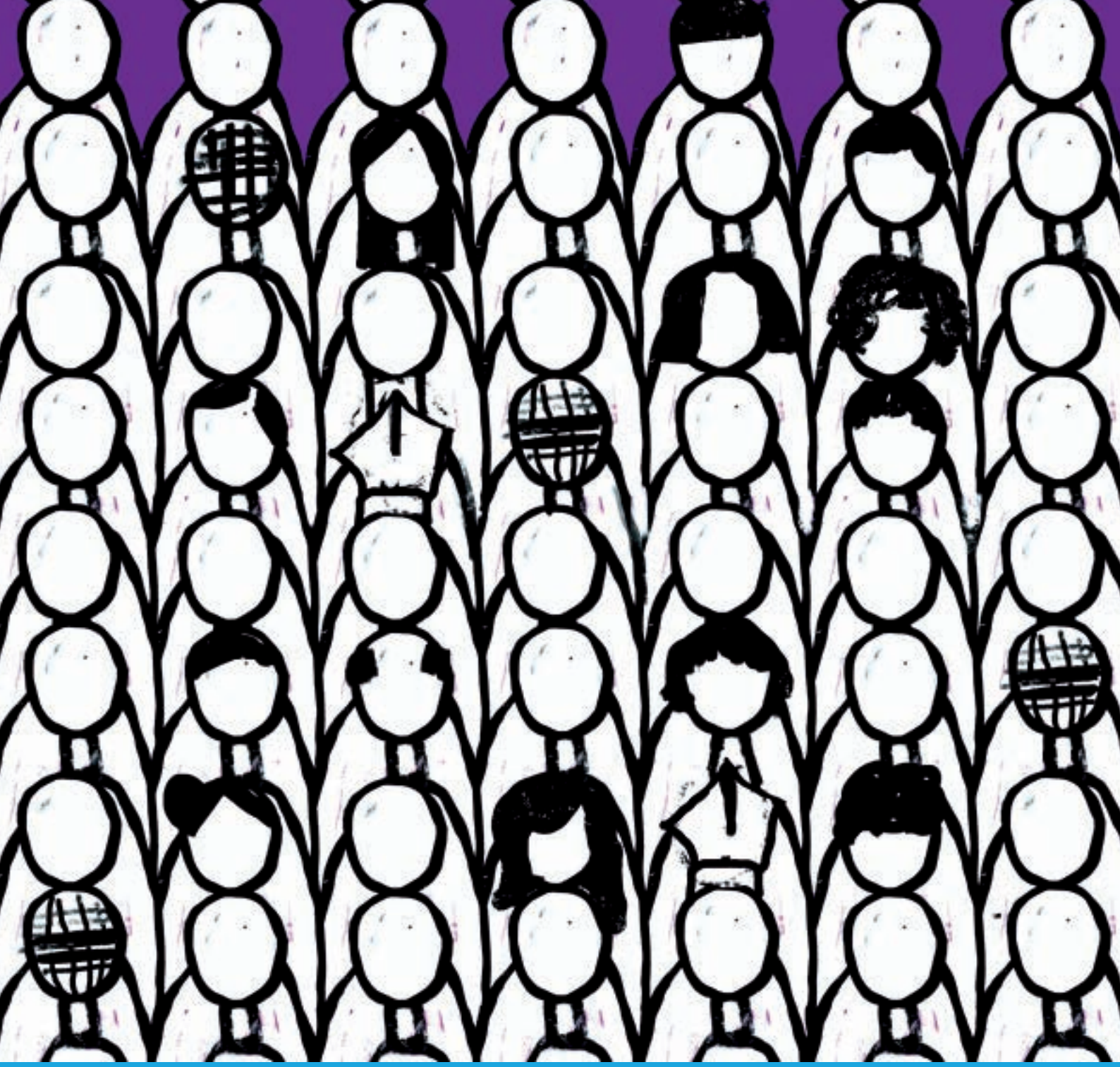


Gender Representation in Indian Newsrooms

HYATT®

ACKNOWLEDGEMENT

This is Newslaundry's **third report** on gender diversity in Indian newsrooms. The research team included Omprakash Mahato, Meenu C.V, Indumoni Gogoi, Jitendra Suna, Alolika De, Harita Gupta, Ajay Arya, Rishab and Sonu Kumar. We acknowledge the efforts of our young enthusiastic team of interns – Vasundhara Panghal, Ananya Upadhyay, Anoushka Sinha, Anchal Khana, Alenjith K. Johny and Anjney Mittal.

Special thanks to Naz Foundation for making us understand the intricacies of sensitive reporting. We also thank *Mooknayak* founding editor Meena Kotwal, *EastMojo* editor-in-chief Kavita Devi, *Khabar Lahariya* editor-in-chief Karma Paljor, *The Shudra* founding editor Sumit Chauhan and *The Wire's* tech lead Ankit Dubey for their valuable insights.

Through this report, we want to highlight the limited representation of women and the third gender in Indian newsrooms. We hope that the study brings to the fore gender-based discrimination and opens up a channel for further discussion on gender inclusivity.

CONTENTS

Acronyms	1
Executive Summary	2
Highlights	3
Introduction	4
Methodology	7
Gender representation in Indian newsrooms at the leadership Position	11
Gender representation in news channels	16
Gender representation in newspapers	30
Gender representation in digital media	41
Gender representation in magazines	49
Challenges faced in making gender-inclusive newsrooms	56
Media towards LGBTQIA+ community	58
Appendix	
1: Data coding for TV news; debate topics	65
2: Data coding for newspapers; sub themes/topics	66
3: Questionnaire for leadership positions	67
4: Questionnaire for journalists	69
5: Questionnaire for journalists from marginalised castes	70

ACRONYMS

AVMSD: Audiovisual Media Service Directives

BARC: Broadcast Authority Research Council

CEO: Chief Executive Officer

DNT: Denotified Tribe

DU: Delhi University

IRS: Indian Readership Survey

OBC: Other Backward Class

SC: Scheduled Caste

ST: Scheduled Tribe

TMR: The Media Rumble

TV: Television

UPSC: Union Public Service Commission

EXECUTIVE SUMMARY

Media has been often described as the fourth pillar of democracy and the voice of the masses. While a wide range of issues are covered and aired both in print as well as on news channels, gender disparity within and outside media houses is hardly discussed. Recent trends have shown that newsrooms are inclined towards attaining greater income by targeting a larger audience. Our past reports have revealed that there is a lack of diversity in newsrooms, not only in terms of coverage but also in leadership positions as well as among reporters.

There is also a pay gap between men and women employees. Women employees are not only underpaid but at times are also unpaid and the industry also holds reservation in recruiting and promoting women. Philanthropists intervention in journalism can be a way to bring about transformation, which will help improve the current state of journalism. In the existing scenario, there is an unequal investment of capital in private startups and equity-centred media. Ford foundation in its study illustrated that uneven distribution of capital takes place because often the companies that are investmenting are themselves less diverse. There are further barriers for women-centric organisations.

The report aims to look into the existing gender diversity in Indian newsrooms. Our study revealed that media outlets are mostly owned by private players whose aim is to generate profit. To bring about equity and gender diversity in journalism, media outlets need to carry out certain structural changes. Media is perceived as a sacrosanct institution that has the potential for making democratic changes, however, media itself needs to go through transformation first for the larger good.

HIGHLIGHTS

- Though representation of women journalists might have improved slightly for certain platforms in the past few years, the overall situation remains very much the same
- The study shows that women were not part of panel discussions on defence, sports and business. Only women experts from specialised fields such as law, civil societies and NGOs were seen discussing issues such as politics and law
- Of the varied topics, gender related issues were rarely covered and were mostly restricted to the opinion pages
- Women journalists rarely touched the mark of 50% even on issues related to gender; representation of the third gender still remains a far cry in newsrooms.
- Both Hindi and English newspapers combined had approximately 87% male editors and proprietors against only 5% women representation
- While the traditional media has been unfair to women experts and journalists, women were better represented on digital media platforms. Against 61.5% male representation, there were 37.5% women. However, the increase in women's representation is mere from 35.5% in 2020, it rose to only 37.5% in 2022
- Of all the digital media portals, Mooknayak had the highest women representation
- Magazines saw 30% representation of women
- Although this report takes the other gender into consideration, it was very difficult to map gender identity of journalists due to the limited access to information as well as unwillingness to share gender identity by the reporters due to the stigma attached to it.

CHAPTER 1

INTRODUCTION

I measure the progress of a community by the degree of progress which women have achieved

- Dr. B.R Ambedkar

UN Special rapporteur in its report on the Promotion and Protection of Rights to Freedom and Expression, 2010, stated that gender equality and freedom of expression are inextricably linked.

Yet the media today is largely male-dominated in India and across the world. Women still struggle to be treated as equals, and the field of journalism is no different. While UNESCO is working towards attaining global gender parity in media where women are considered equal, Indian news outlets still lack gender parity and adequate mechanisms in place to change that.

The past surveys on gender diversity in media conducted by Newslaundry in collaboration with the UN Women have provided a blueprint of the existing gender disparity in Indian mainstream as well as digital media. However, not much has changed in the past three years and the media industry has failed to diversify itself and represent the voices of the oppressed.

Article 15 of the Indian constitution safeguards women against discrimination on the basis of their sex while Article 39(d) secures equal pay for equal work for both men and women. But gender inequality and female under-representation persist in almost all spheres of life. Women's contribution, whether at home or the workplace, continues to be devalued, and they are either underpaid or unpaid. They are also exploited and preyed upon; the MeToo movement in 2018 bared in disturbing details of a culture of sexual harassment and abuse, especially in the media.

Media is said to be the fourth pillar of democracy. It has the power to influence modern society. By reporting, interpreting and framing news it helps mobilise the people on socio-political issues. Media has the power to report, provide frameworks for interpretation, mobilise citizens with regard to various issues, reproduce predominant culture and society, and entertain (Llanos and Nina, 2011). This makes us ponder on how representative media in terms of gender can help draw meaningful conclusions and understand news discourse.

It is thus the media industry's responsibility to engage with the issue of gender diversity in its work and workspaces. Through this study too, we hope to further understand the gender representation in media and open up a space for discussions to bring up a welcome change.

Role of media in empowering women

Media is not just a mass influencer but it is also a reflection of modern society. It informs people about the events of the day and shapes public opinion. It also plays a major role in promoting gender equality, both within the workplace (in terms of employment and promotion of women staff at all levels) and in the representation of women and men in general (in terms of gender portrayal and the use of neutral language)(Kangas et al., 2014). The number of women working in a particular news outlet also has a correlation with the kind of content it will produce.

What the global media monitoring projects find

- Women are more likely than men to be featured as victims in news stories and to be identified according to family status
- Women are also far less likely than men to be featured in the world's news headlines, and to be relied upon as experts.
- Poor, older women, or those belonging to minority groups are even less visible

Media has over the years shifted from being a platform to form mass opinion to a business model based on TRPs. Newspapers and TV channels nowadays provide biased news and sensationalise some to quickly increase their financial position. They skip critical information, hardly focus on the people or the region they serve and not much emphasis is put on presenting women as equals in society.

Women are often portrayed as enthusiastic consumers, homemakers and there are several instances of them being mistreated. Interviews with men typically centre around their employment, but in the case of women, questions are asked on her personal style, her choice to remain unmarried and even some look for beauty tips. While interviewing financier Tarjani Vakil, the journalist gave the reader insights about her beauty, personal style, her marital status, her life in a joint family, with special attention to her feminine traits such as her gentle voice. In another interview with top police officer Kiran Bedi, she was asked if she enjoys cooking.

Men were asked to speak on seat allocation for women in panchayats and women experts on the topic were hardly invited to talk about their representation. Even parliamentarian Margaret Alva was not asked for her opinion when women were seen protesting against the Dunkel Draft.

In the age of globalisation that focuses on communication and information technology, the media can play an active role in women's empowerment. Media must draw light on women's issues and give significant space to their education and upliftment for their overall development.

Gender and Intersectionality

In July 2022, the World Economic Forum (WEF) published its annual findings for the Global Gender Gap report in which India was ranked 135th in terms of gender parity in the workforce, of the 146 countries assessed. While the ranking this year saw a marginal improvement, the issue of gender disparity persists.

Gender representation in the media remains mostly tokenistic. Such low representation shows the lack of gender diversity across caste, religious and ethnic background, especially in leadership positions. Media is governed by appearance, from TV anchors to journalists, all are expected to adhere to permissible beauty standards that translate as a proximity to their assigned biological sex. This points towards the gaping absence of transgender and queer people from the sphere of media, making them passive subjects whose stories are rarely seen, except in cases of extreme violence.

The concept of intersectionality theorised by Kimberle Crenshaw in 1991 proved to be a crucial intervention in understanding discrimination endured by black women in the USA. Crenshaw argues that homogenisation of identity politics in the case of gender-based violence and the claim to experiential unity fails to take into account “intra-group differences” on the lines of race, class and ethnicity. Dhrubo Jyoti, a genderqueer Dalit journalist, reiterated Crenshaw’s thought in a 2017 interview, by establishing how caste informs sexuality and vice-versa, “Caste is sexuality and sexuality is caste. Without the controls on sexuality, especially those on the female body, caste wouldn’t survive. And caste is the framework within which sexuality operates in South Asia” (Aleya, 2017).

CHAPTER 2

Methodology

This study sifts through Hindi and English newspapers, magazines, TV channels and digital news websites to produce a comprehensive and quantitative report on women's representation in the Indian media. While for newspapers, magazines and digital media, we used the method of byline counts and surveys, in the case of TV channels, the gender of the anchors and panellists of various debates was ascertained by watching the shows in question.

Sources of study

During the period of the study – April 2021 and March 2022 – we looked at articles published in seven English and seven Hindi newspapers based on the latest Indian Readership Survey (IRS) ranking of 2019. In the case of English newspapers, we used editions from cities where they had the highest circulation or where they were headquartered. Among the seven newspapers, four of them belonged to the list of top ten newspapers -- The Times of India, Hindustan Times, The Hindu, The Telegraph.

We chose the Hindi newspapers based on their IRS 2019 ranking, including Dainik Jagran, Dainik Bhaskar, Hindustan, Amar Ujala, Rajasthan Patrika, that figured in the list of top 10 widely read dailies. Since most of the Hindi newspapers did not have national editions, except Dainik Jagran, we looked at their city editions from various Hindi-speaking states.

For magazines, we selected 12 publications (in both English and Hindi) that cover a variety of topics, including business, culture, entertainment, health, politics, sports, etc. Six of the 12 magazines – India Today-English, India Today-Hindi, The Sportstar, Grihshobha, Jagran Sakhi, and Sarita – were among the top 20 publications in India in terms of readership according to the IRS 2019 ranking. We took into account 12 issues of two monthlies, four fortnightly, five weeklies, and one biweekly during the study period. We also surveyed nine news websites both in English and Hindi, including two alternative media outlets – EastMojo and The Mooknayak.

The sources are listed in the Appendix(no)

Data collection

We used the method of 'byline count' to determine the representation of women in print and digital media. Every bylined article was categorised according to the gender of the writer, and the proportion of the articles written by women was calculated. As for electronic media, the gender of the anchor or the debate panellist was deduced from their appearance and verified against their publicly available profiles.

For alternate days from April 1, 2021 to March 31, 2022, we looked at 14,000 bylined articles in English newspapers and over 5,000 bylined stories in Hindi newspapers. We categorised news stories under appropriate page titles such as front page, edit/opinion, business page and sports page. An exception to this was Business Standard which didn't have a sports page.

In the case of magazines, we examined nearly 2,000 bylined stories on the cover page, including the lead story and some featured articles.

Owing to the sheer volume of their content, digital media outlets presented a unique problem.

So, we used MediaCloud, an open-source software application for media analysis, to collect relevant data.

The amount of articles from various digital sources fluctuated depending on data accessibility.

While for three media outlets – The Wire, Newslaundry, and EastMojo – we collected data of alternate days for a period of 12 months from April 2021 to March 2022, for The News Minute, we had to rely on only news videos. Since The Mooknayak's news items were significantly lower compared to other publications, we took into account all its bylined articles for the entire 12-month period. For Scroll.in, Swarajya, The Quint and Firstpost, we evaluated bylined stories for a period of six months from April 1, 2021 to September 30, 2021. Overall, we accessed around 14,000 bylined articles from the digital media space for the study.

News reports by anonymous journalists, news agencies, and foreign authors were not considered for the study. Where an article was written by multiple people, each writer was considered to have penned it separately.

The articles were further divided into 19 sub-themes or topics. The category 'Gender Related Topics' was maintained separately to analyse specific gender-related issues, how are those selected and who is permitted to write about those. We tried to make the sub themes as distinct as possible to reduce overlaps but in some cases, it was impossible to do so given the nature of some news pieces. The raw data thus collected included:

1. Name of the Newspaper/Magazine/Digital media
2. Date of publication
3. Page Title
4. Subtheme/Topic
5. Name of the writer(s)
6. Gender of the writer (s)
7. Religion of the writer (s)
8. Social Category of the writer (s)
9. Nationality of the writer (s)

For English news channels, we looked at 1,094 prime time shows on seven news networks presented by 36 anchors, featuring 1992 panellists. We took into account 981 debates presented by 40 anchors on eight Hindi news channels, in which 1,326 panellists participated. Four of the eight Hindi news channels, Aaj Tak, Republic Bharat, India TV, and Zee News, and five of the seven English news channels, Republic TV, Times Now, News18, India Today, and Mirror Now, had topped the Broadcast Audience Research Council (BARC) 2021 ratings that decides TRP.

While most English channels broadcasted their prime time shows between 7.30 pm and 11pm, most of the Hindi channels aired such shows between 5pm and 7pm. We watched their shows either from their website or from their official YouTube channels and entered the demographic details of the anchors and panellists manually into our database. We have tried to access most of the archived shows but for some channels, all shows were not available. As some debates were not telecast for a few days or even weeks on various English and Hindi news channels, we limited our analysis to primetime programmes.

Here too, the topic of debate shows were categorised into 16 sub themes and the topic of gender issues was maintained separately to study how these were selected and who reported them. The field of expertise of panellists, based on how they were introduced in a debate, were divided into 15 groups. We have tried to reduce instances of overlap where some panellists were introduced under different fields of expertise.

The raw data collected from primetime debates includes:

1. Name of the Media Outlet
2. Date of broadcast
3. Time Slot
4. Name of the Anchor
5. Name of the Panelist (s)
6. Gender of the anchor/panelists
7. Religion of the anchor/panelists
8. Social Category of the anchor/panelists
9. Nationality of the Panelists (s)
10. Field of Expertise of the Panelist (s)
11. Topic of the debate (Appendix 1)

Gender representation and intersectionality in newsrooms

To get a complete picture of gender in the Indian context, it was essential to look at gender in terms of intersectionality or intersectional discrimination. Social discrimination within gender is very much prevelant and is an important aspect to understand the social structure of our country. The concept of intersectionality is therefore used to gain an understanding of the processes by which gender and caste, taken together, give rise to differential treatment and access to opportunities and resources to people in Indian newsrooms.

This part of the study focuses on measuring the intersectionality of caste and gender and dismantling how these factors influence each other in terms of employment, access and opportunities within newsrooms. The aim of the study was to look into multiple dimensions of gender discrimination and to help understand the miniscule representation of women in media, which is worse when it comes to women belonging to the SC, ST and OBC categories.

To understand this, news content across multiple platforms, including print, electronic media was analysed. Using the method of 'byline count' and appearances, the research team collected data based on the author's seniority, gender and caste category.

The content they produced was then compared to quantify the level of representation. A journalist was defined to hold a leadership position if they were designated editor-in-chief, managing editor, executive editor, bureau chief, resident editor, director, producer etc.
The following are the broader gender categories that were used in our analysis:

1. Female
2. Male
3. Transgender
4. Non-binary
5. Intersex
6. Prefer not to say

Limitations of the study

Owing to the lack of reliable/official data, the biggest challenge was to determine the caste location of a writer/anchor/panellist. We, therefore, used mixed methods and other statistical techniques to identify gender locations of individuals in our database.

Another challenge for the study team was standardising the writers' and panellists' names, as the same names were either misspelt or written differently across media outlets with and without surnames or initials. Although we made every effort to standardise the names to the greatest extent feasible, given the considerable amount of entries in our dataset, we may have overlooked a few names.

We relied on the following methods to collect data on gender identity:

Conducting surveys by sending questionnaires.

Exploring secondary sources of information available in the public domain.

Using UPSC results and entrance results of three central universities (University of Delhi, Pondicherry Central University, Tezpur Central University). Using the above methods, we were able to determine the caste identity of nearly 70% of our dataset. The categories are Scheduled Castes (SC), Scheduled Tribes (ST), Other Backward Castes (OBC), general category, unavailable (UA) (for people belonging to religious minorities) and can't say (Buddhists, Jains and Sikhs).

Our gender options were male, female, non-binary, transgender, and intersex but since no one in our dataset chose those options, we have clubbed it as others.

CHAPTER 3

REPRESENTATION IN LEADERSHIP POSITION

Gender representation among the editors and proprietors of all media

Media Type	Female	Male	Others
Digital Media	38.89	61.11	0.00
English News Channel	42.62	57.38	0.00
English Newspaper	14.71	85.29	0.00
Hindi News Channel	22.58	77.42	0.00
Hindi Newspaper	9.68	90.32	0.00
Magazine	10.71	89.29	0.00
Overall Total	**25.79**	**74.21**	**0.00**

**Participants responded to Naz foundation & Newslaundary survey, the number may differ from actual number, see limitation of the research*

Of all media outlets that we surveyed, no person from the other gender held any leadership role. Overall around 75% editors and proprietors were men, the highest of 90% were from Hindi newspapers. Most newspapers had less than 30% representation of women. Only English news channels have more than 40% women editors.

English Newspapers

Gender representation among editors and proprietors of the English newspaper

Newspaper	Female	Male	Others
Business Standard	20.00	80.00	0.00
Hindustan Times	20.00	80.00	0.00
The Hindu	20.00	80.00	0.00
The Indian Express	0.00	100.00	0.00
The Statesman	0.00	100.00	0.00
The Telegraph	50.00	50.00	0.00
The Times of India	0.00	100.00	0.00
Total	**14.71**	**85.29**	**0.00**

**Participants responded to Naz foundation & Newslaundary survey, the number may differ from actual number, see limitation of the research*

On an average, around 85% of editors and proprietors in newspapers surveyed were men. While The Statesmen and The Indian Express had 100% representation from the masculine gender, only The Telegraph had a 50:50 ratio of men and women journalists.

Hindi Newspaper

Gender representation among editors and proprietors of Hindi newspaper

Newspaper	Female	Male	Others
Amara Ujala	0.00	100.00	0.00
Dainik Bhaskar	0.00	100.00	0.00
Dainik Jagran	20.00	80.00	0.00
Hindustan	0.00	100.00	0.00
Prabhat Khabar	0.00	100.00	0.00
Punjab Kesari	25.00	75.00	0.00
Rajasthan Patrika	20.00	80.00	0.00
Total	**9.68**	**90.32**	**0.00**

**Participants responded to Naz foundation & Newslaundary survey, the number may differ from actual number, see limitation of the research*

Compared to English newspapers, the gender ratio is even more skewed in the case of Hindi newspapers. While there is no representation from others, less than 10% of Hindi newspapers have women as senior editors and owners. This shows that while the media industry at large has made strides in representation, the gender binary is heavily reinforced within the organisational structures.

English News Channel

Gender representation among editors and proprietors of English News Channel

News Channel	Female	Male	Others
News 18	33.33	66.67	0.00
India Today	44.44	55.56	0.00
Mirror Now	66.67	33.33	0.00
NDTV	50.00	50.00	0.00
Republic TV	0.00	100.00	0.00
Sansad TV	28.57	71.43	0.00
Times Now	54.55	45.45	0.00
Total	**42.62**	**57.38**	**0.00**

**Participants responded to Naz foundation & Newslaundary survey, the number may differ from actual number, see limitation of the research*

Gender representation in English news channels that we surveyed was much more equitable than their print counterparts. However, we still see no representation from others. The most equitable split of the lot was observed in NDTV and the least was in Republic TV. Sansad TV, an initiative of the Indian government, has less than a third of its proprietors/editors as women.

Hindi News Channels

Gender representation among editors and proprietors of Hindi news channels

News Channel	Female	Male	Others
Aaj Tak	33.33	66.67	0.00
ABP News	25.00	75.00	0.00
News 18	9.09	90.91	0.00
India TV	0.00	100.00	0.00
NDTV	33.33	66.67	0.00
Republic Bharat	37.50	62.50	0.00
Sansad TV	20.00	80.00	0.00
Zee News	20.00	80.00	0.00
Total	**22.58**	**77.42**	**0.00**

**Participants responded to Naz foundation & Newslaundary survey, the number may differ from actual number, see limitation of the research*

The differences in gender composition in higher positions at Hindi news channels was much higher than its English counterparts. This clearly shows a huge under-representation of women in Hindi news media.

Digital Media

Gender representation among editors and proprietors of digital media

Channel	Female	Male	Others
East Mojo	66.67	33.33	0.00
Firstpost	20.00	80.00	0.00
Newslaundry	20.00	80.00	0.00
Scroll.in	60.00	40.00	0.00
Swarajya	0.00	100.00	0.00
The Mooknayak	50.00	50.00	0.00
The News Minute	66.67	33.33	0.00
The Quint	50.00	50.00	0.00
The Wire	33.33	66.67	0.00
Total	**38.89**	**61.11**	**0.00**

**Participants responded to Naz foundation & Newslaundary survey, the number may differ from actual number, see limitation of the research*

Compared to television, the digital media space has more representation of women in leadership roles. East Mojo, Scroll.in and The News Minute have senior editors who are women whereas Swarajya has no such representation. The overall women representation of the above media platforms is still lower in number.

Magazines

Gender representation among the editors and proprietors of magazines

Channel	Female	Male	Others
Business Today	0.00	100.00	0.00
Frontline	50.00	50.00	0.00
Grihshobha	0.00	100.00	0.00
India Today	20.00	80.00	0.00
Organiser Weekly	0.00	100.00	0.00
Outlook Hindi	50.00	50.00	0.00
Sarita	0.00	100.00	0.00
Sportstar	0.00	100.00	0.00
The Caravan	0.00	100.00	0.00
Total	**10.71**	**89.29**	**0.00**

**Participants responded to Naz foundation & Newslaundary survey, the number may differ from actual number, see limitation of the research*

Frontline and Outlook Hindi have equal representation of male and female proprietors, but other major magazines have lesser or no senior women editors or proprietors in their group. Overall representation of women working as editors in magazines is just 10.71%. Just like TV and digital media platforms, magazines have zero representation from others.

CHAPTER 4

THE STATUS OF GENDER REPRESENTATION IN HINDI TV NEWS CHANNELS

Unique gender representation of anchors in Hindi news channels

Gender	Frequency	Total percentage(%)
Female	18	47.37
Male	20	52.63
Third Gender	0	0.00
Total	**38**	**100.00**

In Hindi news channels, around 52% anchors are men and the rest are women. There is zero representation of others in all the channels that we surveyed.

Overall Gender Composition of anchors in Hindi News Channels

Name of the Media outlet	Female	Male	Others
Aaj Tak	53.85%	46.15%	0.00%
ABP News	75.00%	25.00%	0.00%
News18	0.00%	100.00%	0.00%
India TV	50.00%	50.00%	0.00%
NDTV	42.86%	57.14%	0.00%
Republic Bharat	0.00%	100.00%	0.00%
Sansad TV	33.33%	66.67%	0.00%
Zee News	50.00%	50.00%	0.00%

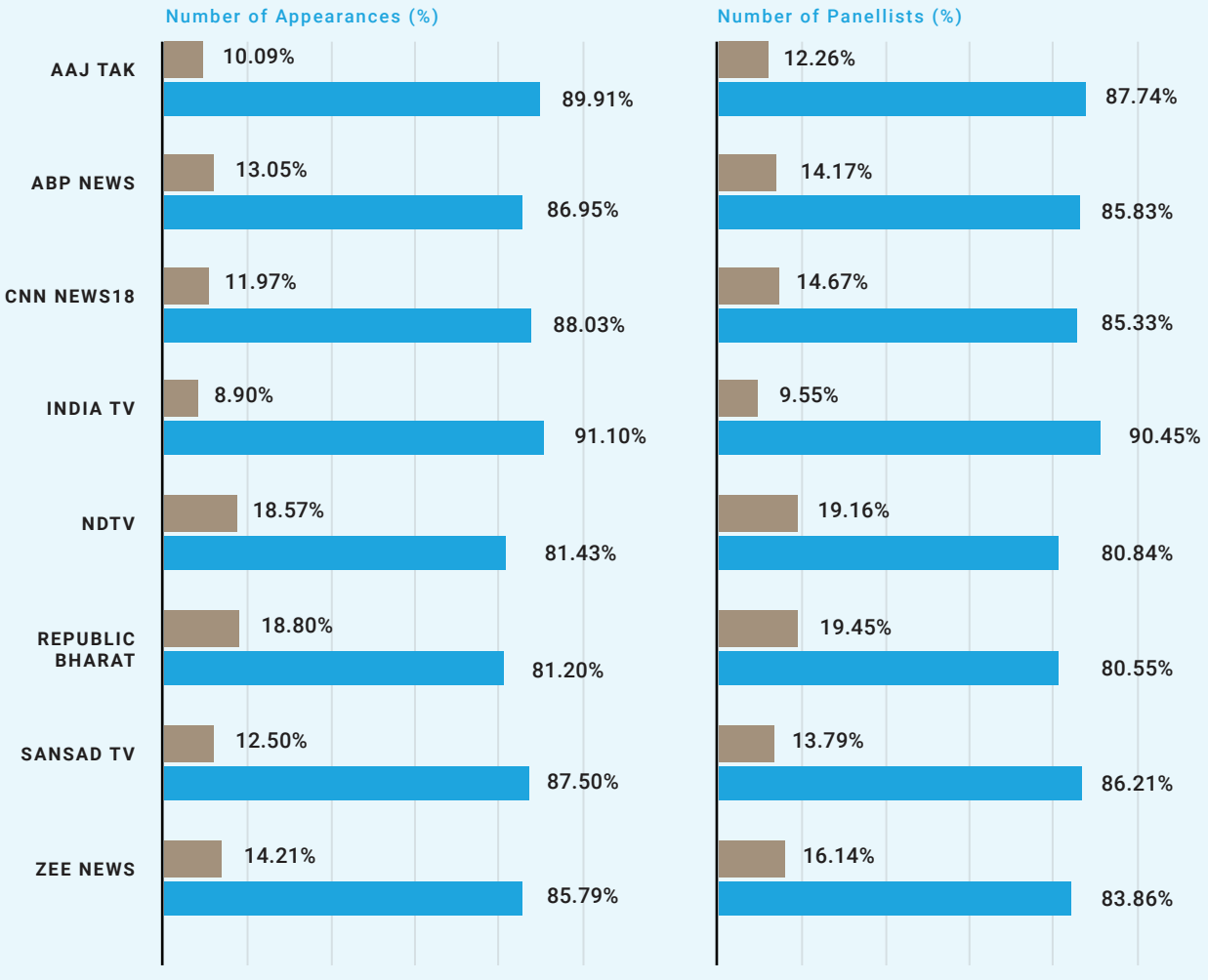
The above table shows data on the gender composition of anchors in the eight Hindi news channels. News18 and Republic Bharat had only male anchors for their prime time shows. Rest of the channels except ABP News and Aaj Tak had around 50% or more male anchors hosting their debates. ABP News had 75% women hosts for their debate shows.

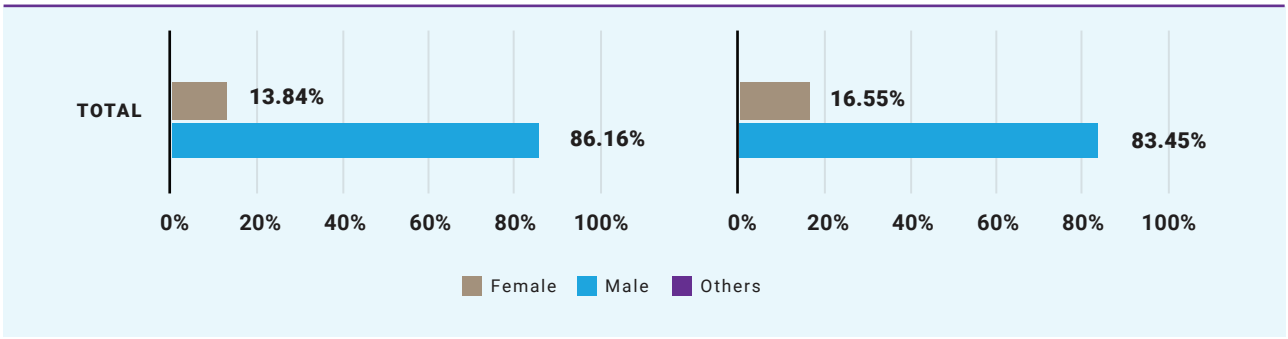
Unique gender representation of panellist in overall hindi news channels

Gender	Frequency	Total percentage(%)
Female	232	16.55
Male	1170	83.45
Third Gender	0	0.00
Total	**1402**	**100.00**

The above table demonstrates data on gender composition of panellists who have participated in primetime debates for Hindi news channels. As shown in the table, the majority of panellists were men (83.45%) and women constituted only less than 16% of the total panellists who were invited to the debate shows. Also, none of the channels had panellists belonging to others in the debate shows.

Overall gender composition of panellists in Hindi news channelsin Hindi news channels





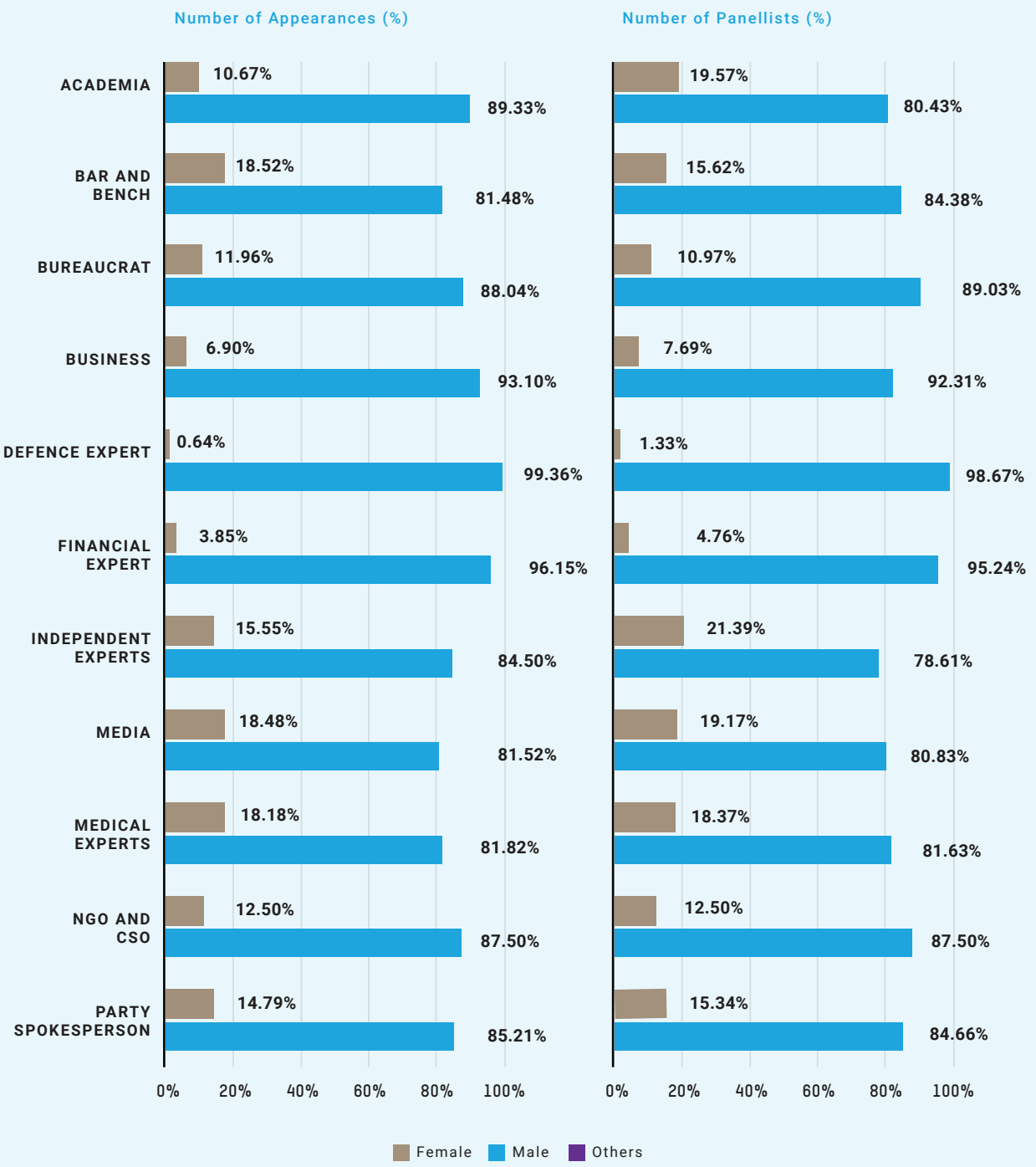
In all the Hindi news channels surveyed, no panellists from others were invited for debates. At around 80%, almost all debates were hosted by men. Surprisingly, India TV had less than 10% women panellists. When it comes to appearances, the results have been similar, as more than 80% male guests were invited.

Gender composition of top decile panellists in Hindi news channels

Name of the Media outlet	Female	Male	Others
Aaj Tak	11.54%	88.46%	0.00%
ABP News	20.69%	79.31%	0.00%
News18	9.09%	90.91%	0.00%
India TV	11.11%	88.89%	0.00%
NDTV	17.19%	82.81%	0.00%
Republic Bharat	25.00%	75.00%	0.00%
Sansad TV	7.41%	92.59%	0.00%
Zee News	11.76%	88.24%	0.00%

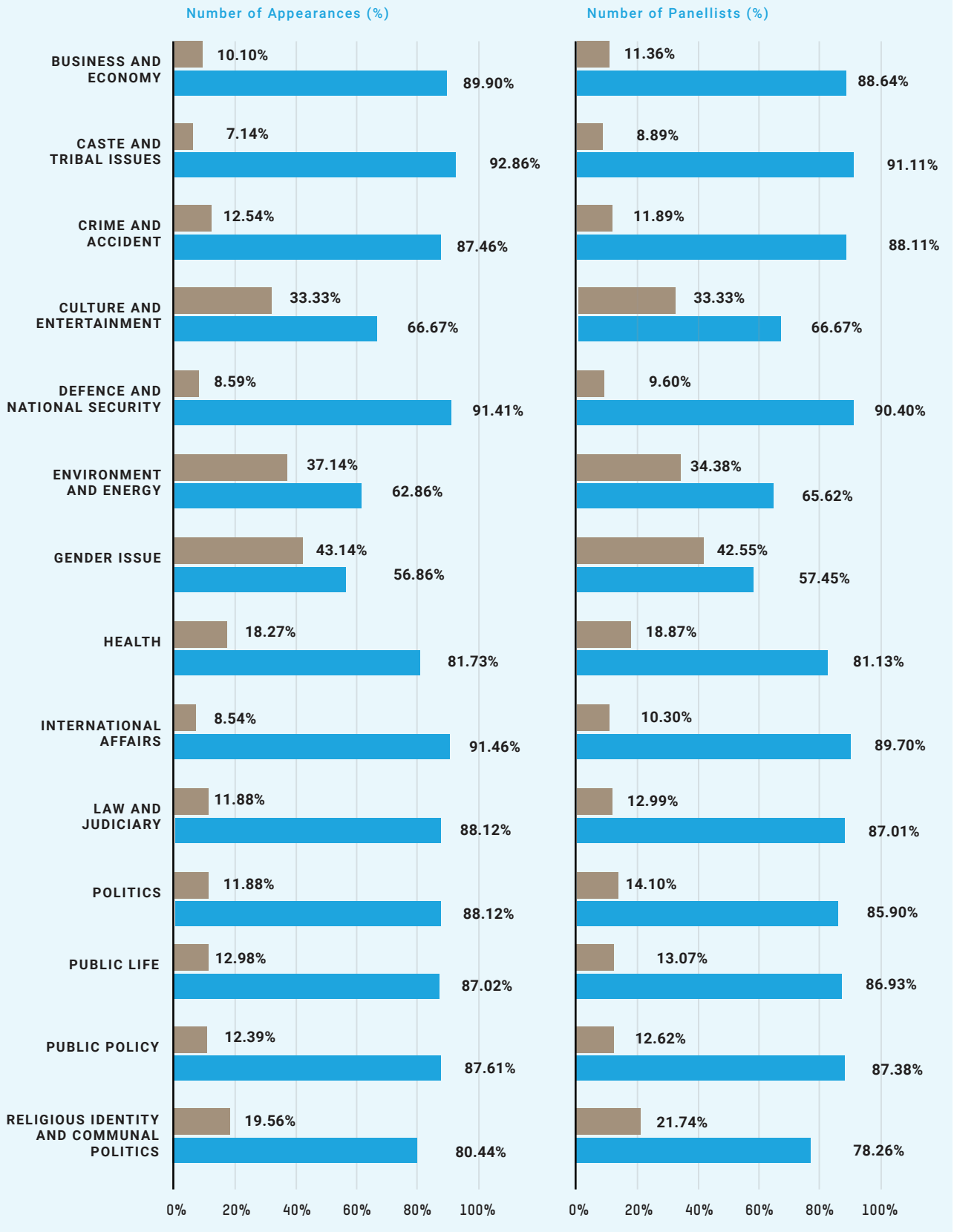
Except ABP news and Republic TV all the top decile Hindi news channels had more than 80% male guests as panellists. Moreover, Sansad TV and C-News 18 had less than 10% women panellists. So it can be concluded that there has been male dominance when it comes to discussing important issues of the country.

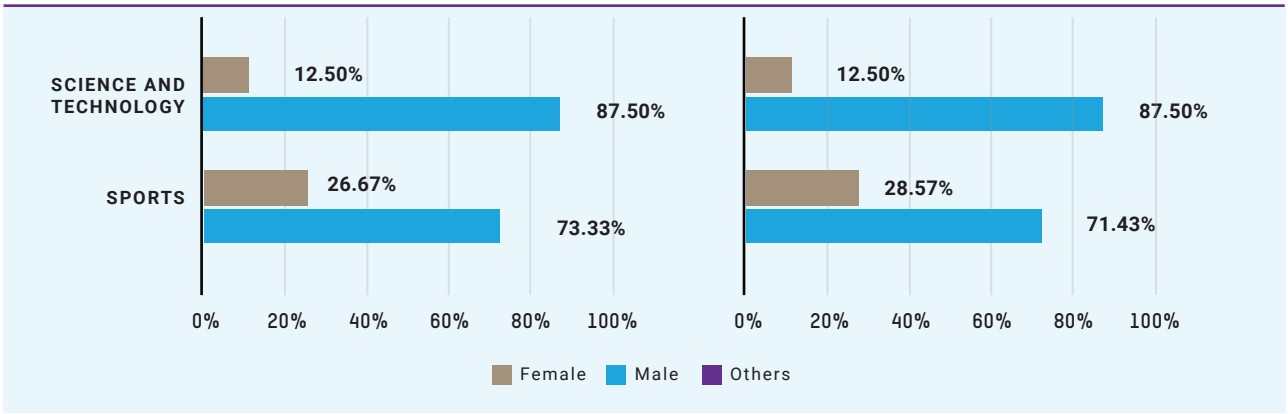
Overall panellist's gender representation in different fields of expertise in Hindi news channels



The above data shows that in all the fields of expertise, be it Bar and Bench or business or defence or health, mostly men were invited to speak in debate shows. In the category of think tank, no women panellists were invited. None of the Hindi news channels surveyed, called a person from the third gender to speak on any topic.

Overall panellist's gender representation in different topics of debate in Hindi news channels





The above table shows the topic of discussions in Hindi news channel debates had panellists mostly men. While others had zero representations in the above table, women had the highest representation in the field of environment but that too was far less than men.

Unique gender representation of panellist's debates on gender issues

Name of the Media Outlet	Female	Male	Others
Aaj Tak	0.00	100.00	0.00
ABP News	66.67	33.33	0.00
India TV	20.00	80.00	0.00
NDTV	25.00	75.00	0.00
Republic Bharat	33.33	66.67	0.00
Sansad TV	75.00	25.00	0.00
Zee News	50.00	50.00	0.00
Total	**42.55**	**57.45**	**0.00**

While Aaj Tak had zero women panellists speaking on gender issues, Sansad TV had the highest at 75%. All the mainstream TV channels surveyed such as Aaj Tak, ABP News, India TV, NDTV, Republic Bharat, Sansad TV and Zee News had zero representation from others.

Overall unique female presence in all Hindi news channels, as well as their representation by social category

	Gender Composition(%)	Caste compositions of the women(%)					
Name of the Media Outlet	Female	SC	ST	OBC	General category	UA	Can't Say
Aaj Tak	12.26	9.38	0.00	9.38	62.50	12.50	6.25
ABP News	14.17	2.86	2.86	5.71	68.57	11.43	8.57
News18	14.67	9.09	0.00	0.00	81.82	0.00	9.09
India TV	9.55	0.00	0.00	10.53	52.63	15.79	21.05
NDTV	19.16	1.69	0.00	10.17	69.49	8.47	10.17
Republic Bharat	19.45	7.02	0.00	10.53	61.40	8.77	12.28
Sansad TV	13.79	0.00	0.00	25.00	57.14	3.57	14.29
Zee News	16.14	2.17	2.17	26.09	52.17	15.22	2.17
Total	**13.84**	**3.45**	**0.43**	**15.09**	**59.48**	**9.48**	**12.07**

The above table shows the data for women representation in Hindi news channels based on their social category. Although women in general face discrimination based on their gender, but the discrimination is more when it comes to people from SC/ST and OBC communities. Women from SC/ST are double marginalised and have mostly zero representation in general. Women from the OBC category do have slightly better representation compared to SC/ST categories. Women from general categories have more representation and this highlights the discrimination based on social category.

The status of gender representation in English TV News Channels

Unique gender representation of the anchor in overall English news channels

Gender	Frequency	Total percentage(%)
Female	21	58.33
Male	15	41.67
Third Gender	0	0.00
Total	**36**	**100.00**

In a welcome change, the chart shows that women representation in English news channels was higher than their Hindi counterparts. However, there is no improvement in representation of others.

Overall gender composition of anchors in English news channels

Name of the Media Outlet	Female	Male	Third Gender
NEWS18	66.67	33.33	0.00
India Today	50.00	50.00	0.00
Mirror Now	80.00	20.00	0.00
NDTV	57.14	42.86	0.00
Republic TV	0.00	100.00	0.00
Sansad TV	33.33	66.67	0.00
Times Now	100.00	0.00	0.00

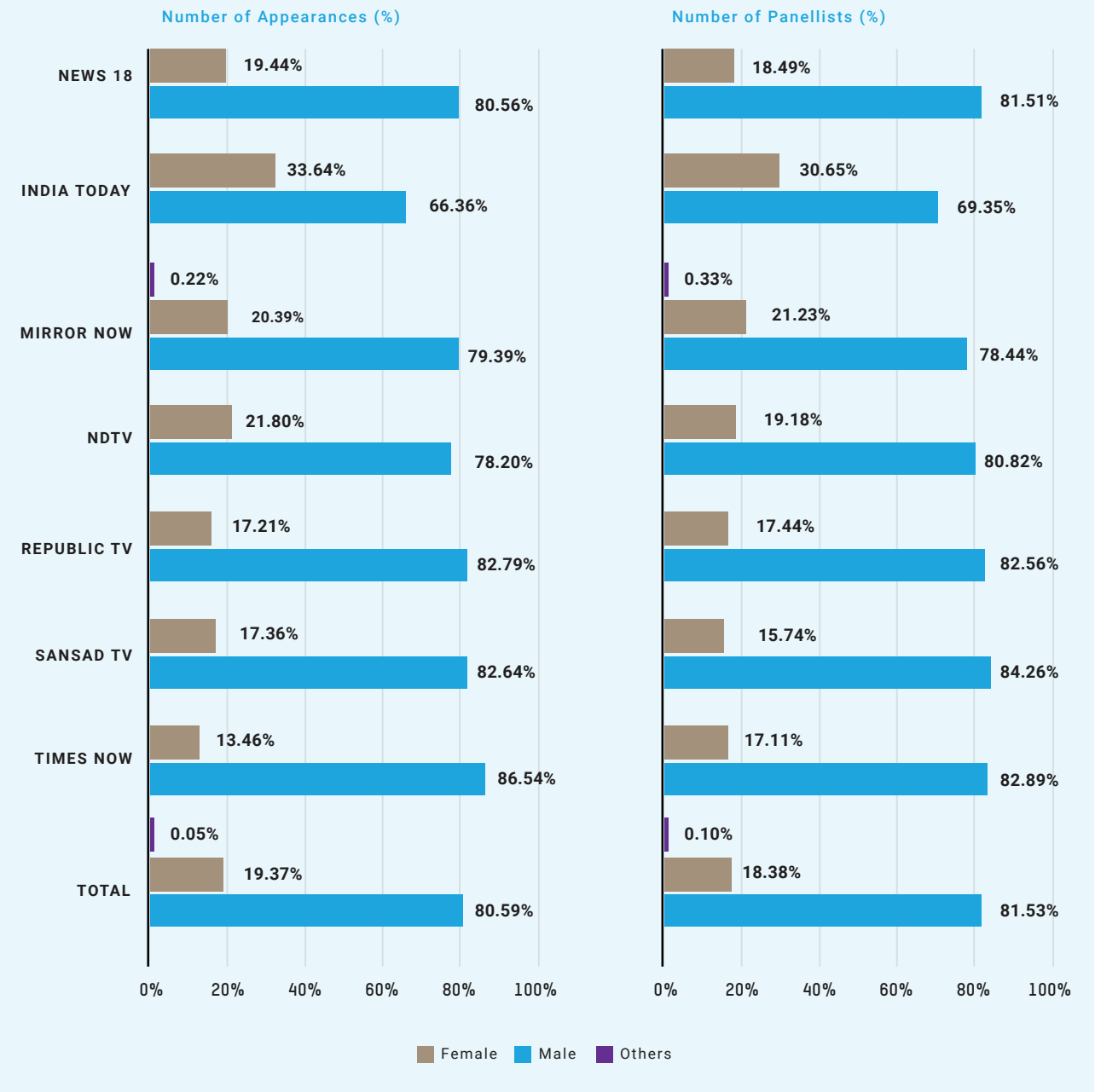
Of the seven English news channels surveyed for this study, four had more women anchors. While India Today had equal representation from both male and female genders, only two English news channels, Republic TV and Sansad TV, had the majority of male anchors.

Unique gender representation of panellist in overall English news channels

Gender	Frequency	Total percentage(%)
Female	371	18.38
Male	1646	81.53
Third Gender	2	0.10
Total	**2019**	**100.00**

English news channels saw 81% male panellists and only 18% women representation. Panellists identifying as other genders found close to 0% representation. These numbers highlight the greater preference for male voices as experts in English news channels.

Overall gender composition of panellists in English news channels



Across all English news channels, male panellists had the highest percentage of appearances. The divide between female and male panellist appearances was the greatest in Times Now, Sansad TV and Republic TV channels. Participation from panellists identifying as other genders besides male and female was only seen on Mirror Now.

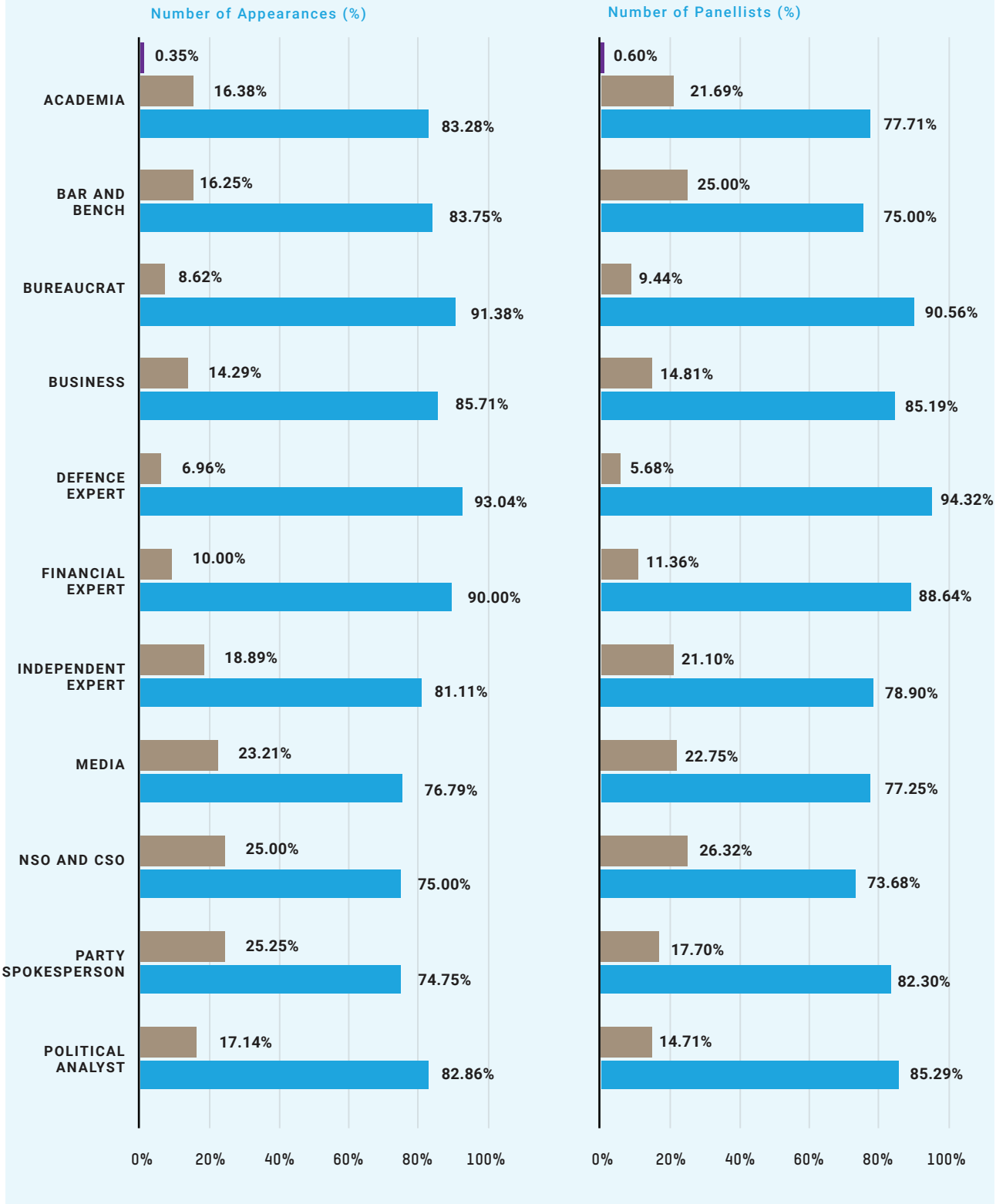
Gender composition of top decile of panellists in English news channels

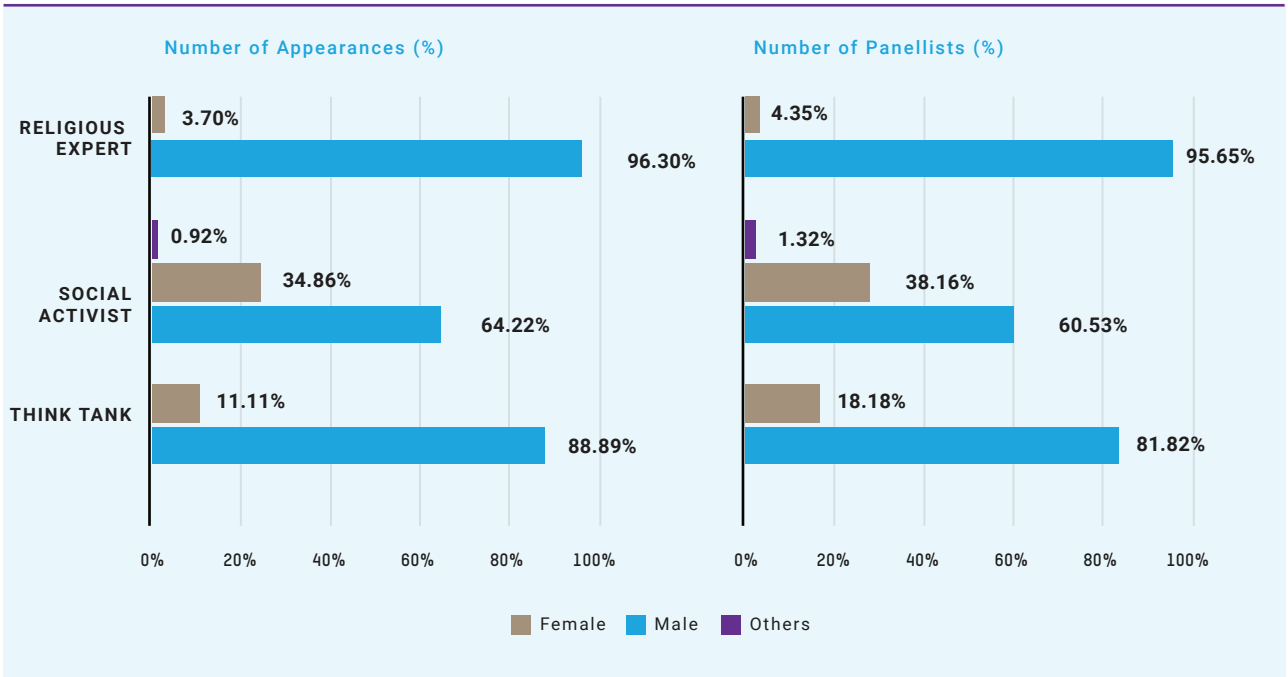
Name of the Media Outlet	Female	Male	Others
NEWS18	21.57	78.43	0.00
India Today	35.71	64.29	0.00
Mirror Now	22.95	77.05	0.00
NDTV	19.19	80.81	0.00
Republic TV	10.26	89.74	0.00
Sansad TV	24.24	75.76	0.00
Times Now	15.00	85.00	0.00

The top decile analysis shows that panellists appearing most frequently on TV debates are men. Republic TV had the lowest representation of women panellists while Sansad TV had the most representation, although the figure was a dismal 24%. Experts from others were not part of debate show panels in any of the English news channels analysed.

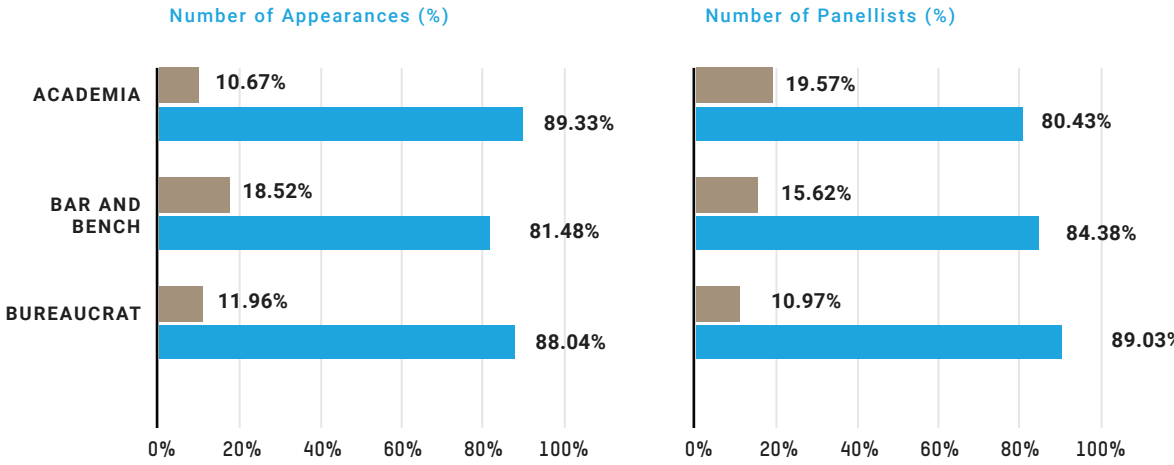
Image: statista/RISJ

Overall panellist's gender representation in different field of expertise in English news channels

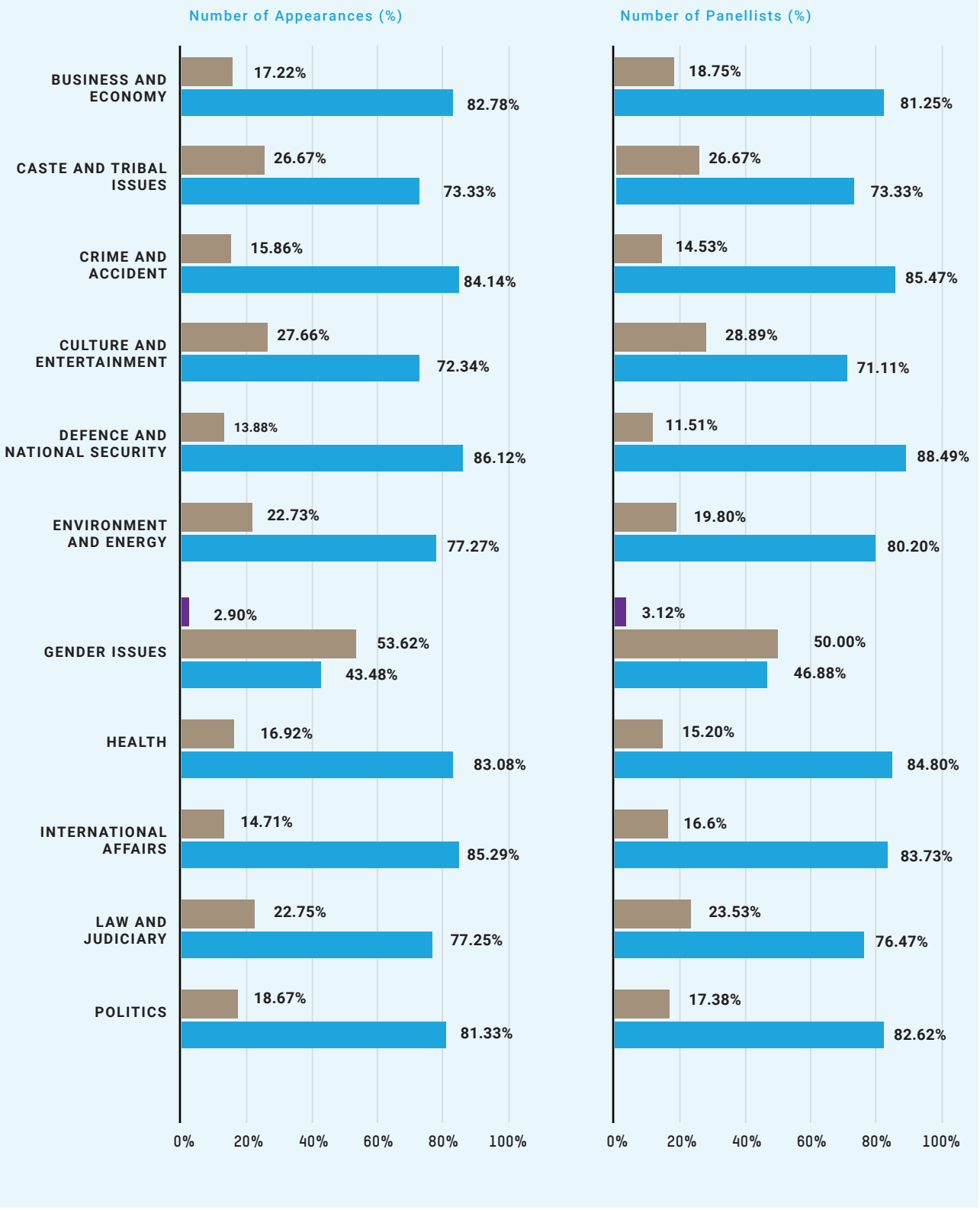


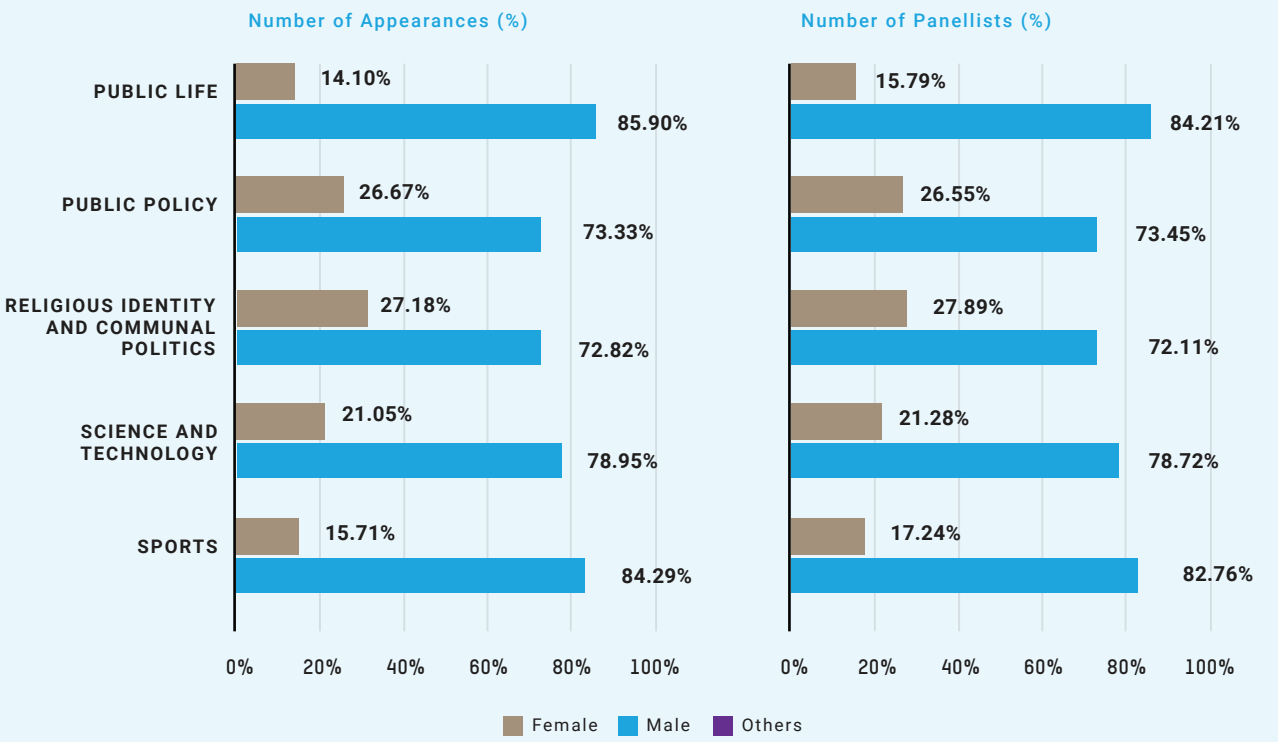


Male voices were the most represented across all fields of expertise indicating a higher preference for them as panellists. In particular, male panellists appeared as defence or finance experts. Women panellists featured as experts predominantly on issues relating to social activism, as representatives of NGOs or as party spokespersons. Panellists belonging to other genders appeared as experts only on discussions relating to social activism or academics.



Overall panellist's gender representation in different topics of debate in English news channels





The above given table is a representation of gender diversity in different topics of debates in English news channels. While it may seem that a lot has changed over years, the trends above tell a different story. Women appear least as panellists around issues considered spheres which require 'power' and 'hard issues' such as defence, sports etc. The percentage is as low as 15% on issues such as economy etc, the only time it crosses 20% is for discussions on gender, caste or public life.

Unique gender representation of the panellist's debates on gender issues

Name of the Media Outlet	Female	Male	Others
News18	50.00	50.00	0.00
India Today	84.62	15.38	0.00
Mirror Now	50.00	42.31	7.69
NDTV	14.29	85.71	0.00
Republic TV	30.00	70.00	0.00
Sansad TV	100.00	0.00	0.00
Times Now	50.00	50.00	0.00
Total	**50.00**	**46.88**	**3.12**

The trends above show how women were preferred as panellists to speak on gender issues on certain channels but the trends remain the same for some of the most popular channels such as NDTV and Republic TV. Another conclusion that can be drawn from this table is that the third gender has been completely neglected.

Representation of different caste within gender

Overall unique female presence in all English news channels, as well as their representation by social category

	Gender Composition(%)	Caste compositions of the females(%)					
Name of the Media Outlet	Female	SC	ST	OBC	General category	UA	Can't Say
News18	18.49	2.47	1.23	16.05	56.79	3.70	19.75
India Today	30.65	7.89	0.00	10.53	57.89	7.89	15.79
Mirror Now	21.23	1.56	0.00	9.38	59.38	5.47	24.22
NDTV	19.18	1.12	1.12	12.36	66.29	6.74	12.36
Republic TV	17.44	2.94	2.94	1.47	72.06	7.35	13.24
Sansad TV	15.74	0.00	0.00	6.45	61.29	0.00	32.26
Times Now	17.11	0.00	0.00	6.25	59.38	3.12	31.25
Total	**19.37**	**2.16**	**1.08**	**11.05**	**59.84**	**5.39**	**20.49**

The above table shows the representation of women panellists on English news channels by their social category. As it can be observed, women from general categories have over 50% presence in all the analysed news channels and only overall 2% of them belonged to SC and ST categories. This is a clear indication of how issues of women from some sections and their experiences are still neglected.

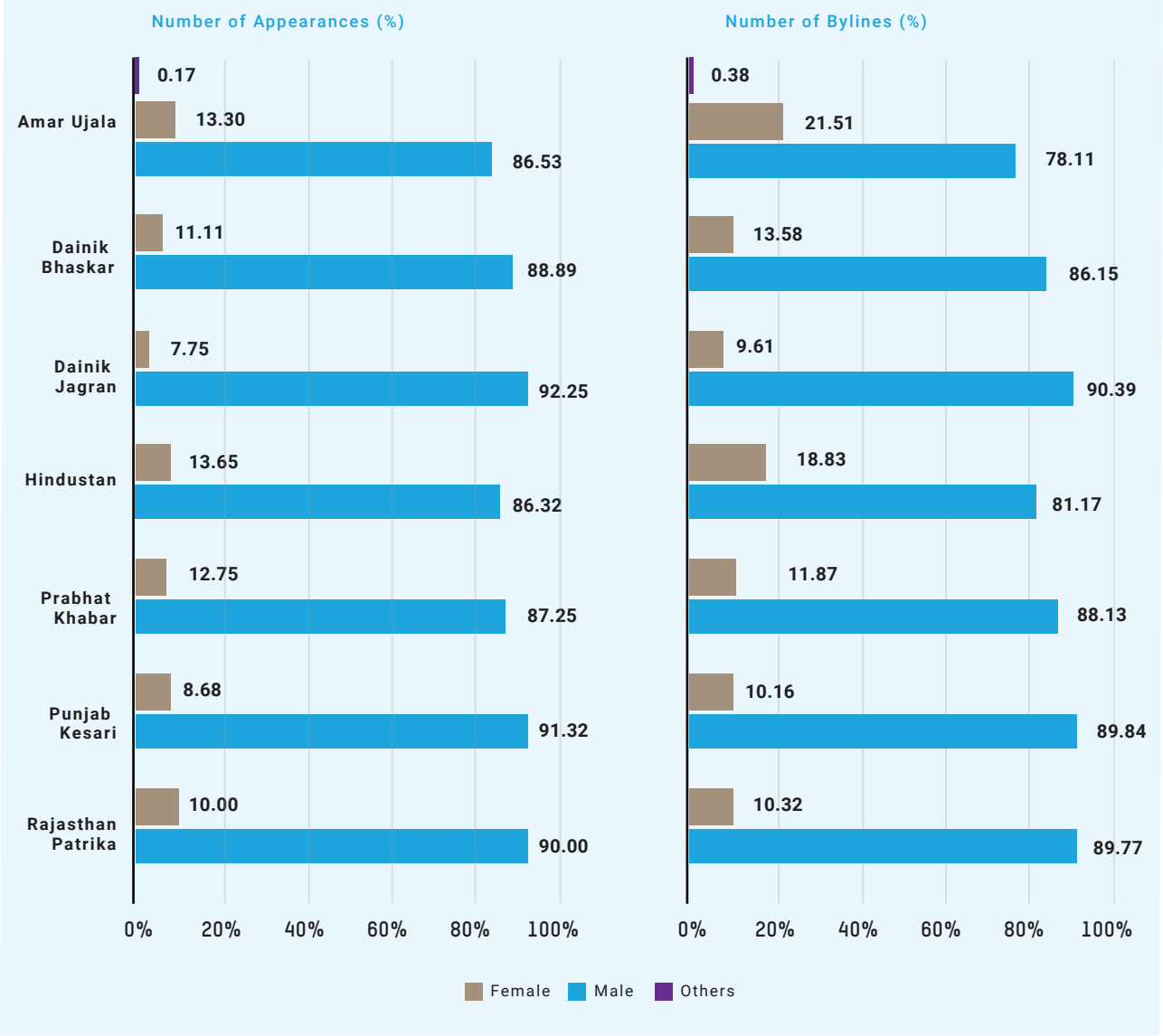
The status of gender representation in Hindi newspaper

Unique gender representation in overall Hindi newspapers

Gender	Frequency	Total percentage(%)
Female	224	14.55
Male	1315	85.39
Third Gender	1	0.06
Total	**1540**	**100.00**

With 85% representation, men have been largely preferred over women journalists. While women have less than 15% representation, the instance of a person from others is less than 1%. What can be implied from this analysis is that whether English or Hindi, Indian newsrooms showcase similar trends and have the same gender biases.

Overall gender composition in Hindi newspapers



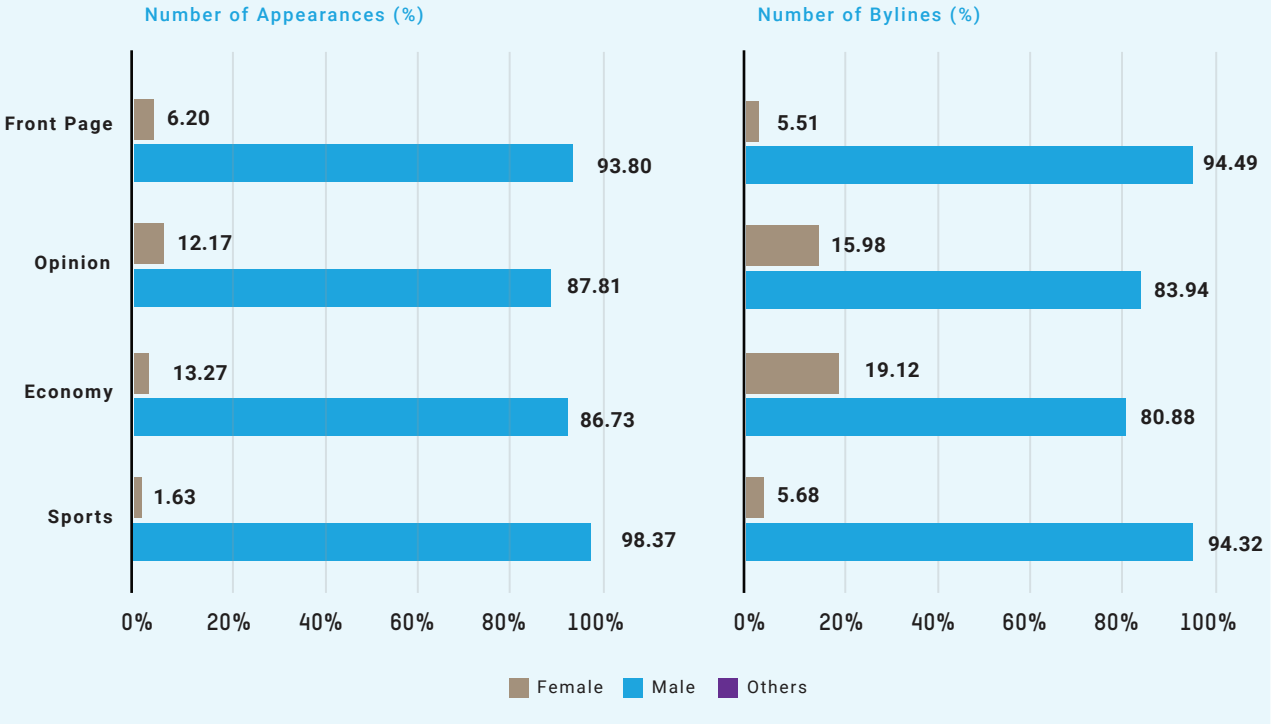
The above table shows the overall gender composition on the basis of appearances and bylines in various Hindi newspapers. Most Hindi newspapers except Hindustan, Dainik Bhaskar and Amar Ujala have less than 10% of write-ups by women. Men mostly occupy the space with the average being close to 85% for every analysed Hindi newspaper. Except for Amar Ujala, there have been zero instances of write-ups or appearances of people from the other gender.

Gender composition of top decile authors in Hindi newspapers

Name of the Newspaper	Female	Male	Third Gender
Amar Ujala	10.34	89.66	0.00
Dainik Bhaskar	13.33	86.67	0.00
Dainik Jagran	11.43	88.57	0.00
Hindustan	14.29	85.71	0.00
Prabhat Khabar	16.00	84.00	0.00
Punjab Kesari	11.11	88.89	0.00
Rajasthan Patrika	11.11	88.89	0.00

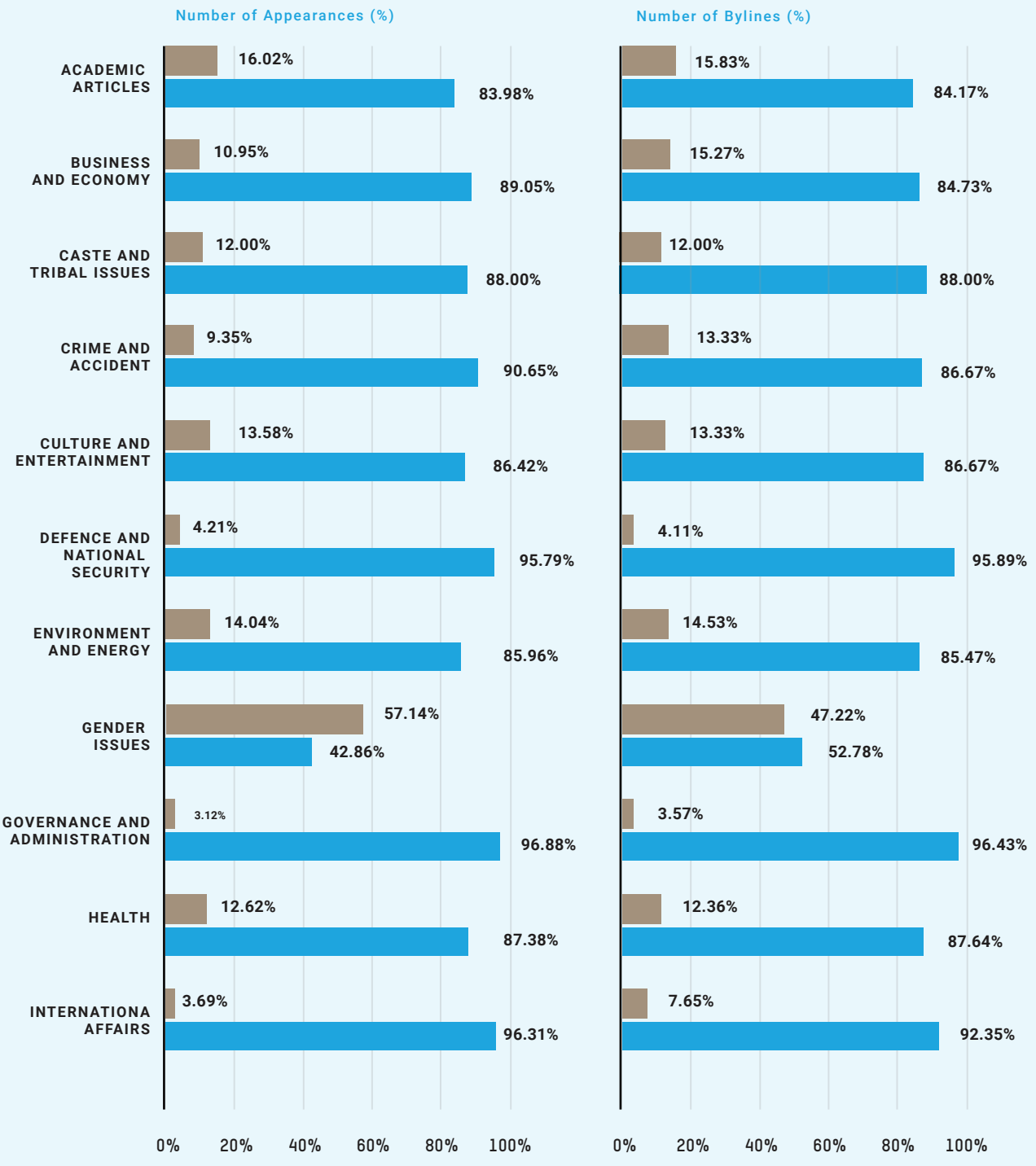
The above table shows gender composition of authors in different Hindi newspapers. Men contribute more than 80% of the write-ups while women journalists only make up 15% (on an average); this is least for write-ups related to sports and business sections. People from the third gender have been denied the opportunity completely and for every newspaper there is 0 percent of publications by them.

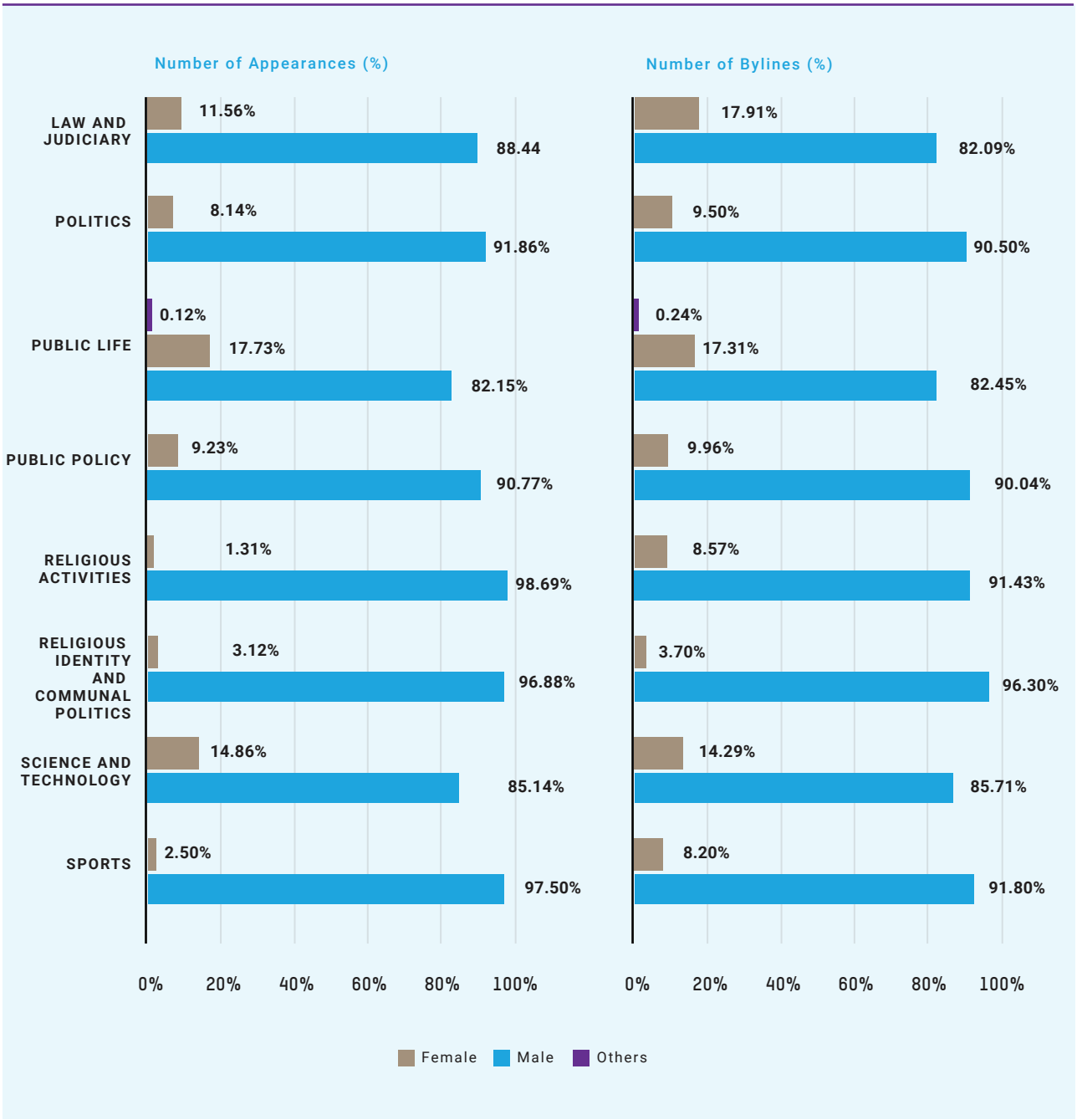
Overall author's gender representation in different page types in Hindi newspapers



The table shows what percentage of people belonging to different genders write on various issues such as business, front page, sports and opinion pages of every newspaper. It can be seen that women write mostly for opinion pages and the least for sports pages. People from the other gender could only find space on opinion pages but that too minuscule.

Overall author's gender representation in different themes of articles





This table depicts the gender representation of authors in 17 topics such as defence and national security, governance and administration, health, politics, religious activities, gender issues, among others. While women are underrepresented in all the themes compared to men, it is only in the gender related issue that the number of women comes to match with men. In gender issues women representation constitutes 57.14% in appearance and 47.22% in bylines. Topics traditionally associated with men such as defence and national security, governance and administration, international affairs, politics, religious activities, religious identity and communal politics, and sports are where women writers are least found. While the other gender is nowhere to be found in any of the topics, men are overrepresented in all the themes.

Unique gender representation of author's article on gender issues

Name of the Newspaper	Female	Male	Others
Amar Ujala	66.67	33.33	0.00
Dainik Bhaskar	0.00	100.00	0.00
Dainik Jagran	53.85	46.15	0.00
Hindustan	100.00	0.00	0.00
Prabhat Khabar	50.00	50.00	0.00
Punjab Kesari	0.00	100.00	0.00
Rajasthan Patrika	50.00	50.00	0.00
Total	**47.22**	**52.78**	0.00

The above table depicts the unique gender representation in Hindi newspapers and it shows that there is 47.22% women representation. The other gender has zero representation.

Overall unique female presence in all Hindi newspapers, as well as their representation by social categoryrepresentation by social category

	Gender Composition(%)	Caste compositions of the females(%)					
Name of the Newspaper	Female	SC	ST	OBC	General category	UA	Can't Say
Amar Ujala	21.51	7.02	0.00	8.77	56.14	7.02	21.05
Dainik Bhaskar	13.85	2.78	0.00	5.56	58.33	5.56	27.78
Dainik Jagran	9.61	0.00	0.00	11.11	70.37	0.00	18.52
Hindustan	18.83	0.00	0.00	10.34	60.34	6.90	22.41
Prabhat Khabar	11.87	3.85	0.00	15.38	61.54	0.00	19.23
Punjab Kesari	10.16	5.26	0.00	10.53	73.68	0.00	10.53
Rajasthan Patrika	10.23	11.11	0.00	5.56	66.67	5.56	11.11
Total	**10.80**	**4.02**	0.00	**9.82**	**59.82**	**4.91**	**21.43**

This table shows women's presence in Hindi newspapers as well as their social composition. While around 21% of people said they can't say their social background, SC women constitute mere 4.02%, and the ST category had zero representation.

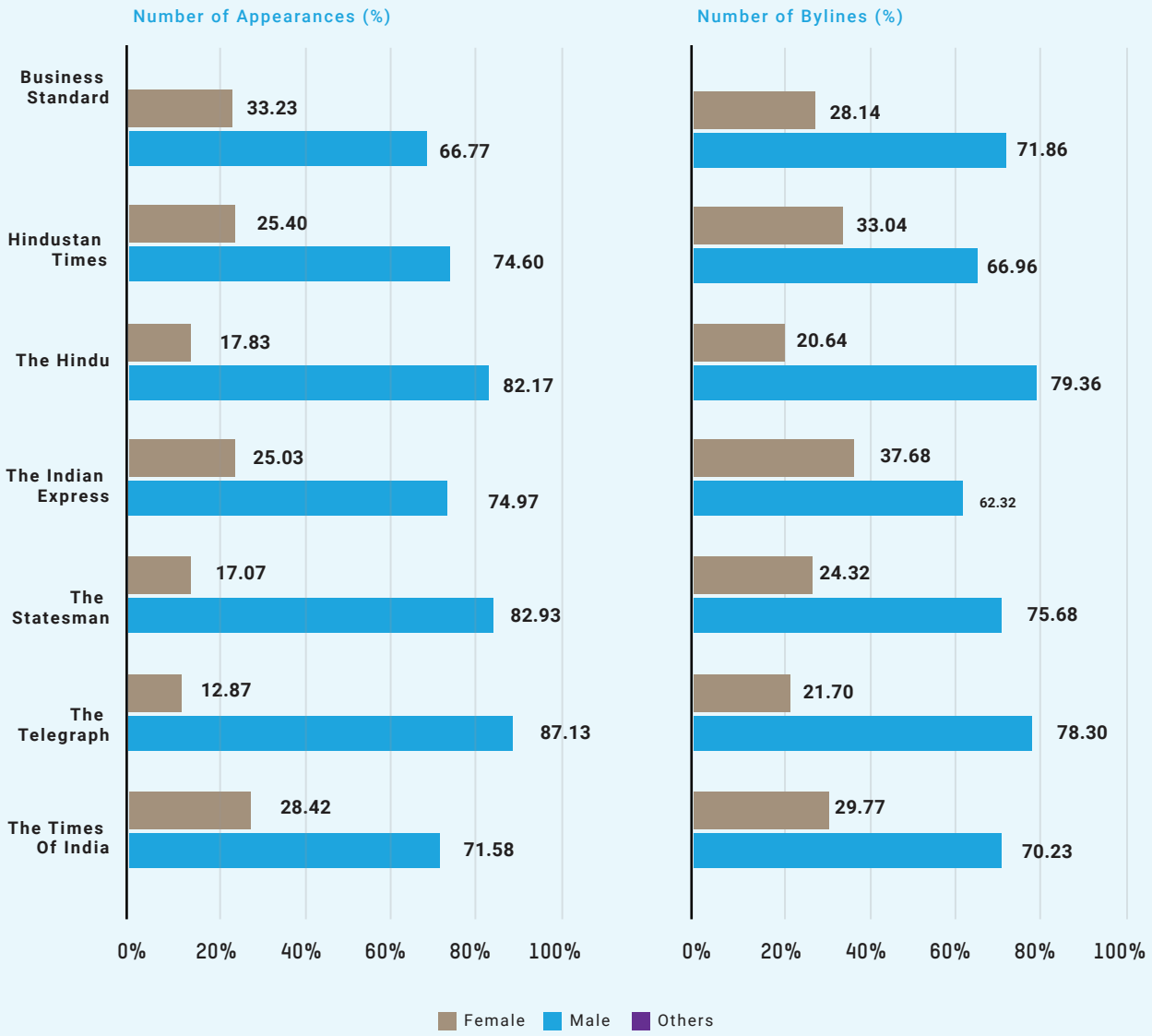
The status of gender representation in English newspapers

Unique gender representation in English newspapers

Gender	Frequency	Total percentage(%)
Female	868	29.53
Male	2071	70.47
Third Gender	0	0.00
Total	**2939**	**100.00**

It is important to note who delivers the news as it can vastly change the socio-political landscape of any community or even country. These figures are a key indicator of how vastly the news landscape is skewed in favour of men. Only a third of the reporters are women, with other genders on the spectrum finding no representation in English newspapers.

Overall gender composition in English Newspapers



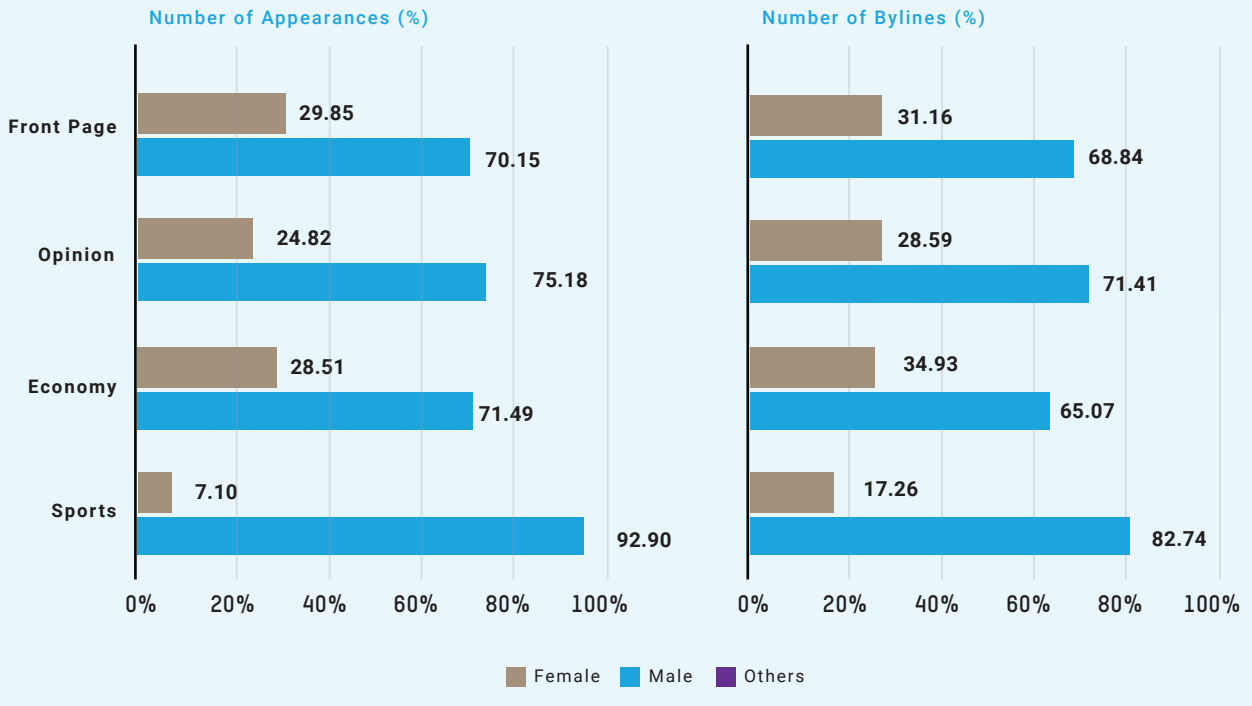
This table shows some astonishing figures. In seven English newspapers that were studied, women made up no more than a third of the total appearances/bylines. Men took the lion's share of credit and in some cases took more than 7 times the total appearances of women in the media.

Gender composition of top decile authors in English newspapers

Name of the Newspaper	Female	Male	Transgender
Business Standard	36.84	63.16	0.00
Hindustan Times	24.56	75.44	0.00
The Hindu	23.53	76.47	0.00
The Indian Express	25.42	74.58	0.00
The Statesman	13.64	86.36	0.00
The Telegraph	12.50	87.50	0.00
The Times Of India	33.80	66.20	0.00

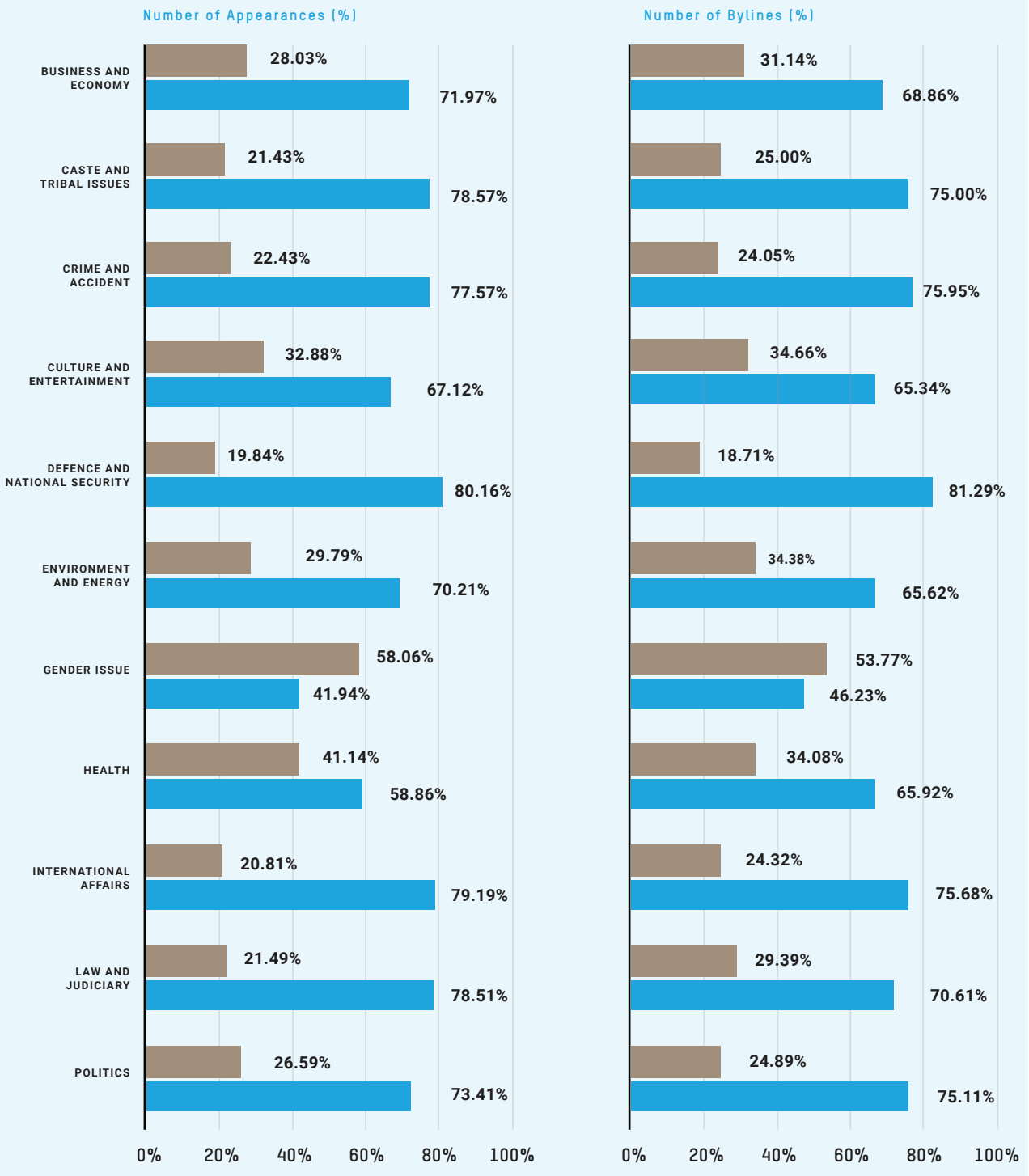
In the top decile of most credited authors in English newspapers, sadly, the news isn't any different. Women find little representation and The Telegraph is the worst of the lot with only 12% of the top decile authors being women. Business Standard did relatively better with 36% women representation.

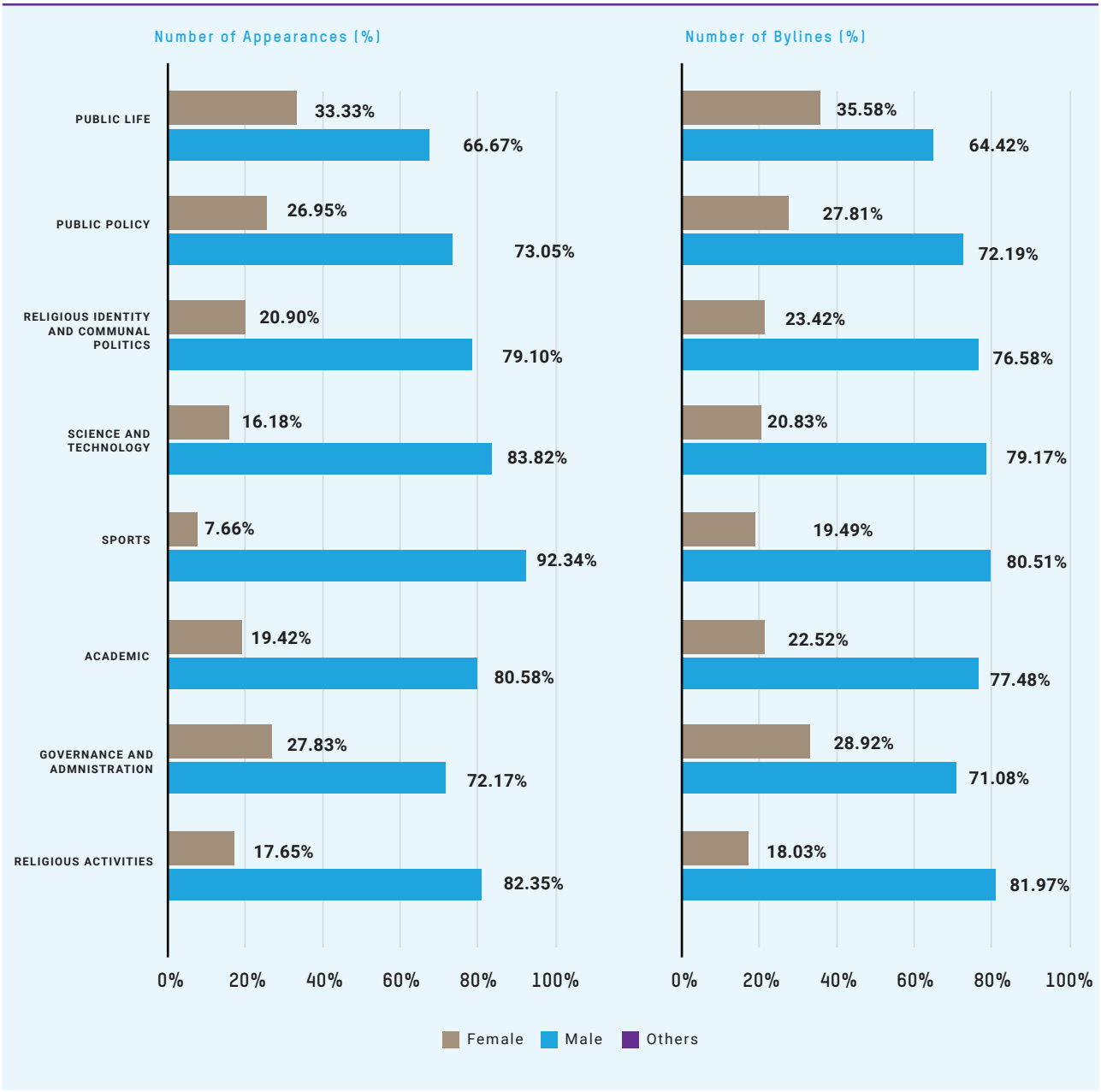
Overall author's gender representation in different page types of the newspapers



Comparing representation across different sections of a newspaper, women find the least authorship on the sports pages and the most bylines on Economy pages, likely being skewed by the above-average numbers from business-standard. This phenomenon lines up with the findings from the 2021 report and the previous tables.

Overall author's gender representation in different themes of articles





While studying women's appearance and bylines through different articles, we see that women write mostly on gender issues. The other gender finds no representation as noted in the previous study. Women are the subject in less than 8% of articles but have authored approx. 19% of them. In an Olympic year, it shows that reporting is skewed significantly towards men and they were more in the limelight than women.

Unique gender representation of author's article on gender issues

Name of the Newspaper	Female	Male	Others
Business Standard	0.00	100.00	0.00
Hindustan Times	57.89	42.11	0.00
The Hindu	33.33	66.67	0.00
The Indian Express	58.00	42.00	0.00
The Statesman	71.43	28.57	0.00
The Telegraph	16.67	83.33	0.00
The Times Of India	64.29	35.71	0.00
Total	**53.77**	**46.23**	**0.00**

As far as gender issues are concerned, the authors' representations are surprising as none of the newspapers have authors belonging to the other gender. While Business Standard had 100 % male representation, The Hindu and The Telegraph had more than 65% representation from male gender. The rest of the newspapers surveyed had more female gender representation as far as gender issues were concerned.

Overall unique female presence in all English newspapers, as well as their representation by social category

	Gender Composition(%)	Caste compositions of the females(%)					
Name of the Newspaper	Female	SC	ST	OBC	General category	UA	Can't Say
Business Standard	28.14	0.00	0.00	10.71	66.07	5.36	17.86
Hindustan Times	33.04	2.63	0.53	11.05	64.21	3.16	18.42
The Hindu	20.64	0.74	0.74	6.67	47.41	6.67	37.78
The Indian Express	37.68	2.88	0.48	7.21	58.17	6.25	25.00
The Statesman	24.32	1.85	0.00	12.96	59.26	11.11	14.81
The Telegraph	21.70	1.96	0.00	5.88	76.47	7.84	7.84
The Times Of India	29.77	1.46	0.00	7.77	63.11	3.88	23.79
Total	**23.80**	**1.84**	0.35	**8.53**	**60.37**	**5.53**	**23.39**

When it comes to female representation and their social category in newspapers, all had less than 40% presence. And in this too, there was dominance of the general category. Except The Hindu, all newspapers had been dominated by general category authors (more than 60%). Overall SC category women authors had less than 3% representation in all newspapers and ST category female authors had less than 1% representation. In the case of OBC representation, around 10% of women authors belong to this category.

CHAPTER 5

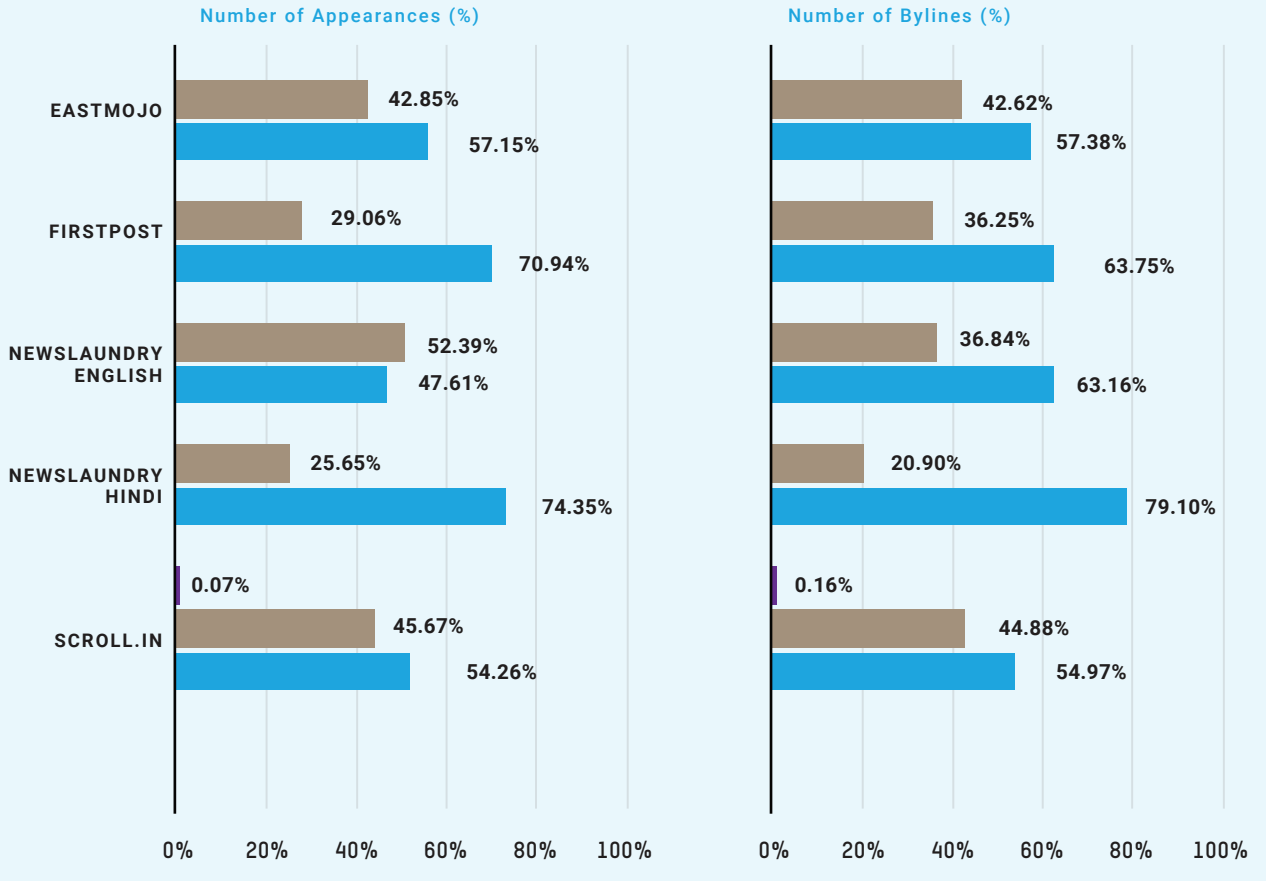
Representation in Digital Media

Unique gender representation in overall digital media

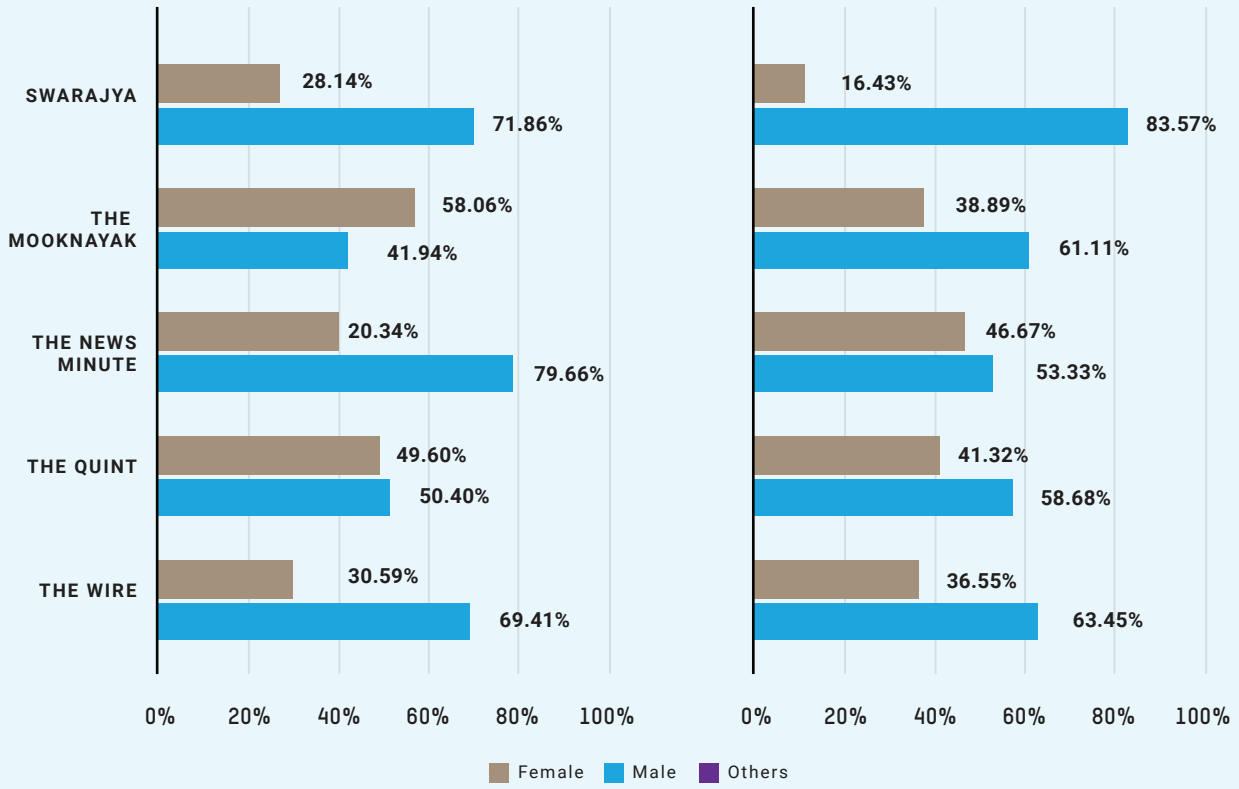
Gender	Frequency	Total percentage(%)
Female	1047	37.99
Male	1708	61.97
Third Gender	1	0.04
Total	**2756**	**100.00**

The above table depicts the unique gender representation in overall digital media and it shows that women had around 1/3 of presence. The representation of men was much higher at 61.97% and the other genders had a mere 0.04% presence.

Overall gender composition in digital media



Overall gender composition in digital media



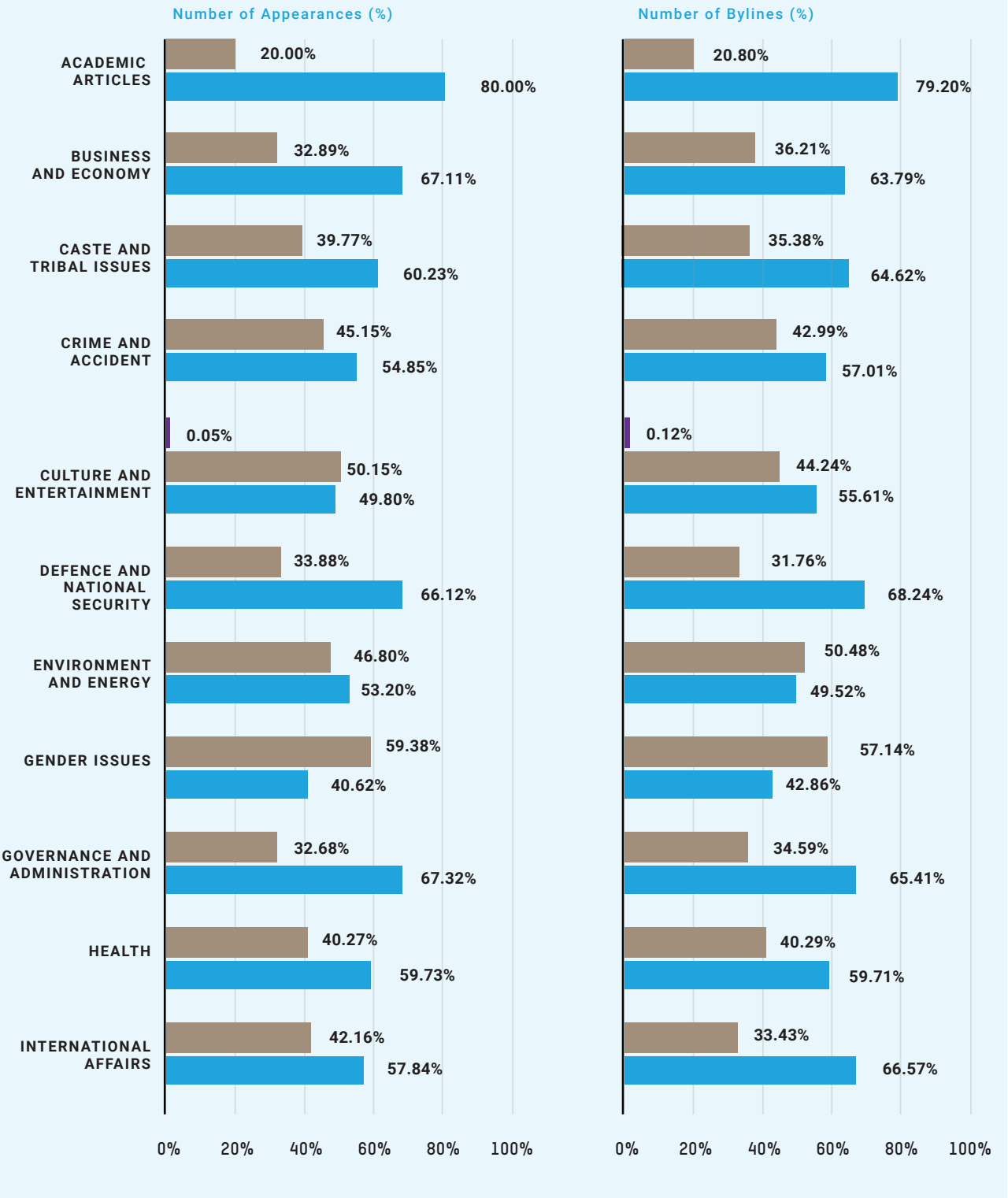
The above table represents gender composition in digital media and compared to print and electronic media, digital media houses have better representation of women. Though men still occupy majority numbers in bylines and in appearances, there is no representation of the other gender.

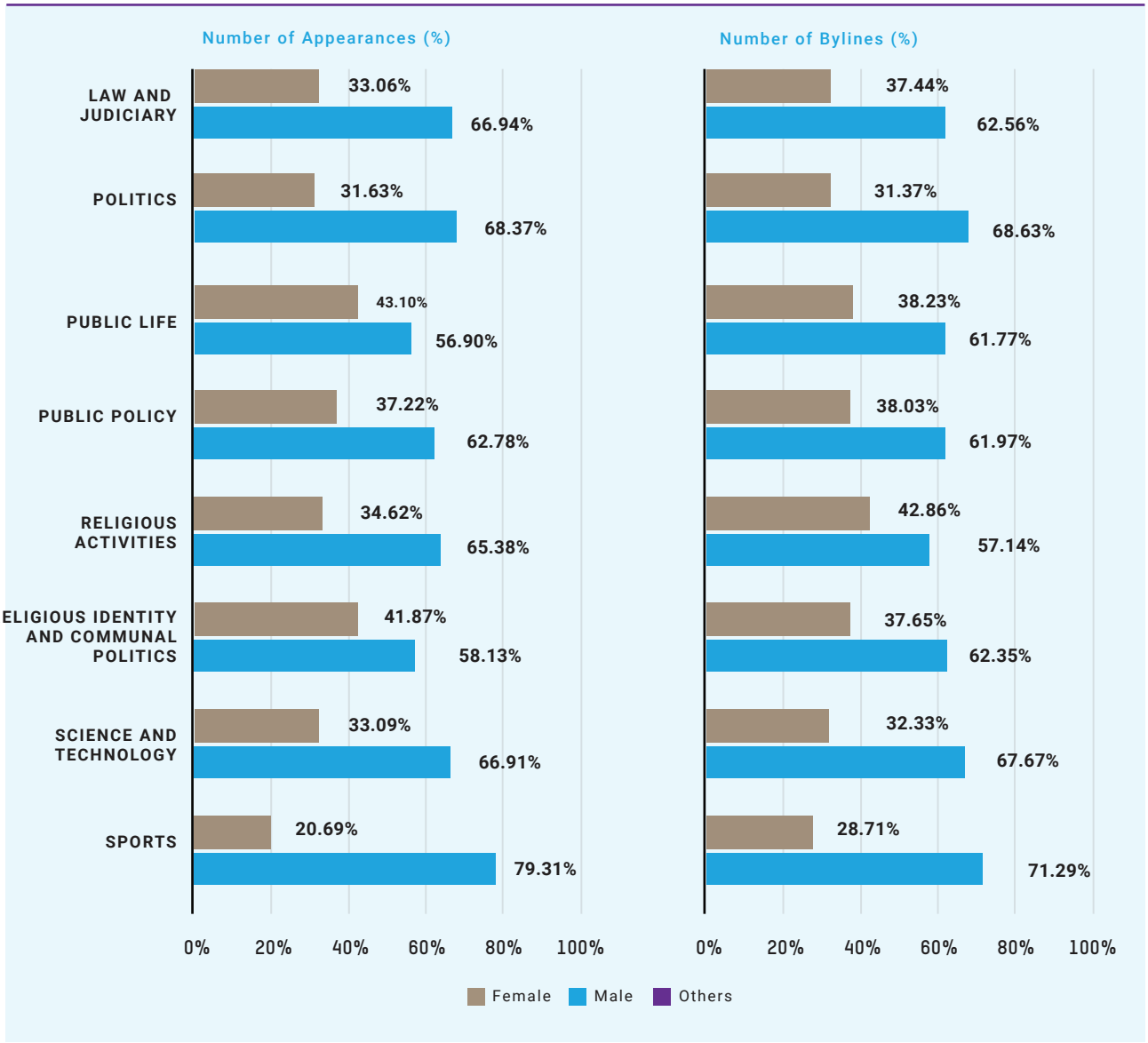
Gender composition of top decile authors in digital media

Name of the Digital Media	Female	Male	Others
EastMojo	41.67	58.33	0.00
Firstpost	36.36	63.64	0.00
Newslaundry English	66.67	33.33	0.00
Newslaundry Hindi	23.08	76.92	0.00
Scroll.in	51.43	48.57	0.00
Swarajya	21.43	78.57	0.00
The Mooknayak	100.00	0.00	0.00
The News Minute	0.00	100.00	0.00
The Quint	60.00	40.00	0.00
The Wire	22.68	77.32	0.00

While The Mooknayak has the highest representation of women at 100%, Newslaundry English, The Quint and Scroll.in have over 50% presence of women at 66.67%, 60% and 51.43%, respectively. The News Minute had no women representation and none had any other gender presence.

Overall authors' gender representation in different topics





The above table shows gender representation based on different topics for digital media platforms. People from the other gender have been represented the least and they could write only on topics such as entertainment. While women got more opportunity to write on gender issues compared to men, in all other themes, men had more presence.

Unique gender representation of authors' articles on gender issues

Name of the Digital Media	Female	Male	Third Gender
EastMojo	50.00	50.00	0.00
Firstpost	100.00	0.00	0.00
Newslaundry English	100.00	0.00	0.00
Newslaundry Hindi	37.50	62.50	0.00
Scroll.in	87.50	12.50	0.00
The Mooknayak	50.00	50.00	0.00
The News Minute	33.33	66.67	0.00
The Quint	56.67	43.33	0.00
The Wire	56.10	43.90	0.00
Total	**57.14**	**42.86**	**0.00**

Though there are better chances of an article related to gender issues getting published on a digital platform, the representational trends still remain the same. The average for articles by men is around 43%, for women it is around 57%.

Overall unique presence of women in all digital media, as well as their representation by social category

	Gender Composition(%)	Caste compositions of the females(%)					
Name of the Digital Media	Female	SC	ST	OBC	General category	UA	Can't Say
EastMojo	42.62	0.00	9.62	23.08	50.00	7.69	9.62
Firstpost	36.25	3.33	0.00	10.83	60.83	8.33	16.67
Newslaundry English	36.25	0.00	0.00	11.43	74.29	5.71	8.57
Newslaundry Hindi	20.90	3.57	0.00	7.14	67.86	3.57	17.86
Scroll.in	44.88	1.04	0.00	9.34	55.36	12.11	22.15
Swarajya	16.43	8.70	0.00	17.39	56.52	0.00	17.39
The Mooknayak	38.89	14.29	0.00	14.29	42.86	0.00	28.57
The News Minute	46.67	0.00	0.00	28.57	28.57	0.00	42.86
The Quint	41.32	3.03	1.30	10.82	59.31	7.36	18.18
The Wire	36.55	3.56	0.89	11.28	55.19	9.20	19.88
Total	**38.70**	**2.87**	1.05	**11.17**	**56.64**	**9.26**	**19.01**

One cannot ignore the intersectionality angle to the whole representation debate. The above table shows women's presence in all digital media outlets further categorised by their social category. On an average, around 59% women from general category got the opportunity to write, which is far more compared to women from marginalised sections. Women from SC and ST categories had only 2.87% and 1.05% representation, respectively.

CHAPTER 6

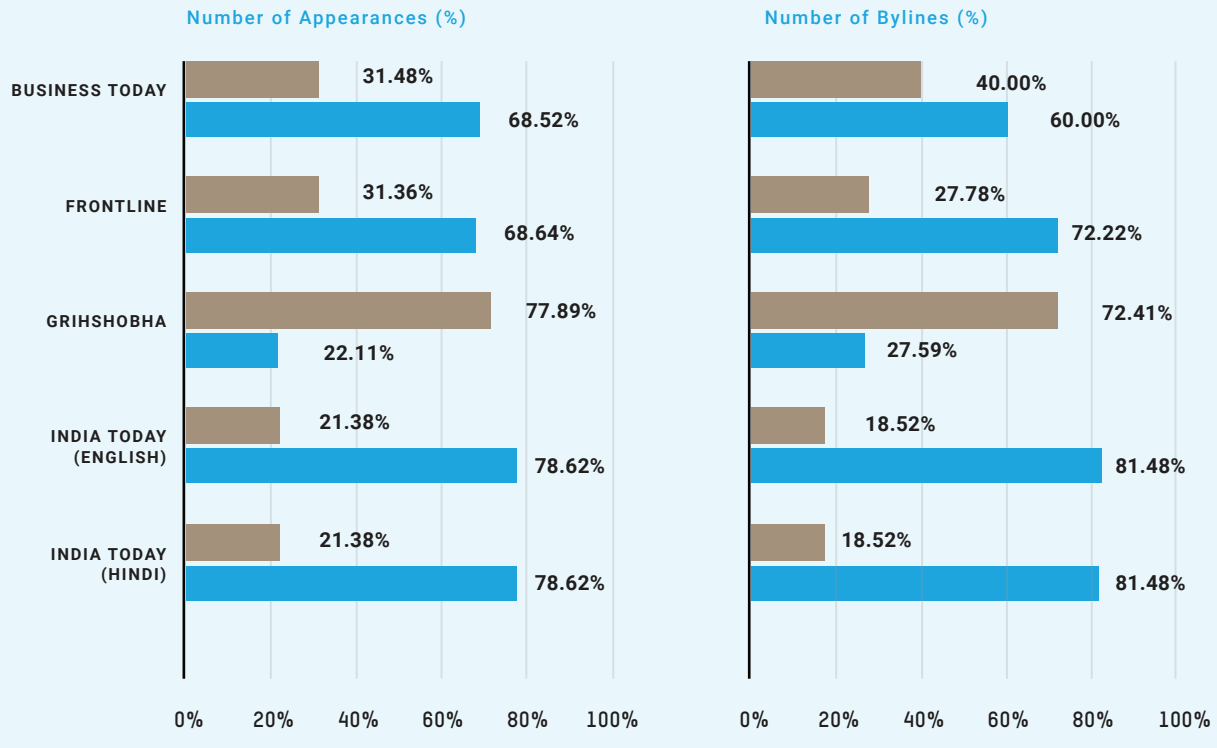
Representation in magazines

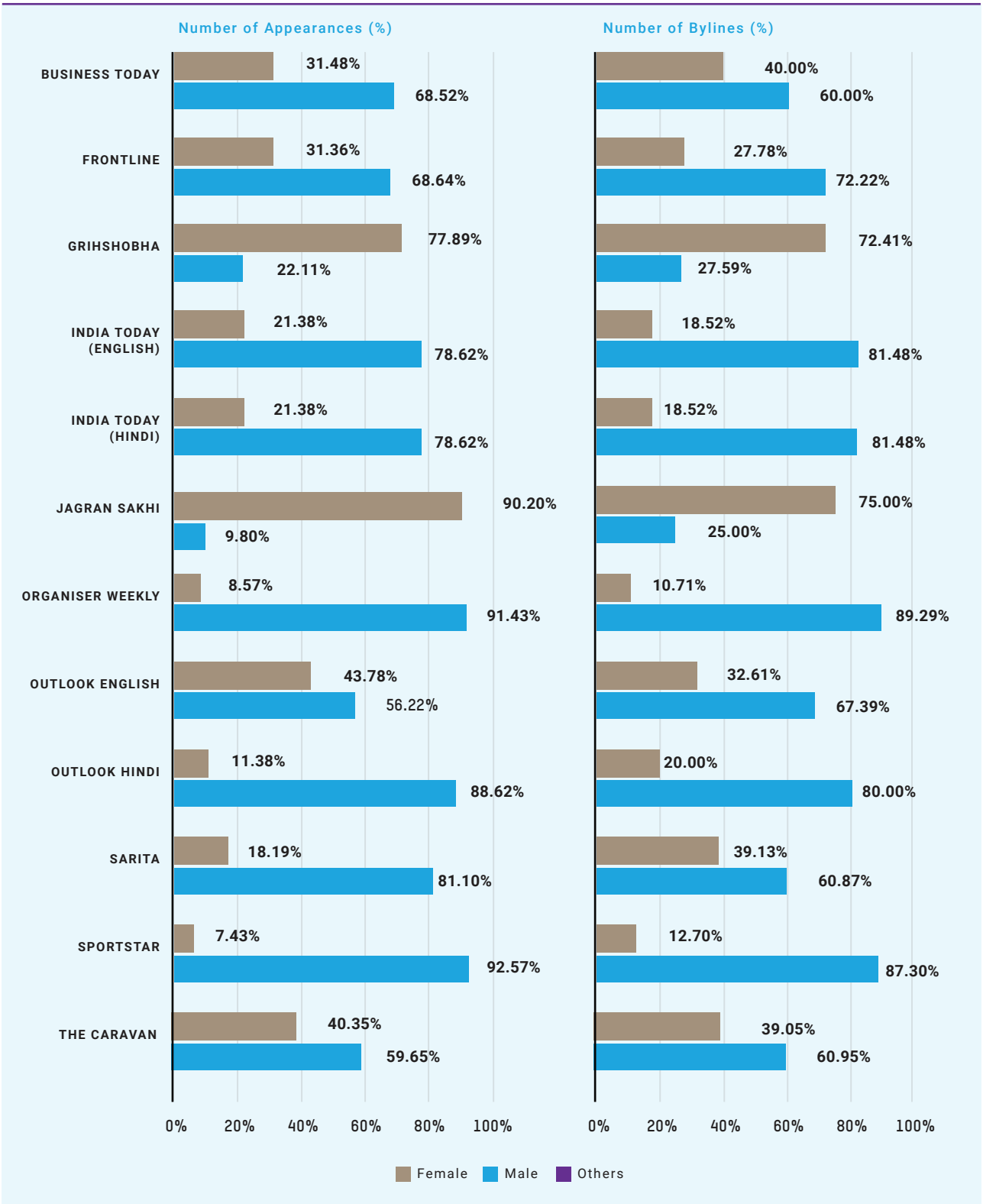
Unique gender representation in Magazines

Gender	Frequency	Total percentage(%)
Female	196	30.77
Male	441	69.23
Third Gender	0	0.00
Total	**637**	**100.00**

When it comes to representation of gender in magazines, males show dominance in all roles while there is nil representation from the other gender. Female authors have contributed around 30% of the total articles published in the magazines. So, it can be concluded that male dominance has been everywhere, including magazines. Although magazines are published weekly, fortnightly, monthly, etc. There has been minimal representation of female and third gender authors.

Overall gender composition in Magazines





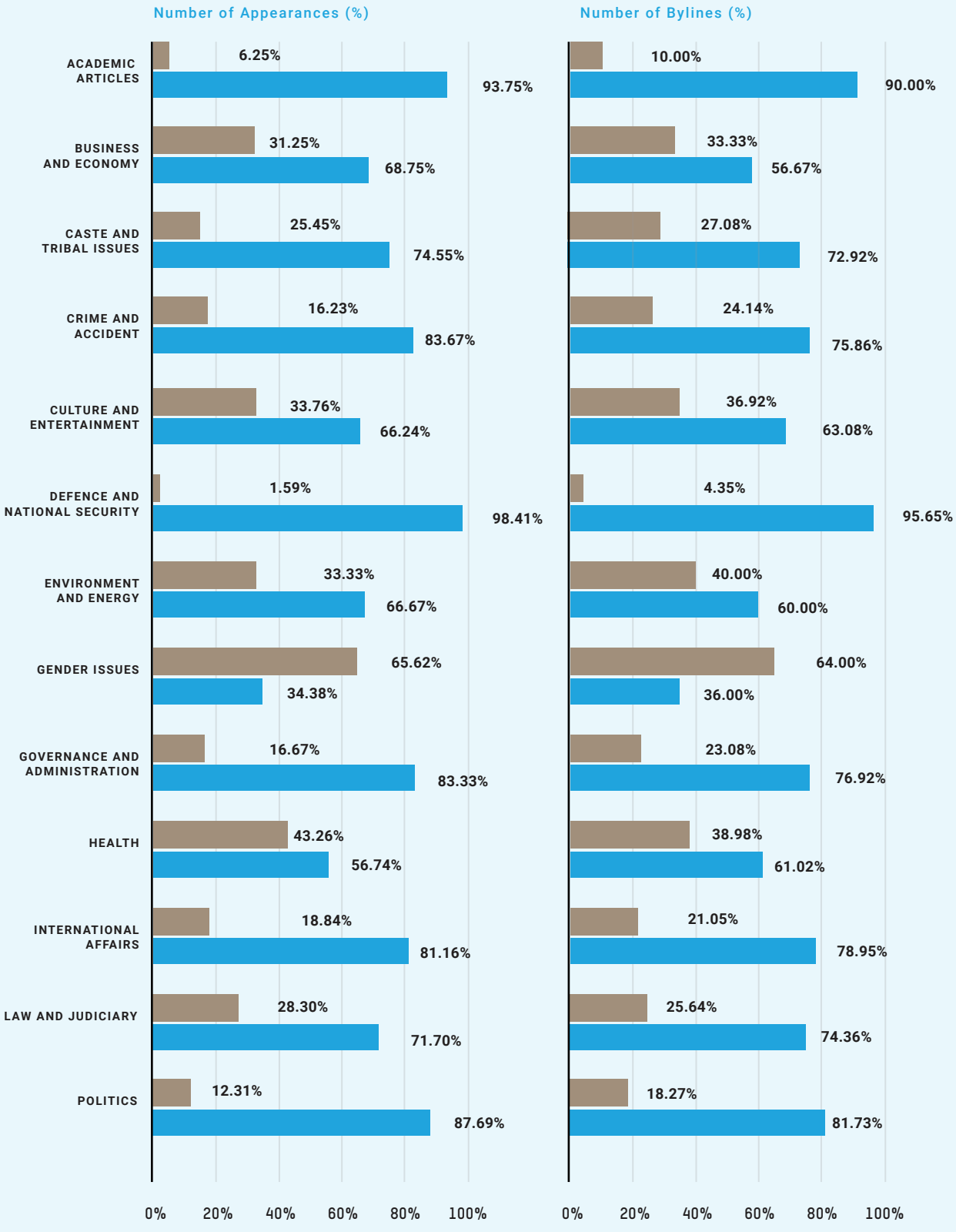
As the chart shows, there is no other gender representation in magazines. Grihshobha and Jagran Sakhi are the only two magazines that have more than 70% female authors. Rest of the magazines are dominated by male authors.

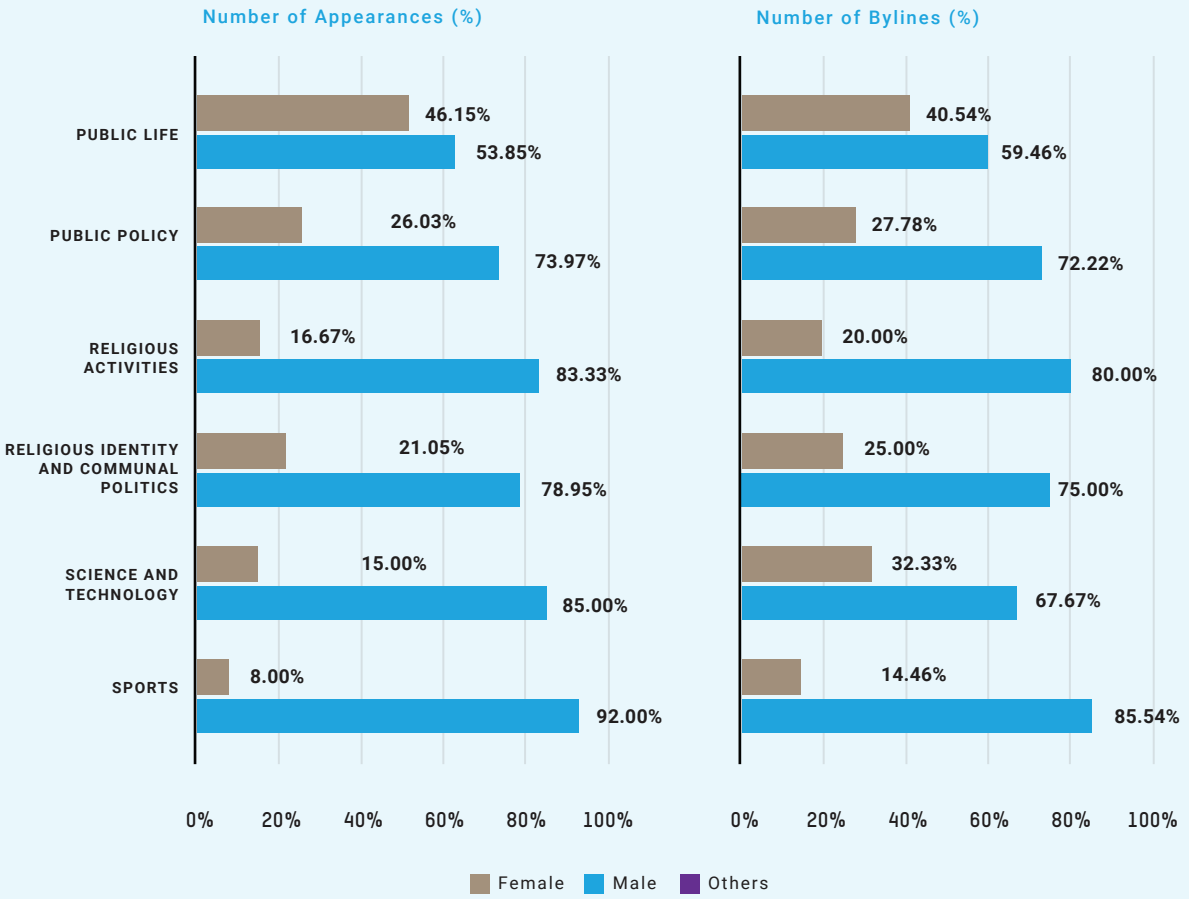
Gender composition of top decile authors in magazines

Name of the Magazine	Female	Male	Third Gender
Business Today	33.33	66.67	0.00
Frontline	42.86	57.14	0.00
Grihshobha	100.00	0.00	0.00
India Today (English)	20.00	80.00	0.00
India Today (Hindi)	20.00	80.00	0.00
Jagran Sakhi	100.00	0.00	0.00
Organiser Weekly	0.00	100.00	0.00
Outlook English	53.85	46.15	0.00
Outlook Hindi	0.00	100.00	0.00
Sarita	0.00	100.00	0.00
Sportstar	0.00	100.00	0.00
The Caravan	41.67	58.33	0.00

The top decile authors hold the most important position in the magazine industry as they decide the content of a publication. While Grihshobha and Jagran Sakhi have 100% women authors, four magazines of 12 surveyed constitute 100% male authors in the top decile. The other gender sees no representation in this segment as well.

Overall author's gender representation in different topics





A closer look at the representation of genders in different themes of articles shows that in topics such as defence and national security, only 1.6% of the articles were written by women, however, women have two-third of the bylines in articles on gender issues. It could be concluded that topics that traditionally portray masculinity such as defence, crime, administration, etc. see fewer bylines from women. In contrast, topics that are more traditionally femine such as gender issues, health, environment, public life etc. see comparatively more articles from women being featured. These industry practices, conscious or unconscious, reinforce outdated notions of gender roles and this needs to change for the better.

Unique gender representation of author's article on gender issues

Name of the Digital Media	Female	Male	Third Gender
Frontline	100.00	0.00	0.00
Grihshobha	66.67	33.33	0.00
India Today (English)	0.00	100.00	0.00
India Today (Hindi)	0.00	100.00	0.00
Organiser Weekly	0.00	100.00	0.00
Outlook English	100.00	0.00	0.00
The Caravan	60.00	40.00	0.00
Total	**64.00**	**36.00**	**0.00**

In the case of articles on gender issues, some outlets have an equitable distribution of authors with different identities. Some prefer only women writing articles on gender issues as they would be more sensitised to these. While India Today and Organiser had only men writing their cover stories on gender issues, Caravan and Grihsobha have a fair distribution of both men and women being represented in stories on gender issues.

Overall unique women presence in all magazines, as well as their representation by social category

	Gender Composition(%)	Caste compositions of the females(%)					
Name of the Media Outlet	Female	SC	ST	OBC	General category	UA	Can't Say
Business Today	40.00	0.00	0.00	12.50	62.50	0.00	25.00
Frontline	27.78	0.00	0.00	10.00	55.00	5.00	30.00
Grihshobha	72.41	0.00	0.00	14.29	61.90	0.00	23.81
India Today (English)	18.52	0.00	0.00	10.00	90.00	0.00	0.00
India Today (Hindi)	18.52	0.00	0.00	10.00	90.00	0.00	0.00
Jagran Sakhi	75.00	0.00	0.00	8.33	66.67	0.00	25.00
Organiser Weekly	10.71	0.00	0.00	0.00	100.00	0.00	0.00
Outlook English	32.61	6.67	0.00	15.56	71.11	2.22	4.44
Outlook Hindi	20.00	0.00	0.00	5.26	78.95	5.26	10.53
Sarita	39.13	0.00	0.00	22.22	61.11	0.00	16.67
Sportstar	12.70	0.00	0.00	0.00	25.00	25.00	50.00
The Caravan	39.05	0.00	2.44	7.32	60.98	9.76	19.51
Total	**27.52**	**1.53**	**0.51**	**10.71**	**65.31**	**4.59**	**17.35**

While representation of women in the media is important, what's equally important is that women from all sections of the society get adequate space. The above table shows that approximately two-third of all articles were written by women belonging to general categories. Women from SC and ST categories saw only 1.53% and 0.51% presence, respectively. It is to be noted that a comprehensive caste data is unavailable due to many factors and caste identities of 21% of women authors could not be ascertained.

CHAPTER 7

CHALLENGES FACED IN MAKING GENDER-INCLUSIVE NEWSROOMS

According to The Global Media Monitoring Project (GMMP) report, women journalists worldwide are more likely to be assigned "soft" subjects such as family, lifestyle, fashion and arts. Subjects such as politics and economy, which are traditionally "hard" news, are more likely to be covered by men. A survey of 17 media houses shows that women journalists in India work in a male-dominant space and men outnumber women at every level. Women comprise only 28% of the space in the companies surveyed and this further decreases to single digits when it comes to creative and technical roles.

The organisational, societal environment in which women journalists work presents additional problems, many of which are gender-specific and result in unfair working conditions. On the basis of some of the interviews that we conducted, we have mentioned below some challenges that women face as journalists.

Harassment against Women

Violence against women is an important issue that is rarely openly discussed or addressed. The various ways in which harassment at the workplace takes place are listed as: (1) Much like her male colleagues, a female journalist finds herself in a tough spot while reporting during events such as wars and conflict zones, (2) Sexual violence, (3) State-sponsored violence through arbitrary arrest, imprisonment and torture of journalists, (4) Trolling and other forms of hate speech that women encounter on the social media.

Gender-based violence can lead to self-censorship wherein women refrain from speaking out or covering stories on certain topics to avoid becoming a target in the future. If the harassment is in the workplace then this creates an unsafe environment.

Sexual harassment of women in newsrooms was an well-established issue across the world even before the International Women's Media Foundation (IWMF) conducted its study on the status of women in media in 2011.

In 2005, when Ammu Joseph published her research on women journalists in India, she documented widespread harassment ranging from gossip and character assassination to touching and demands for sexual favours. Mishra's study in 2008 noted that in India, even when companies adopt policies on sexual harassment, women may not be aware of it or how to use them.

In 2009, Australian feminists in journalism and other professions advanced a national legal debate about sexual harassment beginning in the 1980s. Recognising the prevalence of the problem, many media and other organisations in most nations have pushed for the adoption of sexual harassment policies in workplaces besides laws around them.

Prejudice against women in leadership roles

According to research findings of a survey carried out by UNESCO in 1987 titled, "Women and media decision-making: the invisible barriers", another challenge faced in the process of women representation is the differential attitude towards women in leadership roles. The report concluded that, most men claimed that women officers were more autocratic, took longer to make judgements, were unable to make decisions on their own, and were less likely to have their decisions carried out. Men also thought that having more women executives would reduce organisational efficiency. Men officers were thought to be better educated about laws and regulations, not only by men but also by a sizable proportion of women.

Low compensation for women in media

Gallagher's research in 1995 found that Indian women comprise only 12% of the media workforce and around 25% of the overall workforce across companies. The survey also revealed that salaries of women were generally lower than what men earned in Indian media houses, particularly in sectors such as governance, and in managerial roles. This amplifies the findings of Joseph's study on women journalists in 2005, which mentioned that for the same amount of work, women earned far less than their male colleagues. The study also found that salaries were similar in some categories, e.g., middle management and junior professional levels.

Poor working conditions

While it is obvious to have basic hygiene and better facilities at workplaces, research shows that it is not. For example, an article published by The Economic Times in 2014 pointed out that in a newspaper office, women had to walk across the road to reach a five-star hotel for a clean washroom.

Policies

Absence of policies can affect representation of women in newsrooms. Companies showed great variation in policies – namely, paternity leave, child care, and women returning to their jobs after maternity leave. These policies contribute to a family-supportive workplace. (IWMF Report, 2011).

Maternity Leave Policy

Different newsrooms had different policies on whether they allow women to reclaim the same jobs after maternity leave. While all companies (100) surveyed in the Mideast and North African region and in Nordic Europe reported having such a policy, nearly 96% of the companies in Western Europe had the policy. In contrast, only a fourth (24%) of the companies in Sub-Saharan Africa, two-thirds of those in Eastern Europe (69%) and Americas (68%), and about half (55%) in Asia and Oceania give women the same jobs after maternity leave. While all reported they have maternity leave policies, only around one-fourth (29%) said women who take maternity leave are likely to get the same jobs back when they return. Less than half of media houses (41%) have corresponding policies allowing paternal leave, and only a few (18%) offer some form of child-care assistance (IWMF Global Report, 2011).

Gender-based promotion and appraisal system

Though it may seem like women are gaining a better footing when it comes to representations in media houses, the trends start to wane as they move up the career ladder. Ana Borruto in her study, 'Studies examine gender enrollment in communications' published in 2015 concluded that, a woman receiving a degree in journalism or public communication, for example, will cross a stage where six of 10 students are women. If she is hired, there will be five women in every 10 hires at the entry-level. One woman will often be out of the system as the seniority increases.

In another trend it is seen that men are preferred when it comes to hiring from outside the company into the C-suite. Lack of opportunities and discrimination in promotions have forced many women to opt out of the industry as well. Around 35% of women said they anticipate that being a woman will make it difficult for them to earn a raise in the future (Beard, Dunn, Huang, Krivkovich, 2020).

Signs of microaggressions by male colleagues

Microaggressions such as being frequently interrupted or told what is already known can often belittle a coworker. Women in the media and entertainment sector faced microaggressions more often than women in other industries and being interrupted was the most common. Such actions not only harm a woman's confidence but can also affect their career opportunities (Beard, Dunn, Huang, Krivkovich, 2020).

Challenges faced by LGBTQ+ journalists

For LGBTQ+ journalists, online harassment in the form of threats, hate speech, sexual harassment, trolling, doxing, and impersonation are particularly severe. The 2018 Inter-American Commission on Human Rights (IACHR) report on Women Journalists and Freedom of Expression states that the discrimination faced by journalists is often manifested in relation to their gender, race, ethnicity, religion, belief, age, class, and sexual orientation or gender identity. LGBTQ+ journalists are at a higher risk of online attacks for simply being LGBTQ+ and for expressing their opinions on LGBTQ+ issues. Online violence is also more common when journalists who do not identify themselves as LGBTQ+ cover these stories.

Changes required to become gender inclusive newsrooms

There are four major ways to improve gender inclusion in the newsrooms.

1) Culture change that recognises and supports diversity
2) Effective representation in news coverage
3) Building diversity in newsrooms at every level
4) Engaging with marginalised groups in the community

Culture Change

Culture includes the informal norms that govern how individuals will act and have a strong influence on an organisation. Culture change is an ambitious feat but a fundamental change in how an organisation works requires boldness. It also requires moral clarity; any leader that wants to do the right thing but refrains from it is as ineffective as the leader who does not care at all.

Representation in news coverage

One way to correct gender disparity in news stories and coverage is a work audit, which involves critically looking at the work produced. A source audit includes retroactively counting a few key demographic markers of those that appear in news stories, including age, race, gender, etc., and comparing them to the same demographic markers for a given area. This allows newsrooms to evaluate the true state of diversity in their stories.

In the US, a media company, KQED, conducted an extensive audit of its sources across 16 programmes in television, radio, website and podcasts using five measures: gender, race/ethnicity, age group, geographic location and profession. Once a source audit has established the problem, it can be used as a roadmap. For instance, the outcome of the source audit led KQED to pledge to increase the sourcing of women as experts and pursue greater representation of Asians/Asian American women and Black and Hispanic/Latinx men.

This is a great example of management supported change that highlights the importance of gender inclusivity. However, efforts at the grassroots level can also bring about changes. For example: the BBC's 50:50 project to achieve gender equity in its sourcing eventually led 40 other organisations to join the project.

Management accountability is key to measuring source diversity as managers can hold reporters accountable to diversify their sources. Additionally, source databases of diverse experts and freelancers can be created and shared by organisations. Readers can also be included and this helps to form trust between readers and journalists which further creates a space for new perspectives.

Diversifying newsrooms

Organisations that are growing may have the financial strength to hire from underrepresented groups. However, all organisations can introduce the following changes to improve inclusion:

1) Close gender pay disparities
2) Match staff with internal or external mentors
3) Make career coaching available
4) Compensate staff serving on diversity, equity and inclusion committees
5) Sponsor junior staffer
6) Remove those abusing power and management
7) Promote talent of gender/colour to leadership and executive roles
8) Offer mental health leave separate from sick leave and vacation days
9) Make trauma counselling available to staff for free or at low cost

Engaging the community

Newsrooms should engage with all communities for stories and feedback and this should be a long-term commitment. Analysing the coverage of communities can help organisations assess if certain groups feature disproportionately in some stories. This can help take corrective action by identifying stories they may have missed.

Sensitising media towards LGBTQIA+ community

In August 2021, a 20-year-old college student was arrested for allegedly murdering his father, mother, minor sister, and maternal grandmother at their home in Haryana's Rohtak after they refused him money for gender-reassignment surgery.

It was a crime like any other, however, the reporting of the incident that followed was not only insensitive but also sensationalised the incident and unnecessarily attacked the LGBTQIA+ community. Instead of educating the masses, some news channels adopted a narrative based on the accused's sexual identity, which was yet to be established, leaving little space to address the issue at its core. The nature of the reportage also violated the accused's privacy.

Ignorance and lack of awareness

Misrepresentation and lack of awareness are very common while reporting on LGBTQIA+ issues. Insensitive reporting is more often a result of lack of awareness among journalists. Use of queer insensitive headlines as click baits can generate TRPs but it risks an entire vulnerable community to violence in every walk of life. Newsrooms need to adopt a more LGBTQIA+ inclusive and friendly atmosphere and strongly discourage biasness.

Engaging the community

Globally, various news organisations have put into practice editorial codes to better reporting of sensitive issues. The Associated Press, Reuters, and The New York Times, for instance, have all updated their editorial guidelines to make them more LGBTQIA+ inclusive. Some editors also instituted rules against the use of certain terms that the community deems offensive.

- There is a need to acknowledge the difference between news and gossip. With the unregulated mushrooming of newspapers, news channels and blogs in India, the media fraternity is

- under undue pressure to meet higher ratings. This has caused journalists to stray away from the core issue and focus on catchy, crowd pulling headlines.

- For instance, headlines such as "Samlaingik abhishek ka jail me iss tarah gujrega time" (suggesting that the 'gay' boy is going to have a good time in prison) and "Rohtak hatyakand aaropi abhishek bar bar kar raha purush premi ki maang..." (suggesting that the accused Abhishek can't control his lust for men) calls for an immediate need to sensitise journalists around LGBTQIA+ issues. There should also be strict action against such reckless reporting.

- Nazariya, a Queer Feminist Resource Group (working extensively to sensitise the work and culture of groups and individuals working on issues of gender-based violence, livelihoods, education, and health from a queer perspective through research & evaluations, capacity building, and advocacy), organised a workshop on April 19, 2017, to engage with the media fraternity to focus on rights of the queer community.

- These are some extensive guidelines that should be followed by all media houses to sensitise employees and create awareness among them.

- Before reporting on LGBTQIA+ people and issues, consider if labels such as "gay", "lesbian", "bisexual", or "transgender" are appropriate. If they are not necessary and relevant to the story, they must not be included. A person's sexual orientation or gender identity status should only be mentioned if it is relevant to the story.
- If mentioning a person's sexual orientation is necessary, it is always important to ask rather than to assume.
- If gender identity is not clarified, it's best to stick to neutral terms like "them" instead of "he" or "she".
- It is dangerous to pick up photographs from people's social media accounts if they identify as LGBTQIA+. They might not feel safe about their gender identity being published.
- Always ask for permission before disclosing the names, photographs, home or work addresses of those who identify as LGBTQIA+ in any form of publication.
- It is not ethical to take people into confidence to use their private details (i.e. to 'pull a Capote').
- LGBTQIA+ people often have complicated if not troubled relationships with their families, and must not be pressured into introducing journalists to them.
- Note that the term "alleged" should not be used when describing LGBTQIA identities and relationships (such as "alleged transgender person", or "alleged relationship"), which are all as real and valid as any other.
- It's important to build a network of members of the LGBTQIA community. Many journalists tend to return to the same people for quotes. This limits journalists' access to the diversity of the LGBTQIA community, and also limits the voice of the community in representing themselves.
- Use umbrella terms like "LGBTQ" or "LGBTQIA" rather than "LGBT" or "the gay community" which are not inclusive terms.
- Avoid headlines like, "Let the Gays Marry". This is a sweeping statement and limits sexuality to one sexuality (i.e., gay). Be as inclusive as possible while giving headlines and captions. It should be made possible to come up with a catchy headline that is also politically correct.
- If you are a beat reporter, insist on seeing a playback of your story to ensure that the desk editor has not slipped in some politically incorrect statements.
- "She Was Not Ashamed of Her Lesbianism": Avoid such headlines since calling something an 'ism' reduces it to a belief or trend rather than an identity.
- Do not mix up transgender with transexual. While the former refers to gender identity, the latter focuses only on sex change. Many trans-identified individuals do not undergo gender reassignment surgery.
- "Transgendered" is a wrong usage of trans

- "He was a She": One does not always have to focus on a transgender individual's previous gender identity, their process or transitioning operations. Too often, it reduces and ridicules the trans experience and their struggle to live a life free of prejudices.
- Care should be taken to be sensitive; just as one would not report about a cancer survivor's breast implants or silicone breasts, it is equally demeaning and insensitive to speak of the trans body just in terms of pre-op and post-op and focus only on genitals. It's important to let the trans individual decide what they want to share.
- When talking about women's issues, ask if it pertains to trans women or to people assigned female at birth.
- Make sure you consider the class, caste, religion, ethnicity, and other social markers. These also affect gender and sexuality.
- If you are doing a story about a certain community, ensure you have voices from that community as quotes, reading material, artwork, featured images, etc.
- Try as much as possible to bring diversity into your writing. It's good to consider questions like, whether you can include the perspective of a minority group.
- Avoid 'saviourism': persons from marginalised communities must not be treated as victims, as it further disempowers them. Avoid 'top-down' statements with a "we must save them" tone.

Journalists need to make a conscious choice to look out for stories on the LGBTQIA+ community that do not focus on their identities as 'props'. To increase their visibility, look at queer people in business, art, activists, scientists, sportspersons. Instead of sensational tabloid-style coverage, there is a greater need for constructive discourse on issues that plague the vulnerable communities in India.

Engaging the community

Asana, an organisation that helps businesses worldwide, put up an article on its official website titled, "Building an LGBTQIA+ friendly workplace by Zöe Desroches". The article discussed various initiatives that any organisation can take up to make workplaces more inclusive by providing space for people to express themselves, driving change to support community members, and educating and celebrating the LGBTQIA+ community. Some of these initiatives were:

- **Providing space for self-expression:**

Businesses can organise company-wide meetings and get togethers where everyone voices their opinions and queries about whatever bothers them, provided that there is a moderator to ensure that this exercise does not become a platform to attack minorities. This should be a regular affair as it serves vulnerable communities to raise their voices. If not something company-wide, then hosting smaller gatherings to foster connection among community members should be encouraged.

- **Educate and celebrate**

Organisations can plan events around existing initiatives, like Pride, to gather support and build awareness. It is a great way to educate your peers who might not attend company-wide events.

- **Becoming Allies**

People from the LGBTQIA+ community can often find the work environment not conducive and their colleagues hostile in their behaviour. This is where allies come in – people who are open minded and curious to learn about others. One of the most immediate ways in which we can become better allies is by becoming familiar with correct usage of terms within LGBTQIA+ discourse. Understanding which terms are hurtful and offensive and also referring to people by their correct pronouns. With regard to gender identity and sexuality, however, this is often very individual.

- **Don't indulge in Rainbow washing**

Highlighting just a positive aspect does not absolve you of your flaws. So being biased but putting a rainbow filter on your logo during pride month won't help cover for your misdeeds. Also, the steps taken by your company ought to be substantive.

- **Company policies**

Take stock of your current workplace policies and see if they are conducive to people being open and receptive to others. The framework needs to be updated through policy changes in office dynamics especially in the HR sphere to actualise the notion of an inclusive work environment. There are multiple steps that need to be taken which are not limited to having gender-neutral toilets. A gender-neutral sexual harassment policy, anti-discrimination policy, employer issued health insurances which acknowledge and benefit identities other than heteronormative cis-gender status quo, for instance, providing coverage to same sex partners of employees, covering issues such as gender dysphoria and other aspects of transitioning etc. are also necessary. Check with your LGBTQIA staff if they feel safe with disclosing their sexual identity at work, and are not being bullied. Put measures in place to make sure your work environment is safe for your employees and continually review them to make them better.

- **Having Role models**

Have visible role models in your organisation; they send a powerful message that you walk the talk when it comes to inclusion in your own staff. These role models serve as allies who also educate the workforce on the differences. More stories should be written around the success of people from the LGBTQIA community. This will not only encourage them but also help people understand that LGBTQ people are among us in all spheres of life.

WORK CITED

Aleya, S. (2017, October 16). “Interview: Dhrubo Jyoti”. In Plainspeak.

https://www.tarshi.net/inplainspeak/interview-dhrubo-jyoti/

Crenshaw, K. (1991). “Mapping the Margins: Intersectionality, Identity Politics, and Violence against Women of Color”. *Stanford Law Review,* 43(6), 1241-99.

Global Gender Gap Report. (2022, July). World Economic Forum.

https://www3.weforum.org/docs/WEF_GGGR_2022.pdf

Kothari, J., et al. (2019). I*ntersectionality: A Report on Discrimination based on Caste with the intersections of Sex, Gender Identity and Disability in Karnataka, Andhra Pradesh, Tamil Nadu and Kerala.* Centre for Law & Policy Research.

https://clpr.org.in/wp-content/uploads/2019/08/Intersectionality-A-Report-on-Discrimination-based-on-Caste-with-the-intersections-of-Sex-Gender-Identity-and-Disability-in-Karnataka-Andhra-Pradesh-Tamil-Nadu-and-Kerala.pdf

Llanos, B. and Nina, J. (2011). ‘Election Coverage from a Gender Perspective: A Media Monitoring Manual’, UN Women

Kangas, A., Haider, H., and Fraser, E. (2014). Gender: Topic Guide. Revised edition with E. Browne. Birmingham: GSDRC, University of Birmingham, UK Retrieved from https://gsdrc.org/wp-content/uploads/2015/07/gender.pdf

Gallagher, M. et al. (2010). ‘Who Makes the News? Global Media Monitoring Project 2010', World Association for Christian Communication, London and Toronto

International Women’s Media Foundation. 2011. Global Report on the Status of Women in the News Media. International Women’s Media Foundation. https://www.iwmf.org/resources/global-report-on-the-status-of-women-in-the-news-media/

Global Future Council on Media, Entertainment and Sport. 2021. Tackling Diversity and Inclusion in the Newsroom. World Economic Forum. https://www3.weforum.org/docs/WEF_Tackling_Diversity_and_Inclusion_in_the_Newsroom_2021.pdf

The Network for Global Media. 2020. Moving The Dial on Gender Equality in Newsrooms. What’s New in Publishing. https://whatsnewinpublishing.com/moving-the-dial-on-gender-equality-in-newsrooms/

WORK CITED

Media Defence. 30 June 2022. LGBTQ+ Journalism: Freedom of Expression, Online Violence & Censorship. Media Defence.
https://www.mediadefence.org/news/lgbtq-journalism/

Joseph, A. 2005. Making News: Women in Journalism. New Delhi: The Penguin Group.

Smeeta Mishra, Xin Chen, Yi-Ning et al. “Women and the News: India and Asia.” In Paula Poindexter, Sharon Meraz & Amy Schmitz Weiss (Eds.), Women, Men and the News: Divided and Disconnected in the News Media Landscape (pp., 212-238). New York and London: Routledge, 2008.

Beard L. , Dunn J. , Huang J. , Krivkovich A., (2020, February 13). *Shattering the glass screen.* McKinsey and Company. Retrieved July 28, 2022, from https://www.mckinsey.com/industries/technology-media-and-telecommunicatio ns/our-insights/shattering-the-glass-screen

UNESCO.*Safety of Women Journalists.*
https://en.unesco.org/themes/safety-journalists/women-journalists#:~:text=Aro und%20the%20globe%2C%20women%20journalists,assault%2C%20rape%2 0to%20even%20murder.

UNESCO. (2015). *Challenges and Aspirations of Women Journalists in Asia and the PacificInside the News.* https://unesdoc.unesco.org/in/documentViewer.xhtml?v=2.1.196&id=p::usmarcdef_0000233420&file=/in/rest/annotationSVC/DownloadWatermarkedAttach ment/attach_import_d28e9c6d-e8d8-493d-8766-6a30c25063d5%3F_%3D233 420eng.pdf&locale=en&multi=true&ark=/ark:/48223/pf0000233420/PDF/2334 20eng.pdf#Inside_the_News_FINAL%20PRINT%20040615.indd%3A.198539 %3A2224

APPENDIX 1:
DATA CODING FOR TV CHANNELS

Organisation:

Date of broadcast:

Primetime slot:

Name of programme:

Anchor:

Anchor's gender: Female | Male | Transgender | Non-binary | Intersex | Prefer not to say

Anchor's religion: Hindu | Christian | Muslim | Sikh | Jain | Buddhist | Parsi | Atheist | Other

Social Category: SC | ST | OBC | General Category/| EWS

Panellists:

Gender of the panellists: Female | Male | Transgender | Non-binary | Intersex | Prefer not to say

Panellists' religion: Hindu | Christian | Muslim | Sikh | Jain | Buddhist | Parsi | Atheist | Other

Social category: SC | ST | OBC | General Category/General | EWS

Nationality of the panellists: Indian | Foreign National

Field of expertise of the panellists: Academia | Bar and Bench | Bureaucrat | Business | Defence expert | Financial expert | Independent expert | Media | Medical Expert | NGO and CSO | Party spokespersons | Political analyst | Religious | Social activist | Think tank

Debate topics

Business and Economy: Macroeconomic indicators, financial markets, individual business, domestic and global trade; Caste and other identity (ST) related issues: Caste atrocity, honour killings, displacement, eviction, ethnicity; Crime and Accident: Accident, murder, building collapse, fire, corruption, scam; Culture and Entertainment: Film, music, art, dance, books, authors, literary awards, reviews, art and literary festivals; Defense and National Security: War, conflict, armed forces, insurgency, naxalism, terrorism; Environment and Energy: Climate change, weather, wildlife, plants, earth science, renewable energy, fossil fuels, environmental science research, natural calamity/disaster; Gender-related issues: Sexual harassment, sexual assault, rape; Health: Covid-related issues, Health Policies, Other topics related to healthcare; International Affairs: All foreign news, Indian diplomatic affairs; Law and Judiciary: Constitution, Judiciary, Acts of parliament; Politics: Parties, elections, statement by politicians

Public Life: Protests, demonstrations, social unrest, daily life, media, journalism, death of renowned persons; Public Policy: Government policies and schemes related to agriculture, industry, service sector, education, transport, rural and urban affairs; Religious Identity and Communal Politics: Communal violence, rioting, lynching, hate speech, statements by religious organisations; Science and Technology: Inventions, discoveries, science explainers, communications technology, artificial intelligence, machine learning; Sports: All sports, sports organisations, doping, scandals

APPENDIX 2:
DATA CODING FOR NEWSPAPERS

Name of the Newspaper:

Date of Publication:

Title of the Page: Front Page | Opinion | Economy | Sports

Sub themes: *Academic articles:* Articles on politics and policies written by people from academia, books (physical sciences/social sciences/literature/art)

Business and economy: Macroeconomic indicators, financial markets, individual business, domestic and global trade

Caste and tribal issues: Caste atrocity, honour killings, displacement, eviction

Crime and accident: Accident, murder, building collapse, fire

Culture and entertainment: Film, music, art, dance, books, authors, literary awards, reviews, art and literary festivals

Defense and national security: War, conflict, armed forces, insurgency, naxalism, terrorism

Environment and energy: Climate change, weather, wildlife, plants, earth science, renewable energy, fossil fuels, environmental science research.

Gender related issues: Legality, Empowerment, Sexual harassment, sexual assault, rape

Governance and administration: Bureaucracy, transfers and recruitment, ministries

Health: Covid-related issues, Health policies

International affairs: All foreign news, Indian diplomatic affairs

Law and judiciary: Constitution, Judiciary, Acts of parliament

Politics: Parties, elections, statement by politicians

Public life: Protests, demonstrations, movements, social unrest, daily life, media, journalism

Public policy: Government policies and schemes related to agriculture, industry, service sector, education, transport, rural and urban affairs (excluding policies related to health)

Religious activities: Gatherings, festivals

Religious identity and communal politics: Communal violence, rioting, lynching, hate speech

Science and technology: Inventions, discoveries, science explainers, communications technology, artificial intelligence, machine learning

Sports: All sports, sports organisations, doping, scandals

Name of the writer(s):

Gender: Female | Male | Transgender | Non-binary | Intersex | Prefer not to say

Religion: Hindu | Christian | Muslim | Sikh | Jain | Buddhist | Parsi | UA

Social Category: SC | ST | OBC | General Category/General | Unavailable (UA) | Can't Say

Nationality: Indian | Foreign National

APPENDIX 3:
QUESTIONNAIRE FOR LEADERSHIP POSITION

This survey is being carried out as part of the annual 'The Media Rumble' research project to examine gender, caste and tribal diversity in the newsrooms across India. This questionnaire is designed for leadership position holders working in various media houses (TV, print and digital). Your feedback will be used for our analytical study and your responses will be kept confidential.

Name:

Organisation:

Designation:

Age:

Gender: Male | Female | Transgender | Non-Binary | Intersex | Prefer not to Say

Educational Qualification: Senior Seconadary | PG Doctorate and Above

Medium of Education: English | Hindi | Vernacular Medium

Religion: Hinduism | Islam | Christianity | Sikhism | Jainism | Buddhism | Parsi | Atheist | Other:

Constitutional Category: UR | SC | ST | OBC | EWS | DNT |

Work experience: 1-5 Years | 6-10 Years | 11-15 Years | Above 15 Years

Is gender representation necessary in news outlets?: Yes | No | Maybe

If yes, why?:

Composition of General, SC, ST, OBC, EWS and DNT employees in your organisation

	NIL	1-5 %	6-10%	11-15%	16-20%	21-25%	25-30%	31-35%	36-40%	41-45%	46-50%	ABOVE 50%
UR												
OBC												
SC												
ST												
EWS												
DNT												

Do journalists cover stories related to their own gender better? Yes | No | Maybe

Do SC, ST, OBC, DNT members cover issues related to their communities better? Yes | No | Maybe

Is caste and tribal representation of SC, ST, OBC & DNT necessary? Yes | No

Why is caste and tribal representation not necessary in news media?

Does your organisation focus on gender while recruitment? Yes | No | Maybe

How does your organisation ensure gender diversity?

Criteria to recruit from SC, ST, OBC & DNT: Education | Experience | Recommendations | Reservation | Other

APPENDIX 3:
QUESTIONNAIRE FOR LEADERSHIP POSITION

How does your organisation ensure SC, ST, OBC & DNT representation during recruitment?

Is gender-related discrimination addressed? Yes | No | Maybe

Is there any mechanism to seek redressal for social discrimination? Yes | No

Have you faced gender-related discrimination at work? Yes | No | Maybe

Is there any social discrimination at work? Yes | No

What do you suggest for gender-inclusive newsrooms?

What should the media industry do to ensure representation of SC, ST, OBC & DNT?

APPENDIX 4:
QUESTIONNAIRE FOR JOURNALIST

This survey is being carried out as part of the annual 'The Media Rumble' research project with the objective of examining caste, tribal and gender diversity in Indian newsrooms.This questionnaire is designed for journalists working with the Indian news media houses (TV, print and digital). Your feedback will help us to come up with better suggestions and policy recommendations to make newsrooms more socially inclusive. Your responses will be kept confidential.

Name:

Organisation you are associated with:

Designation:

Age:

Email:

Gender: Male | Female | Transgender | Non-Binary | Intersex | Prefer not to Say

Religion: Hinduism | Islam | Christianity | Sikhism | Jainism | Buddhism | Parsi | Atheist | Other:

Constitutional Category: UR | OBC | SC | ST | EWS | DNT

Educational Qualification: Senior Secondary Graduate | PG Doctorate and Above

Medium of Education: English | Hindi | Vernacular

Place of Residence: Urban | Rural | Semi-Urban

Issues/beats on which you report: Politics and Governance Science and Technology Business and Economy Gender | Law and Judiciary | Environment | International Affairs and National Security | Health | Education | Art and Culture | Religion | Caste Sports | Other:

Experience: Fresher | 1-5 Years | 6-10 Years | Above 10 Years

Is gender representation necessary in media outlets? Yes | No | Maybe

If yes, why?:

Is representation of SC, ST, OBC & DNT necessary in the media? Yes | No | Maybe

Are marginalised communities adequately represented in your organisation? Yes | No

Do you think SC, ST, OBC, DNT members cover issues related to their own communities better? Yes | No | Maybe

Can journalists cover stories related to their own gender better? Yes | No | Maybe

Criteria to recruit from SC, ST, OBC & DNT in media houses: Education | Experience | Recommendations | Reservation | Other

Criteria to recruit from different gender: Education | Experience | Recommendations | Reservation | Other

Are you allowed to pursue stories of your interest: Yes | No | Rare

Are stories on SC, ST, OBC, DNT published on time? Yes | No | Rare

Do gender issues get published on time? Yes | No | Rare

Is gender in focus during recruitment in your organisation? Yes | No | Maybe

Have you faced gender discrimination at work? Yes | No | Other

Is there any social discrimination at your workplace? Yes | No

Do your organisation address gender-related discrimination? Yes | No | Maybe

Can SC, ST, OBC, DNT members seek redressal for social discrimination? Yes | No | Maybe

What are your suggestions to make newsrooms gender inclusive?

What do you suggest or representation of SC, ST, OBC & DNT in the media industry?

APPENDIX 5:
QUESTIONNAIRE FOR JOURNALIST FROM MARGINALISED CASTE

Thank you for participating in our survey. Your suggestions, experiences and opinions will help us understand and ensure the representation of different marginalised sections including women, transgenders in the newsroom. You may also fill the form anonymously.

Name:

Email:

Age:

Gender:

Religion:

Category:

Name of the organisation you are associated with:

Designation:

1) **What are the challenges you think people from marginalised communities, women and other marginalised genders face in newsrooms?**
2) **How much discretion has been granted to you or other employees from marginalised communities in the newsroom while reporting/editing issues related to their community?**
3) **Was the newsroom environment conducive during pitching of such issues?**
4) **Is there some kind of hierarchy between general caste and lower caste in the newsrooms?** Yes/No
5) **Did your identity limit your professional role?** Yes/No
6) **Have you ever felt that your editorial inputs were ignored due to discrimination?** Yes/No
7) **Was there any discrimination from a news source, which affected a story you were working on?** Yes/No
8) **In what way did such discrimination affect the work process?**
9) **Is there any disproportionate pressure on social media while raising issues linked to your community and gender?** Yes/No
10) **Do you find your sense of objectivity questioned while reporting on such issues?** Yes/No
11) **Will appointing more employees from marginalised communities and gender in leadership positions will address such problems?** Yes/No
12) **Do you feel that news is curated while keeping audiences from your community in mind?** Yes/No
13) **Do you think promotion in newsrooms takes place based on identity?** Yes/No
14) **Please list steps on how newsrooms can be more diverse and representative**

TEAM

Research Lead

Omprakash mahato	Research lead

Research Team

Meenu C.V	Senior researcher
Jitendra Suna	Senior researcher
Meenu CV	Senior researcher
Indumoni Gogoi	Senior researcher
Harita Gupta	Research assistant
Sonu Kumar	Research assistant
Alolika De	Research assistant
Ajay Arya	Research assistant
Alenjith K Johny	Research Intern
Anoushka Sinha	Research Intern
Anchal Khanna	Research Intern
Vasundhara Panghal	Research Intern
Anjney Mittal	Research Intern
Ananya Upadhayay	Research Intern

Project Associates

Prachi Aryal

Rishabh Dixit

Suhana Sehrawat

Report designed **by Rajkanwal Suri, with help from Aniket Pal**

Cover page **designed by Archan Ghose**

HYATT®

newslaundry.com

TEAMWORK®
CELEBRATING THE ARTS

THE MEDIA RUMBLE