	78.4
	Dis Agr	38	12.5	12.5	90.9
	S.D.Ag Total	28 304	9.1 100.0	9.1 100.0	100.0

Table 4.25 Separate toilets for women journalists

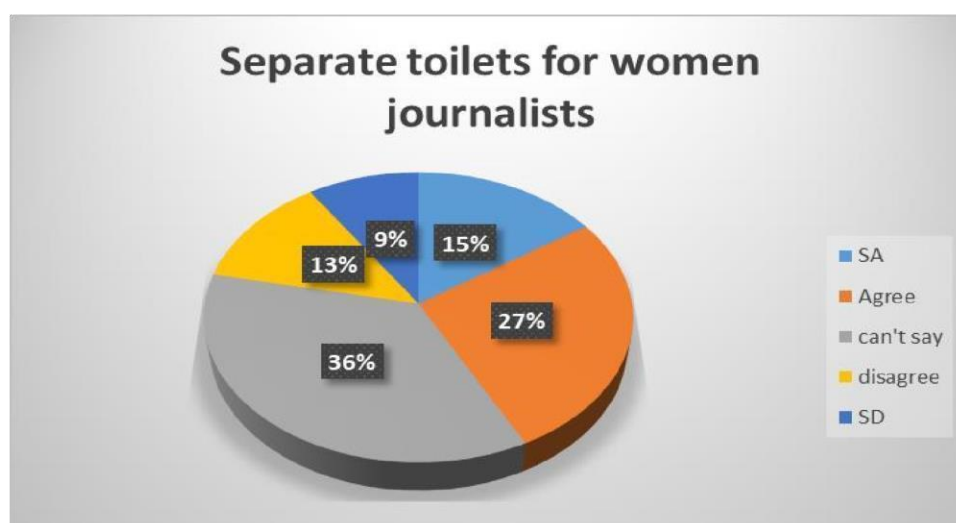


Figure 27: Separate toilets for women journalists

The study reveals that altogether 129 (42.5%) contributors Agr that there are separate toilets for female staff in their organizations. Also there are media organizations which does not pay attention to the special needs of its women employees. 66 women contributors (22%) claim that there is no such provision in their office. A young recipient of Ram Nath Goenka Award reveals that there is no toilet for female in her office (Regional newspaper), and in that case, the females has to go out in open to attend the nature's call, she claimed. Noteworthy, a huge number of contributors 109 (36%) left the question unanswered.

AGE

			Q25 Do you Ag that your organization is mindful of special needs of female journalists ‘separate toilets’					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
AGE VARIABLE	20-30 yrs	Count	35	46	56	8	0	145
		% within Q1 Age	24.1%	31.7%	38.6%	5.5%	0.0%	100.0%
		% within Q25	74.5%	56.1%	51.4%	21.1%	0.0%	47.7%
	30-40 yrs	Count	0	24	0	11	12	47
		% within Q1 Age	0.0%	51.1%	0.0%	23.4%	25.5%	100.0%
		% within Q25	0.0%	29.3%	0.0%	28.9%	42.9%	15.5%
40 above	Count	12	12	53	19	16	112	
	% within Q1 Age	10.7%	10.7%	47.3%	17.0%	14.3%	100.0%	
	% within Q25	25.5%	14.6%	48.6%	50.0%	57.1%	36.8%	
Total		Count	47	82	109	38	28	304
		% within Q1 Age	15.5%	27.0%	35.9%	12.5%	9.2%	100.0%
		% within Q25	100.0%	100.0 %	100.0%	100.0%	100.0%	100.0%

Table 4.25.1 Cross-Tabulation of Separate toilets for women journalists as AGE variable
N=304

The data shows in the given table about an organization is mindful of special needs of female journalists among the age groups. The analysis data reveals that about 16 % of contributors are S. Ag, 27 % of contributors are Ag, nearly 36 % of contributors are not Ag, 12.5 % of contributors are Dis Agr and 9.2 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 24 % of contributors are S. Ag, 31.7 % of contributors are Ag, nearly 39 % of contributors C. Say and 5.5 % of contributors are Dis Agr Among the age group between 30 to 40years, it displays that about 51 % of contributors are Ag, around 23.4 % of contributors are Dis Agr and 25.5 % of contributors are S.D.Ag Among the age group above 40 years, it reveals that nearly 11 % of contributors are S. Ag, 10.7 % of contributors are Ag, nearly 47 % of contributors C. Say, 17 % of contributors are Dis Agr and 14.3 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2sided)
Pearson Chi-Square	101.524^a	8	.000
Likelihood Ratio	134.349	8	.000
Linear-by-Linear Assn.	39.121	1	.000
Numb. of valid cases	304		

a. 1 cells (6.7%) have Exptd. Count < 5. The mini. Exptd. Count is 4.33.

Table 4.25.2 Chi-Square Analysis of Separate Toilets for women journalists as AGE

variableThe T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the needs of female journalists’ separate toilets and age of the contributors

Ha - There is an absolute relationship between the needs of female journalists’ separate toilets and age of the contributors

The analyzed data reveals on relationship between the needs of female journalists' separate toilets with age of the contributors. As the calculated Val. is 101.524 more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the needs of female journalists' separate toilets and age of the contributors is rejected. It displays that age as a variable is related with the needs of female journalists' separate toilets at workplace.

EXPERIENCE

			Q25 Do you agree that your organization is mindful of special needs of female journalists' separate toilets'					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Agr	
		Count	0	8	44	42	30	124
YEARS OF SERVICE	< 5 yrs	% within Q2	0.0%	6.5%	35.5%	33.9%	24.2%	100.0 %
		% within Q25	0.0%	21.1%	40.4%	51.2%	63.8%	40.8%
		Count	0	0	12	16	5	33
	6-10 yrs	Count	0	0	12	16	5	33
		% within Q2	0.0%	0.0%	36.4%	48.5%	15.2%	100.0 %
		% within Q25	0.0%	0.0%	11.0%	19.5%	10.6%	10.9%
	Above 10 yrs	Count	28	28	53	24	12	147
		% within Q2	19.0%	19.0%	36.1%	16.3%	8.2%	100.0 %
		% within						

		Q25	100.0%	100%	48.6%	29.3%	25.5%	48.4%
Total	Count	28	28	109	82	82	47	
	% within Q2	9.2%	9.2%	35.9%	27.0%	27.0%	15.5%	
	% within							
	Q25	100%	100%	100.0 %	100.0%	100.0%	100.0 %	

Table 4.25.3 Cross-Tabulation of Separate Toilets for women journalists as Experience variable N=304

The data shows in the given table about an organization is mindful of special needs of female journalists among the years of service. The analysis data reveals that about 9.2 % of contributors are S. Ag, 9.2 % of contributors are Ag, nearly 36 % of contributors C. Say, 27 % of contributors are Dis Agr and 15.5 % of contributors are S.D.Ag Among the < 5 years, it shows about 0 % of contributors are S. Ag, 6.5 % of contributors are Ag, 35.5 % of contributors C. Say, about 33.9 % of contributors are Dis Agr and 24.2 % contributors are S.D.Ag Among the 6 to 10 years, it displays that 0 % of contributors are S. Ag, 0 % of contributors are Ag, 36.4 % of contributors C.Say and 48.5 % and 15.2 % contributors are Dis Agr and S.D.Ag Among the above 10 years, it reveals that nearly 19 % of contributors are S. Ag, 19 % of contributors are Ag, 36.1 % of contributors C. Say, 16.3 % of contributors are Dis Agr and 8.2 % of contributors are S.D.Ag

Chi-Sq. Value			
	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	70.230^a	8	.000
Likelihood Ratio	84.658	8	.000
Linear-by-Linear Assn.	54.020	1	.000
Numb. of valid cases	304		

B 3 Cells (13.3%) have Exptd. Count < 5. The mini. Exptd. Count is 3.04.

Table 4.25.4 Chi-Square Analysis of Separate Toilets for women journalists as EXPERIENCE variable

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the needs of female journalists’ separate toilets and Experience of the contributors

Ha - There is an absolute relationship between the needs of female journalists’ separate toilets and Experience of the contributors

The analyzed data reveals on relationship between the needs of female journalists’ separate toilets with Experience of the contributors. As the calculated Val. 70.230 is more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the needs of female journalists’ separate toilets and age of the contributors is rejected. It displays that Experience as a variable is related with the needs of female journalists’ separate toilets at workplace

DESIGNATION

			Q25 Do you agree that your organization is mindful of special needs of female journalists 'separate toilets'					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
	Reporter	Count	14	36	28	0	0	78
		% within Q3	17.9%	46.2%	35.9%	0.0%	0.0%	100.0%
		% within Q25	29.8%	43.9%	25.7%	0.0%	0.0%	25.7%
	Senior Reporter	Count	0	12	46	11	12	81
		% within Q3	0.0%	14.8%	56.8%	13.6%	14.8%	100.0%
		% within Q25	0.0%	14.6%	42.2%	28.9%	42.9%	26.6%
	Sub Editor	Count	21	15	0	8	0	44
		% within Q3	47.7%	34.1%	0.0%	18.2%	0.0%	100.0%
		% within Q25	44.7%	18.3%	0.0%	21.1%	0.0%	14.5%
	Editor	Count	4	0	11	0	4	19
		% within Q3	21.1%	0.0%	57.9%	0.0%	21.1%	100.0%
		% within Q25	8.5%	0.0%	10.1%	0.0%	14.3%	6.3%
	Other	Count	8	19	24	19	12	82
		% within						

	Q3	9.8%	23.2%	29.3%	23.2%	14.6%	100.0%
	% within						
	Q25	17.0%	23.2%	22.0%	50.0%	42.9%	27.0%
Total	Count	47	82	109	38	28	304
	% within		27.0%	35.9%	12.5%	9.2%	100.0%
	Q3	15.5%					
	% within						
	Q25	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.25.5 Cross-Tabulation of Separate toilets for women journalists as DESIGNATIONvariable N=304

The data shows in the given table about an organization is mindful of special needs of female journalists among the Journalist in different position. The analysis data reveals that about 16 % of contributors are S. Ag, 27 % of contributors are Ag, nearly 36 % of contributors are not Ag, 12.5

% of contributors are Dis Agr and 9.2 % of contributors are S.D.Ag Among the Senior Reporter, it shows about 15 % of contributors are Ag, 56.8 % of contributors are not Ag, 13.6 % of

contributors are Dis Agr and 14.8 % of contributors are S.D.Ag Among the Sub-Editor, it displays that about 48 % of contributors are S. Ag, 34.1 % of contributors are Ag and 18.2 % of contributors are Dis Agr Among the Editor, it reveals that nearly 21 % of contributors are S. Ag, 57.9 % of contributors are not Ag and about 21 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	135.605^a	16	.000
Likelihood Ratio	175.741	16	.000
Linear-by-Linear Assn.	11.811	1	.001
Numb. of valid cases	304		

a. 4 cells (16.0%) have Exptd. Count < 5. The mini. Exptd. Count is 1.75.

Table 4.25.6 Chi-Square Analysis of Separate toilets for women journalists as DESIGNATION variable

The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

Ho – There is no absolute relationship between the needs of female journalists ‘separate toilets’ and Designation of the contributors

Ha - There is an absolute relationship between the needs of female journalists ‘separate toilets’ and Designation of the contributors

The analyzed data reveals on relationship between the needs of female journalists’ separate toilets with Designation of the contributors. As the calculated Val. 135.605 is more than the T.C.V. at sixteen degree of freedom is 26.296, so the null hypothesis stating that there is no absolute relationship between the needs of female journalists’ separate toilets and age of the contributors is rejected. It displays that Designation as a variable is related with the needs of female journalists ‘separate toilets’ at workplace.

MOTIVATIONAL FACTOR

			Q25 Do you agree that your organization is mindful of special needs of female journalists ‘separate toilets’					Total
			S. Ag	Agr	Not Ag	Dis Agr	S.D.Agr	
MOTIVATIONAL FACTORS	Job satisfaction	Count	13	43	53	7	12	128
		% within Q4	10.2%	33.6%	41.4%	5.5%	9.4%	100.0%
		% within Q25	27.7%	52.4%	48.6%	18.4%	42.9%	42.1%
	Urge to bring social changes	Count	34	39	56	31	16	176
		% within Q4	19.3%	22.2%	31.8%	17.6%	9.1%	100.0%

Total		% within	72.3%	47.6%	51.4%	81.6%	57.1%	57.9%
	Count	Q25	82	109	38	28	304	
		47						
	% within	15.5%	27.0%	35.9%	12.5%	9.2%	100.0	
	Q4						%	
	% within		100.0%	100.0%	100.0%	100.0%	100.0	
	Q25	100.0%					%	

Table 4.25.7 Cross-Tabulation of Separate toilets for women journalists as Motivational factor N=304

The data shows in the given table about an organization is mindful of special needs of female journalists among the Motivational journalist. The analysis data reveals that about 16 % of contributors are S. Ag, 27 % of contributors are Ag, nearly 36 % of contributors are not Ag, 12.5 % of contributors are Dis Agr and 9.2 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 10 % of contributors are S. Ag, 33.6 % of contributors are Ag, 41.4 % of contributors are not Ag, 5.5 % of contributors are Dis Agr and nearly 9 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 19 % of contributors are S. Ag, 22.2 % of contributors are Ag, 31.8 % of contributors are not Ag, 17.6 % of contributors are Dis Agr and nearly 9 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	18.266^a	4	.001
Likelihood Ratio	19.336	4	.001
Linear-by-Linear Assn.	.124	1	.725
Numb. of valid cases	304		

Table 4.25.8 Chi-Square Val. of Separate toilets Motivational Factor as variable

4.7.4 (Q26) Do you agree that your organization is mindful of special needs of female journalists 'rest rooms'

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	59	19.4	19.4	19.4
	Agr	47	15.5	15.5	34.9
	C Say	109	35.9	35.9	70.7
	Dis Agr	43	14.1	14.1	84.9
	S.D.Ag	46	15.1	15.1	100.0
	Total	304	100.0	100.0	

Table 4.26 Rest Rooms for women journalists

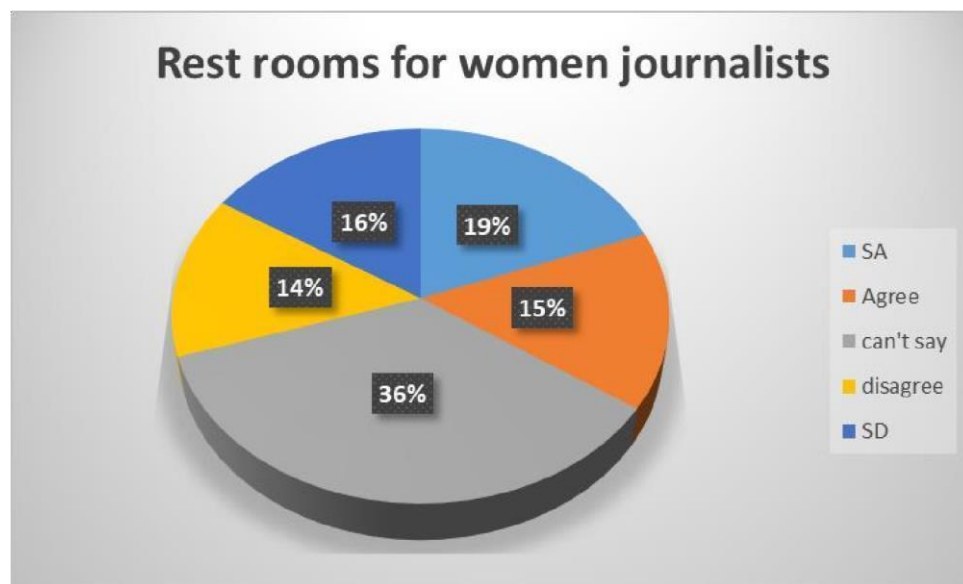


Figure 28: Rest rooms for women journalists

In present question majority of contributors claimed that rest room is necessity for all the women's working in night shifts, same is for the women journalists. Stating work-life imbalance as the major setback of night shifts, contributors said they face numerous problems like unnatural routine, negative effects on health, relationship conflicts, diminished concentration etc. while working in night hours. These problems can be minimized if the organization provides rest roomsto its female staff. Altogether 106 contributors (35%) give an affirmative response to this questionwhile 97 contributors (29%) said there is no rest rooms in their office. However, 109 contributors(36%) did not give their opinion in this question.

AGE

			Q26B Do you Ag that your organization is mindful of special needs of female journalists 'rest rooms'					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
		Count	51	35	32	12	15	145
AGE VARIABLE	20-30 yrs	% within Q1 Age	35.2%	24.1%	22.1%	8.3%	10.3%	100.0 %
		% within Q26	86.4%	74.5%	29.4%	27.9%	32.6%	47.7%
		Count	0	12	12	11	12	47
	30-40 yrs	% within Q1 Age	0.0%	25.5%	25.5%	23.4%	25.5%	100.0 %
		% within Q26	0.0%	25.5%	11.0%	25.6%	26.1%	15.5%
		Count	8	0	65	20	19	112
	40 above	% within Q1 Age	7.1%	0.0%	58.0%	17.9%	17.0%	100.0 %
		% within Q26	13.6%	0.0%	59.6%	46.5%	41.3%	36.8%
		Count	59	47	109 (241)	43	46	304

Total	% within Q1 Age	19.4%	15.5%	35.9%	14.1%	15.1%	100.0 %
	% within Q26	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %

**Table 4.26.1 Cross-Tabulation of Rest rooms for women journalists as AGEvariable
N=304**

In the above given data on organization is mindful of special needs of female journalists such as rest rooms among the age groups. The analysis data reveals that about 19.4 % of contributors are S. Ag, 15.5 % of contributors are Ag, nearly 36 % of contributors are not Ag, 14.1 % of contributors are Dis Agr and 15.1 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 35 % of contributors are S. Ag, 24.1 % of contributors are Ag, nearly 22 % of contributors are not Ag, 8.3 % of contributors are Dis Agr and 10.3 % of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 26 % of contributors are Ag, around 25 % of contributors are not Ag, 23.4 % of contributors are Dis Agr and 25.5 % of contributors are S.D.Ag Among the age group above 40 years, it reveals that nearly 7 % of contributors are S. Ag, 58 % of contributors are not Ag, nearly 18 % of contributors are Dis Agr and 17 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2sided)
Pearson Chi-Square	101.557^a	8	.000
Likelihood Ratio	124.300	8	.000
Linear-by-Linear Assn.	42.180	1	.000
Numb. of valid cases	304		

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 6.65.

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Table 4.26.2 Chi-Square Analysis of Rest Rooms for women journalists

Ho – There is no absolute relationship between the needs of female journalists' rest rooms and age of the contributors

Ha - There is an absolute relationship between the needs of female journalists' rest rooms and

age of the contributors

The analyzed data reveals on relationship between the needs of female journalists' rest rooms with age of the contributors. As the calculated Val. is 101.557 more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the needs of female journalists' rest rooms and age of the contributors is rejected. It displays that age as a variable is related with the needs of female journalists' rest rooms at workplace

			Q26 Do you Ag that your organization is mindful of special needs of female journalists ‘rest rooms’					
S. Ag			Ag	C Say	Dis Agr	S.D.Ag	Total	
< 5 yrs		Count % within Q2	15 12.1%	12 9.7%	44 35.5%	15 12.1%	38 30.6%	124 100.0%
YEARS OF SERVICE		% within Q26	32.6%	27.9%	40.4%	31.9%	64.4%	40.8%
		Count	0	0	0	20	13	33
	6-10 yrs	% within Q2	0.0%	0.0%	0.0% (243)	60.6%	39.4%	100.0%
		% within Q26	0.0%	0.0%	0.0%	42.6%	22.0%	10.9%
	Above	Count	31	31	65	12	8	147

10 yrs	% within Q2	21.1%	21.1%	44.2%	8.2%	5.4%	100.0%
	% within Q26	67.4%	72.1%	59.6%	25.5%	13.6%	48.4%
Total	Count	46	43	43	47	59	59
	% within Q2	15.1%	14.1%	14.1%	15.5%	19.4%	19.4%
	% within Q26	100%	100.0%	100.0%	100%	100.0%	100.0%

Table 4.26.3 Cross-Tabulation of Rest rooms for women journalists as Experience variableN=304

In the above given data on organization is mindful of special needs of female journalists such as rest rooms among the years of service. The analysis data reveals that about 15.1 % of contributors are S. Ag, 14.1 % of contributors are Ag, nearly 36 % of contributors C. Say, 15.5 % of contributors are Dis Agr and 19.4 % of contributors are S.D.Ag Among the < 5 years, it shows about 12.1 % of contributors are S. Ag, 9.7 % of contributors are Ag, 35.5 % of contributors C. Say, about 12.1 % of contributors are Dis Agr and 30.6 % of contributors are S.D.Ag Among the 6 to 10 years, it displays that 0 % of contributors are S. Ag and 0 % of contributors are Ag, 60.6 % contributors are Ag and 39.4 % are S.D.Ag Among the above 10 years, it reveals that nearly 21.1 % of contributors are S. Ag, 21.1 % of contributors are Ag, 44.2 % of contributors C. Say, 8.2 % and 5.4 % of contributors are Dis Agr and S.D.Ag respectively.

Chi-Sq. Value

a. 2 cells (13.3%) have Exptd. Count < 5. The mini. Exptd.

	Val.	D.F.	Asymp. Sig. (2- sided)
Pearson Chi-Square	114.434^a	8	.000
Likelihood Ratio	120.589	8	.000
Linear-by Linear Assn.	30.003	1	.000
Numb. of valid cases	304		

Count is 4.67.

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Table 4.26.4 Chi-Square Analysis of Rest rooms for women journalists as EXPERIENCE variable

Ho – There is no absolute relationship between the needs of female journalists’ rest rooms and Experience of the contributors

Ha - There is an absolute relationship between the needs of female journalists’ rest rooms and Experience of the contributors

The analyzed data reveals on relationship between the needs of female journalists’ rest rooms with Experience of the contributors. As the calculated Val. 114.434 is more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the needs of female journalists’ rest rooms and Experience of the contributors is rejected. It displays that Experience as a variable is related with the needs of female journalists’ rest rooms at workplace.

DESIGNATION

			Q26 Do you Ag that your organization i mindful of special needs of femal journalists ‘rest rooms’					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
	Reporter	Count	22	16	28	12	0	78
		% within Q3	28.2%	20.5% (247)	35.9%	15.4%	0.0%	100.0 %

DESIGNATION		% within Q26	37.3%	34.0%	25.7%	27.9%	0.0%	25.7%
		Count	0	24	34	11	12	81
	Senior Reporter	% within Q3	0.0%	29.6%	42.0%	13.6%	14.8%	100.0 %
		% within Q26	0.0%	51.1%	31.2%	25.6%	26.1%	26.6%
	Sub Editor	Count	29	0	0	0	15	44
		% within Q3	65.9%	0.0%	0.0%	0.0%	34.1%	100.0 %
	Editor	% within Q26	49.2%	0.0%	0.0%	0.0%	32.6%	14.5%
		Count	0	0	11	4	4	19
	Editor	% within Q3	0.0%	0.0%	57.9%	21.1%	21.1%	100.0 %
		% within Q26	0.0%	0.0%	10.1%	9.3%	8.7%	6.3%
	Other	Count	8	7	36	16	15	82
		% within Q3	9.8%	8.5%	43.9%	19.5%	18.3%	100.0 %
		% within Q26	13.6%	14.9%	33.0%	37.2%	32.6%	27.0%
	Total	Count	59	47	109	43	46	304
		% within Q3	19.4%	15.5%	35.9%	14.1%	15.1%	100.0 %
		% within Q26	100.0%	100.0 %	100.0%	100.0%	100.0%	100.0 %

Table 4.26.5 Cross-Tabulation of Rest rooms for women journalists as DESIGNATION variable N=304

In the above given data on organization is mindful of special needs of female journalists such as rest rooms among the Journalist in different position. The analysis data reveals that about 19.4 %of contributors are S. Ag, 15.5 % of contributors are Ag, nearly 36 % of contributors are not Ag, 14.1 % of contributors are Dis Agr and 15.1 % of contributors are S.D.Ag Among the Senior Reporter, it shows about 30 % of contributors are Ag, 42 % of contributors are not Ag, 13.6 % of contributors are Dis Agr and 14.8 % of contributors are S.D.Ag Among the Sub-Editor, it displays that about 66 % of contributors are S. Ag and 34.1 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 58 % of contributors are not Ag, 21.1 % of

contributors are Dis Agr and about 21 % of contributors are S.D.Ag

Among the Sub-Editor, it displays that about 66 % of contributors are S. Ag and 34.1 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 58 % of contributors are not Ag, 21.1 % of contributors are Dis Agr and about 21 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	152.124^a	16	.000
Likelihood Ratio	191.002	16	.000
Linear-by-Linear Assn.	15.507	1	.000
Numb. of valid cases	304		

a. 4 cells (16.0%) have Exptd. Count < 5. The mini. Exptd. Count is 2.69.

The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

Table 4.26.7 Chi-Square Analysis of Rest Rooms for women journalists as DESIGNATIONvariable

Ho – There is no absolute relationship between the needs of female journalists ‘rest rooms’ and Designation of the contributors

Ha - There is an absolute relationship between the needs of female journalists’ rest rooms and Designation of the contributors

The analyzed data reveals on relationship between the needs of female journalists’ rest rooms withage of the contributors. As the calculated Val. 152.124 is more than the T.C.V. at sixteen degree of freedom is 26.296, so the null hypothesis stating that there is no absolute relationship between the needs of female journalists’ rest rooms and age of the contributors is rejected. It displays that Designation as a variable is related with the needs of female journalists ‘rest rooms’ at workplace.

MOTIVATIONAL FACTOR

			Q26 Do you Ag that your organization is mindful of special needs of female journalists ‘rest rooms’					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.A g	
MOTIVATIONAL FACTORS	Job satisfaction	Count	17	35	53	8	15	128
		% within Q4	13.3%	27.3%	41.4%	6.3%	11.7%	100.0 %
		% within Q26	28.8%	74.5%	48.6%	18.6%	32.6%	42.1%
	Urge to bring social changes	Count	42	12	56	35	31	176
		% within Q4	23.9%	6.8%	31.8%	19.9%	17.6%	100.0 %
		% within Q26	71.2%	25.5%	51.4%	81.4%	67.4%	57.9%
Total		Count	59	47	109	43	46	304
		% within Q4	19.4%	15.5%	35.9%	14.1%	15.1%	100.0 %
		% within Q26	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %

Table 4.26.7 Cross-Tabulation of Rest Rooms for women journalists as Motivational Factorvariable N=304

In the above given data on organization is mindful of special needs of female journalists such as rest rooms among the Motivational journalist. The analysis data reveals that about 19 % of contributors are S. Ag, 15.5 % of contributors are Ag, nearly 36 % of contributors are not Ag, 14.1 % of contributors are Dis Agr and 15.1 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 13 % of contributors are S. Ag,

27.3 % of contributors are Ag, 41.4 % of contributors are not Ag, 6.3 % of contributors are Dis Agr and nearly 12 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 24 % of contributors are S. Ag, 6.8 % of contributors are Ag, 31.8 % of contributors are not Ag, 19.9 % of contributors are Dis Agr and nearly 18 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	37.814^a	4	.000
Likelihood Ratio	39.137	4	.000
Linear-by Linear Assn.	2.721	1	.099
Numb. of valid cases	304		

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 18.11.

Table 4.26.8 Chi-Square Analysis of Rest rooms for women journalists as Motivational Factor variable.

The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

Ho – There is no absolute relationship between the needs of female journalists' rest rooms and Motivational factor of the contributors

Ha - There is an absolute relationship between the needs of female journalists' rest rooms and Motivational factor of the contributors

The analyzed data reveals that there is relationship between the needs of female journalists' rest rooms and Motivational factor of the contributors. As the calculated Val. 37.814 is more than the T.C.V. at four degree of freedom is 9.49, so the null hypothesis saying that there is no absolute relationship between the needs of female journalists' rest rooms and Motivational factor of the contributors is rejected. It displays that Motivational factor as a variable is related with the needsof female journalists' rest rooms at workplace

4.7.5(Q27) Do you agree that your organization is mindful of special needs of female journalists' 'safe transport'?

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	65	21.4	21.4	21.4
	Agr	15	4.9	4.9	26.3
	Cannot say	54	17.8	17.8	44.1
	Dis Agr	127	41.8	41.8	85.9
	S.D.Agr	43	14.1	14.1	100.0
	Total	304	100.0	100.0	

Table 4.27 Safe Transport facility for women journalists

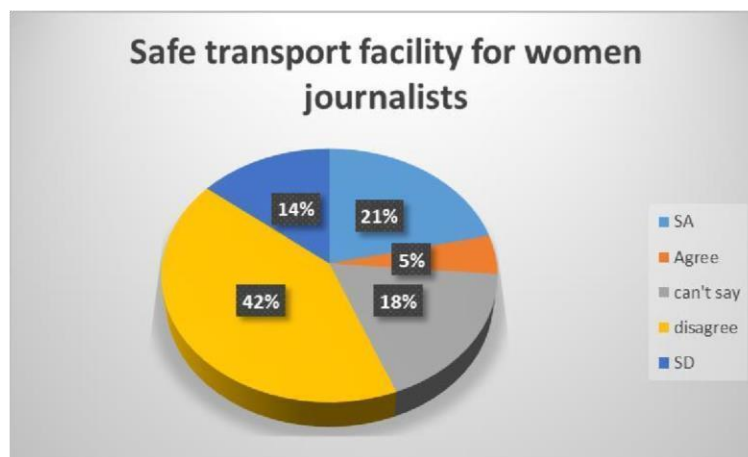


Figure 29: Safe transport facility for women journalists

The data in above table displays that altogether 170 contributors (55%) claimed that there organizations does not provide transport facility to its women staff, not even during night hours. They usually manage the transportation by themselves. There are 54 contributors (18%) unaware about women's rights said they have no idea about any such clause. In the absence of transportation facility it becomes even more difficult for the women journalist to go out for reporting especially during night hours.

Age

			Q27 Do you Ag that your organization is mindful of special needs of female journalists 'safe transport'					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
AGE VARIABLE	20-30 yrs	Count	41	15	17	52	20	145
		% within Q1	28.3%	10.3%	11.7%	35.9%	13.8%	100.0 %
		Age						
		% within Q27	63.1%	100.0%	31.5%	40.9%	46.5%	47.7%
	30-40 yrs	Count	12	0	0	24	11	47
		% within Q1	25.5%	0.0%	0.0%	51.1%	23.4%	100.0 %
		Age						
		% within Q 27	18.5%	0.0%	0.0%	18.9%	25.6%	15.5%
	40 above	Count	12	0	37	51	12	112
		% within Q1	10.7%	0.0%	33.0%	45.5%	10.7%	100.0 %
		Age						
		% within						
	Q27	18.5%	0.0% (253)	68.5%	40.2%	27.9%	36.8%	
Total		Count	65	15	54	127	43	304
		% within Q1	21.4%	4.9%	17.8%	41.8%	14.1%	100.0 %
		Age						

	% within Q27	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %
--	-----------------	--------	--------	--------	--------	--------	---------

**Table 4.27.1 Cross-Tabulation of Safe transport facility for women journalists as AGE variable
N=304**

To a question on organization is mindful of special needs of female journalists such as safe transport among the age groups. The analysis data displays that about 21 % of contributors are S.Ag, 4.9 % of contributors are Ag, nearly 18 % of contributors are not Ag, 41.8 % of contributors are Dis Agr and 14.1 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 28 % of contributors are S. Ag, 10.3 % of contributors are Ag, nearly 12 % of contributors are not Ag, 35.9 % of contributors are Dis Agr and 13.8 % of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 26 % of contributors are S. Ag, around 51 % of contributors are Dis Agr and 23.4 % of contributors are S.D.Ag Among the age group above 40 years, it reveals that nearly 11 % of contributors are S. Ag, 33 % of contributors are not Ag, nearly 46 % of contributors are Dis Agr and 10.7 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	58.400^a	8	.000
Likelihood Ratio	70.544	8	.000
Linear-by-Linear Assn.	8.596	1	.003
Numb. of valid cases	304		

a. 1 cells (6.7%) have Exptd. Count < 5. The mini. Exptd. Count is 2.32.

**Table 4.27.2 Chi-Square Analysis of Safe transport for women journalists as AGE variable
The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance**

Ho – There is no absolute relationship between the needs of female journalists’ safe transport and age of the contributors

Ha - There is an absolute relationship between the needs of female journalists ‘safe transport’ and age of the contributors

The analyzed data reveals on relationship between the needs of female journalists' safe transport and age of the contributors. As the calculated Val. is 58.400 more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the needs of female journalists' safe transport and age of the contributors is rejected. It displays that age as a variable is related with the needs of female journalists' safe transport in the organization.

YEARS OF SERVICE

			Q27 Do you Ag that your organization is mindful of special needs of female journalists' safe transport'					
			S. Ag	Agr	C Say	Dis Agr	S.D.Agr	Total
YEARS OF SERVICE	< 5 yrs	Count	24	15	17	56	12	124
		% within Q2	19.4%	12.1%	13.7%	45.2%	9.7%	100.0 %
		% within Q27	36.9%	100.0%	31.5%	44.1%	27.9%	40.8%
	6-10 yrs	Count	17	0	0	8	8	33
		% within Q2	51.5%	0.0%	0.0%	24.2%	24.2%	100.0 %
		% within Q27	26.2%	0.0%	0.0%	6.3%	18.6%	10.9%
	Above 10 yrs	Count	24	0	37	63	23	147

		% within Q2	16.3%	0.0%	25.2%	42.9%	15.6%	100.0 %
		% within Q27	36.9%	0.0%	68.5%	49.6%	53.5%	48.4%
Total	Count		65	15	54	127	43	304
	% within Q2		21.4%	4.9%	17.8%	41.8%	14.1%	100.0 %
	% within Q27		100.0 %	100.0%	100.0 %	100.0%	100.0 %	100.0 %

Table 4.27.3 Cross-Tabulation of Safe Transport for women journalists as EXPERIENCE variable N=304

To a question on organization is mindful of special needs of female journalists such as safe transport among the years of service. The analysis data displays that about 21 % of contributors are S. Ag, 4.9 % of contributors are Ag, nearly 18 % of contributors C. Say, 41.8 % of contributors are Dis Agr and 14.1 % of contributors are S.D.Ag Among the < 5 years, it shows about 19 % of contributors are S. Ag, 12.1 % of contributors are Ag, 13.7 % of contributors C. Say, about 45 % of contributors are Dis Agr and 9.7 % of contributors are S.D.Ag Among the 6 to 10 years, it displays that 51.5 % of contributors are S. Ag, 24.2 % of contributors are Dis Agr and 24.2 % of contributors are S.D.Ag Among the above 10 years, it reveals that nearly 16 % of contributors are S. Ag, 25.2 % of contributors C. Say, 42.9 % of contributors are Dis Agr and 15.6 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2sided)
Pearson Chi-Square	56.505^a	8	.000
Likelihood Ratio	63.446	8	.000
Linear-by-Linear Assn.	3.040	1	.081
Numb. of valid cases	304		

a. 2 cells (13.3%) have Exptd. Count < 5. The mini. Exptd. Count is 1.63.

Table 4.27.4 Chi-Square Analysis of Safe transport for women journalists as EXPERIENCE variable

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the needs of female journalists’ safe transport and Experience of the contributors

Ha - There is an absolute relationship between the needs of female journalists’ safe transport and Experience of the contributors

The analyzed data reveals on relationship between the needs of female journalists’ safe transport and Experience of the contributors. As the calculated Val. 56.505 is more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the needs of female journalists’ safe transport and Experience of the contributors is rejected. It displays that Experience as a variable is related with the needs of female journalists’ safe transport in the organization.

DESIGNATION

			Q27 Do you Ag that your organization is mindful of special needs of female journalists ‘safe transport’					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Agr	
DESIGNATION	Reporter	Count	13	0	17	40	8	78
		% within Q3	16.7%	0.0%	21.8%	51.3%	10.3%	100.0 %
		% within Q27	20.0%	0.0%	31.5%	31.5%	18.6%	25.7%
	Senior Reporter	Count	24	0	22	12	23	81
		% within Q3	29.6%	0.0%	27.2%	14.8%	28.4%	100.0 %
		% within Q27	6.2%	0.0%	0.0%	11.8%	0.0%	6.3%
				(257)				
		Count	24	0	15	43	0	82
		% within Q3	29.3%	0.0%	18.3%	52.4%	0.0%	100.0 %

		% within Q27	36.9%	0.0%	27.8%	33.9%	0.0%	27.0%
		Count	65	15	54	127	43	304
		% within Q3	21.4%	4.9%	17.8%	41.8%	14.1%	100.0 %
		% within Q27	100.0%	100.0 %	100.0 %	100.0%	100.0%	100.0 %

Table 4.27.5 Cross-Tabulation of Safe Transport for women journalists as DESIGNATIONvariable N=304

To a question on organization is mindful of special needs of female journalists such as safe transport among the Journalist in different position. The analysis data displays that about 21 % of contributors are S. Ag, 4.9 % of contributors are Ag, nearly 18 % of contributors are not Ag, 41.8 % of contributors are Dis Agr and 14.1 % of contributors are S.D.Ag Among the Senior Reporter, it shows about 30 % of contributors are S. Ag, 27.2 % of contributors are not Ag, 14.8 % of contributors are Dis Agr and 28.4 % of contributors are S.D.Ag Among the Sub-Editor, it displays that about 34 % of contributors are Ag, 38.6 % of contributors are Dis Agr and 27.3 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 21 % of contributors are S. Ag and 79 % of contributors are Dis Agr

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	176.274 ^a	16	.000
Likelihood Ratio	178.811	16	.000
Linear-by-Linear Assn.	2.755	1	.097
Numb. of valid cases	304		

8 cells (32.0%) have Exptd. Count < 5. The mini. Exptd. Count is .94.

Table 4.27.6 Chi-Square Analysis of Safe Transport for women journalists as DESIGNATION variable

The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

Ho – There is no absolute relationship between the needs of female journalists ‘safe transport’ and Designation of the contributors

Ha - There is an absolute relationship between the needs of female journalists’ safe transport and Designation of the contributors

The analyzed data reveals on relationship between the needs of female journalists ‘safe transport’ and Designation of the contributors. As the calculated Val. is 176.274 more than the T.C.V. at sixteen degree of freedom is 26.296, so the null hypothesis of there is no absolute relationship between the needs of female journalists ‘safe transport’ and Designation of the contributors is rejected. It displays that Designation as a variable is related with the needs of female journalists’ safe transport in the organization.

MOTIVATIONAL FACTOR

			Q27 Safe transport facility for women journalists					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
MOTIVATIONAL FACTORS	Job satisfaction	Count	12	0	45	63	8	128
		% withinQ4	9.4%	0.0%	35.2%	49.2%	6.3%	100.0 %
		% withinQ27	18.5%	0.0%	83.3%	49.6%	18.6%	42.1%
	Urge to bring social changes	Count	53	15	9	64	35	176
		% within Q4	30.1%	8.5%	5.1%	36.4%	19.9%	100.0 %
		% within Q27	81.5%	100.0 %	16.7%	50.4%	81.4%	57.9%
Total		Count	65 (259)	15	54	127	43	304
		% within Q4	21.4%	4.9%	17.8% (259)	41.8%	14.1%	100.0 %
		% within	100.0%	100.0 %	100.0%	100.0%	100.0%	100.0 %
		Q27						

Table 4.27.7 Cross-Tabulation of Safe Transport facility for women journalists as Motivational Factor variable N=304

To a question on organization is mindful of special needs of female journalists such as safe transport among the Motivational journalist. The analysis data displays that about 21 % of contributors are S. Ag, 4.9 % of contributors are Ag, nearly 18 % of contributors are not Ag, 41.8 % of contributors are Dis Agr and 14.1 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 9 % of contributors are S. Ag, 35.2 % of contributors are not Ag, 49.2 % of contributors are Dis Agr and nearly 6 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 30 % of contributors are S. Ag, 8.5 % of contributors are Ag, 5.1 % of contributors are not Ag, 36.4 % of contributors are Dis Agr and nearly 20 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	76.142^a	4	.000
Likelihood Ratio	85.611	4	.000
Linear-by Linear Assn.	5.088	1	.024
Numb. of valid cases	304		

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 6.32.

Table 4.27.8 Chi-Square Analysis of Safe Transport facility for womenjournalists as Motivational Factor variable

The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

Ho – There is no absolute relationship between the needs of female journalists’ safe transport andMotivational factor of the contributors

Ha - There is an absolute relationship between the needs of female journalists’ safe transport andMotivational factor of the contributors

The analyzed data reveals that there is relationship between the needs of female journalists' safe transport and Motivational factor of the contributors. As the calculated Val. is 76.142 is more than the T.C.V. at four degree of freedom is 9.49, so the null hypothesis stating that there is no absolute relationship between the needs of female journalists' safe transport and Motivational factor of the contributors is rejected. It displays that Motivational factor as a variable is related with the needs of female journalists' safe transport in the organization.

4.7.6 (Q28) Do you agree that your organization is mindful of special needs of female journalists 'dormitory facility especially at late night hours'

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	66	21.7	21.7	21.7
	Agr	31	10.2	10.2	31.9
	C Say	74	24.3	24.3	56.3
	Dis Agr	90	29.6	29.6	85.9
	S.D.Ag	43	14.1	14.1	100.0
	Total	304	100.0	100.0	

Table 4.28 Dormitory facility at late night for women journalists

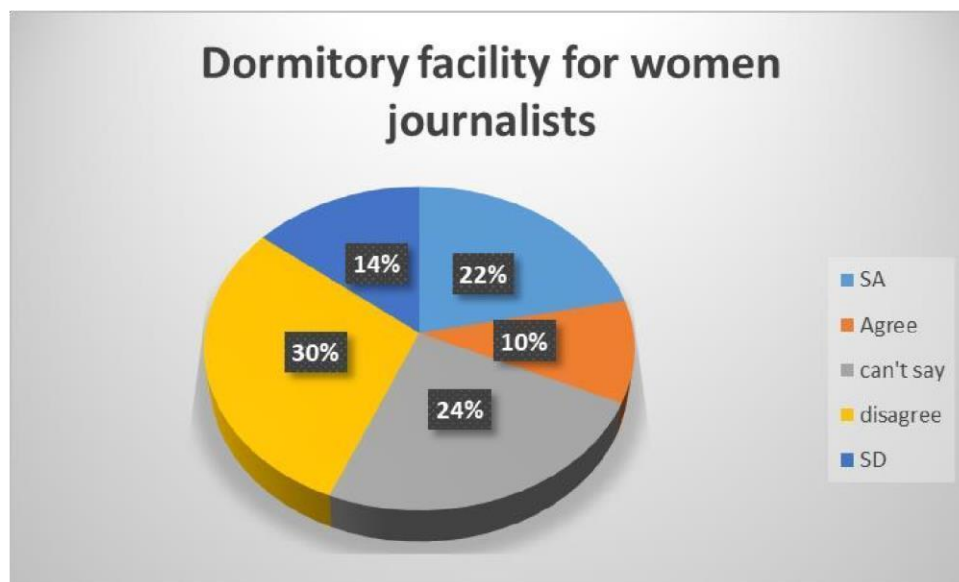


Figure 30: *Dormitory facility for women journalists*

From the above data it is clear that 133 contributors (44%) Ag that there is no provision of dormitory facility for women journalists. It is a well-known fact that media profession is a

24X7 job and in print media the editorial shift generally starts in the noon time and ends till late night. Not all but there are women's in every newspaper who works till the first edition of paper gets published and this happen usually in the late night hours. Despite this, the media houses does not provide dormitory facility for its female staff. There are young girls from small places who aspire to join media and in order to join big newspapers they come from the far off places but dueto dearth of safe and secure places in big cities, these girls either have to spend time in dingy rooms or has to sacrifice their dreams

AGE

			Q28 Dormitory facility at late night hours					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
AGE VARIABLE	20-30 yrs	Count	42	16	24	43	20	145
		% within Q1 Age	29.0%	11.0%	16.6%	29.7%	13.8%	100.0 %
		% within Q28	63.6%	51.6%	32.4%	47.8%	46.5%	47.7%
	30-40 yrs	Count	12	0	0	24	11	47
		% within Q1 Age	25.5%	0.0%	0.0%	51.1%	23.4%	100.0 %
		% within Q28	18.2%	0.0%	0.0%	26.7%	25.6%	15.5%
	40 above	Count	12	15	50	23	12	112
		% within Q1 Age	10.7%	13.4%	44.6%	20.5%	10.7%	100.0 %
		% within Q28	18.2%	48.4%	67.6%	25.6%	27.9%	36.8%
Total		Count	66	31	74	90	43	304
		% within Q1 Age	21.7%	10.2%	24.3%	29.6%	14.1%	100.0 %
		% within Q28	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0 %

Table 4.28.1 Cross-Tabulation of Dormitory facility for women journalists as AGE variable N=304

The analysis data reveals on organization is mindful of special needs of female journalists such asdormitory facility after late night hours among the age groups. It exhibits that about 22 % of contributors are S. Ag, 10.2 % ofcontributors are Ag, nearly 24 % of contributors are not Ag, 29.6 % of contributors are Dis Agr and 14.1 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 29 % of contributors are S. Ag, 11 % of contributors are Ag, nearly 17 % of contributors are not Ag, 29.7 % of contributors are Dis Agr and 13.8 % of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 26 %ofcontributors are S. Ag, around 51 % of contributors are Dis Agr and 23.4 % of contributors are S.D.Ag Among the age group above 40 years, it reveals that nearly 11 % of contributors are S. Ag, 13.4 % of contributors are Ag, nearly 47 % of contributors are not Ag, 20.5 % of contributors are DisAgr and 10.7 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2sided)
Pearson Chi-Square	64.317^a	8	.000
Likelihood Ratio	76.886	8	.000
Linear-by-Linear Assn.	1.499	1	.221
Numb. of valid cases	304		

a. 1 cells (6.7%) have Exptd. Count < 5. The mini. Exptd. Count is 4.79.

Table 4.28.2 Chi-Square Analysis of Dormitory Facility for women journalists as AGEvariable

Ho – There is no absolute relationship between the needs of female journalists’ dormitory facilityand age of the contributors

Ha - There is an absolute relationship between the needs of female journalists’ dormitory facilityand age of the contributors

The analyzed data reveals on relationship between the needs of female journalists' dormitory facility and age of the contributors. As the calculated Val. is 64.317 more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the needs of female journalists' dormitory facility and age of the contributors is rejected. It exhibited that age as a variable is associated with the needs of female journalists' dormitory facility in the organization.

YEARS OF SERVICE

			Q28 Dormitory facility at late night hours					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
YEARS OF SERVICE	< 5 yrs	Count	17	16	24	55	12	124
		% within Q2	13.7%	12.9%	19.4%	44.4%	9.7%	100.0 %
		% within Q28	25.8%	51.6%	32.4%	61.1%	27.9%	40.8%
	6-10 yrs	Count	25	0	0	0	8	33
		% within Q2	75.8%	0.0%	0.0%	0.0%	24.2%	100.0 %
		% within Q28	37.9%	0.0%	0.0%	0.0%	18.6%	10.9%
	Above 10 yrs	Count	24	15	50	35	23	147
		% within Q2	16.3%	10.2%	34.0%	23.8%	15.6%	100.0 %
		% within Q28	36.4%	48.4%	67.6%	38.9%	53.5%	48.4%
Total		Count	66	31	74	90	43	304
		% within Q2	21.7%	10.2%	24.3%	29.6%	14.1%	100.0 %
		% within Q28	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %

The analysis data reveals on organization is mindful of special needs of female journalists such as dormitory facility after late night hours among the years of service. It exhibits that about 22 % of contributors are S. Ag, 10.2 % of contributors are Ag, nearly 24 % of contributors C. Say, 29.6 % of contributors are Dis Agr and 14.1 % of contributors are S.D.Ag Among the < 5 years, it shows about 14 % of contributors are S. Ag, 12.9 % of contributors are Ag, 19.4 % of contributors C. Say, about 44 % of contributors are Dis Agr and 9.7 % of contributors are S.D.Ag Among the 6 to 10 years, it displays that 75.8 % of contributors are S. Ag and 24.2 % of contributors are S.D.Ag Among the above 10 years, it reveals that nearly 16 % of contributors are S. Ag, 10.2 % of contributors are Ag, 34 % of contributors C. Say, 23.8 % of contributors are Dis Agr and 15.6 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	94.136a	8	.000
Likelihood Ratio	96.550	8	.000
Linear-by-Linear Assn.	.290	1	.590
Numb. of valid cases	304		

2 cells (13.3%) have Exptd. Count < 5. The mini. Exptd. Count is 3.37.

Table 4.28.4 Chi-Square Analysis of dormitory facility for women journalists as Experience variable

The T.C.V. for 8 D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the needs of female journalists ‘dormitory facility’ and Experience of the contributors

Ha - There is an absolute relationship between the needs of female journalists ‘dormitory facility’ and Experience of the contributors

The analyzed data reveals on relationship between the needs of female journalists’ dormitory facility and Experience of the contributors. As the calculated Val. 94.136 is more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the needs of female journalists’ dormitory facility and Experience of the contributors is rejected. It exhibited that Experience as a variable is associated with the needs of female journalists’ dormitory facility in the organization.

DESIGNATION

			Q28 Dormitory facility at late night hours					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
DESIGNA TION	Reporter	Count	21	8	9	32	8	78
		% within Q3	26.9%	10.3%	11.5%	41.0%	10.3%	100.0 %
		% within Q28	31.8%	25.8%	12.2%	35.6%	18.6%	25.7%
	Senior Reporter	Count	24	0	22	12	23	81
		% within Q3	29.6%	0.0%	27.2%	14.8%	28.4%	100.0 %
		% within Q28	36.4%	0.0%	29.7%	13.3%	53.5%	26.6%
	Sub Editor	Count	9	8	15	0	12	44
		% within Q3	20.5%	18.2%	34.1%	0.0%	27.3%	100.0 %
		% within Q28	13.6%	25.8%	20.3%	0.0%	27.9%	14.5%
	Editor	Count	4	0	4	11	0	19
		% within Q3	21.1%	0.0%	21.1%	57.9%	0.0%	100.0 %
				(267)				
		% within Q28	6.1%	0.0%	5.4%	12.2%	0.0%	6.3%

Other	Count	8	15	24	35	0	82
	% within Q3	9.8%	18.3%	29.3%	42.7%	0.0%	100.0 %
	% within Q28	12.1%	48.4%	32.4%	38.9%	0.0%	27.0%
Total	Count	66	31	74	90	43	304
	% within Q3	21.7%	10.2%	24.3%	29.6%	14.1%	100.0 %
	% within Q28	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %

Table 4.28.5 Cross-Tabulation of Dormitory facility for women journalists as DESIGNATION variable N=304

Interpretation: The analysis data reveals on organization is mindful of special needs of female journalists such as dormitory facility after late night hours among the Journalist in different position. It exhibits that about 22 % of contributors are S. Ag, 10.2 % of contributors are Ag, nearly 24 % of contributors are not Ag, 29.6 % of contributors are Dis Agr and 14.1 % of contributors are S.D.Ag Among the Senior Reporter, it shows about 30 % of contributors are S. Ag, 27.2 % of contributors are not Ag, 14.8 % of contributors are Dis Agr and 28.4 % of contributors are S.D.Ag Among the Sub-Editor, it displays that about 21 % of contributors are S. Ag, 18.2 % of contributors are Ag, 34.1 % of contributors are not Ag and about 27 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 21 % of contributors are S. Ag, 21.1 % of contributors are not Ag and about 58 % of contributors are Dis Agr

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	99.535^a	16	.000
Likelihood Ratio	133.194	16	.000
Linear-by Linear Assn.	.040	1	.842
Numb. of valid cases	304		

a. 5 cells (20.0%) have Exptd. Count < 5. The mini. Exptd. Count is 1.94.

The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

Table 4.28.6 Chi-Square of Dormitory facility for women journalists

asDESIGNATION variable

Ho – There is no absolute relationship between the needs of female journalists ‘dormitory facility’ and Designation of the contributors

Ha - There is an absolute relationship between the needs of female journalists ‘dormitory facility’ and Designation of the contributors

The analyzed data reveals on relationship between the needs of female journalists ‘dormitory facility’ and Designation of the contributors. As the calculated Val. 99.535 is more than the T.C.V. at sixteen degree of freedom is 26.296, so the null hypothesis stating that there is no absolute relationship between the needs of female journalists’ dormitory facility and Designation of the contributors is rejected. It exhibited that Designation as a variable is associated with the needs of female journalists ‘dormitory facility’ in the organization.

MOTIVATIONAL FACTOR

			Q28 Dormitory facility at late night hours					Total
			S. Agr	Agr	C Say	Dis Agr	S.D.A g	
MOTIVATIONAL FACTORS	Job satisfaction	Count	29	23	26	42	8	128
		% within Q4	22.7%	18.0%	20.3%	32.8%	6.3%	100.0 %
		% within Q28	43.9%	74.2%	35.1%	46.7%	18.6%	42.1%
	Urge to bring social changes	Count	37	8	48	48	35	176
		% within Q4	21.0%	4.5%	27.3%	27.3%	19.9%	100.0 %
		% within Q28	56.1%	25.8%	64.9%	53.3%	81.4%	57.9%
Total		Count	66	31	74	90	43	304
		% within Q4	21.7%	10.2%	24.3%	29.6%	14.1%	100.0 %
		% within Q28	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %	100.0 %

Table 4.28.7 Cross-Tabulation of Dormitory facility for women journalists as Motivational Factor variable N=304

The analysis data reveals on organization is mindful of special needs of female journalists such as dormitory facility after late night hours among the Motivational journalist. It exhibits that about 22 % of contributors are S. Ag, 10.2 % of contributors are Ag, nearly 24 % of contributors are not Ag, 29.6 % of contributors are Dis Agr and 14.1 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 23 % of contributors are S. Ag, 18 % of contributors are Ag, 20.3 % of contributors are not Ag, 32.8 % of contributors are Dis Agr and nearly 6 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 21 % of contributors are S. Ag, 4.5 % of contributors are Ag, 27.3 % of contributors are not Ag, 27.3 % of contributors are Dis Agr and nearly 20 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	25.170 ^a	4	.000
Likelihood Ratio	26.267	4	.000
Linear-by-Linear Assn.	5.957	1	.015
Numb. of valid cases	304		

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 13.05.

Table 4.28.8 Chi-Square Analysis of Dormitory facility for women journalists as Motivational Factor variable

The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

H₀ – There is no absolute relationship between the needs of female journalists' dormitory facility and Motivational factor of the contributors

Ha - There is an absolute relationship between the needs of female journalists' dormitory facility and Motivational factor of the contributors

The analyzed data reveals that there is relationship between the needs of female journalists' dormitory facility and Motivational factor of the contributors. As the calculated Val. 25.170 is more than the T.C.V. at four degree of freedom is 9.49, so the null hypothesis that there is no absolute relationship between the needs of female journalists' dormitory facility and Motivational factor of the contributors is rejected. It exhibited that Motivational factor as a variable is associated with the needs of female journalists' dormitory facility in the organization.

4.7.7(Q29) Do you agree that your organization provide protection from harassment at workplace following Vishakha guidelines?

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	43	14.1	14.1	14.1
	Agr	23	7.6	7.6	21.7
	C Say	66	21.7	21.7	43.4
	Dis Agr	55	18.1	18.1	61,5
	S.D.Ag	117	38.5	38.5	100.0
	Total	304	100.0	100.0	

Table 4.29 Vishakha guidelines to protect women journalists from workplace harassment



Figure 31: Vishakha guidelines to protect workplace harassment

The data of this table shows that out of the total number 117 contributors (38.5%) S.D.Ag that there is no such guidelines followed in their organization. 66 contributors (21.7%) had no idea about the guidelines that is made for the safety and security of women staff. These women's further said that they don't know whether the government provides such guidelines to provide protection to women employees against workplace harassment.

AGE

			Q29 Does your organization provide protection following Vishakha guidelines?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
AGE VARIABLE	20-30 yrs	Count	81	16	16	12	20	145
		% within Q1		11.0%	11.0%	8.3%	13.8%	100.0%
		Age	55.9%					
	30-40 yrs	% within Q29	69.2%	29.1%	24.2%	52.2%	46.5%	47.7%
		Count	24	12	0	0	11	47
		% within Q1		25.5%	0.0%	0.0%	23.4%	100.0%
	Age	51.1%	(274)					

		% within Q29	20.5%	21.8%	0.0%	0.0%	25.6%	15.5%
	40	Count	12	27	50	11	12	112
	above	% within Q1		24.1%	44.6%	9.8%	10.7%	100.0%
		Age	10.7%					
		% within Q29	10.3%	49.1%	75.8%	47.8%	27.9%	36.8%
		Count	117	55	66	23	43	304
		% within Q1		18.1%	21.7%	7.6%	14.1%	100.0%
		Age	38.5%					
Total		% within Q29	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.29.1 Cross-Tabulation of Vishakha Guidelines as AGE variable N=304

In the above given data on organization provide protection under Vishakha guidelines among the age groups. The analysis data exposes that about 39 % of contributors are S. Ag, 18.1 % of contributors are Ag, nearly 22 % of contributors are not Ag, 7.6 % of contributors are Dis Agr and 14.1 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 56 % of contributors are S. Ag, 11 % of contributors are Ag, nearly 11 % of contributors are not Ag, 8.3 % of contributors are Dis Agr and 13.8 % of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 51 % of contributors are S. Ag, around 26 % of contributors are Ag and 23.4 % of contributors are S.D.Ag Among the age group above 40 years, it reveals that nearly 11 % of contributors are S. Ag, 24.1 % of contributors are Ag, nearly 45 % of contributors are not Ag, 9.8 % of contributors are Dis Agr and 10.7 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	96.567^a	8	.000
Likelihood Ratio	112.915	8	.000
Linear-by Linear Assn.	16.002	1	.000
Numb. of valid cases	304		

a. 1 cells (6.7%) have Exptd. Count < 5. The mini. Exptd. Count is 3.56.

Table 4.29.2 Chi-Square Analysis of Vishakha guidelines as AGE

variableThe T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the organization provide protection under Vishakha guidelines and age of the contributors

Ha - There is an absolute relationship between the organization provide protection under Vishakha guidelines and age of the contributors

The analyzed data reveals on relationship between the organizations provide protection under Vishakha guidelines and age of the contributors. As the calculated Val. is 96.567 more than the

T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the organizations provide protection under Vishakha guidelines and age of the contributors is rejected. It revealed that age as a variable is associated with the organization provide protection under Vishakha guidelines in the organization.

YEARS OF SERVICE

			Q29 Does your organizations provide protection under Vishakh guidelines?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.A g	
YEARS OF SERVICE	< 5 yrs	Count	12	16	16	12	68	124
		% within Q2	9.7%	12.9%	12.9%	9.7%	54.8%	100.0 %
		% within Q29	27.9%	29.1%	24.2%	52.2%	58.1%	40.8%
	6-10 yrs	Count	8	0	0	0	25	33
		% within Q2	24.2%	0.0%	0.0%	0.0%	75.8%	100.0 %
		% within Q29	18,6%	0.0%	0.0%	0.0%	21.4%	10.9%
	Above 10 yrs	Count	23	39	50	11	24	147
		% within Q2	15.6%	26.5%	34.0%	7.5%	16.3%	100.0 %
		% within Q29	53.5%	70.9%	75.8%	47.8%	20.5%	48.4%
Total		Count	43	55	66	23	117	304
		% within Q2	14.1%	18.1%	21.7%	7.6%	38.5%	100.0 %
		% within Q29	100%	100.0%	100.0%	100.0%	100.0 %	100.0 %

Table 4.29.3 Cross-Tabulation of Vishakha guidelines as Experience variable N=304

In the above given data on organization provide protection under Vishakha guidelines among the years of service. The analysis data exposes that about 14.1 % of contributors are S. Ag, 18.1 % of contributors are Ag, nearly 22 % of contributors C. Say, 7.6 % of contributors are Dis Agr and 14.1 % of contributors are S.D.Ag Among the < 5 years, it shows about 9.7 % of contributors are S. Ag, 12.9 % of contributors are Ag, 12.9 % of contributors C. Say, about 9.7 % of contributors are Dis Agr and 54.8 % of contributors are S.D.Ag Among the 6 to 10 years, it displays that 24.2 % of contributors are S. Ag and 0 % of contributors are S.D.Ag Among the above 10 years, it reveals that nearly 15.6 % of contributors are S. Ag, 26.5 % of contributors are Ag, 34 % of contributors C Say, 7.6 % of contributors are Dis Agr and 38.5 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	82.319^a	8	.000
Likelihood Ratio	97.963	8	.000
Linear-by-Linear Assn.	18.265	1	.000
Numb. of valid cases	304		

2 cells (13.3%) have Exptd. Count < 5. The mini. Exptd. Count is 2.50.

Table 4.29.4 Chi-Square Analysis for Vishakha guidelines as Experience variable The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

H₀ – There is no absolute relationship between the organizations provide protection under Vishakha guidelines and Experience of the contributors

H_a - There is an absolute relationship between the organizations provide protection under Vishakha guidelines and Experience of the contributors

The analyzed data reveals on relationship between the organizations provide protection under Vishakha guidelines and Experience of the contributors. As the calculated Val. 82.319 is more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the organization provide protection under Vishakha guidelines and Experience of the contributors is rejected. It revealed that Experience as a variable is

associated with the organizations provide protection under Vishakha guidelines in the organization.

DESIGNATION

			Q29 Does your organization provide protection under Vishakha guidelines?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
DESIGNATION	Reporter	Count	33	9	16	12	8	78
		% within Q3	42.3%	11.5%	20.5%	15.4%	10.3%	100.0 %
		% within Q29	28.2%	16.4%	24.2%	52.2%	18.6%	25.7%
	Senior Reporter	Count	12	12	34	0	23	81
		% within Q3	14.8%	14.8%	42.0%	0.0%	28.4%	100.0 %
		% within Q29	10.3%	21.8%	51.5%	0.0%	53.5%	26.6%
	Sub Editor	Count	32	0	0	0	12	44
		% within Q3	72.7%	0.0%	0.0%	0.0%	27.3%	100.0 %
		% within Q29	27.4%	0.0%	0.0%	0.0%	27.9%	14.5%
	Editor	Count	4	0	4	11	0	19
		% within Q3	21.1%	0.0%	21.1%	57.9%	0.0%	100.0 %
		% within Q29	3.4%	0.0% (279)	6.1%	47.8%	0.0%	6.3%
	Other	Count		34	12	0	0	82
		% within Q3	43.9%	41.5%	14.6%	0.0%	0.0%	100.0 %
		% within Q29	30.8%	61.8%	18.2%	0.0%	0.0%	27.0%

Total	Count		55	66	23	43	304
	% within Q3	38.5%	18.1%	21.7%	7.6%	14.1%	100.0 %
	%						
	Q29	100.0%		100.0%	100.0%	100.0%	100.0 %

Table 4.29.5 Cross-Tabulation for Vishakha guidelines as DESIGNATION variable N=304

In the above given data on organization provide protection under Vishakha guidelines among the Journalist in different position. The analysis data exposes that about 39 % of contributors are S. Ag, 18.1 % of contributors are Ag, nearly 22 % of contributors are not Ag, 7.6 % of contributors are Dis Agr and 14.1 % of contributors are S.D.Ag Among the Senior Reporter, it shows about 15 % of contributors are S. Ag, 14.8 % of contributors are Ag, 42 % of contributors are not Ag and 28.4 % of contributors are S.D.Ag Among the Sub-Editor, it displays that about 73 % of contributors are S. Ag and 27.3 % of contributors are S. Ag, 21.1 % of contributors are not Ag and about 58 % of contributors are Dis Agr

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	210.611^a	16	.000
Likelihood Ratio	209.995	16	.000
Linear-by-Linear Assn.	16.718	1	.000
Numb. of valid cases	304		

a. 5 cells (20.0%) have Exptd. Count < 5. The mini. Exptd. Count is 1.44.

The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

Table 4.29.6 Chi-Square Analysis for Vishakha guidelines as Experience variable

H₀ – There is no absolute relationship between the organization provide protection under Vishakhaguidelines and Designation of the contributors

H_a - There is an absolute relationship between the organization provide protection under Vishakhaguidelines and Designation of the contributors

The analyzed data reveals on relationship between the organizations provide protection under Vishakha guidelines and Designation of the contributors. As the calculated Val. 210.616 is more than the T.C.V. at sixteen degree of freedom is 26.296, so the null hypothesis of there is no absolute relationship between the organizations provide a Complaint Committee under Vishakha guidelines and Designation of the contributors is rejected. It revealed that Designation as a variable is associated with the organization provide protection under Vishakha guidelines to its women journalists in the organization.

MOTIVATIONAL FACTOR

			Q29 Does your organization provide protection under Vishakha guidelines?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.A g	
MOTIVATIONAL FACTORS	Job satisfaction	Count	53	22	34	11	8	128
		% within Q4	41.4%	17.2%	26.6%	8.6%	6.3%	100.0 %
		% within Q29	45.3%	40.0%	51.5%	47.8%	18.6%	42.1%
	Urge to bring social changes	Count	64	33	32	12	35	176
		% within Q4	36.4%	18.8%	18.2%	6.8%	19.9%	100.0 %
		% within Q29	54.7%	60.0%	48.5%	52.2%	81.4%	57.9%
Total		Count	117	55	66	23	43	304
		% within Q4	38.5%	18.1%	21.7%	7.6%	14.1%	100.0 %
		% within Q29	100.0%	100.0%	100.0%	100.0%	100.0 %	100.0 %

**Table 4.29.7 Cross-Tabulation for Vishakha Guidelines as Motivational Factor variable
N=304**

In the above given data on organization provide protection under Vishakha guidelines among the Motivational journalist. The analysis data exposes that about 39 % of contributors are S. Ag, 18.1 % of contributors are Ag, nearly 22 % of contributors are not Ag, 7.6 % of contributors are Dis Agr and 14.1 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 41 % of contributors are S. Ag, 17.2 % of contributors are Ag, 26.6 % of contributors are not Ag, 8.6 % of contributors are Dis Agr and nearly 6 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 36 % of contributors are S. Ag, 18.8 % of contributors are Ag, 18.2 % of contributors are not Ag, 6.8 % of contributors are Dis Agr and nearly 20 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	13.038^a	4	.011
Likelihood Ratio	14.037	4	.007
Linear-by Linear Assn.	4.250	1	.039
Numb. of valid cases	304		

0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 9.68.

The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

Table 4.29.8 Chi-Square Analysis of Vishakha guidelines as Motivational Factor variable
Ho – There is no absolute relationship between the organization provide protection under Vishakha guidelines and Motivational factor of the contributors

Ha - There is an absolute relationship between the organization provide protection under Vishakhaguidelines and Motivational factor of the contributors

The analyzed data reveals that there is relationship between the organization provide protection under Vishakha guidelines and Motivational factor of the contributors. As the calculated Val. 13.038 more than the T.C.V. at four degree of freedom is 9.49, so the null hypothesis stating that there is no absolute relationship between the organization provide a Complaint Committee Vishakha guidelines and Motivational factor of the contributors is rejected. It revealed that Motivational factor as a variable is associated with the organization provide protection under Vishakha guidelines in the organization.

4.7.8(Q30) How much do you agree that your organization provides fully paid maternity leaves to its female journalists for adequate duration?

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	39	12.8	12.8	12.8
	Agr	59	19.4	19.4	32.2
	C Say	88	28.9	28.9	61.2
	Dis Agr	27	8.9	8.9	70
	S.D.Ag	91	29.9	29.9	100.0
	Total	304	100.0	100.0	

Table 4.30 fully paid maternity leaves to the women journalists

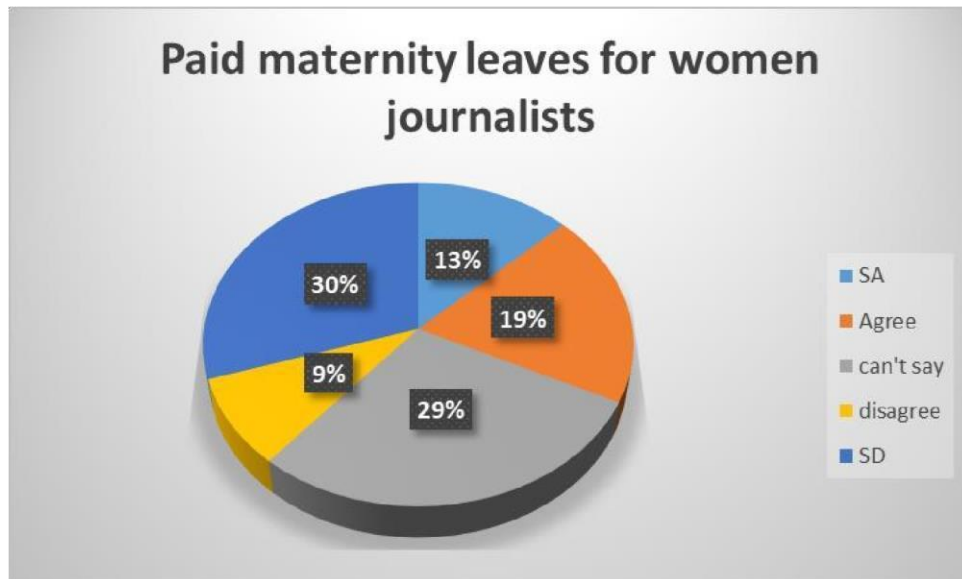


Figure 32: Fully paid maternity leaves

It is well known fact that the Constitution of India grants a maternity leave of One hundred and five (105) days with full pay to any pregnant female worker in the private sector. But in this study this maternity law seems to be a mere token of gesture. The table above shows that most of 118 contributors 38 % are S.D. Ag with the question that their media organizations provide paid maternity leaves to its pregnant workers. Out of the total number 88 contributors (28.9%) left the question answered. During study it is observed that there are instances when the pregnant female workers were expelled from the job when they asked for maternity leave

AGE

			Q30 How much do you agree that your organization provides fully paid maternity leave to its female journalists for adequate duration?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
		Count	63	15	35	16	16	145
AGE VARIABLE	20-30 yrs	% within Q1 Age	43.4%	10.3%	24.1%	11.0%	11.0%	100.0 %
		% within Q30	69.2%	55.6%	39.8%	27.1%	41.0%	47.7%
		Count	12	0	0	24	11	47
	30-40 yrs	% within Q1 Age	25.5%	0.0%	0.0%	51.1%	23.4%	100.0 %
		% within Q30	13.2%	0.0%	0.0%	40.7%	28.2%	15.5%
		Count	16	12	53	19	12	112
	40 above	% within Q1 Age	14.3%	10.7%	47.3%	17.0%	10.7%	100.0 %
		% within Q30	17.6%	44.4%	60.2%	32.2%	30.8%	36.8%
Total		Count	91	27	88	59	39	304
		% within Q1 Age	29.9%	8.9%	28.9%	19.4%	12.8%	100.0 %
		% within Q30	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %

Table 4.30.1 Cross-Tabulation for fully paid maternity leaves for women journalists as AGE variable N=304

To a question on organization provides fully paid maternity leaves to its female journalists for adequate duration among the age groups. The analysis data exhibits that about 30 % of contributors are S. Ag, 8.9 % of contributors are Ag, nearly 29 % of contributors are not Ag, 19.8 % of contributors are Dis Agr and 12.8 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 43 % of contributors are S. Ag, 10.3 % of contributors are Ag, nearly 24 % of contributors are not Ag, 11 % of contributors are Dis Agr and 11 % of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 26 % of contributors are S. Ag, around 51 % of contributors are Dis Agr and 23.4 % of contributors are S.D.Ag Among the age group above 40 years, it reveals that nearly 14 % of contributors are S. Ag, 10.7 % of contributors are Ag, nearly 47 % of contributors are not Ag, 17 % of contributors are S.D.Ag and 10.7 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2- sided)
Pearson Chi-Square	85.789^a	8	.000
Likelihood Ratio	95.245	8	.000
Linear-by Linear Assn.	14.388	1	.000
Numb. of valid cases	304		

a. 1 cells (6.7%) have Exptd. Count < 5. The mini. Exptd. Count is 4.17.

Table 4.30.2 Chi-Square Analysis for fully paid maternity leaves for women journalists as AGE variable

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the organization provides fully paid maternity leaves to its female journalists for adequate duration and age of the contributors

Ha - There is an absolute relationship between the organization provides fully paid maternity leaves to its female journalists for adequate duration and age of the contributors

The analyzed data reveals on relationship between the organizations provide fully paid maternity leaves to its female journalists for adequate duration and age of the contributors. As the calculated Val. 85.789 is more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the organizations provide fully paid maternity leaves to its female journalists for adequate duration and age of the contributors is rejected. It revealed that age as a variable is associated with the organization provides fully paid maternity leaves to its female journalists for adequate duration in the organization

YEARS OF SERVICE

			Q30 How much do you agree that you organization provides fully paid maternity leaves to its female journalists for adequate duration?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Agr	
YEARS OF SERVICE	< 5 yrs	Count	16	15	27	16	50	124
		% within Q2	12.9%	12.1%	21.8%	12.9%	40.3%	100.0%
		% within Q30	41.0%	55.6%	30.7%	27.1%	54.9%	40.8%
		Count	0	0	8	0	25	33
		% within Q2	0.0%	0.0%	24.2%	0.0%	75.8%	100.0%

		% within Q30	0.0%	0.0%	9.1%	0.0%	27.5%	10.9%
		Count	23	12	53	43	16	147
		% within Q2	15.6%	8.2%	17.4%	29.3%	10.9%	100.0 %
		% within Q30	59.0%	44.4%	60.2%	72.9%	17.6%	48.4%
Total		Count	39	27	88	59	91	91
		% within Q2	12.8%	8.9%	28.9%	19.4%	29.9%	29.9%
		% within Q30	100%	100.0%	100.0%	100.0%	100.0%	100.0%

Table 4.30.3 Cross-Tabulation for fully paid maternity leaves as Experience variable N=304

To a question on organization provides fully paid maternity leaves to its female journalists for adequate duration among the years of service. The analysis data exhibits that about 12.8 % of contributors are S. Ag, 8.9 % of contributors are Ag, nearly 29 % of contributors C. Say, 19.4 % of contributors are Dis Agr and 29.9 % of contributors are S.D.Ag Among the < 5 years, it shows about 12.9 % of contributors are S. Ag, 12.1 % of contributors are Ag, 21.8 % of contributors C. Say, about 13 % of contributors are Dis Agr and 40.3 % of contributors are S.D.Ag Among the 6to 10 years, it displays that 0 % of contributors are S. Ag and 24.2 % of contributors C. Say and 75.8 % of contributors are S.D.Ag Among the above 10 years, it reveals that nearly 15.6 % of contributors are S. Ag, 8.2 % of contributors are Ag, 19.4 % of contributors C. Say, 19.4 % of contributors are Dis Agr and 29.9 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	76.512^a	8	.000
Likelihood Ratio	87.683	8	.000
Linear-by-Linear Assn.	26.356	1	.000
Numb. of valid cases	304		

a. 2 cells (13.3%) have Exptd. Count < 5. The mini. Exptd. Count is 2.93.

Table 4.30.4 Chi-Square Analysis of fully paid maternity leaves as Experience variable

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Ho – There is no absolute relationship between the organization provides fully paid maternity leaves to its female journalists for adequate duration and Experience of the contributors

Ha - There is an absolute relationship between the organization provides fully paid maternity leaves to its female journalists for adequate duration and Experience of the contributors

The analyzed data reveals on relationship between the organizations provide fully paid maternity leaves to its female journalists for adequate duration and Experience of the contributors. As the calculated Val. 76.512 is more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between the organizations provide fully paid maternity leaves to its female journalists for adequate duration and Experience of the contributors is rejected. It revealed that Experience as a variable is associated with the organization provides fully paid maternity leaves to its female journalists for adequate duration in the organization.

			Q30 Do you agree that your organization provides fully paid maternity leaves to its female journalists for adequate duration?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Agr	
DESIGNATION	Reporter	Count	46	8	20	0	4	78
		% within Q3	59.0%	10.3%	25.6%	0.0%	5.1%	100.0 %
		% within Q30	50.5%	29.6%	22.7%	0.0%	10.3%	25.7%
	Senior Reporter	Count	24	0	22	12	23	81
		% within Q3	29.6%	0.0%	27.2%	14.8%	28.4%	100.0 %
		% within Q30	26.4%	0.0%	25.0%	20.3%	59.0%	26.6%
	Sub Editor	Count	17	0	15	0	12	44
		% within Q3	38.6%	0.0%	34.1%	0.0%	27.3%	100.0 %
		% within Q30	18.7%	0.0%	17.0%	0.0%	30.8%	14.5%
	Editor	Count	4	0	4	11	0	19

		% within Q3	21.1%	0.0%	21.1%	57.9%	0.0%	100.0 %
		% within						
		Q30	4.4%	0.0%	4.5%	18.6%	0.0%	6.3%
	Other	Count	0	19	27	36	0	82
		% within Q3	0.0%	23.2%	32.9%	43.9%	0.0%	100.0 %
		% within						
		Q30	0.0%	70.4%	30.7%	61.0%	0.0%	27.0%
		% within						
		Q30	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %

Table 4.30.5 Cross-Tabulation of fully paid maternity leaves as DESIGNATION variable N=304

To a question on organization provides fully paid maternity leaves to its female journalists for adequate duration among the Journalist in different position. The analysis data exhibits that about 30 % of contributors are S. Ag, 8.9 % of contributors are Ag, nearly 29 % of contributors are not Ag, 19.8 % of contributors are Dis Agr and 12.8 % of contributors are S.D.Ag Among the SeniorReporter, it shows about 30 % of contributors are S. Ag, 27.2 % of contributors are not Ag, 14.8 % of contributors are Dis Agr and 28.4 % of contributors are S.D.Ag Among the Sub-Editor, it displays that about 38.6 % of contributors are S. Ag, 34.1 % of contributors are not Ag and 27.3 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 21 % of contributors are S. Ag, 21.1 % of contributors are not Ag and about 58 % of contributors are Dis Agr

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	185.013^a	16	.000
Likelihood Ratio	231.805	16	.000
Linear-by Linear Assn.	27.673	1	.000
Numb. of valid cases	304		

a. 4 cells (16.0%) have Exptd. Count < 5. The mini. Exptd. Count is 1.69.

Table 4.30.6 Chi-Square Analysis of fully paid maternity leaves as DESIGNATION

variableThe T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

Ho – There is no absolute relationship between the organization provides fully paid maternity leaves to its female journalists for adequate duration and Designation of the contributors

Ha - There is an absolute relationship between the organization provides fully paid maternity leaves to its female journalists for adequate duration and Designation of the contributors

The analyzed data reveals that there is relationship between the organizations provide fully paid maternity leaves to its female journalists for adequate duration and Designation of the contributors. As the calculated Val. 185.013 is more than the T.C.V. at sixteen degree of freedom is 26.296, so the null hypothesis stating that there is no absolute relationship between the organizations provide fully paid maternity leaves to its female journalists for adequate duration and Designation of the contributors is rejected. It revealed that Designation as a variable is associated with the organization provides fully paid maternity leaves to its female journalists for adequate duration in the organization.

MOTIVATIONAL FACTOR

			Q30 Do you agree that your organization provides fully paid maternity leaves to its female journalists for adequate duration?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
MOTIVATIONAL FACTORS	Job satisfaction	Count	41	15	49	23	0	128
		% within Q4	32.0%	11.7%	38.3%	18.0%	0.0%	100.0 %
		% within Q30	45.1%	55.6%	55.7%	39.0%	0.0%	42.1%
	Urge to bring social changes	Count	50	12	39	36	39	176
		% within Q4	28.4%	6.8%	22.2%	20.5%	22.2%	100.0 %
		% within Q30	54.9%	44.4%	44.3%	61.0%	100.0%	57.9%
Total		Count	91	27	88	59	39	304
		% within Q4	29.9%	8.9%	28.9%	19.4%	12.8%	100.0 %
		% within Q30	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %

Table 4.30.7 Cross-Tabulation of fully paid maternity leaves as DESIGNATION variable N=304

To a question on organization provides fully paid maternity leaves to its female journalists for adequate duration among the Motivational journalist. The analysis data exhibits that about 30 % of contributors are S. Ag, 8.9 % of contributors are Ag, nearly 29 % of contributors are not Ag, 19.8 % of contributors are Dis Agr and 12.8 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 32 % of contributors are S. Ag, 11.7 % of contributors are Ag, 38.3 % of contributors are not Ag and 18 % of contributors are Dis Agr Among the Journalist Urge to bring social changes, it displays that about 28 % of contributors are S. Ag, 6.8 % of contributors are Ag, 22.2 % of contributors are not Ag, 20.5 % of contributors are Dis Agr and nearly 22 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig (2-sided)
Pearson Chi-Square	37.582^a	4	.000
Likelihood Ratio	51.707	4	.000
Linear-by-Linear Assn.	13.248	1	.000
Numb. of valid cases	304		

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 11.37.

Table 4.30.8 Chi-Square Analysis of fully paid maternity leaves as DESIGNATION

variableThe T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

Ho – There is no absolute relationship between the organization provides fully paid maternity leaves to its female journalists for adequate duration and Motivational factor of the contributors

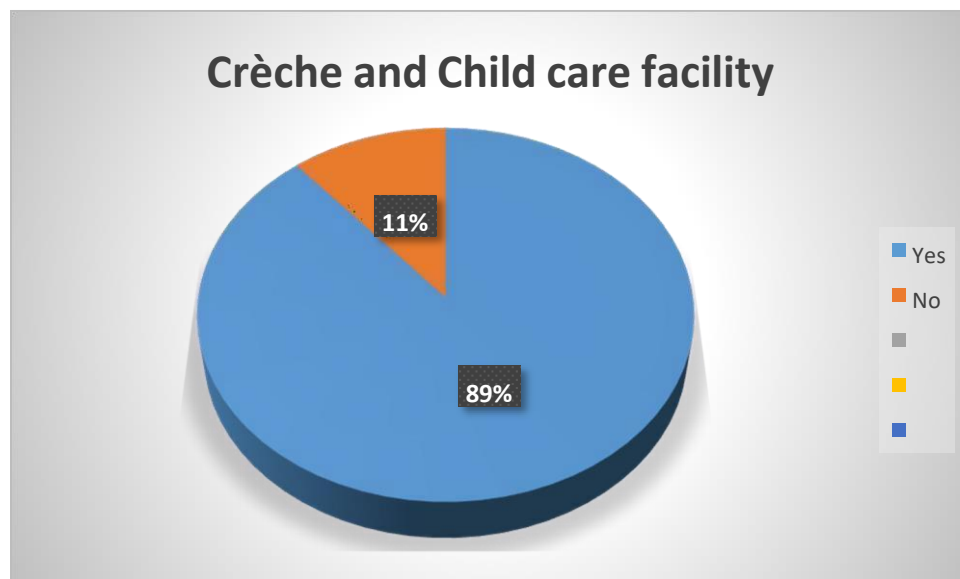
Ha - There is an absolute relationship between the organization provides fully paid maternity leaves to its female journalists for adequate duration and Motivational factor of the contributors

The analyzed data reveals that there is relationship between the organizations provides fully paid maternity leaves to its female journalists for adequate duration and Motivational factor of the contributors. As the calculated Val. 37.582 is more than the T.C.V. at four degree of freedom is 9.49, so the null hypothesis stating that there is no absolute relationship between the organizations provides fully paid maternity leaves to its female journalists for adequate duration and Motivational factor of the contributors is rejected. It revealed that Motivational factor as a variable is associated with the organization provides fully paid maternity leaves to its female journalists for adequate duration in the organization

4.7.9(Q31) Do you agree that your organization provide quality child care and crèche facilities for the new born of its female journalists?

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	40	13.2	13.2	13.2
	Agr	28	9.2	9.2	22.4
	C Say	68	22.4	22.4	44.7
	Dis Agr	80	26.3	26.3	71.1
	S.D.Agr	88	28.9	28.9	100.0
	Total	304	100.0	100.0	

Table 4.31 Child care and crèche facilities for babies



The above table displays that not all the media organizations provide crèche and daycare facilities to the new born baby of its female workers. Majority of the contributors 168 approximately 55 %Dis Agr that most of the media organizations does not provide any facility for the new born babies. Neither these organizations grant paid maternity leaves nor they provide child care facility, despite the fact that this situation usually happens just once or twice in all working life of a female worker. Instead of providing care, love and respect to its women workers during the time when she needs it more, these organizations involve in financial things, this is the reason why such organizations lost its trustworthy and hardworking employees.

AGE

		Q31 Do you Agree your organization provide quality child care and crèche facilities for the new born of its female journalists?						Total
AGE			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
VARIABLE		Count	40	0	37	40	28	145
	20-30 yrs	% within Q1 Age	27.6%	0.0%	25.5%	27.6%	19.3%	100.0 %
		% within Q31	100.0%	0.0%	54.4%	50.0%	31.8%	47.7%
		Count	0	24	0	23	0	47
	30-40 yrs	% within Q1 Age	0.0%	51.1%	0.0%	48.9%	0.0%	100.0 %
		% within Q31	0.0%	85.7%	0.0%	28.8%	0.0%	15.5%
		Count	0	4	31	17	60	112
	40 above	% within Q1 Age	0.0%	3.6%	27.7%	15.2%	53.6%	100.0 %
		% within Q31	0.0%	14.3%	45.6%	21.3%	68.2%	36.8%
		Count	40	28	68	80	88	304
	Total	% within Q1 Age	13.2%	9.2%	22.4%	26.3%	28.9%	100.0 %
		% within Q31	100.0%	100.0 %	100.0%	100.0%	100.0%	100.0 %

Table 4.31.1 Cross-Tabulation of Child care and crèche facilities as AGE variable N=304

In the given data about organization provide quality child care and crèche facilities for the new born of its female journalists among the age groups. The analysis data that about 13 % of contributors are S. Ag, 9.2 % of contributors are Ag, nearly 22 % of contributors are not Ag, 26.3 % of contributors are Dis Agr and 28.9 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 28 % of contributors are S. Ag, nearly 26 % of contributors are not Ag, 27.6 % of contributors are Dis Agr and 19.3 % of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 51 % of contributors are Ag and around 49 % of contributors are Dis Agr Among the age group above 40 years, it reveals that nearly 4 % of contributors are Ag, 27.7 % of contributors are not Ag, nearly 15.2 % of contributors are Dis Agr and 53.6 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. sided) Sig.
Pearson Chi-Square	219.263^a	8	.000
Likelihood Ratio	221.600	8	.000
Linear-by-Linear Assn.	38.637	1	.000
Numb. of valid cases	304		

a. 1 cells (6.7%) have Exptd. Count < 5. The mini. Exptd. Count is 4.33.

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Table 4.31.2 Chi-Square Analysis of child care and crèche facility as AGE variable

Ho – There is no absolute relationship between to provide quality child care and crèche facilities for the new born of its female journalists and age of the contributors

Ha - There is an absolute relationship between to provide quality child care and crèche facilities for the new born of its female journalists and age of the contributors

The analyzed data reveals on relationship between to provide quality child care and crèche facilities for the new born of its female journalists and age of the contributors. As the calculated Val. is 219.263 more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between to provide quality child care and crèche facilities for the new born of its female journalists and age of the contributors is rejected. It revealed that age as a variable is associated with to provide quality child care and crèche facilities for the new born of its female journalists in the organization.

YEARS OF SERVICE

			Q31 Do you agree that your organization provide quality child care and crèche facilities for the new born of its female journalists?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Agr	
YEARS OF SERVICE	< 5 yrs	Count	20	12	24	40	28	124
		% within Q2	16.1%	9.7%	19.4%	32.3%	22.6%	100.0 %
		% within Q31	50.0%	42.9%	35.3%	50.0%	31.8%	40.8%
	6-10 yrs	Count	20	0	13	0	0	33
		% within Q2	60.6%	0.0%	39.4%	0.0%	0.0%	100.0 %
		% within Q31	50.0%	0.0%	19.1%	0.0%	0.0%	10.9%
	Above 10 yrs	Count	0	16	31	40	60	147
		% within Q2	0.0%	10.9%	21.1%	27.2%	40.8%	100.0 %
		% within Q31	0.0%	57.1%	45.6% (298)	50.0%	68.2%	48.4%

	Count	40	28	68	80	88	304
Total	% within Q2	13.2%	9.2%	22.4%	26.3%	28.9%	100.0 %
	% within Q31	100.0%	100.0%	100.0%	100.0%	100.0%	100.0 %

Table 4.31.3 Cross-Tabulation of Child care and Crèche facility as Experience variable N=304

In the given data about organization provide quality child care and crèche facilities for the new born of its female journalists among the years of service. The analysis data that about 13 % of contributors are S. Ag, 9.2 % of contributors are Ag, nearly 22 % of contributors C. Say, 26.3 % of contributors are Dis Agr and 28.9 % of contributors are S.D.Ag Among the < 5 years, it shows about 16 % of contributors are S. Ag, 9.7 % of contributors are Ag, 19.4 % of contributors C. Say, about 32.3 % of contributors are Dis Agr and 22.6 % of contributors are S.D.Ag Among the 6 to 10 years, it displays that 60.6 % of contributors are S. Ag and 39.4 % of contributors C Say Among the above 10 years, it reveals that nearly 11 % of contributors are Ag, 21.1 % of contributors C. Say, 27.2 % of contributors are Dis Agr and 40.8 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	113.876^a	8	.000
Likelihood Ratio	126.171	8	.000
Linear-by-Linear Assn.	16.195	1	.000
Numb. of valid cases	304		

2 cells (13.3%) have Exptd. Count < 5. The mini. Exptd. Count is 3.04.

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Table 4.31.4 Chi-Square Analysis of child care and crèche facility as Experience variable

Ho – There is no absolute relationship between to provide quality child care and crèche facilities for the new born of its female journalists and Experience of the contributors

Ha - There is an absolute relationship between to provide quality child care and crèche facilities for the new born of its female journalists and Experience of the contributors The analyzed data reveals on relationship between to provide quality child care and crèche facilities for the new born of its female journalists and Experience of the contributors. As the calculated Val. 113.876 is more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between to provide quality child care and crèche facilities for the new born of its female journalists and Experience of the contributors is rejected. It revealed that Experience as a variable is associated with to provide quality child care and crèche facilities for the new born of its female journalists in the organization.

DESIGNATION

			Q31 Do you agree that your organization provide quality child care and crèche facilities for the new born of its female journalists?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Agr	
DESIGNATION	Reported	Count	17	12	33	16	0	78
		% within Q3	21.8%	15.4%	42.3%	20.5%	0.0%	100.0%
		% within Q31	42.5%	42.9%	48.5%	20.0%	0.0%	25.7%
	Senior Reported	Count	12	12	4	17	36	81
		% within Q3	14.8%	14.8%	4.9%	21.0%	44.4%	100.0%
		% within Q31	30.0%	42.9% (300)	5.9%	21.3%	40.9%	26.6%

	Sub Editor	Count % within Q3	8 18.2%	0 0.0%	0 0.0%	24 54.5%	12 27.3%	44 100.0 %
--	---------------	-------------------------	------------	-----------	-----------	-------------	-------------	------------------

In the given data about organization provide quality child care and crèche facilities for the new born of its female journalists among the Journalist in different position. The analysis data that about 13 % of contributors are S. Ag, 9.2 % of contributors are Ag, nearly 22 % of contributors are not Ag, 26.3 % of contributors are Dis Agr and 28.9 % of contributors are S.D.Ag Among the Senior Reporter, it shows about 15 % of contributors are S. Ag, 14.8 % of contributors are Ag, 4.8 % of contributors are not Ag, 21 % of contributors are Dis Agr and 44.4 % of contributors are S.D.Ag Among the Sub-Editor, it displays that about 18 % of contributors are S. Ag, 54.5 % of contributors are Dis Agr and 27.3 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 21 % of contributors are Ag, 57.8 % of contributors are Dis Agr and about 21 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	144.474^a	16	.000
Likelihood Ratio	189.811	16	.000
Linear-by-Linear Assn.	31.596	1	.000
Numb. of valid cases	304		

a. 4 cells (16.0%) have Exptd. Count < 5. The mini. Exptd. Count is 1.75.

**Table 4.31.6 Chi-Square Analysis of crèche and child care facility
DESIGNATION as variable**

The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

H₀ – There is no absolute relationship between to provide quality child care and crèche facilities for the new born of its female journalists and Designation of the contributors

H_a - There is an absolute relationship between to provide quality child care and crèche facilities for the new born of its female journalists and Designation of the contributors

The analyzed data reveals that there is relationship between to provide quality child care and crèche facilities for the new born of its female journalists and Designation of the contributors. As the calculated Val. 144.474 is more than the T.C.V. at sixteen degree of freedom is 26.296, so the null hypothesis stating that there is no absolute relationship between to provide quality child care and crèche facilities for the new born of its female journalists and Designation of the contributors is rejected. It revealed that Designation as a variable is associated with to provide quality child care and crèche facilities for the new born of its female journalists in the organization.

MOTIVATIONAL FACTOR

			Q31 Do you agree that your organization provide quality child care and crèche facilities for the new born of its female journalists?					Total		
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag			
MOTIVATIONAL FACTORS	Job satisfaction	Count	23	16	27	40	22	128		
		% within Q4	18.0%	12.5%	21.1%			31.3%	17.2%	100.0 %
		% within Q31	57.5%	57.1%	39.7%			50.0%	25.0%	42.1%
	Urge to bring social changes	Count	17	12	41	40	66	176		
		% within Q4	9.7%	6.8%	23.3%			22.7%	37.5%	100.0 %
		% within Q31	42.5%	42.9%	60.3%			50.0%	75.0%	57.9%
Total		Count	40	28	68	80	88	304		
		% within Q4	13.2%	9.2%	22.4%			26.3%	28.9%	100.0 %
		% within Q31	100.0%	100.0%	100.0%			100.0%	100.0%	100.0 %

Table 4.31.7 Cross-Tabulation of Child care and crèche facility Motivational Factor as variable N=304

In the given data about organization provide quality child care and crèche facilities for the new born of its female journalists among the Motivational journalist. The analysis data that about 13 % of contributors are S. Ag, 9.2 % of contributors are Ag, nearly 22 % of contributors are not Ag, 26.3 % of contributors are Dis Agr and 28.9 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 18 % of contributors are S. Ag, 12.5 % of contributors are Ag, 21.1 % of contributors are not Ag, 31.3 % of contributors are Dis Agr and nearly 17 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about

10 % of contributors are S. Ag, 6.8 % of contributors are Ag, 23.3 % of contributors are not Ag, 22.7 % of contributors are DisAgr and nearly 38 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	19.255^a	4	.001
Likelihood Ratio	19.792	4	.001
Linear-by Linear Assn.	12.128	1	.000
Numb. of valid cases	304		

a. 0 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 11.79.

The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance

Table 4.31.8 Chi-Square Analysis of Child care and crèche facility Motivational Factor as variable

Ho – There is no absolute relationship between to provide quality child care and crèche facilities for the new born of its female journalists and Motivational factor of the contributors

Ha - There is an absolute relationship between to provide quality child care and crèche facilities for the new born of its female journalists and Motivational factor of the contributors

The analyzed data reveals that there is relationship between to provide quality child care and crèche facilities for the new born of its female journalists and Motivational factor of the contributors. As the calculated Val. 19.255 is more than the T.C.V. at four degree of freedom is 9.49, so the null hypothesis stating that there is no absolute relationship between to provide quality child care and crèche facilities for the new born of its female journalists and Motivational factor of the contributors is rejected. It revealed that Motivational factor as a variable is associated with to provide quality child care and crèche facilities for the new born of its female journalists in the organization.

4.7.10(Q32) Do you agree that your organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists?

		Freq.	%	Valid %	Cumulative %
Valid	S. Ag	28	9.2	9.2	9.2
	Agr	33	10.9	10.9	20.1
	C Say	60	19.7	19.7	39.8
	Dis Agr	95	31.3	31.3	71.1
	S.D.Ag	88	28.9	28.9	100.0
	Total	304	100.0	100.0	

Table 4.32 Flexible Working Arrangements for women journalists

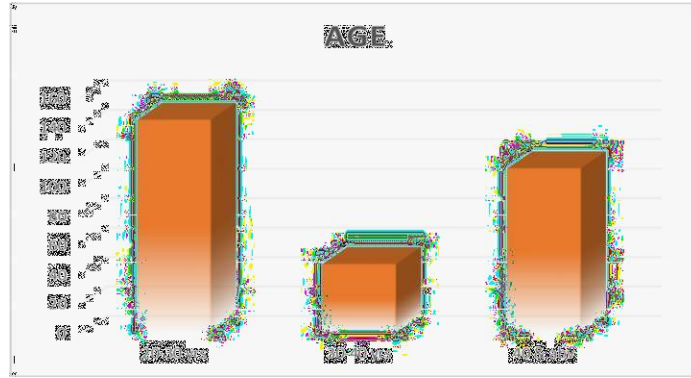


Figure 35: Flexible Working Arrangements for women journalists

In this present question the data reveals that altogether 186 contributors (59%) Dis Agr that their organizations does not provide Flexible Working Arrangements (FWA) to its employees. 60 contributors (31.3 %) did not say anything about this question, many of them even had no idea about such arrangements. It is worth mentioning that an old and prominent Editor of a national daily newspaper articulated this arrangement and said employees who have flexible working hours are better able to balance their personal and professional obligations. Flexible work arrangements, also known as work-life practices, cover a wide range of organizational activities aimed at assisting employees in balancing work and non-work duties. Employees who exercise flexibility are better able to balance their job, home, and non-work life responsibilities. Part-time employment, working from home, flexible start and end times, job sharing, and compressed work, in which employees work fewer days but for longer hours on those days, are just a few examples, she added.

AGE

			Q32 How much do you agree that you organization implements the policy of flexible working arrangements for needy (expectant medically unfit, mom of newborn, etc.) women journalists?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Agr	
AGE VARIABLE	20-30 yrs	Count	28	33	29	43	12	145
		% within Q1	19.3%	22.8%	20.0%	29.7%	8.3%	100.0 %
		Age % within Q32	100.0%	100.0%	48.3%	45.3%	13.6%	47.7%
	30-40 yrs	Count	0	0	0	23	24	47
		% within Q1	0.0%	0.0%	0.0%	48.9%	51.1%	100.0 %
		Age % within Q32	0.0%	0.0%	0.0%	24.2%	27.3%	15.5%
	40 above	Count	0	0	31	29	52	112
		% within Q1	0.0%	0.0%	27.7%	25.9%	46.4%	100.0 %
		Age % within Q32	0.0%	0.0%	51.7%	30.5%	59.1%	36.8%
Total		Count	28	33	60	95	88	304
		Within Q1		%	%	%	%	0 %
		Within Q32	0%	0%	0%	0%	0%	0 %

Table 4.32.1 Cross-Tabulation of Flexible Working Arrangements AGE as variable N=304

The analysis data reveals on organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists among the age groups. It shows that about 9 % of contributors are S. Ag, 10.9 % of contributors are Ag, nearly 20 % of contributors are not Ag, 31.3 % of contributors are Dis Agr and 28.9 % of contributors are S.D.Ag Among the age group between 20 to 30 years, it shows about 19 % of contributors are S. Ag, 22.8 % of contributors are Ag, nearly 20 % of contributors are not Ag, 29.7 % of contributors are Dis Agr and 8.3 % of contributors are S.D.Ag Among the age group between 30 to 40 years, it displays that about 49 % of contributors are Dis Agr and around 51 % of contributors are S.D.Ag Among the age group above 40 years, it reveals that nearly 28 % of contributors are not Ag, 25.9 % of contributors are Dis Agr and 46.4 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	126.771^a	8	.000
Likelihood Ratio	163.596	8	.000
Linear-by-Linear Assn.	75.594	1	.000
Numb. of valid cases	304		

a. 1 cells (6.7%) have Exptd. Count < 5. The mini. Exptd. Count is 4.33.

Table 4.32.2 Chi-Square Analysis of Flexible Working Arrangements AGE as variable

The T.C.V. for 8 D.F. – 15.51 @ 0.05 level of significance

H₀ – There is no absolute relationship between organization implements the policy of flexible working arrangements for needy women journalists and age of the contributors

H_a - There is an absolute relationship between organization implements the policy of flexible working arrangements for needy women journalists and age of the contributors

The analyzed data reveals on relationship between organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists and age of the contributors. As the calculated Val. is 126.771 more than the T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between organizations implement the policy of flexible working arrangements for needy women journalists and age of the contributors is rejected. It revealed that age as a variable is associated with organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists in the organization.

YEARS OF SERVICE

			Q32 Do you agree that your organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists?				
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag
YEARS OF SERVICE	< 5 yrs	Count	16	25	24	35	24
		% within Q2	12.9%	20.2%	19.4%	28.2%	19.4%
			Q32 Do you agree that your organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists?				
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag

YEARS OF SERVICE	< 5 yrs	Count	16	25	24	35	24
		% within Q2	12.9%	20.2%	19.4%	28.2%	19.4%

Table 4.32.3 Cross-Tabulation of Flexible Working Arrangements Experience as variable N=304

The analysis data reveals on organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists among the years of service. It shows that about 9 % of contributors are S. Ag, 10.9 % of contributors are Ag, nearly 20 % of contributors C. Say, 31.3 % of contributors are Dis Agr and 28.9 % of contributors are S.D.Ag Among the < 5 years, it shows about 13 % of contributors are S. Ag, 20.2 % of contributors are Ag, 19.4 % of contributors C. Say, about 28.2 % of contributors are Dis Agr and 19.4 % of contributors are S.D.Ag Among the 6 to 10 years, it displays that 36.4 % of contributors are S. Ag, 24.2 % of contributors are Ag, 15.2 % of contributors are C Say and 24.2 % of contributors are Dis Agr Among the above 10 years, it reveals that nearly 21 % of contributors C. Say, 35.4 % of contributors are Dis Agr and 43.5 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	99.572^a	8	.000
Likelihood Ratio	122.706	8	.000
Linear-by Linear Assn.	45.811	1	.000
Numb. of valid cases	304		

2 cells (13.3%) have Exptd. Count < 5. The mini. Exptd. Count is 3.04.

The T.C.V. for 8D.F. – 15.51 @ 0.05 level of significance

Table 4.32.4 Chi-Square Analysis of Flexible Working Arrangements AGE as variable

Ho – There is no absolute relationship between organization implements the policy of flexible working arrangement for needy women journalists and Experience of the contributors

Ha - There is an absolute relationship between organization implements the policy of flexible working arrangements for needy women journalists and Experience of the contributors

The analyzed data reveals on relationship between organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists and Experience of the contributors. As the calculated Val. 99.572 is more than the

T.C.V. at eight degree of freedom is 15.51. Hence the null hypothesis of there is no absolute relationship between organizations implement the policy of flexible working arrangements for needy women journalists and Experience of the contributors is rejected. It revealed that Experience as a variable is associated with organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists in the organization.

DESIGNATION

			Q30 Do you agree that your organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists?					Total
			S. Ag	Agr	C Say	Dis Agr	S.D.Ag	
DESIGNATION	Reporter	Count	0	25	25	16	12	78
		% within Q3	0.0%	32.1%	32.1%	20.5%	15.4%	100.0%
		% within Q32	0.0%	75.8%	41.7%	16.8%	13.6%	25.7%
	Senior Reporter	Count	12	0	4	41	24	81
		% within Q3	14.8%	0.0%	4.9%	50.6%	29.6%	100.0%
		% within Q32	42.9%	0.0%	6.7%	43.2%	27.3%	26.6%
	Sub Editor	Count	0	8	0	24	12	44
		% within Q3	0.0%	18.2%	0.0%	54.5%	27.3%	100.0%
		% within Q32	0.0%	24.2%	0.0%	25.3%	13.6%	14.5%

	Editor	Count	0	0	0	11	8	19
		% within Q3	0.0%	0.0%	0.0%	57.9%	42.1%	100.0%
		% within Q32	0.0%	0.0%	0.0%	11.6%	9.1%	6.3%
		Count	16	0	31	3	32	82
		% withinQ3	19.5 %	0.0%	37.8%	3.7%	39.0%	100.0%
	Other	% within Q32	57.1 %	0.0%	51.7%	3.2%	36.4%	27.0%
Total		Count	28	33	60	95	88	304
		% withinQ3	9.2%	10.9 %	19.7%	31.3%	28.9%	100.0%
		% within Q32	100.0 %	100.0 %	100.0%	100.0%	100.0%	100.0%

Table 4.32.5 Cross-Tabulation of Flexible Working Arrangements Experience as variable N=304

The analysis data reveals on organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists among the Journalist in different position. It shows that about 9 % of contributors are S. Ag, 10.9 % of contributors are Ag, nearly 20 % of contributors are not Ag, 31.3 % of contributors are Dis Agr and 28.9 % of contributors are S.D.Ag Among the Senior Reporter, it shows about 15 % of contributors are S. Ag, 4.9 % of contributors are not Ag, 50.6 % of contributors are Dis Agr and 29.6 % of contributors are S.D.Ag Among the Sub-Editor, it displays that about

18 % of contributors are Ag, 54.5 % of contributors are Dis Agr and 27.3 % of contributors are S.D.Ag Among the Editor, it reveals that nearly 58 % of contributors are Dis Agr and about 42 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	173.948^a	16	.000
Likelihood Ratio	214.409	16	.000
Linear-by Linear Assn.	1.012	1	.314
Numb. of valid cases	304		

a. 5 cells (20.0%) have Exptd. Count < 5. The mini. Exptd. Count is 1.75.

Table 4.32.6 Chi-Square Analysis of Flexible working arrangements Experience as variable
The T.C.V. for 16D.F. – 26.296 @ 0.05 level of significance

Ho – There is no absolute relationship between organization implements the policy of flexible working arrangement for needy women journalists and Designation of the contributors

Ha - There is an absolute relationship between organization implements the policy of flexible working arrangement for needy women journalists and Designation of the contributors

The analyzed data reveals that there is relationship between organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists and Designation of the contributors. As the calculated Val. 173.048 is more than the T.C.V. at sixteen degree of freedom is 26.296, so the null hypothesis of there is no absolute relationship between organizations implement the policy of flexible working arrangements for needy women journalists and Designation of the contributors is rejected

It revealed that Designation as a variable is associated with organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists in the organization.

MOTIVATIONAL FACTOR

		Q32 Do you agree that your organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists?						Total
		S.Ag		Agr	C Say	Dis Agr	S.D.Ag	
MOTIVATIONAL FACTORS	Job satisfaction	Count	12	8	19	39	50	128
		% within Q4	9.4%	6.3%	14.8%	30.5%	39.1%	100.0 %
		% within Q32	42.9%	24.2 %	31.7%	41.1%	56.8%	42.1%
	Urge to bring social changes	Count	16	25	41	56	38	176
		% within Q4	9.1%	14.2 %	23.3%	31.8%	21.6%	100.0 %
		% within Q32	57.1%	75.8 %	68.3%	58.9%	43.2%	57.9%
		Count	28	33	60	95	88	304
		% within Q4	9.2%	10.9 %	19.7%	31.3%	28.9%	100.0 %
		% within Q32	100.0 %			100.0%	100.0%	100.0 %
		Q32		100.0 %	100.0 %			

Table 4.32.7 Cross-Tabulation of Flexible Working Arrangement Motivational Factor as variable N=304

The analysis data reveals on organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists among the Motivational journalist. It shows that about 9 % of contributors are S. Ag, 10.9 % of contributors are Ag, nearly 20 % of contributors are not Ag, 31.3 % of contributors are Dis. Agr and 28.9 % of contributors are S.D.Ag Among the journalist with Job satisfaction, it shows about 9 % of contributors are S. Ag, 6.3 % of contributors are Ag, 14.8 % of contributors are not Ag, 30.5 % of contributors are Dis Agr and nearly 39 % of contributors are S.D.Ag Among the Journalist Urge to bring social changes, it displays that about 9 % of contributors are S. Ag, 14.2 % of contributors are Ag, 23.3 % of contributors are not Ag, 31.8 % of contributors are Dis Agr and nearly 22 % of contributors are S.D.Ag

Chi-Sq. Value

	Val.	D.F.	Asymp. Sig. (2-sided)
Pearson Chi-Square	14.866^a	4	.005
Likelihood Ratio	15.114	4	.004
Linear-by-Linear Assn.	7.806	1	.005
Numb. of valid cases	304		

a. .4 cells (0.0%) have Exptd. Count < 5. The mini. Exptd. Count is 11.79. **The T.C.V. for 4D.F. – 9.49 @ 0.05 level of significance**

Table 4.32.8 Chi-Square Analysis of Flexible Working Arrangement Motivational Factor as variable

H₀ – There is no absolute relationship between organization implements the policy of flexible working arrangements for needy women journalists and Motivational factor of the contributors

H_a - There is an absolute relationship between organization implements the policy of flexible working arrangements for needy women journalists and Motivational factor of the contributors

The analyzed data reveals that there is relationship between organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists and Motivational factor of the contributors. As the calculated Val. 14.866 is more than the T.C.V. at four degree of freedom is 9.49, so the null hypothesis stating that there is no absolute relationship between organizations implements the policy of flexible working arrangements for needy women journalists and Motivational factor of the contributors is rejected. It revealed that Motivational factors as a variable is associated with organization implements the policy of flexible working arrangements for needy (expectant, medically unfit, mom of newborn, etc.) women journalists in the organization

Chapter 5

CONCLUSION AND SUGGESTIONS

5.1 Brief overview:

This study on women journalists and print journalism (newspapers) is based on three objectives. These objectives are to analyze the role of women journalists, the problems they are facing while performing their job, and the unfavourable working environment that hampers the performance of women journalists in newspapers. After collecting the data, the researcher analyzed them by using the empirical findings from the field study.

In this present study, data has been collected from 304 women journalists working in national and regional newspapers in Uttar Pradesh and Madhya Pradesh. The data was analyzed and, based on the analysis, this research established that women journalists are doing a splendid job of ensuring development in society. They are not only taking more interest in raising social issues but also working on their resolution. The second part of the data analysis revealed that female journalists face a variety of challenges. Their performance and quality of work are affected because of the lethargic attitude of media houses. Even families are not supporting their daughters, wives, or sisters to pursue this profession. Despite all these odds, women journalists are celebrating new heights in the press. Women are joining the media profession in huge numbers. The third part of this study focuses on the incongruous working atmosphere of the press. There are laws and policies for working journalists in India, specifically for women journalists, like the Vishakha guidelines, which grant protection against harassment at the workplace. However, there are cases which indicate that women's fraternity is not safe even in the fourth pillar of democracy.

Data Interpretation: In this present study, the data was collected and later analyzed with the help of statistical tests. The data for the first objective has been calculated using descriptive analysis and Chi-Square for the remaining two objectives. The analysis was done using IBM SPSS Statistics, which is an extremely powerful tool for deciphering survey data

5.2 RESPONDENTS' DEMOGRAPHIC PROFILE:

The demographic profile is one of the most significant factors to consider in social science research in order to have a better understanding of the contributors' living situations and social lives.

Demographic data provides data and information regarding research participants. Also, doing so provides the researcher with assurance that the individuals in a particular study are a representative sample of the target population for generalization purposes.

Demographic information about various aspects of contributors was collected and analyzed. Doing so provided the researcher with a better understanding of the demographics of the area and the population. Accurate analysis of demographics also leads to good conclusions and suggestions from the study.

5.2.1 Distribution on age

The analysis of distribution of the population by age is one of the most important demographic groupings. Age study occupies an important place in demographic statistics. Age plays a pivotal role in understanding the economic and cultural life of the participants.

		Freq.	%
Valid	20-30yrs	145	47.7
	30-40yrs	47	15.5
	40 and above	112	36.8
	Total	304	100.0

Table 5.1: Age

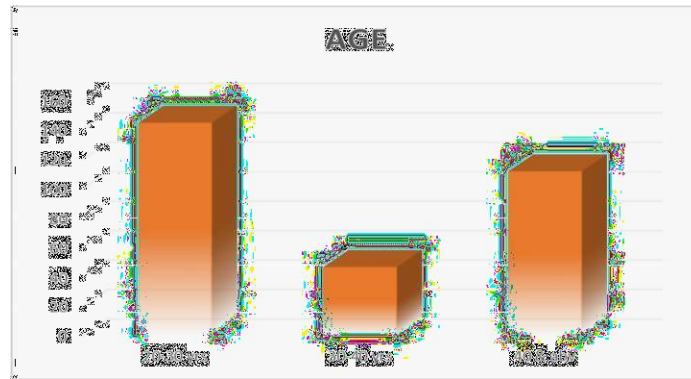


Figure 36: Age wise distribution of women journalists

The above table and figure suggest that the majority of the contributors were young female journalists, as their participation contributed to 47.7% of the total participation. While 36.8% of the female journalists were above 40 years of age, which may be due to the fact that aged women have experienced the journalism world to its core and are willing to participate in the survey, suggesting their interest and understanding of the importance of this survey. 15.5% of middle-aged women in journalism suggest that there might be a reason, such as fear, etc., which has lowered their participation and willingness to work in the area. Moreover, this study also reveals that more and more young women are entering this media profession.

5.2.2 Distribution on professional qualification

		Freq.	%
Valid	No	34	11.2
	YES	270	88.8
	Total	304	100.0

Table 5.2 Professional qualification

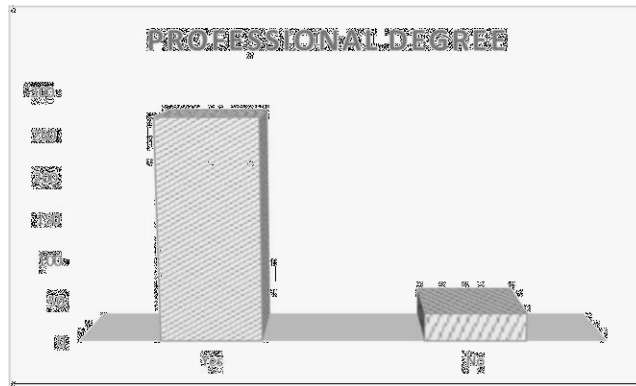


Figure 37: %age of Women Journalists having Professional Degree(Source: Primary Data)

The researcher asked the contributors if they had any professional journalism degrees in order to gain access to this information. 88.8% of the 304 contributors, or 270, have a journalism degree, implying that the bulk of the women journalists are well qualified. Only 34 people (n = 304) did not have a journalism degree. This study reveals that most of the contributors are trained and professionally qualified journalists.

5.2.3 Distribution on Designation

		Freq.	%	Valid %	Cumulative %
Valid	Reporter	78	25.7	25.7	25.7
	Senior Reporter	81	26.6	26.6	52.3
	Sub Editor	44	14.5	14.5	66.8
	Editor	19	6.3	6.3	73.0
	Other	82	27.0	27.0	100.0
	Total	304	100.0	100.0	

Table 5.3 Designation of women journalists

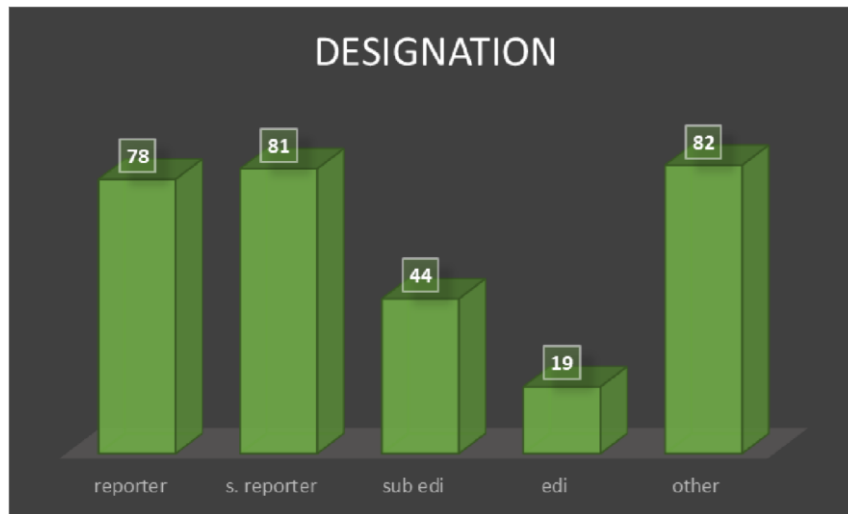


Figure 38: Designation of women journalists

This study reveals that senior reporters account for 81 (26.6 %), reporters for 78 (25.7 %), subeditors for 44 (14.5 %), and editors for 19 (6.3 %) of the total number of responses. The remaining 82 contributors (27%) work as freelancers or in other sections of media companies. The data analysis reveals that the lowest number of contributors hold a higher position, with only 19 contributors (6.3%) holding the post of Editor, while the biggest number of contributors (82.7%) work in various other departments of the media organization. Apart from determining the above figures, one more thing we can establish here is that there are fewer women professionals in higher positions.

5.2.4 Distribution on types of news

		Freq.	%
Valid	Soft News Like Fashion, Home, Decor etc.	61	20.1
	Hard News like crimes, politics etc...	176	57.9
	Others	67	22.0
	Total	304	100.0

Table 5.4: %age of Women Journalist working for the type of News

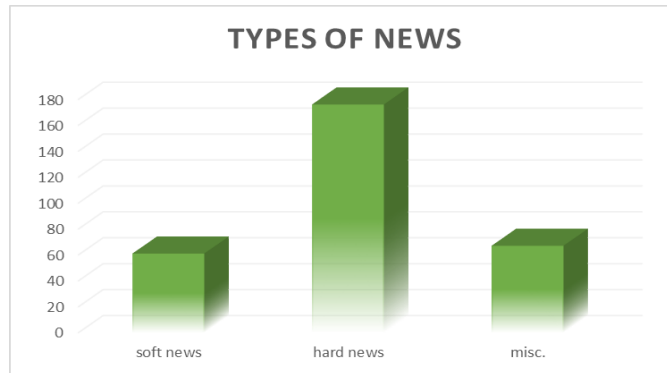


Figure 39: Type of news covered by the women journalists (Source: Primary Data)

The table and figures suggest that women journalists cover hard news like crimes, politics, and others, which is contradictory to the scholar's assumption that women journalists are kept aloof from covering such areas. The response of the women was 57.9% confident that they cover hard news, while only 20.1 and 22 % of the women responded that they cover soft news related to fashion, décor, and other news.

5.2.5 Distribution by Motivational factors

	Freq.	%
Job Satisfaction	128	42.1
Urge to bring social changes	176	57.9
Total	304	100.0

Table 5.5: The Motivational Factor for the Women journalists to work

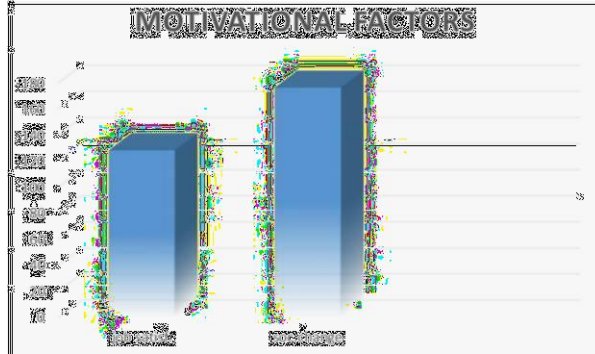


Figure 40: Motivational factors

The table and figures suggest that the major driving force for women journalists to continue to work despite unpleasant behaviour and inadequate working conditions is the urge to bring social changes, as 58% of women journalists Agr to the same, while the other 42% of women responded with job satisfaction as their driving force to work in the print media sector. Through this study, we can establish that the majority of women join the media profession with a desire to enhance society and to create awareness among its readers.

5.2.6 Distribution by Experience

		Freq.	%	Valid %	Cumulative %
Valid	< 5 yrs	124	40.8	40.8	40.8
	6-10 yrs	33	10.9	10.9	51.6
	Above 10 yrs	147	48.4	48.4	100.0
	Total	304	100.0	100.0	

TABLE 5.6 Experience of women journalists

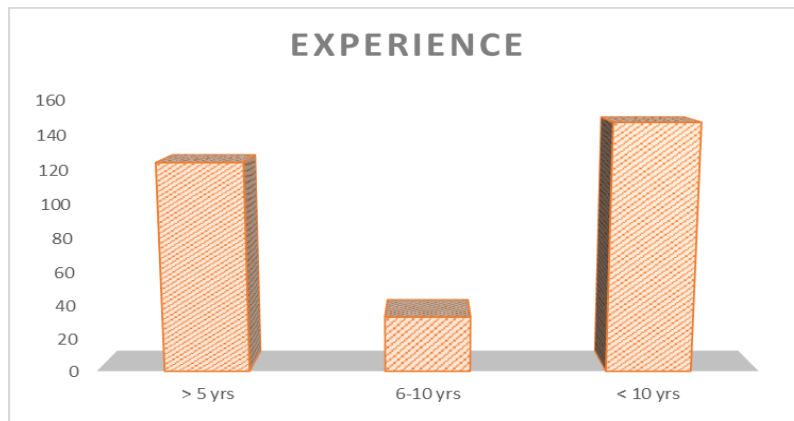


Figure 41: Experience of women journalists

This present study reveals that most of the contributors are well experienced and trained. Out of 304, 147 contributors i.e. 49 % have Experience of more than 10 years while 124 contributors i.e. 40.8% % have an Experience of < 5 years. 33 contributors out of the total number have an Experience between 6-10 years.

5.2.6 Main findings on the basis of the demographic profile of contributors

1. The data on the distribution of age indicates that, at present, younger women are joining the media industry despite the fact that the profession has a lot of ambiguities for females.
2. The data regarding professional degrees shows that women are taking more interest in journalism studies and most of the female staff are professionally qualified for the job.
3. Figures regarding the Designation of women journalists reveal that there is the least number of women in higher positions. The positions of editor, chief editor, resident editor, etc. are still in the hands of men.
4. The data on the types of news assigned to women journalists reveals that the maximum number of women journalists take an interest in hard news (crime, politics, law, foreign affairs, etc.).

5. It has been observed from the data on the Experience of women journalists that the maximum number of contributors are highly experienced. Years of service by the majority of women demonstrates women's dedication and devotion to the media profession.
6. The data on Motivational factors shows that the majority of women journalists have joined the media profession with the wish to enhance society and to bring progressive changes to society.

5.3 To study the role of women journalists in promoting social issues for the development of society.

The first objective of the study is to analyze and study the role of women journalists in promoting social issues for the development of society. Accordingly, six hypotheses have been developed and tested by the researcher.

In order to assess the first six hypotheses regarding the role of women journalists in development communication, descriptive statistics analysis was conducted by the researcher. This descriptive analysis was done on some important questions that have been selected from the questionnaire, which were related to the hypotheses for the first objective.

The questions are mentioned below:

1. Have they ever addressed any social issues in their professional spam?
2. What kinds of social issues have they given a lot of attention to?
3. Opinion about journalists' acting as a link between the government and common people
4. Women journalists should cover any national or state-level development policy.
5. The role of professional journalists as educators
6. Preference for news supporting government plans

All the important questions and hypotheses for the first objective have been developed and analyzed with the help of descriptive analysis. The collected and analyzed data of the first objective reveals that women journalists are working hard to mark their contribution to the development of society. Although the data analysis of the second objective clearly shows that there are many ambiguities for the female workforce in the media, they are also working very hard to keep the development of society at a continuous pace. The data for this objective is evaluated with the help of descriptive analysis, and the same has been depicted through the evaluation of all the selected questions mentioned below:

5.3.1 Women journalists interested in social issues

	Freq.	%
Overall Yes	232	76.3
Overall No	72	24.7
Sum total	304	100

Table 5.7 Interested in social issues

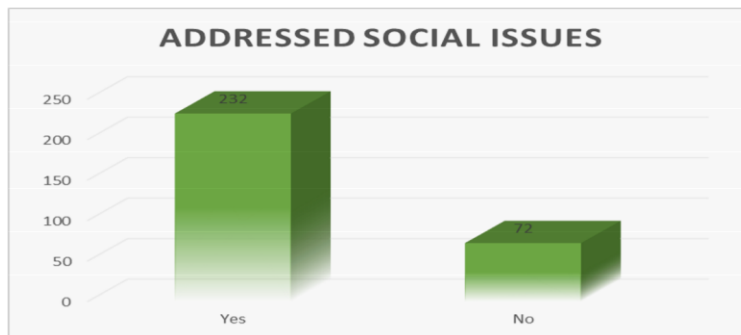


Figure 42: Women journalists addressed social issues

The majority of contributors are working on social concerns, as shown in the table and graph above. The focus on these issues suggests that women journalists are concerned about social issues, and it is clear that the majority of women journalists are contributing to the advancement of society.

According to the data, the majority of contributors (232, or 76.3 %) accept that they are concerned about development communication and that their occupation allows them to constantly make positive contributions to society, whereas 72 contributors (26.3 %) deny this. These 232 female journalists claim to be aware of their roles and obligations, and that their major responsibility is to ensure the public's and nation's welfare.

5.3.2 Social issues preferred by women journalists?

	Various social issues	Freq.	%
	Crime against women	92	30.2
	Child Dev.	44	14.4
	Education	80	26.3
Valid	Health	50	16.4
	Infrastructure	10	03.2
	Multiple	28	09.5
	Total	304	100.0

Table 5.8 various social issues preferred by women journalists

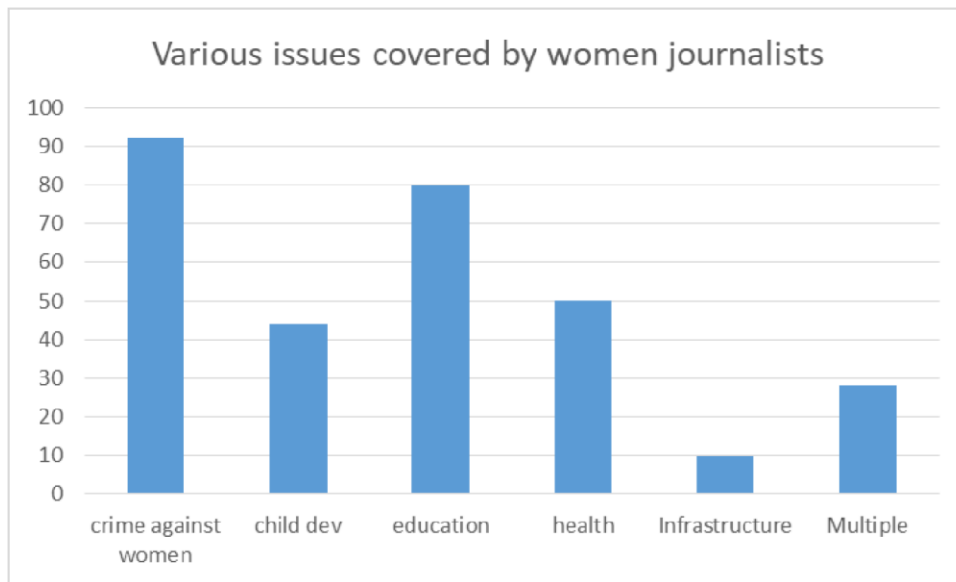


Figure 43: Various social Issues preferred by women journalists

The data and analyzes in this study show women journalists' involvement in a wide range of social issues. According to the data, the majority of responders, 92 (30.2 %), stated they were working on women's concerns. The vast majority of them claim to cover domestic violence, acid attacks, and dowry, rape, and molestation cases involving women. They also keep an eye on news that is favourable to women in general and has the potential to project a positive picture of women in society.

Following that, 80 people (26.3%) Ag that education is a must. A journalist is thought to be an educator for the general public (study done in further part). As a result, the fundamental role of a journalist is to deliver the message.

5.3.3 Opinion about journalist acts as a link between Government body and general public?

	Freq.	%
Overall Ag	164	53.9
Cannot Say	82	26.9
Overall Dis Agr	58	19.07
Total	304	100.0

Table 5.9 Opinion about link between govt and common people

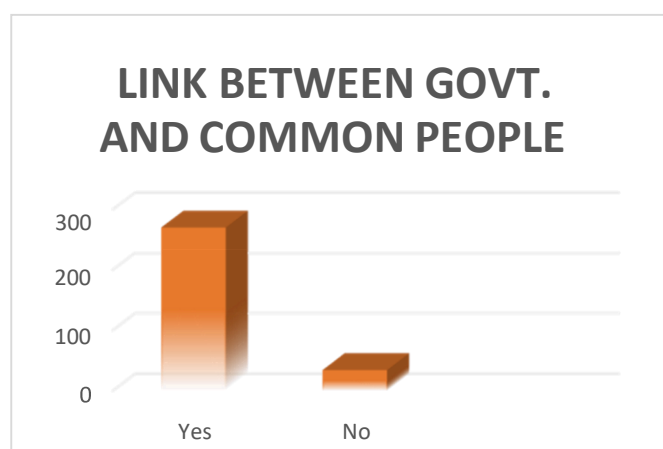


Figure 44: Journalist act as a link between govt. and a common man

The data indicates that 164 respondent (54%) believe they serve as a key link between the government and the general populace. As a media professional, a journalist's primary role is to obtain, report, analyze, and distribute factual and accurate information and news. The role of a journalist is to disseminate information throughout the Country. Because the media has such a broad reach across India, encompassing all cities and villages, it is even more important for all journalists to act as a link between the government and the public, disseminating true and accurate information to every citizen of the Country and ensuring that the common man has access to all relevant information.

5.3.4 Have you ever addressed news related to National/State level policy/plans?

5.3.5 Main findings of first objective

1. The data on social issues analyzed showed that the majority of women journalists are taking an interest in social issues. Domestic violence, crime against women, child development, education for all, health facilities, society's infrastructure, and other critical issues, according to these women, are all critical issues, and the media, as society's eyes and nose, has the primary responsibility to pay proper attention to all such points in order to bring about change in society.
2. The data indicates that journalists are an important link between the government and the common people. The media is like a bridge between the voters and their elected administrators. The prime duty of the media is to collect, analyze, and disseminate the news.
3. Figures regarding coverage of national or state level development policies, projects, or plans show that the maximum number of women journalists prefer to work on government policies as they think the information regarding such projects should reach the man standing in the last line. Poor people are the most disadvantaged section of our society, so government benefits should reach them on a priority basis.

5.4 To analyze the challenges faced by women journalists in discharging their duties.

The second objective of the research is the challenges faced by women journalists while performing their duties. To analyze the same twelve hypotheses based on the selected questions have been framed and analyzed. In order to assess all these hypotheses for the second objective, researcher used the Chi-Sq. Value on the selected questions. The questions are mentioned below.

1. Are female journalists content with the pay they receive for the amount of work they do in the press?
2. Gender discrimination still exists in their office.

3. What is the notion of male staff towards a female workforce?
4. Does the dual role of managing a family and an office hamper the quality of work?
5. Males get promotions more easily than their female Counterparts.
6. Sexual/mental harassment faced by female journalists while performing their duties
7. Organizations provide an authorized person to look after the complaints of women journalists.
8. Fear of harassment lowers the quality of work.
9. Lack of moral support from family and office
10. Lack of proper security for female staff
11. Long and tedious working hours
12. Facing discrimination at the workplace, like sexual division of labour by women journalists while covering/writing/reporting the news.

In this present study, the figures collected and analyzed clearly show that the women journalists of Uttar Pradesh and Madhya Pradesh are going through a lot of hardships. No matter if the woman is from a regional newspaper or a national daily newspaper, all of them are reeling hard for their survival in the newspaper industry. Nevertheless, women working in big newspapers are in a better position than those working in small regional newspapers.

The important aspect to understand here is that women journalists are often targeted by their own organizations. The women are harassed by their superiors or subordinates. They also suffer in terms of monetary terms, denial of promotion, unhealthy working conditions, lack of maternity leaves and child care facilities, mental and sexual harassment at work, inequity in work assignment, lack of protection, long and continuous working hours, and so on. These are some of the travails studied in this research work.

There is an assumption that the core reason behind all the problems is the taboo prevalent in society that women don't have the relevant skills and knowledge to deliver quality content in print journalism.

The majority of women in print journalism face sexual harassment while performing their duty, which is the worst aspect of this industry. Therefore, there should be strict sexual harassment laws for women in print journalism so that their voices would not be suppressed. Speaking about other issues, there is a huge scarcity of women journalists in print media houses, which many women raise their voices to solve, but nothing happens. For a profound impact, women journalists must band together and demand proper working conditions, with the concept of alike pay for both men and women. In print journalism, many women face issues related to promotion in comparison with males. Males always get the upper hand in print journalism, which needs to be overlooked and rechecked by the print media houses. This gender discrimination can only be solved if there is accessibility, collaboration, inclusiveness, trustworthiness, and proper efficient functioning of management in the print media house. This can only be accomplished if women are given the same level of authority as men.

5.4.1 Main findings of Objective 2

1. Data analyzed that from 304 women, overall 236 (75.6%) are upset with the salary they are getting for the amount of work they are doing.
 2. Out of total number, 240 contributors (78.9%) say that gender discrimination still exists in their office.
- 152 contributors (approx. 50%) say that the male journalists never consider them as a professional journalist. The former perceive them as a woman who is bound by the social obligations of being a wife or other who has to devote more time in her family than as a journalist.

3. Data reveals 158 contributors (52%) claim that performing both the roles of family responsibilities and professional errands simultaneously sometimes lowers the quality of their work and mars their productivity.
4. 200 contributors (65.7%) claim that they experience sexual division of labour and could not get the news beat as per their capability and choice, in this case also their job suffers.
5. Data reveals that 151 women journalists (49.7%) say they faced sexual harassment in print media journalism.
6. Data shows 145 contributors (47.7%) claim that the fear of harassment affects the quality of work. It sometimes leads to poor performance of an employee.
7. Overall 179 contributors (58.9%) Dis Agr with the fact that the government has asked all the private sector organizations to provide an authorized person/committee which can handle the complaints of women staff and resolve their problems at the stance.
8. Out of the total number, 130 contributors (42.8%) say they don't get any sort of moral support from their family or office.
9. In terms of security, 134 contributors (39.8%) express their concern over the security measures for women journalists. These contributors claim that they are working on high risk, there is nobody to provide protection to them.

5.4.2 Conclusion of Objective 2

The research report was carried out to analyze the challenges faced by female journalists. The phrase "the gentleman press" was well known in the media industry because the industry was dominated by men. Nothing has changed much because there are still people who hold negative attitudes towards female journalists as, comparatively, they support male journalists more. This part of the report instigates the challenges faced by female journalists.

According to the report's data analysis, most female journalists are dissatisfied with their salaries; many are working on a temporary basis for as little as Rs. 1200 or Rs. 2000 per month. Women are facing gender discrimination on all fronts, whether it be promotion, work assignment or work- life balance. Data indicates that the maximum number of female journalists has a professional degree in journalism. In the present era, an escalation can be seen in female education. They are pursuing different professional courses, and journalism is one of them. Through such courses, females are ready to compete with males. The journalism course helps in expanding the knowledge base, and the dream career of many women could be fulfilled. The data collected and analyzed in the research points out that there are several females who have high-qualification degrees in journalism. However, some organizations prefer to select a male candidate for media jobs compared to female candidates.

The female journalists also cover hard news such as politics, crimes, accidents, etc. This shows that female journalists are also proficient at covering hard news like male journalists. However, they are not getting the news beat as per their choice and capabilities. Higher authorities assign them to cover soft news such as decor, home, entertainment, and fashion news. The female journalists also Experience fear and safety issues while raising social issues. When a female journalist covers the news on a social issue, they have fear and safety concerns as well. Raising the social issue could cause problems for female candidates, as while covering sensitive news they could get threats from abusers. However, a number of female journalists have reported on social issues, for instance, issues related to women's empowerment, education, upliftment, etc. These issues were raised so that women could get proper education and would also get equal prospects for development as men.

From the available research data, it could also be concluded that female journalists also suffer from issues such as sexual harassment. Sexual harassment in the workplace is well recognized. Many female workers Experience harassment on the working premises. Safety is one of the main concerns for female workers. Due to the Experience of harassment activities, female journalists or other workers do not get to work enthusiastically. The fear of being safe at work is at its utmost nowadays. The female journalists want the working premises to be safe so that they can work freely. Sexual harassment not only has physical effects but also affects people psychologically as well. In certain media organizations, female journalists do not get the same pay as male journalists do. The disparity in pay is one of the major issues for female journalists. The consequences of lower pay in comparison to male journalists can be seen as female journalists when they get lower wages for their worthwhile work, then they show less interest in work. It is certain that employees who get fair compensation and feel Val.d are more satisfied and more devoted to their work. Female journalists underestimate themselves for the reason that the pay gap is generally Exptd. to underperform. Her productivity gets affected in view of the fact that there is barely an inducement for her to set off a further mile. Furthermore, this effect affects not only the female journalist but also the media organization's productivity. In media organizations, considering the loopholes in carrying out safety measures for female journalists is a must. The safety concerns for female journalists should be a primary concern for management. When the fear of sexual harassment is present in the workplace, then no one can give their best performance in an effective manner. It not only has an effect on their work efficiency but also creates a worrisome situation for their family. Safety aspects impact the overall performance of an individual operating in the newsroom or in the field, at the same time as they impinge on human psychology and comfort factors even when functioning in the field.

Female media workers and female journalists face online and offline attacks that jeopardise their safety, ranging from physical assault, trolling, stigmatization, sexist hate speech, harassment, and rape to murder. In addition to this, they are also being attacked on the basis of their job as journalists. Moreover, it is not wrong to say that they are also the targets of violence on a gender-basis. Female journalists are more likely to be targeted in comparison to their male colleagues or male journalists. The threats they come across are extremely sexualized, paying attention to their cultural background, ethnicity, or bodily features, to a certain extent, their work content. At the same time, as a consequence, such threats have a propensity to quiet the voices of women journalists and, in addition, to trim down freedom of speech by means of interrupting worthwhile exploratory journalist work. The threats from the abusers also deform the media background by intimidating diversity and being responsible for disparities both in society and in newsrooms.

5.5 To evaluate the policies and working conditions adopted by regional and national newspapers towards women journalists.

The third objective of the study is to evaluate the policies and working conditions adopted by newspapers at regional and national levels for women journalists. Accordingly, some questions mentioned below have been selected and on them Chi-Square analysis has been done.

1. Unhealthy working conditions
2. Equal and transparent recognition policy
3. Separate toilets for female journalists
4. Rest rooms for female staff
5. Safe transport facility for women
6. Dormitory facility for women journalists
7. Vishakha guidelines are followed by an organization that provides protection.
8. Organizations that offer fully paid maternity leave

The organization gives crèche and child care facilities.

9. Flexible Working Arrangement

5.5.1 Main findings of Objective 3

1. 80 contributors (26%) complained about the unfriendly and unhealthy work atmosphere in the press. It is worth mentioning that 152 contributors (50%) left the question unanswered.
2. 107 contributors (35%) say that their organization does not implement any equal and transparent recognition policy. There are a lot of inequities in the press.
3. More than half of the contributors (170, 55.9%) Dis Agr that their organization provides anysort of transportation facility to its female staff. Either the journalist has to use her own conveyance, or if she does not have one, she has to use public transport. It is very risky to travel on public transport, especially during the late night hours.
4. 172 female journalists (56.6%) claim their organization does not implement Vishakha guidelines. There are no strict laws protecting female employees against harassment at the workplace.
5. 118 contributors (38.8%) complained about the lack of fully paid maternity leave. If a womenjournalist gets pregnant, she has to leave the job. There are no such provisions in the press, not at least for the reporter or sub editor level.
6. Data shows that 168 contributors (55.2%) denied getting any such child care or crèche facilities. Till date, there are very few media houses which provide this facility, but they arenot full-fledged.

Data analyzed shows that majorityof contributors 133 (60.2%) Dis Agr that their organization does not provide flexible working arrangements to its women journalists. Not even if they aremedically unfit or are expectant moms.

5.5.2 Conclusion of objective 3

The data analysis of the third objective on working conditions adopted for women journalists sheds light on aspects such as unhealthy work atmosphere, equal and transparent recognition policy, separate toilets and rest rooms for female staff, safe transport facilities, especially for employees working in late night hours, protection of women's workforce against workplace harassment following Vishakha guidelines, provision of fully paid maternity leaves and child care facilities to new moms, flexible working arrangements for the medically unfit, expectant women journalists, etc.

The overall study indicates that women journalists are not satisfied with the working conditions prevailing in media houses. Women journalists complained about these conditions and termed them unfavourable for the female workforce.

It is worth mentioning here that, despite so many oddities in the press, these women are doing tremendously well. They are taking this new media profession as a challenge and are managing the role conflict. They made it loud and clear that there are a lot of ambiguities in the media profession, but these shortcomings are a part of the work. A woman can put up with flaws, but she cannot compromise her reputation. Hence, the authorities must ensure proper security for their female staff, and strict laws should be instigated by the media commission so as to keep a check on harassment cases against female journalists.

5.6. The future prospect of women journalism

The future prospect of women's journalism is considered the most important part of the stipulated area of print journalism because it is something that will determine the success of women as well as print journalism for the prospect of developing a better world. There has been a massive ongoing contention of feminism in all areas of life where women have been raising their voices to promote the idea of equality.

Print journalism has taken a step forward in a whole new scenario that is completely vast and dynamic. Women journalists nowadays are shifting their paper-printing journalism work to digital print journalism, which is another ongoing demand for women journalists. The conceptual framework for looking at the broader perspective is to inculcate various dimensions of ideologies in order to establish better print journalism with the inclusion of women journalists. This can be achieved through various ways and processes, which include making correct choices and giving the chance to women journalists to deliver news effectively and efficiently without any fear. Today's journalism has taken a whole new level of providing quality work and delivering unique content to the public with various different modes of delivery. This includes print journalism basics and print journalism digital. So the system now is of a smooth nature, and in the future, the prospect of delivering news content is going to be massive and highly dynamic in nature.

So the first step in order to understand the prospect of women's journalism in the future is to look at a larger picture of print journalism in the future. There has been research by Harvard University that suggests the idea and notion of feminism, where both men and women in print journalism would get equal pay for equal work, can be achieved in 2050.

As the world is changing day by day. The world keeps on evolving. The area to cover here is to make people aware of the dynamic approach to achieving the idea of equality. The print media journalism era is also changing day by day. Looking at the span of over 20 years, there has been a massive shift from paper-based print media journalism to digital print media. The digital world holds a lot of opportunities for women in journalism to make the news accessible to the public at large. Women journalists are now much more effective and efficient in delivering the work. There is research conducted by Stanford that shows if the journalism work is given to men and women, then the amount of time taken to complete that work is less for women.

This clearly shows that women have great potential for delivering quality content and disseminating news to the public through print media. With this contention in mind, the prospect of women journalists holds a powerful place in the upcoming future, as after attaining the idea of feminism in the year 2050, as per research conducted by Harvard University, the world would not be the same as it is now. It will then be a positive world where both policies and ethical roles and responsibilities work in order to make the functioning of print journalism and women journalists very smooth.

5.7 SUGGESTION

To promote an effective and efficient working environment

This area covers the inclusion of people working in print journalism with a positive dynamic working environment. The contention of achieving an effective and efficient working environment can be attained by just doing the work as it is and following the orders given by the higher authority. The most important aspect here to note is accessibility and taking an active initiative for the promotion of a healthy working environment in print journalism. This stipulates that whenever there is chaos or turmoil prevalent in the working environment, which creates a barrier or hindrance to promoting a positive working environment, then that problem would be addressed positively by both women and men journalists in print journalism. This would make the system work in a very efficient manner where people would understand and work in a collective manner. There are four pillars in order to make the environment healthy and effective; those are people, interests, objectives, and criteria. If print journalism focuses on these four important pillars, then they can easily attain the contention and idea of achieving a positive working environment in print journalism. The first pillar, which includes people, includes that there should be courtesy and kindness while communicating and managing work in print journalism, which includes softness and following an ethical moral code of conduct. By attaining this first pillar, we can differentiate between the policy and working environment as well as collaborate with both of them in order to work in a single direction for the promotion of

An effective and efficient working environment. The second pillar is interest. This means that there should be courage and enthusiasm in the working environment, which brings motivation among employees in print journalism itself. The third pillar talks about objectives. Now this includes what the company's objective is and which direction the company wants its employees to work in. The important point to note here is that these four pillars of attaining an efficient working environment in print journalism are interconnected, which promotes women's journalism also. So in order to run these four systems smoothly and efficiently, all the pillars need to collaborate and work accordingly. In Print Media Journalism, the final pillar is criteria, which can now be set by either the company or the employees themselves. This includes the type of work the company is required to do and with the target and benchmark set by the company itself. Thus, by following this strategy of four pillars, print journalism and the company can attain an effective, healthy, and efficient working environment. This strategy is a proven strategy that has been followed by print journalism all across the world, which also promotes women's journalism.

5.8. Conclusion

Journalism is about collecting, preparing, and distributing news and interrelated annotations and descriptions from beginning to end through electronic and print media such as webcasts, books, newspapers, e-mails, social networking, podcasts, and other media such as television, motion pictures, and radio. Journalism plays a vital role in communicating or disseminating information or news all around the globe. It can be stated as a "voice" for voiceless individuals. It not only disperses the information but also makes people aware of their rights.

This section of the report is the conclusion part that concludes the report in sub-sections. This part concludes with the challenges that used to be experienced by female journalists and the need for a change in the media industry so that female journalists will not Experience any threat or fear and can work efficiently.

The media industry is used to being dominated by the male class; as soon as women started joining this field, the male category was not proficient in dealing with them. The top hierarchies of the organization, i.e., management and editorial, are dominated by the male group. Women are still considered, or are not considered, to have a minor presence in the news media in terms of job content as well as opportunities to develop their talent and advance in their careers. They also tend to be unnecessary in the specialized unions that are supposed to correspond to them.

Women are always and forever turned down for difficult assignments in the media world. The media industry cannot be controlled well, seeing that it is a private segment and dominated by males. In the media profession, women journalists face both psychological and physical challenges. In the production of news, women also face gender inequalities. The management does not usually delegate difficult tasks to female journalists; additionally, this trick is used to demonstrate women's inability to do work. It is important for media organizations to make sure that there is gender equality, and to get rid of the hindrance, it is a must to provide equal opportunities to both male and female workers. During recruitment, a number of media organizations discard female candidates who show biased behaviour. The ratio of female and male workers in the organization is usually decided by the management. It is a must for the management to make plans for unique facilities for them, ensure their security, and endow them with maternity leave at the same time, as life and work balance are demonstrated to be the most important reasons. To a large extent, gender disparities are visible in the journalism profession.

A female journalist has to face many issues, and making a balance between managing her professional and personal life is the biggest issue, and it gets worse when they get married and have children. They need a high level of support from their families so that a balance can be made in their lives. Many times, they are forced to leave the media industry simply because they are getting married or having a child, because they have to devote more time to their work, and as a result, they are unable to devote time to their families because there is a set time for

working, fewer holidays, and there is no job security. Many of the working females were not satisfied with their work as there were many issues like safety issues with the job as no security was present, they were getting fewer wages for the work, and they didn't have the facilities that a government worker would have.

The responders have realized that, compared to opportunities, the challenges are high for female journalists. Gender discrimination is found in the media industry as they don't have the right to make decisions. The media industry is not following the suggestions of several working journalist commissions. A number of female journalists have to go through a hard time. There is no female forum in the media industry for female journalists to solve their problems. Some changes should be made so that it will help in making new laws as it provides a competitive and healthy environment at work for females where they can prove their potential.

5.9 NEED A CHANGE

At present, women in journalism are making an impression as they have started to write columns in newspapers and have also become standard columnists in nationwide newspapers, which concentrate on severe issues of improvement such as the economy, defense, health, infrastructure, governance, politics, law, and a lot of extra concerns that have led to development and growth. However, there are several challenges for female journalists that they have to face for the duration of their job. The prominence of women has grown significantly in a number of key areas over the last decade. However, progress has been uneven, the disparity between men and women has remained, and the most serious complications have persisted, with serious consequences for the welfare of all individuals. In accordance with the societal trend, a general assumption is made which tends to point towards the difficulty or challenging situation for female workers to reach executive positions by reason of their so-called inherent inability, along with their customary home upbringing. It is not a significant question why females may not prefer a career in journalism. Women can choose any career, area, or discipline for their

profession or livelihood. They are not found to be intellectually unfit or handicapped by birth. Conversely, they are held back with certain disadvantages as a result of household tasks. Further, these draw attention when faced with gender discrimination in an occupation that has been conventionally dominated by males, for instance, journalism. At the same time, there is no reason why women should not be able to pursue a career in any field or discipline. Women are also compatible and can work enthusiastically just as male journalists do.

Similar opportunities should be developed by society for both men and women so that they can pursue their careers in any stream. A change must be made in society's point of view regarding females. Young female journalists in the industry must be accepted by society. Social obstacles can be overcome if a female's supportive roles are approved by the family. An environment of equal values and equal demands without any discrimination can be developed only by the family for its male and female members. Many features must be created by the educational institutions, teachers, and family members in both men and women, such as self-respect, ability to observe situations, and curiosity to get knowledge, as all these are helpful in their journalism work to handle tasks easily in a skillful manner. Presently, the number of jobs in journalism is increasing day by day. It shows a regular need for professional journalists to work competently with a working culture in their job, which is indispensable. A good journalist can achieve success if they are well trained to come up with work before the given deadline. To perform well on the job, they must develop strong habits during their training period. Training can help young people develop a variety of job-related skills, allowing them to work in a flow and face a variety of critical situations in the course of their work. On the other hand, training in several related areas in this field is an imperative element of media.

The work schedule under critical circumstances, the irregular job hours, and fewer holidays are all part and parcel of this profession. On the other hand, the glamorous world, social status, and expression of their ideas and views are the influencing factors that attract the minds of people to pursue their career in this profession. Youngsters who work in this profession should be able to adjust themselves under all circumstances so that they feel no or fewer constraints.

Thus, their roles can be effectively played by them. The portrayal of Indian females in the print media is insufficient and, without a doubt, is based on cultural prejudices. Decisive steps in a specific direction In India, female journalists have made decisive steps in specific directions, but there is also more to be achieved by them. It is surely not more than a depressing picture. Cultural prejudices in journalism need demolition time. However, many ideas were made, which will require more time for the eradication of gender discrimination.

1. Female journalists must ensure that females are not portrayed as inferior. There is no need to defend the fact that journalism is only focusing on females' reality that they lack social, economic, political, and legal ability. The female pictures, which originate from print journalism, give focus on power distribution and control in different methods. At the time, journalism will try to accept female development stories that demonstrate this breadth. In this way, the ideological control over female opinions will be destroyed, and they will have the right to express their feelings and voices.
2. A specific role played by journalism in creating the suggestions might be in the home cultivation of "alternative culture." It is a fact that people with a fixed mentality that lives in journalism with a female picture have not given birth to journalism as a profession. They originate from the facts that are spread in society. Thus, journalism needs to create a positive side to women with a positive image by making changes.
3. Sometimes, workshops should be created that will help in bringing female journalists together with the other working areas, as well as activities related to females. It is also a must for media organizations to create a union for their workers, whether male or female, so that prejudice on the basis of gender will not take place within the premises. This could motivate the female journalists to perform in a better way as they could feel satisfied after getting equal wages and deserving job assignments.

4. The national communication policy has given uneven media rules. Especially in female issues, self-control is necessary. The main point of worry is the female's responsibility of bringing up the children for everyone, along with all the acknowledgement and facilities, and many more, permitting her to handle all her responsibilities. There was a time when females didn't have a place in the journalism industry, but as the time phase has changed, the number of females has increased.

Many risk factors are present that have their presence in the field of practicing journalism. Assurance should be provided by the government for the security of journalists. Certainly, other people are involved in giving guidance and removing unnecessary elements from society. It will be a successful method and it will prevent people from doing wrong deeds, mainly for those who don't treat journalism in the right manner. Some force of law is required for this, despite providing a person who does illegal work, because it will not be good for society's sake. Self-regulation is an important aspect of journalism because it aids in the elimination of gender inequalities. It is the main issue facing the area of journalism. The main difference based on gender is being brought into being in such a field, and it should firmly control its members to give their assurance that they will follow the rules. On the other hand, female journalists also have to remove their negative thoughts and should prepare themselves physically so that they can compete with male journalists who have the same position and work in the industry. The need for change is not limited to the media industry; all female journalists should be aware of their rights and speak out against wrongdoing.

In terms of female advancement in the media, it has been discovered that females have a consistent scope in this area. It may be just because of the reality that in the new era, the majority of females have entered the field of media. Many of the early female journalists got high positions in leading the articles, and they have achieved more than we can imagine in recent times. These changes according to the time and other developing changes in the media

will affect the power of journalism and the female picture in the media. Thus, it was stated that "women can join as reporters and can become chief editors." Women have several opportunities in the media, but they must seize them. For example, it has been reported that any gender discrimination by the English media among their reporters is a constant work in progress. As opposed to that, the male journalists who belong to the vernacular press have stated that in this press, women journalists are fewer in number as there is no better working environment for women and the female frame in this press is oversimplified. The main issue faced by females in developing Countries, regardless of their development areas, was colour inequality on a gender basis in occupying positions, getting the chance to work, career development, and working conditions.

It demonstrates that females face some barriers and interference in the vernacular press. Those female journalists who competed in the '60s and '70s have done the hard work, and they also fought hard to be free from their poor professionalism, which makes them walk away from this industry. Many of them were able to get into this strong, desired reporting line and changed their path from flowers to fires, and they frequently have an event battle of several forms. They put more pressure on newspaper establishments to have content related to maternity leave. As time passes, female journalists can be found everywhere taking data in and out of magazine offices and newspapers, moving around to make various types of news, collecting information from various sources, and making entries in noisy newsrooms to produce various types of news.

Such a broad trend indicates that female journalists are no longer fighting the same battles as other female journalists. Many changes have been made in this industry as the working environment has changed, people's mentalities have also changed, and a constant change is found in creating awareness about various jobs, which aids in making a better working environment for females to work in. It is clear that women can survive in this industry, and they are staying to make the most of their exceptional position.

The high number of people who are exposed, the changing mindset, and the changing social Values are all important factors that contribute to the growing role of female working professionals in the field of electronic media.

They are seen as working only in the house area, with an image of caregiver and housewife, as nobody can change the mindsets of society. Due to such thinking, hindrances are created in the path of female progress.

All the females are performing well, and they are not < the males. Their hard work and dedication towards work are remarkable, and they are doing well in every field, but all their efforts are wasted as all these takeovers by their gender. The cause is the physical power of the male.

However, the positive aspect is that modern working females are thankful to their families and life partners, which shows that the minds of Indian people are highly influenced by change. It is not good to say that even in the 21st century, the problem of gender discrimination is one of the basic issues. Most of the time, females aren't given enough Val. and respect for their work because they put in so much effort to prove themselves. They must increase their hard work because they have to prove their potential at work and, on the other hand, they have to fight with professionals whose minds are already set. Mostly, these people are narrow-minded professionals.

It is not correct to say that journalism is filled with such minds; if backward ideology is impeding the advancement of a career for working women, it is tainting the enthusiasm and dedication of working people.

Thus, the main point to pay attention to is giving security to the person who is doing the job in the field of media. Most of the time, women are the sufferers.

There is a clear conception that workers need a secure and safe environment as it helps them spread the news all over the world. Attention is given that all of the news channels are not obeying the rules which are made for the workers of industry, mainly for those workers who are working at odd hours. The thoughts of management are careless and lenient towards their work force, which develops negative feelings among the workers. Thus, for an organization that needs manpower, it is necessary to have a better understanding. They should keep all the elements in their minds for fulfilling some of the responsibilities as it develops a positive environment at the work place as well as gives great results for the industry.

Nevertheless, presently, as women in generously proportioned society have conked out a lot of customary barriers in social areas, economics, and politics at the same time as their male Counterparts have undergone not as much of an attitudinal change, as well as women journalists, have to deal with comparable partiality inside the profession. Seeing those female journalists deal with a number of issues, the media industry must try to comprehend them well again and encourage them to follow their dream profession.

In short, both the legal and media systems should be endowed with a better employment premise for female journalists as a consequence of heartening their growth.

BIBLIOGRAPHY

Aldridge, Meryl. (2001). The Paradigm Contingent Career? Women in Regional Newspaper Journalism. Sociological Research Online. 6. 10.5153/sro.626.

Amity.edu <https://www.amity.edu/gwalior/jccc/pD.F./jcc-journal-june-2018-edited-final-85-92.pD.F.>

Bamezai, G., Roy, A., Roy, A., & Chhetri, S. (2020). Gender mainstreaming as an essential part of journalism education in India. World of Media. Journal of Russian Media and Journalism Studies, (3), 1-33. DOI: 10.30547/world of media.3.2020.1

Beasley, M. H. (2020). History of Women in Journalism. The International Encyclopaedia of Gender, Media, and Communication, 1-13. DOI: <https://doi.org/10.1002/9781119429128.iegmc110>

Boholm, Å. & Larsson, S. J Nanopart Res (2019) 21: 86. Springer Netherlands <https://doi.org/10.1007/s11051-019-4524-3>

Brenna Coleman, “%age of Women in the Workforce & Media Portrayal at Odds”, Nov 9, 2010 downloaded from the [www.lycos .com](http://www.lycos.com) on 22.2.2013.

Breese, E. B., & Luengo, M. (2016). News innovations and enduring commitments. The crisis of journalism reconsidered: Democratic culture, professional codes, digital future, 282. <https://doi.org/10.1177/0094306117744805>

Byerly, C. M. (2011). Global Report on the Status Women in the News Media. Washington, DC:International Women's Media Foundation [IWMF].

Carlson, M., Robinson, S., Lewis, S. C., & Berkowitz, D. A. (2018). Journalism studies and its core commitments: The making of a communication field. Journal of Communication, 68(1), 6- 25. doi:10.1093/joc/jqx006

Chambers, D., & Steiner, L. (2009). The changing status of women journalists. In The Routledge Companion To news and Journalism (pp. 93-103). Routledge. ISBN10: 0-415-46529-X

Chambers, D., Steiner, L., & Fleming, C. (2004). *Women and journalism*. Psychology Press.

Chatterji, S. (2020). Indian Women in Journalism | Media - A Bilingual Monthly Journal of the Kerala Press Academy. *Mediamagazine.in*. Retrieved 30 November 2020, from <https://mediamagazine.in/content/indian-women-journalism>.

Chen, G. M., Pain, P., Chen, V. Y., Mekelburg, M., Springer, N., & Troger, F. (2020). 'You really have to have a thick skin': A cross-cultural perspective on how online harassment influences female journalists. *Journalism*, 21(7), 877-895. <https://doi.org/10.1177/1464884918768500>

Chowdhury, N. J. (2016). Women's Participation in Managerial Activities: A Study on Employed Women in Selected Enterprises of Bangladesh. *IIUC Studies*, 39-64. doi:10.3329/iiucs.v10i0.27426.

Coleman, R., Lee, J. Y., Yaschur, C., Meader, A. P., & McElroy, K. (2018). Why be a journalist? US students' motivations and role conceptions in the new age of journalism. *Journalism*, 19(6), 800-819. <https://doi.org/10.1177/1464884916683554>

Cukier, W., Jackson, S., Elmi, M. A., Roach, E., & Cyr, D. (2016). Representing journalism?

Leadership roles and women in broadcast news. *Gender in Management: An International Journal*. <https://doi.org/10.1108/GM-04-2015-0035>

Díaz-Campo, J., & Chaparro-Domínguez, M. Á. (2020). Computational journalism and ethics: An analysis of deontological codes of Latin American. *ICONO 14, Revista de comunicación y tecnologías emergentes*, 18(1), 10-31. doi: 10.7195/ri14.v18i1.1488

Disha Mullick (2015) Playing Reporter, *Journalism Studies*, 16:5, 692-705, DOI: [10.1080/1461670X.2015.1054176](https://doi.org/10.1080/1461670X.2015.1054176)

Dr. Joya Chakrabort, ArunimaGoswami & MuktikamHazarika (2015) “ENGENDERING MEDIA PARTICIPATION: THE CASE OF WOMEN JOURNALISTS IN ASSAM” Article-7

Global Media Journal – Indian Edition, Summer& Winter Joint Issue/June- December 2015/Vol.6/No. 1& 2 ISSN 2249 – 5835.

Ginosar, A., & Reich, Z. (2020). Obsessive–Activist Journalists: A New Model of Journalism. *Journalism Practice*, 1-21. <https://doi.org/10.1080/17512786.2020.1816488>

Gudipaty, . (2017). Gendered Public Spaces. Online trolling of women journalists in India. *Comunicazione politica*, 18(2), 299-310.ISSN: 1594-6061

Hallin, D. C., & Mellado, C. (2018). Serving consumers, citizens, or elites: Democratic roles of journalism in Chilean newspapers and television news. *The international journal of press/politics*, 23(1), 24-43. <https://doi.org/10.1177/1940161217736888>

Hanitzsch, T. (2017). Professional identity and roles of journalists. In *Oxford ResearchEncyclopaedia of Communication*.
<https://doi.org/10.1093/acrefore/9780190228613.013.95>

Hanitzsch, T., & Vos, T. P. (2018). Journalism beyond democracy: A new look into journalistic roles in political and everyday life. *Journalism*, 19(2), 146-164. doi:10.1111/comt.12112

Hanitzsch, T., Hanusch, F., Ramaprasad, J., & De Beer, A. S. (Eds.). (2019). *Worlds of journalism: Journalistic cultures around the globe*. Columbia University Press.

Harrison, J., & Pukallus, S. (2018). The politics of impunity: A study of journalists’ experiential accounts of impunity in Bulgaria, Democratic Republic of Congo, India, Mexico and Pakistan. *Journalism*, 1464884918778248. <https://doi.org/10.1177/1464884918778248>

Hague, P. N., Hague, N., & Morgan, C.-A. (2004). Market research in practice: a guide to the basics. Kogan Page Publishers.

Himashree Patowary (2014) "Portrayal of Women in Indian Mass Media: An Investigation" Journal of Education & Social Policy, Vol. 1 No. 1; June 2014 pp:- 84-92.

IFJ. (2017). IFJ survey: One in two women journalists suffer gender-based violence at work / IFJ. Ifj.org. Retrieved 30 November 2020, from <https://www.ifj.org/media-centre/reports/detail/ifj-survey-one-in-two-women-journalists-suffer-gender-based-violence-at-work/category/press-releases.html>.

Joshi, U., Pahad, A., & Maniar, A. (2012). Images of Women in Print Media--A Research Inquiry. Global Media Journal: Indian Edition, 3(1).

Kalyango Jr, Y., Hanusch, F., Ramaprasad, J., Skjerdal, T., Hasim, M. S., Muchtar, N., ...& Kamara, S. B. (2017). Journalists' development journalism role perceptions: Select Countries in Southeast Asia, South Asia, and sub-Saharan Africa. Journalism Studies, 18(5), 576-594. <https://doi.org/10.1080/1461670X.2016.1254060>

Khalid, M. Z., & Ahmed, A. (2014). A Snapshot of Role of Newspapers in the Contemporary Newspeak. IOSR Journal of Humanities and Social Science (IOSR-JHSS), 19(5), 6-11. pISSN: 2279-0845

Kothari, A. B. (2018). Media ethics and journalism in Tanzania. In Newsmaking Cultures in Africa (pp. 229-248). Palgrave Macmillan, London. https://doi.org/10.1057/978-1-137-541093_11

Kreiss, D. (2019). The social identity of journalists. Journalism, 20(1), 27-31. <https://doi.org/10.1177/1464884918807595>

Lavoi N.M. (2013) Gender and Sport Media. In: Roper E.A. (eds) Gender Relations in Sport.

Teaching Gender. Sense Publishers, Rotterdam, Springer

DOI https://doi.org/10.1007/978-94-6209-455-0_3.

Mansour, S. (2018). The Globalization of Journalism Ethics: Exploring Feasibility and Val. in a Globalized World.

Melki J., Mallat S. (2013) Lebanon: Women's Struggle for Gender Equality and Harassmentfree Newsrooms. In: Byerly C.M. (eds) The Palgrave International Handbook of Women and Journalism. Palgrave Macmillan, London Springer Online ISBN978-1137-27324-6

Mudgal, V. (2015). News for sale: 'Paid news', media ethics, and India's democratic public sphere. In Media ethics and justice in the age of globalization (pp. 100-120). Palgrave Macmillan, London. DOI 10.1057/9781137498267

Mullick, D. (2015). Playing reporter: Small-town women journalists in north India. Journalism Studies, 16(5), 692-705. <https://doi.org/10.1080/1461670X.2015.1054176>

Murthy, D. V. R., & Anita, G. (2010). Women in the media and their work environment: a report from Andhra Pradesh. Indian Journal of Gender Studies, 17(1), 73-103. DOI: <https://doi.org/10.1177/097152150901700104>

O'Brien, A. (2014). 'Men own television': why women leave media work'. Media Culture & Society, 36(8), pp. 1207-1218.

Omar, A. (2018). Social Media: Research on Changing the Roles of Journalists. Journal of New Media and Mass Communication, 5(1), 1-13. DOI: 10.18488/journal.91.2018.51.1.13

PANDAY, P.K (2011), Still a Male Preserve, Women in Bangladeshi News Industry, "Reporting: Why Are Women Not Coming?" May, 2011.

Pain, P. (2017). "When I Ask a Question, They Look at me strangely" An exploratory study of women political reporters in India. Journalism Practice, 11(10), 1319-1337. DOI: <https://doi.org/10.1080/17512786.2016.1256788>

Pintak, L., & Ginges, J. (2009). INSIDE THE ARAB NEWSROOM. Journalism Studies, 345

10(2), 157–177.doi:10.1080/14616700802337800

Priyanka Rajeev, Midhila.M.S, Karthika.C (2019) “Work and Life of Women Journalists: A Study with Special Reference to Kerala” International Journal of Innovative Technology and Exploring Engineering (IJITEE) ISSN: 2278-3075, Volume-8 Issue-7S2, May 2019.

Rao, S., & Johal, N. S. (2006). Ethics and news making in the changing Indian mediascape. Journal of Mass Media Ethics, 21(4), 286-303. DOI: https://doi.org/10.1207/s15327728jmme2104_5

Rao, S., & Lee, S. T. (2005). Globalizing media ethics? An assessment of universal ethics among international political journalists. Journal of Mass Media Ethics, 20(2-3), 99-120. DOI: <https://doi.org/10.1080/08900523.2005.9679703>

R. Sasikala, G. Radha and K. Thangaraja (2013) “A Study on the Problems faced by Women Journalists” Asian Review of Social Sciences ISSN 2249-6319 Vol. 2 No. 1, 2013, pp.32-35.

Rowenna Davis, “Men Still Dominate National Newspaper Journalism” downloaded from www.google.com on 22.5.2013

Sánchez Laws, A. L., & Utne, T. (2019). Ethics guidelines for immersive journalism. Frontiers in Robotics and AI, 6, 28. <https://doi.org/10.3389/frobt.2019.00028>

Sathyaprakash, M. R., & Vinay, G. P. (2020). Professional problems of women journalists working for Kannada news media: A study. Journal of the Social Sciences, 48(3).

Sen, G. (2006). Documenting a Nation.

Singh, G., & Pandey, N. (2017). Role and Impact of Media on Society: A Sociological Approach With Respect to Demonetisation. IMPACT: International Journal of Research in Humanities, Arts and Literature, 5(10), 127-136. ISSN (P): 2347-4564

S. Kalaiselvan, K. Maheswari & S. Narayanamoorthy (2017) "Distribution of Contributors by their Socio Demographic Characteristics - Post Graduate Social Work Students in Trichy, Tamilnadu" International Journal of Statistics and Systems ISSN 0973-2675 Volume 12, Number 2 (2017), pp.225-234.

Slattery, K. L. (2020). Let's Not Forget Education: Owning Journalism Ethics. Journalism & Communication Monographs, 22(3), 255-259. <https://doi.org/10.1177/1522637920947722>
Stanford (2020). Journalistic Ethics. Retrieved on: 30th November 2020. Retrieved from: https://cs.stanford.edu/people/eroberts/cs181/projects/201011/Journalism/index16e4.html?page_id=24

Sreberny, A. (2014). Media and Gender: A Scholarly Agenda for the Global Alliance on Media and Gender, Paris: UNESCO Publishing.

Tomar, R. (2011). Gender and Media: Status of Women Journalist in Hindi Print Media in India. Unpublished. M. Philosophy (Development Studies), New Delhi.

Tomar, R. (2020) Hindi Print Women Journalists' Experiences of Misogynistic Virtual spaces in Madhya Pradesh.

Ward, S. J. (2005). Philosophical foundations for global journalism ethics. Journal of mass media ethics, 20(1), 3-21. https://doi.org/10.1207/s15327728jmme2001_2

Ward, S. J. (2009). Journalism ethics. The handbook of journalism studies, 295-309.

List of publications

S.No	Paper Title	Journal Name	ISSN No.	Vol, Issue and date of publishing	Affiliation
1.	STATUS QUO OF WOMEN JOURNALISTS IN NEWSPAPERS OF UP & MP.	International Journal of Research and Analytical Reviews	2348-1269	Vol 6, Issue 1 3/Feb/2019	UGC Care listed
2.	Women Journalists and development of society	International Journal of Research and Analytical Reviews	2348-1269	Vol 6, Issue 2 7/April/2019	UGC Care listed