

Challenges Faced by Women Journalist in Himachal Pradesh

Madhuri Gaur*, and Sukhnandan Singh

Dev Sanskriti Vishwavidyalaya, India

ARTICLE INFO

Keywords:

Women,
Journalists,
Professional,
Challenges,
Himachal Pradesh

ABSTRACT

Women have always struggled and face challenges to achieve equal status, position and recognition compared to the male counterpart in every profession. Their entry into the professional world has been a journey of struggle as the issue of their status is connected to the historical perspective as some of the norms and values which affect women even today have their roots in the past. The aim of the study is to explore the professional challenges confronted by women journalists. Based on survey, the study is conducted with 30 women journalists working in print and electronic media in Himachal Pradesh. The findings of the study reveal that media organisations are progressive, less biased and provide opportunities to women journalists at workplace. Male dominance environment is also not much there. Despite such progressiveness, challenges of harassment, gender discrimination, conventional mindset of the organisations are the existing issues in the media industry though not majorly experienced. Research concludes that media organisations need to address the financial issues, workplace challenges to ensure women journalists feel secure and respected while supporting their career growth and leadership potential.

1. Introduction

History of women in journalism globally shows that women have struggled and faced challenges to get recognition and make their professional place and position to be considered important. The subordination of women has been common aspect of all stages of history. This subordination has been conditioned by the social and cultural environment in which women have been placed (Chakravarti, 2004). Pre-determined cultural belief creates ideology of considering women less capable and sceptical professionally as their role have been associated with homes traditionally. But the social change across the globe has created more role responsibilities for both men and women. Demographic shifts account for many of these new or altered roles (Lindsey, 2015).

The struggle story of women from their entry into the professional world has not been very different across different nations and countries. In United Kingdom newspapers, there were hardly any female editors in the entire twentieth century (Franks, 2013). In Canadian media the appointment of women in the women's department showed the gender specific division of

*Corresponding author's E-mail address: gaurmadhuri15@gmail.com

Cite this article as:

Gaur, M., & Singh, S. (2025). Challenges Faced by Women Journalist in Himachal Pradesh. *Journal of Advanced Research in Women's Studies*, 3(2): 1-14. <https://doi.org/10.33422/jarws.v3i2.945>

© The Author(s). 2025 **Open Access**. This article is distributed under the terms of the [Creative Commons Attribution 4.0 International License](https://creativecommons.org/licenses/by/4.0/), which permits unrestricted use, distribution, and redistribution in any medium, provided that the original author(s) and source are credited.



labour in society (Lang, 1999). According to the U.S. census, in 1880, in German speaking countries only 2 percent of women journalists were there. In imperial Germany the percent was even smaller. Less than one percent of all journalists was there in the last third of 19th century (Kinnebrock, 2009). In United States, situation was also alike, women were hired in journalism because publishers wanted to attract female consumers for products and stores that is the reason many women were hired to write about what appeals to female readers. In India, women's movement is associated with the publication of magazines and journals. Women have participated in writing since 1850. These women's magazines help to understand the historical roles of women as writers, activists and journalists in the nationalist movement where women could articulate their views on political issues, their struggle and achievements. Many studies mentioned that initially women across each country in journalism were hired for women section mainly. Fashion, food, lifestyle dominated the women's page reporting almost in every country in the early stage. World wars have given opportunities to women to make their presence felt in the journalism. Their role was highly valued during the time of world war. It had given them chance to uplift their career from human interest stories to war reportage (Chambers et al., 2004).

During the past two decades the entry of women in the workplace is increasing in developing and developed nations. It cannot be denied that women are now presented as an important middle level cohort of producers, directors and reporters in many countries of the world. But a common hindrance that paved way to women career advancement is the male attitude. Women are judged by male standards and performance criteria (Carter, et al., 2013).

According to the Global Report on the Status of Women in the News Media which included 500 companies in about 59 countries shows men occupy vast majority of the management jobs and news-gathering positions in most nations. 73% of the top management jobs are occupied by men compared to 27% occupied by women. Among the ranks of reporters, men hold nearly two-thirds of the jobs, compared to 36% held by women. However, among senior professionals, women are nearing parity with 41% of the newsgathering, editing and writing jobs. Women have increased their ranks in the top management jobs. In contemporary times, number of women journalists are now rapidly growing and proving to be fit across all genres of journalism. The dominance of women along with their leadership is seen in all the fields. These days a lot is happening in giving equal status and enough opportunities to women for their overall development (Acharya, 2012).

Many studies indicate that issues such as gendered newsroom, limited decision-making power, harassment, workplace politics, gender disparity remain prevalent across the media industry. Such pertaining issues have become part of media industry which pose challenge for women journalists. In Himachal Pradesh, the media industry is relatively small compared to metropolitan cities. Progress and on-going challenges coexist in Himachal Pradesh media. Workplaces are becoming more progressive but the issues of harassment, gender discrimination, conventional mindset are there but not majorly experienced.

2. Review of Literature

Bhattacharya (2016) interviewed female journalists working in Assam newspapers and pointed out that in Assam media discrimination exist in terms of unequal opportunities, biasness in salary, limited field exposure, lack of decision-making power. Women journalists are aware of such prevailing discrimination practices but consider it as workplace politics. Women are also willing to change these practices and bring equality at the workplace. Din and Noor also found that gender disparity between male and female journalists do exist in regional press in Kashmir in terms of story treatment, assignment and female-male ratio. Females are assigned soft

stories, whereas male is given preference to cover important stories. Stories covered by women take place in the inside page of the newspaper and if they are on front page they do not have any special treatment. According to Kumari and Sugandha (2020) women are still struggling to achieve equal status in Jammu media. The reason for their minority is lack of awareness which still consider media a profession meant for male. In some organisations, women are not allowed to cover important stories and considered more suitable for desk. Women also opined that the journalism profession does not give them financial stability as per the demand of the job, which affects their personal life and results into a smaller number of women in media. Pathak et al., (2018) also highlighted challenges and opportunities for women journalists in Bhopal Region. Findings indicate that challenges are much more in media industry than opportunities. Women aren't decision makers. Gender discrimination is also a reason for underrepresentation of women. Women seem to be dissatisfied in terms of salary, decision making power, job satisfaction and job insecurity. Managing personal & professional life both is a tough task. Ullas and Dhanusree (2023) inquired about the challenges that affect the personal and professional life of women journalists in Kerela. Gender discrimination, working pattern, work life imbalance, job insecurity, mental stress are some challenges faced by women journalists. Job insecurity has high impact amongst all. Though media industry is found to be gender friendly.

The other factor why women join media despite having challenges are their passion, social service, interest for writing and revealing the truth in media industry become reason for choosing journalism as career. Pain (2022) also stated that when newsroom is gendered, it lacks diversity and variety of opinion and ideas while interviewing 50 women journalists from five cities. Study highlights that in such situation, women have little chance to participate and put their ideas in political and sports beats. Efforts to encourage women to work more in such beats is less in media. Newsroom and online do not differ from each other. Everbach and Flournoy (2007) also highlighted that newsrooms are gendered bias, women's idea in the newsroom are not given weightage because news is reported from male perspective. Women have passion for their career but the organisations do not understand their needs which affect their personal life. News industry is not what women think before entering.

Research also suggests that there is a need to change the strategies to maintain the sustainability of women in journalism. Another study by Singh (2018) highlighted that the role of women is increasing in the electronic media. Factors like changing attitude of the society, more exposure have contributed to change in the professional approach for women. North (2012) focused on the status of women in Australian media and found that the number of women in journalism courses are rising, male bastion is seen less in newsrooms, despite all such developments women face challenges of low pay, low position, harassment and less promotional opportunities. Researcher suggests that people holding position in management and union working in industry hold the responsibility to bring change and challenge these stereotypes. According to Tomar (2011) many challenges exist in media, women working in Hindi print media have no access to decision making, no healthy working environment, existence of gender biasness and no work-life balance.

Not only this, having basic facilities is also tough to get. Sexual harassment has also become a part of media culture. A report titled *Creating Safe Workplaces: Prevention and Redressal of Sexual Harassment in Media Houses by Gender at Work and Network of Women in Media, India*, surveyed 454 media women from different well renowned newspapers and indicated that 36 % of women experienced workplace sexual harassment but 53 % do not complaint against this. According to the report those who approached Internal Committee for complaint were not satisfied. A global survey report by International News Safety Institute (INSI) and International Women's Media Foundation (IWMF) in 2013 which included 1000 women

working in media found that women face multiple problems while working in their workplace like threats, harassment, online abuse, intimidation which is usually done by male colleagues and supervisors or done online. On the other hand (Kirat, 2004) presented a different picture of UAE where majority of women journalists working are from Middle Eastern and South East Asia having different perception and background.

Study indicates that women still seem to be happy with their jobs and believe that they are making contribution for the society, despite of not holding the higher position in their organisations. Murthy and Anita (2010) also presented a positive aspect by surveying the working condition of 127 women working in radio, print and television. Study reveals that women are being respected in the profession by their male colleagues, coming forward and proving themselves along with covering tough beats which were once not considered their cup of tea. Brien (2014) stated that prevalent ideologies show the gender power in media which leads women to leave media industry and show them as not committed for the profession. Marginalisation of women hold glass ceiling for women. Organisational model may pose biasness which undermines the sustainable careers for women.

Mahanti (2005) investigated the gender news practices in Sydney, Toronto, Mumbai and Melbourne newsroom while interviewing 20 women journalists from print, television and radio. Researcher found that despite increasing the number of women in journalism, the systemic gender practices still exist and these are not different in different nations while it is a common one. Gender practices are seen in newsrooms which leads to subordination of women. Mahanti suggests that these practices should be challenged to make the representation of women in newsroom more visible and to increase their presence and power.

Cunha and Martins (2023) also explained the challenges and obstacles encountered by those females who have reached at the top leadership position in Portuguese press along with their leadership styles, communication and newsroom biasness. Findings indicate that male dominance environment is not much there. Though the underrepresentation of women at top position exists. For a healthy organisation, women believe that understanding, dialogue and encouraging collaboration is important. These are important to achieve successful results.

3. Theoretical Framework

3.1 Social Role Theory

It gives an idea of how society is organised in terms of what women and men do. Gender stereotype develops from the division of labour that characterise a society and the expectations what tasks would be performed by men and women. According to the theory, in societies role are organised for both men and women. Women nurture and takes care of domestic responsibility while men are involved into the jobs that require leadership roles and physical strength (Eagly and Wood, 2016).

4. Objective

To find out the professional challenges faced by women journalists.

5. Research Methodology

The study employed a quantitative approach with purposive sampling to effectively target specific group. The study followed descriptive research design and included 30 women journalists working in print and electronic media in Himachal Pradesh. A well-structured

questionnaire for survey has been prepared based on intensive literature review along with face validity. The questionnaire comprised a variety of questions focusing on work allocation in the organisation, opportunities for work, the organisation's perception for women journalists regarding their ability, experience of harassment, financial instability and instance of discrimination. Since the professional challenges faced by women journalists in Himachal Pradesh have not been explored so this study aimed to fill that gap. Questionnaires were distributed amongst the participants to get their perspective on these professional challenges. To ensure confidentiality of the participants, informed consent have been obtained from the participants. Since the study is descriptive in nature percentage method was used for analysing data as percentage method helps in summarizing the proportion of responses for each question effectively.

6. Data Analysis

This section presents the demographic profile of the respondents who participated in the survey. The characteristics include age, professional qualification, forms of media. Understanding the background of the participants helps to contextualize the data and ensure the representativeness of the sample.

Demographic Profile of the Respondents

Table 1. Age of the Participants

Age	% of Women Journalist
21-25 years	44%
25-30 years	31%
31-40 years	19%
41-50 years	6%

Table 2. Professional Qualification of the Participants

Professional Qualification	% of Women Journalist
Certificate in Journalism	3%
Diploma in Journalism	7%
Graduation in Journalism	30%
Post Graduation in Journalism	34%
Ph.D in Journalism	3%
Others	23%

Table 3. Kind of Media Participants Working

Media Type	% of Women Journalist
National Media	20%
Regional Media	80%

Table 4. Form of Media Participants Working

Media Type	% of Women Journalist
Electronic Media	43%
Print Media	57%

The above tables below show the demographic profile of the respondents. It shows that majority of the respondents (44%) are 21-25 years old, 31% are between 25-30, 19% of them are between 31- 40 and 6% of them are between 41-50. In terms of qualification maximum

respondents (34%) are post graduates in journalism followed by 30% are graduates, 23% are from other fields, 3% are certification in journalism, 7% have diploma in journalism and only 3% have Ph.D. in journalism. Majority of the women journalists (80%) work in regional media, whereas (20%) work in national media. 57% of women journalists work in print media followed by 43% work in electronic media.

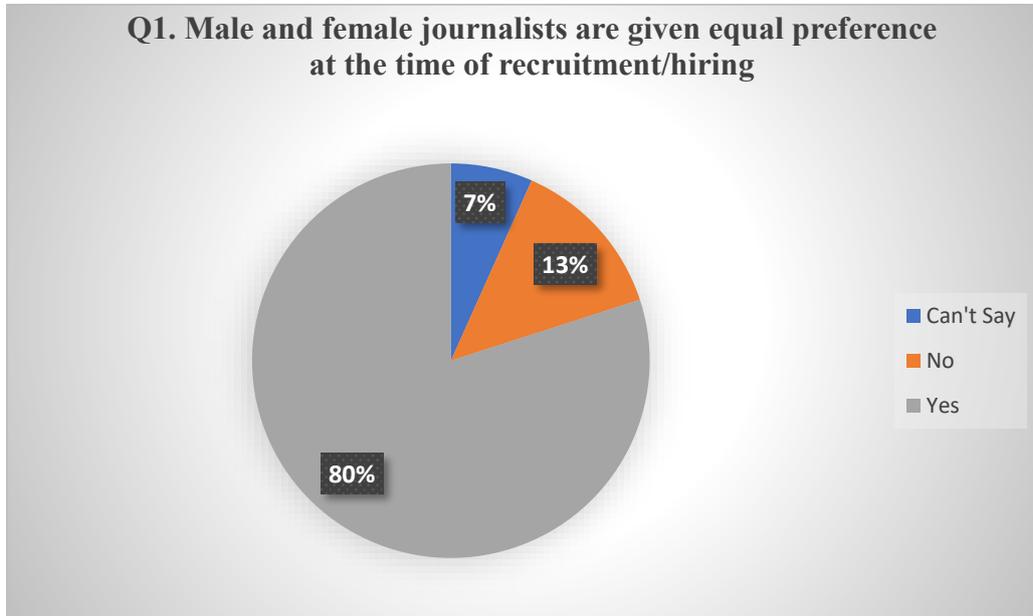


Figure 1. Q1. Male and female journalists are given equal preference at the time of recruitment/hiring

The above figure indicates that majority 80% of women journalists agree that recruitment is fair for both male and female, but 13% disagree with the statement that there is equal preference or they feel that biasness exist at some level, whereas 7% of them can't say anything about it whether the process is fair or biased. The statement positively shows that there is relatively less biasness at the time of hiring.

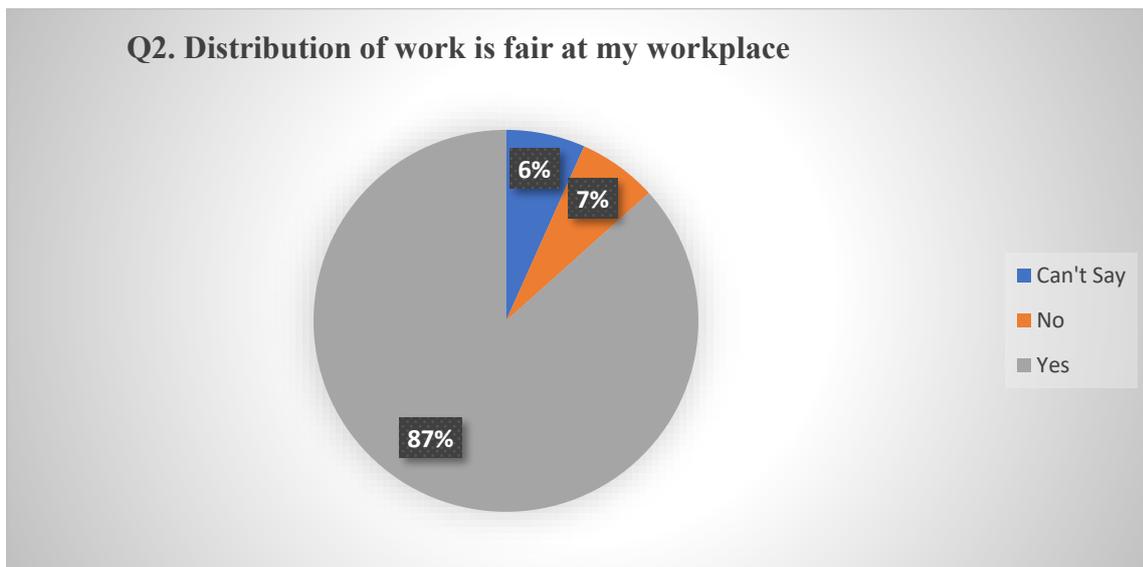


Figure 2. Q2. Distribution of work is fair at my workplace

Above figure indicates that maximum (87%) women journalists feel that the allotment of work is fair at the workplace whereas merely 7% of them feel it is not fair or they feel work allocation imbalance exist. Rest 6% are uncertain. Data indicates positive perception of fairness in work distribution in the workplace.

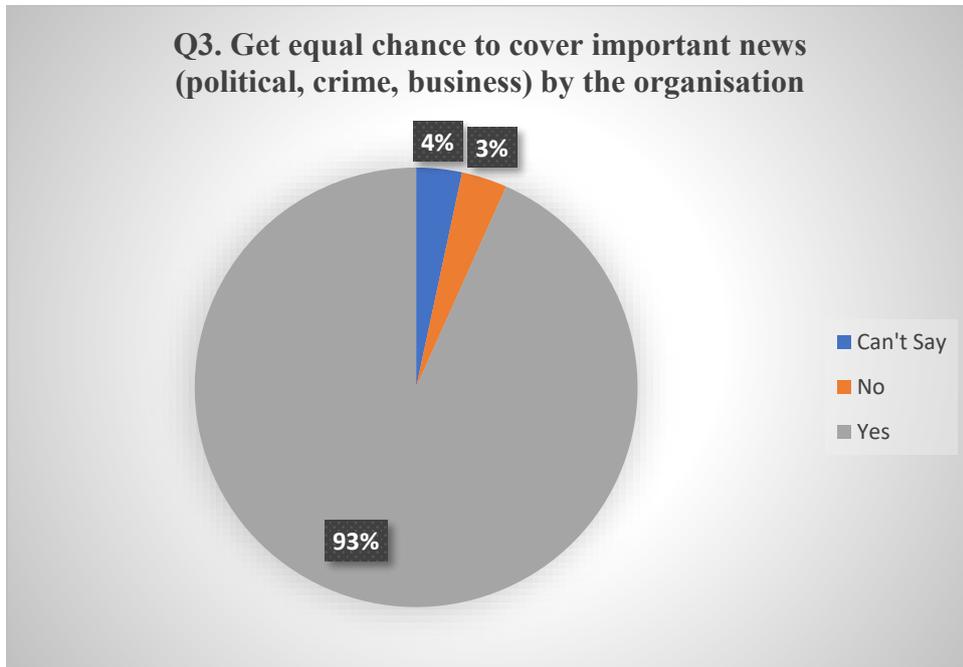


Figure 3. Q3. Get equal chance to cover important news (political, crime, business) by the organisation

Data in the figure 3 shows that vast majority 93% of the participants feel that they are given equal opportunities to cover important stories, merely 3 % of them feel that they do not get the equal opportunity to cover important stories which shows that they feel gender biasness exist in the coverage of important news. Only 4% are uncertain whether equal chance is given or not. Data positively indicates that there is fairness when it comes to news coverage.

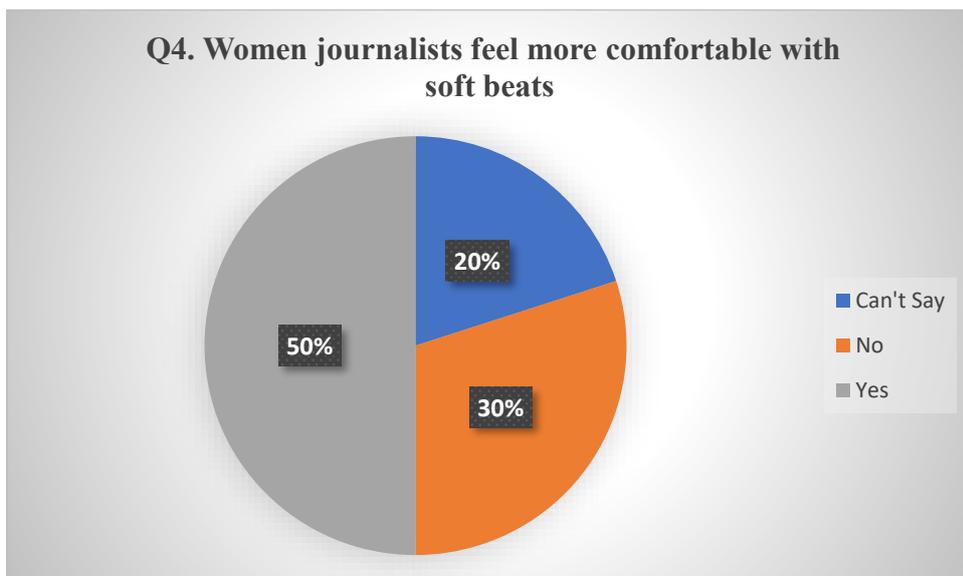


Figure 4. Q4. Women journalists feel more comfortable with soft beats

Data in the figure indicate that half 50% of women journalists agree that they feel more comfortable with soft beats. But 30% of them disagree with the statement as they find comfortable with hard stories as well. 20% of them are not sure about their preference in what kind of story coverage they feel comfortable. Data indicates that diversity exist amongst women journalists regarding the type of news beats.

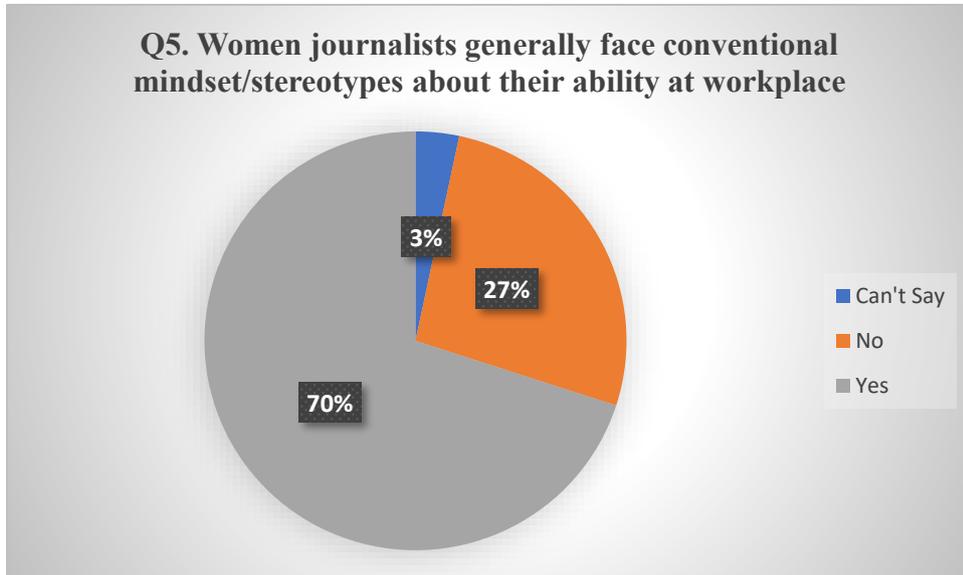


Figure 5. Q5. Women journalists generally face conventional mindset/stereotypes about their ability at workplace

In the above figure, maximum participants 70 % feel that women journalists face such conventional mindset about their ability at the workplace. Whereas 27% of them feel that such conventional mindset does not exist in their organisations. Merely 3% are uncertain whether such mindset exist or not. Above data shows despite having independence at workplace some organisations still exhibit biases when it comes to the ability of women journalists.

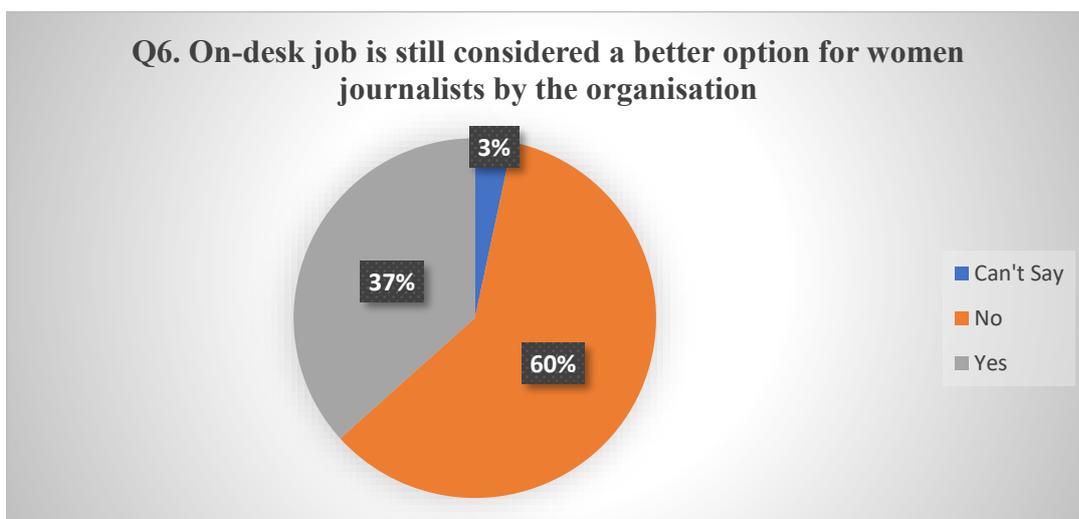


Figure 6. Q6. On-desk job is still considered a better option for women journalists by the organisation

Above figure shows that most of women journalists 60% do not feel that on desk job is still considered a better option by the organisations. Whereas 37% of them still think that organisations feel that women work better on desk. Merely 3% of them do not know what their organisations think. Data shows progressive workplace where women are not considered confined to desk jobs.

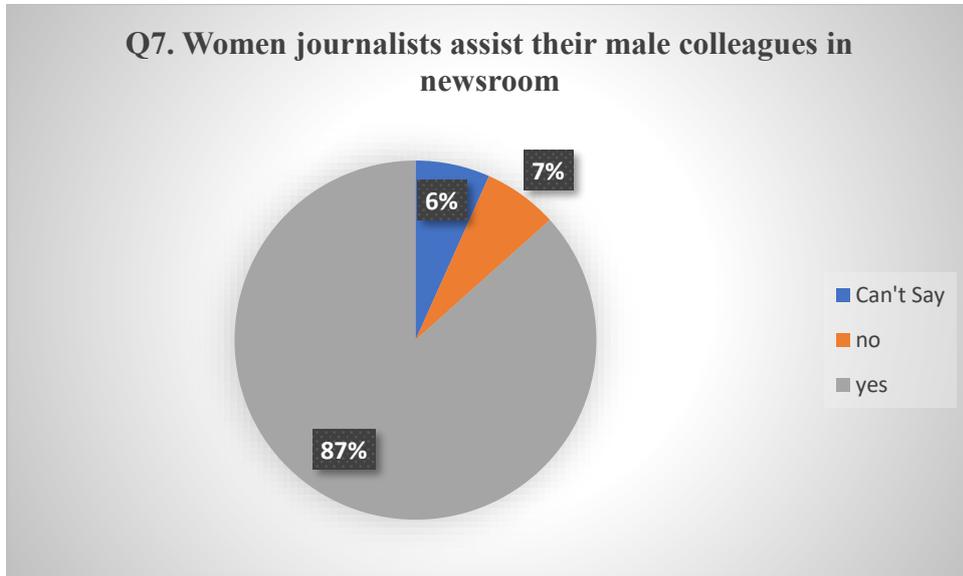


Figure 7. Q7. Women journalists assist their male colleagues in newsroom

Above figure shows that maximum 87% assist their male colleagues in the newsroom. Whereas merely 7% of them do feel that they do not assist their male colleagues. 6% can't say anything about it. Data shows that women journalists play supportive role in the newsroom.

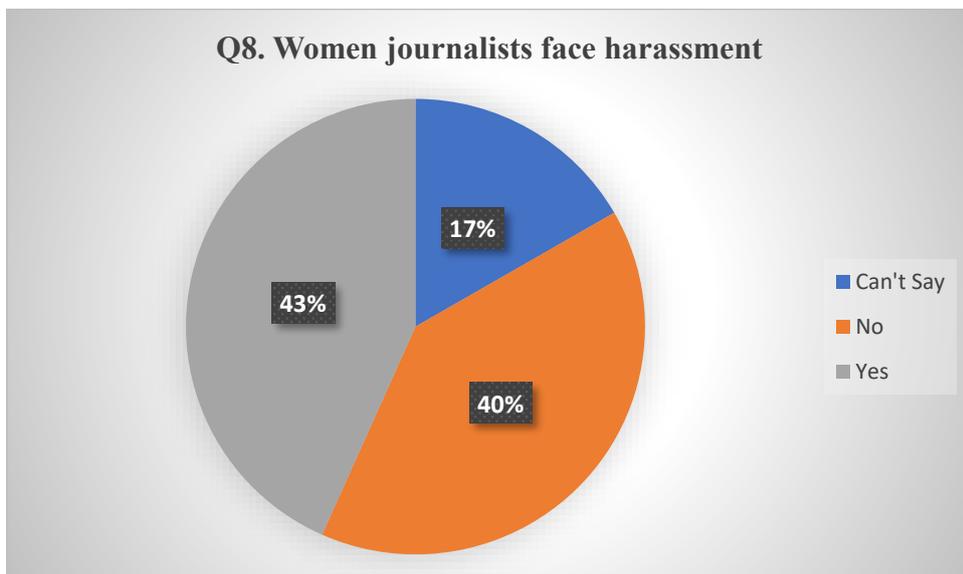


Figure 8. Q8. Women journalists face harassment

In the above figure, the opinion amongst the participants is segregated which shows that 43% of them believe that women journalists face harassment, on the other hand 40% said they do

not experience harassment. But 17% of them opined that they can't say whether it is faced or not by the women journalists.

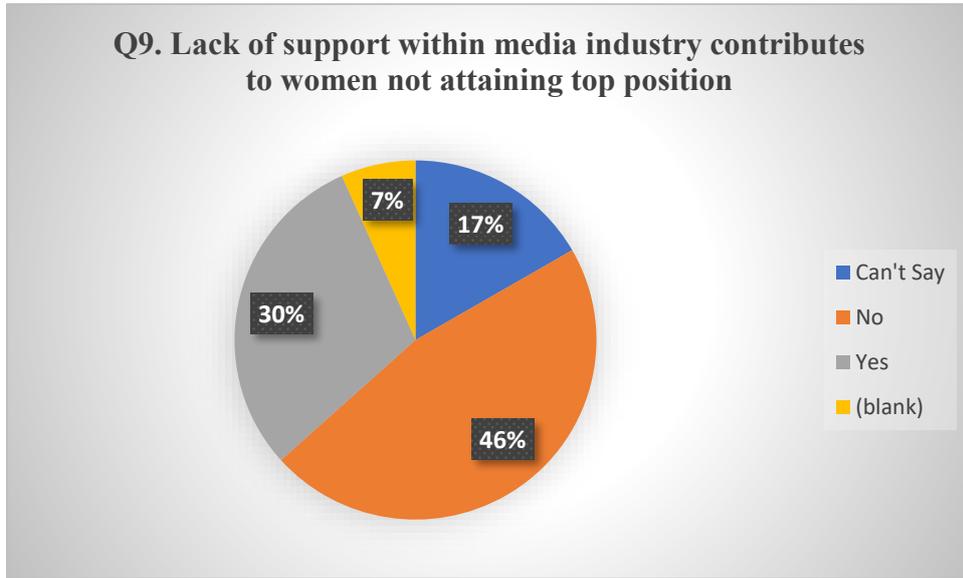


Figure 9. Q9. Lack of support within media industry contributes to women not attaining top position

Figure 9 indicates that there is a dividing opinion amongst the participants, 46% of women journalists disagree with the above statement that women do not get top positions because there exists a lack of support in the industry. Whereas 30 % said yes lack of support is a reason for this. 17% of them are undecided about this. A small number 7% of them not given any response to the statement.

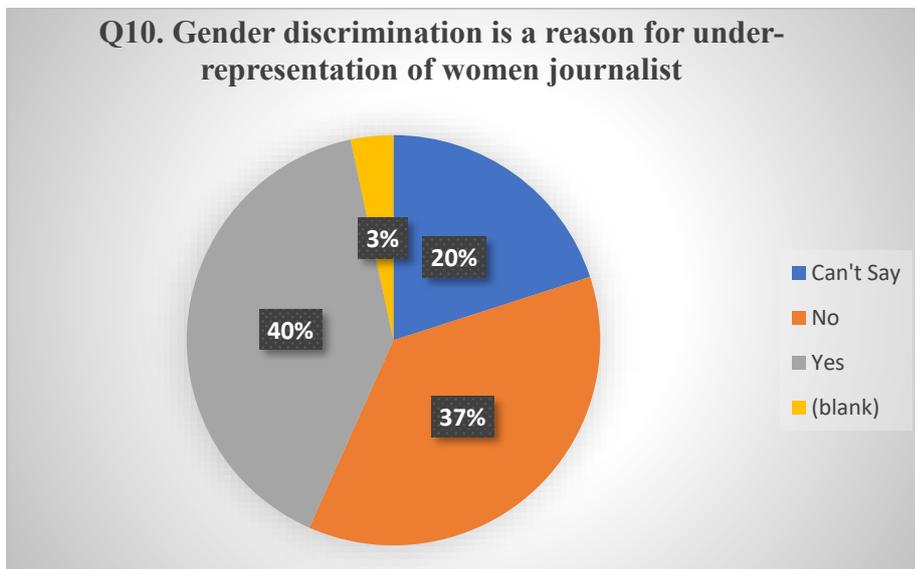


Figure 10. Q10. Gender discrimination is a reason for under- representation of women journalist

In the above figure, 40% of women journalists agree that the reason for underrepresentation of women is a gender discrimination but 37% do not consider this a reason, whereas 20% of them are uncertain whether gender discrimination contributes to this. 3% of them have not given any response. Above issue may reflect different personal experience or viewpoint.

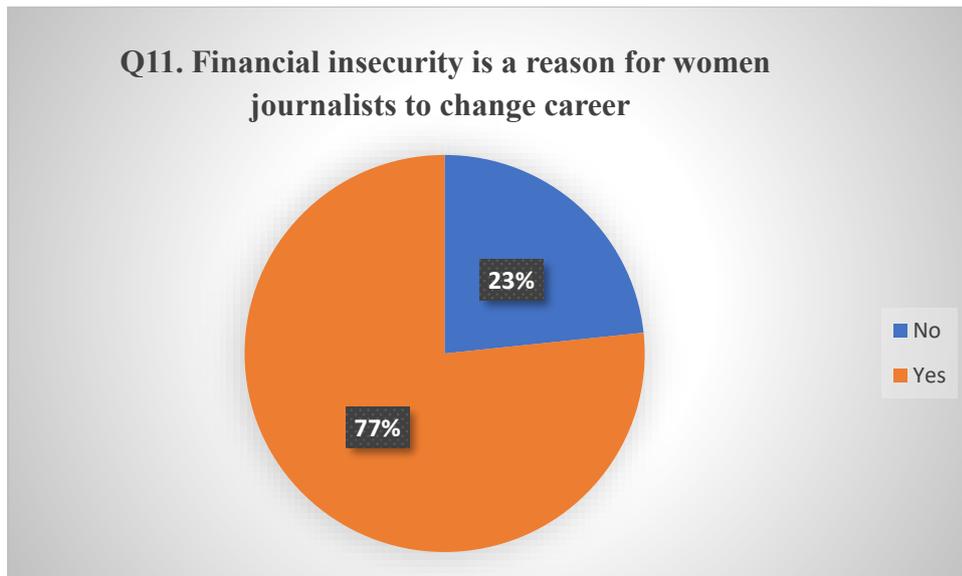


Figure 11. Q11. Financial insecurity is a reason for women journalists to change career

In the above figure, majority 77% of the women journalists feel that they leave their career due to financial insecurity. Whereas 23% of them do not feel that financial insecurity is a reason to make decision for changing their career.

7. Findings and Discussion

Findings of our study is associated with the previous studies which indicate that in the present scenario women journalists are given preference and less discrimination on gender basis is seen in the organisations during hiring process, our study indicate that 80% of women journalists feel no biasness which means that women are accepted as par on their male counterparts. Results of (Singh, 2018 ; Ross and Carter, 2011) also found that influence of women journalists is rising in newsroom, changing attitude of the society, more exposure has contributed to change in the professional approach for women. Second finding of our study indicate that maximum women journalists (87%) feel that the allotment of work is fair at workplace. Along with this, third finding of the study reveal that 93% of the participants feel that they are given equal opportunities to cover important stories like crime, business and politics by the organisations. Both the findings highlight that less biasness exist in the organisations in the allotment of work. Similarly Craft and Wanta (2004) also mention that women have impact in newsroom, no biasness is seen in assigning beats to both male and female. Women journalists are given opportunities to cover hard news as well. Similarly Murthy and Anita (2010) also highlight that women are getting equal respect, excelling in demanding areas of reporting and capable in every aspect.

On the one hand, 50% of women journalist in our study feel more comfortable with soft beats whereas 30% of them find comfortable with hard stories as well. Finding state that organisations are fair in assigning stories, less disparity exist, possibly due to personal preference women journalists prefer soft beat coverage. Our study disagrees with the results of (Din and Noor; Pain 2022) which mention that disparity exist in media when it comes to coverage of the news story and women journalists do not get the opportunity to share their opinions in political and sports beat. Fifth finding of our study also highlight that despite progressive workplace, organisations possibly doubt the ability of women journalists or their

suitability for certain roles. Majority (70%) of women journalists feel that they face such conventional mindset about their ability at the workplace.

Our study also reveals that significant number of women journalists (60%) do not agree with the statement that on desk job is still considered a better option by the organisations. Our finding disagrees with the result of (Kumari and Sugandha, 2020) which state that even in today's time in some organisations women are not allowed to cover important stories and considered more suitable for desk. Other researchers also mention that women are being respected in the profession by their male colleagues and coming forward and proving themselves along with covering tough beats which often considered not their cup of tea (Desmond and Danilewic, 2010 ; Murthy and Anita, 2010). Our study also show that maximum women journalists (87%) assist their male colleagues and play supportive role in the newsroom.

Despite progressive workplace and freedom, harassment at workplace is still an issue for women journalists. Tomar (2011) also mention that sexual harassment has also become a part of media culture. Our study also shows a divided perception where 43% women journalists feel that they face harassment, on the other hand 40% of them feel they do not face harassment. This dividing opinion indicate that significant number of participants feel that harassment exist at workplace or others might feel that their workplace is safe. A report titled *Creating Safe Workplaces: Prevention and Redressal of Sexual Harassment in Media Houses by Gender at Work and Network of Women in Media, India*, surveyed 454 media women from different well renowned newspapers which indicate that 36 % of women experienced workplace sexual harassment but 53 % do not complaint against this.

Besides harassment, gender discrimination and lack of support in media industry is also an issue, Mahanti (2005) and Brien (2014) also stated that there is an existence of systematic gender discrimination which is seen everywhere. Ninth and tenth finding of the study also reveal that notable number of women journalists feel that lack of support (30%) and gender discrimination (40%) are the reason for underrepresentation of women journalists. On the other hand, significant number of participants disagree with the statement. Rao and Gumede (2020) also highlight that women journalists experience that glass ceiling exist in newsroom but things are improving and women are moving towards better status and more inclusive workplaces. Financial instability also becomes a challenge in the media industry as the profession does not give financial security relative to the demand of the profession. Kumari and Sugandha (2020) also mention that women also opined that journalism profession does not give them financial stability. Findings of our study also mention that majority 77% of women journalists feel that they leave their career due to financial insecurity.

8. Limitations and Implications

This study is limited to print and electronic women journalists with small sample size in Himachal Pradesh, India, which limits generalizability of the findings. Future research involving a broader sample of journalists other than print and electronic would strengthen the applicability of the findings. Conducting future study with larger sample size, diverse group of journalists and including regional comparison from different parts of the country may allow better generalizability of the findings.

The study highlights some practical implications that can benefit both women professional and organisations. Organisations need to change the conventional mindset regarding the capabilities of women journalists and acknowledge the contribution. Addressing the issues of harassment and discrimination is essential to make women journalists feel secure, respected and equal at their workplace. Recognising the competence and potential of women employees would help the organisations to promote more equality and empowering women journalists to

attain leadership positions. Organizations need to address financial issues, workplace challenges, and actively support women journalists' career growth.

9. Conclusion

It can be concluded from the above findings that media organisations are fair and unbiased in the recruitment process, work distribution and provide equal opportunities to cover different beats to women journalists. Despite such progressive approach, some challenges like gender discrimination, harassment, financial instability, lack of support and conventional mindset of the organisations still exist in media organisations but not majorly experienced. It can also be concluded that male dominance environment is not much there. Hurdles are there but significant progress is seen towards equality and fairness. Things are improving and women are moving towards better status and more inclusive workplaces. Researchers suggest that these practices should be challenged to make the representation of women in newsroom more visible and to increase their presence and power. People holding position in management and union working in industry hold the responsibility to bring change and challenge these stereotypes. (North 2012; Mahanti 2005).

References

- Acharya, S.R.S. (2012). 21st century- women century (Vol. 62). Akhand Jyoti Sansthan, Mathura.
- Barton, A., & Storm, H. (2013). Violence and harassment against women in the news media: A Global Picture. [Violence-and-Harassment-against-Women-in-the-News-Media.pdf](#)
- Bhattacharya, A. (2016). Voices of women on workplace discrimination and harassment the case of Assamese print media. *International Journal of Current Research*, 8(9), 39195–39202.
- Buonanno, M. (2014). Gender and Media Studies: Progress and Challenge in a Vibrant Research Field. *Analisi*, 50, 5. <https://doi.org/10.7238/a.v0i50.2315>
- Carter, C., Steiner, L., & McLaughlin, L. (Eds. (2013). The Routledge companion to media & gender. <https://doi.org/10.4324/9780203066911>
- Chakravarti, U. (2004). Conceptualizing Brahmanical patriarchy in early India: Gender, caste, class and state. *Class, Caste, Gender*, 271.
- Chambers, D., Steiner, L., & Fleming, C. (2004). *Women and Journalism*. Routledge. <https://doi.org/10.4324/9780203500668>
- Crafts, S., & Wanta, W. (2004). Women in the newsroom: Influences of female editors and reporters on the news agenda. *Journalism & Mass Communication Quarterly*, 81(1), 124-138 <https://doi.org/10.1177/107769900408100109>
- Cunha, M. J., & Martins, R. L. (2023). Female journalists who have reached the top: perceptions on communication, leadership, and gender bias in the Portuguese press. *Corporate Communications: An International Journal*, 28(7), 84-100. <https://doi.org/10.1108/CCIJ-01-2023-0004>
- Desmond, R., & Danilewicz, A. (2010). Women are On, But Not In, the News: Gender Roles in Local Television News. *Sex Roles*, 62(11-12), 822-829. <https://doi.org/10.1007/s11199-009-9686-5>
- Dhanusree U.K., & Xavier, S. (2023) Challenges Faced by the Women Journalists in Personal and Professional life in Kerala. *Journal of the Asiatic Society of Mumbai*, 29.

- Din, H., & Noor, R. Gendered Journalism: A Study of Gender Disparity in Select Newspaper Organisations of Kashmir. *Kashmir Journal of Social Sciences*, 71.
- Eagly, A.H., & Wood, W. (2016). Social Role Theory of Sex Differences. In *The Wiley Blackwell Encyclopedia of Gender and Sexuality Studies* (1-3). Wiley. <https://doi.org/10.1002/9781118663219.wbegss183>
- Everbach, T., & Flournoy, C. (2007). Women Leave Journalism for Better Pay, Work Conditions. *Newspaper Research Journal*, 28(3), 52-64. <https://doi.org/10.1177/073953290702800305>
- Franks, S. (2013). *Women and Journalism*. I.B.Tauris & Co. Ltd in association with the Reuters Institute for the Study of Journalism, University of Oxford. <https://doi.org/10.5040/9780755694501>
- Global Report on the Status of Women in the News Media. (2011). [IWMF-Global-Report.pdf](#)
- Kinnebrock, S. (2009). Revisiting journalism as a profession in the 19th century: Empirical findings on women journalists in Central Europe. <https://doi.org/10.1515/COMM.2009.009>
- Kirat, M. (2004). A profile of women journalists in the United Arab Emirates. *Journal of International Communication*, 10(1), 54-78. <https://doi.org/10.1080/13216597.2004.9751964>
- Kumari, A., & Sugandha, M. (2020). Representation of Voices of Women in Media: A Jammu Centric Study.
- Lindsey, L. L. (2015). *Gender Roles*. Routledge. <https://doi.org/10.4324/9781315664095>
- Mahtani, M. (2005). Gendered news practices. *Journalism: Critical Issues*, 299.
- Murthy, D. V. R., & G., Anita. (2010). Women in the Media and their Work Environment. *Indian Journal of Gender Studies*, 17(1), 73–103. <https://doi.org/10.1177/097152150901700104>
- Murthy, L., Aggarwal, A. Karthikeya, R., Joseph, A. & Kundu, S. (2020). Creating Safe Workplaces: Prevention and Redressal of Sexual Harassment in Media Houses. *Gender at Work and Network of Women in Media, India*. [Creating_Safe_Workplaces.pdf](#)
- North, L. (2012). Women's Struggle for Top Jobs in the News Media. *SSRN Electronic Journal*. <https://doi.org/10.2139/ssrn.2215397>
- O'Brien, A. (2014). 'Men own television': why women leave media work'. *Media Culture & Society*, 36(8), pp. 1207-1218. <https://doi.org/10.1177/0163443714544868>
- Pathak, B., Bhavalekar, A., Saxena, D., & Sharma, A. (2018). A study on challenges and opportunities for women journalists in media industry of Bhopal Region. *IJRAR-International Journal of Research and Analytical Reviews (IJRAR)*, 5(3), 68-79.
- Rao, S., & Gumede, Y. R. (2020). Gazing past the glass ceiling: Indian and South African female journalists' perceptions of their role and power in the newsroom. *Global Media and Communication*, 16(1), 57–74. <https://doi.org/10.1177/1742766519899116>
- Ross, K., & Carter, C. (2011). Women and news: A long and winding road. *Media, Culture & Society*, 33(8), 1148–1165. <https://doi.org/10.1177/0163443711418272>
- Singh, N. & Jonjua, M. (2018). Winds of Change: Increasing role of women journalists and challenges in electronic media. *International Journal of Movement Education and Social Science*. 7 (3) 421-428
- Tomar, R. (2011). *Gender and Media: Status of Women Journalist in Hindi Print Media in India*. *Rethinking Development in an Age of Scarcity and Uncertainty*.