

**Masculinity in the Newsroom:
A Study of a Television Newsroom in Bangladesh**

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**A thesis submitted in partial fulfilment of the requirements
for the degree Masters of Social Science in
Media Studies & Journalism**

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Abstract

This paper addresses practices of masculinity in a television newsroom in Bangladesh. The study focuses on how masculinity is established through various processes in the newsroom. The limited representation of women in decision making positions in Bangladeshi TV channels portrays a preference towards masculine figures in the industry. In order to look deeper into masculine culture of the TV newsroom and how women adjust to it, I undertake a case study on some particular issues of a television newsroom in Bangladesh where I have worked for four years.

Keywords

masculinity, newsroom, women journalist, Bangladeshi media

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DEDICATION

To all women journalists who suffer from various types of discrimination and do not get the right place they deserve at workplace despite having the competence and experience.

ACKNOWLEDGEMENTS

Had I the faintest idea of exploring my professional experiences of last four years and incorporating them into the current research project, I would not have possibly been able to write this dissertation without the help of so many people who I wish to thank in this section, which is a typical section of a dissertation that sometimes cannot name all the people due to the fact that so many people around us inspire us to identify and achieve the goals that our subconscious mind cherish.

It was almost two years back when I joined ULAB and started my masters program. The friendly and encouraging environment of the Media Studies and Journalism Department has made my ways of doing research on masculine newsroom easier in so many ways. I wish to thank all of my teachers, department staffs, librarians and colleagues who have contributed to the current project in different ways.

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I really appreciate the kind effort that the research participants made in answering the questions and helping formulate a general idea on coalesce of power and gender discrimination in a media house.

I am grateful to my family members, who bear with my busy professional and academic life. I am greatly thankful to my husband, who has always encouraged me in every possible ways.

DECLARATION

I, Rokeya Aktar hereby declare that this project paper is the results of my own investigation, except where otherwise stated. I also declare that this has not been previously or concurrently submitted as a whole for any other degree at ULAB or other institutions.

I understand that if it has been proven that a portion of my thesis had been plagiarized, the university can withdraw my master's degree in Media Studies and Journalism.

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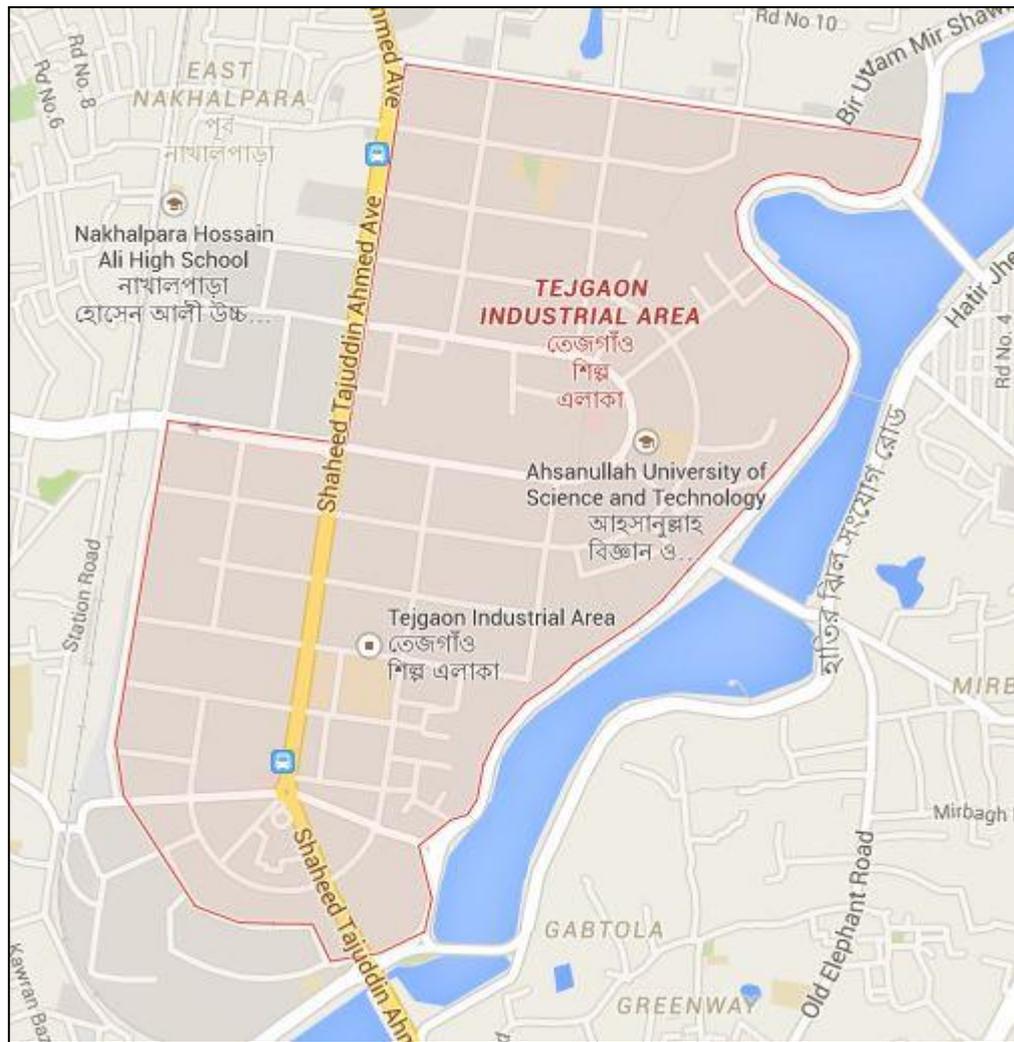


Figure 1: A location map of the television channel (Source: Google Map)

CHAPTER I

INTRODUCTION

1.1 Background of the Study

This paper intends to give a description of masculinity in newsroom. I tried to investigate the issues that determine masculinity in the newsroom. It is a case study on a particular television channel in Bangladesh named “X¹”. Despite having my working experience in this television, the main strength of this study is the opinion of both male and female journalists of this television.

The television channel “X” is one of the renowned 24hours news television channels in Bangladesh. One of the leading groups of companies in Bangladesh owns the television channel. It covers almost all kinds of news including politics, business, sports, culture. It has two flagship television programs: one program is on crime investigation and another program is a talk show. Although it is a young television channel aged about 4 years, the television channel has been able to create its brand due to having these two flagship programs.

1.2 Problem Statement

There are two main terms in the title: Masculinity and Newsroom. At the very beginning of this synopsis I want to explain what exactly masculinity is. According to Oxford Dictionary, “Masculinity is possession of the qualities traditionally associated with men.” Primarily, we can say that masculinity is a natural feature in human body associated by testosterone hormone in men. Because

¹ “X” is a disguised name, the original name of the television will not be used here due to privacy concern,

of having this natural feature, men are visible as muscular, strong, and tall and many other ways we can define visibility of masculinity. Lampert (1997) comments, “Another significant sex hormone is testosterone which includes masculine behaviour in all males, including humans. Less Testosterone means less masculinity”.

However, Masculinity is mentioned in terms of power practice in this paper. Hence, it should be clear first what we mean by power. According to Michel Foucault, “Power is that concrete power which every individual holds, and whose partial or total cession enables political power or sovereignty to be established”. Nonetheless, masculinity has internal characteristics that are very dominating and intend to practice power. Reeser (2010) quoted masculinity as,

While it may often be perceived as invisible or men may try to make it invisible, masculinity has a determining effect on many or most aspects of culture. A number of the problems of modern society could be thought of as a result of various elements of masculinity: violence, war, sexism, rape, and homophobia all have some connection to masculinity. Masculinity is very often tied to power, whether in government, the household, or the military.

“Newsroom” is the other term of the thesis title. Functionally, a newsroom is the nucleus of a media house; all the decisions related to news come from a newsroom, as Zaman (2013) comments, “The newsroom is the “window on the world” with the flow of information from all directions and coordinated in the news production process.”

1.3 Does Masculinity Exist in a Newsroom?

Newsroom itself does not operate the newsroom; those people who sit in the decision making positions, they control the newsroom. Newsrooms of every television channels are maintained by a structural organogram. Who will control what or who will be supervised or ordered by whom, that depends on the organogram. Head of News and Chief News Editor run the newsroom of “X” television channel afterwards. There are two main sections in a newsroom: Input and Output. Input works for collecting news and Output gives gate-passes to the news to be on-air. Apart from editorial team, globally staffs of production team are considered as part of the newsroom. For example, Chapman and Kinsey (2009) describe how a newsroom is operated by its staff while describing a London based newsroom,

A single editor-in-chief and an assistant editor preside over each department. Editorial control is in turn then handed down to the head of output, who is responsible for liaising with the head of home news (input) and the head of foreign news (input). Beneath these positions, separate programme producers responsible for both input and output work a ten-hour shift pattern across the day with a team of individual reporters and producers working with them.

In the global newsrooms a producer is likely to have abilities in reporting, editing, anchoring along with producing news bulletins and they are supervised by the senior editorial staff. However, producers are neither journalist nor they have any journalistic knowledge in Bangladeshi media. Therefore, they are not considered as part of the newsroom. They are simply part of the production team and supervised by the head of production team. For example, there are many correspondents in BBC’s Dhaka bureau and those who are designated as producers, they highly

experienced journalist. On the other hand, the producers of the television I am talking about do not have any journalistic knowledge, some of them even cannot write a ticker correctly without the help of editorial team. Therefore, the organogram of newsroom “X” shows only editorial team and considers journalists as the core members in its organogram. The production team of newsroom “X” includes videographers, video editors, graphics team, producers where they work under the supervision of head of production and they follow a different organogram.

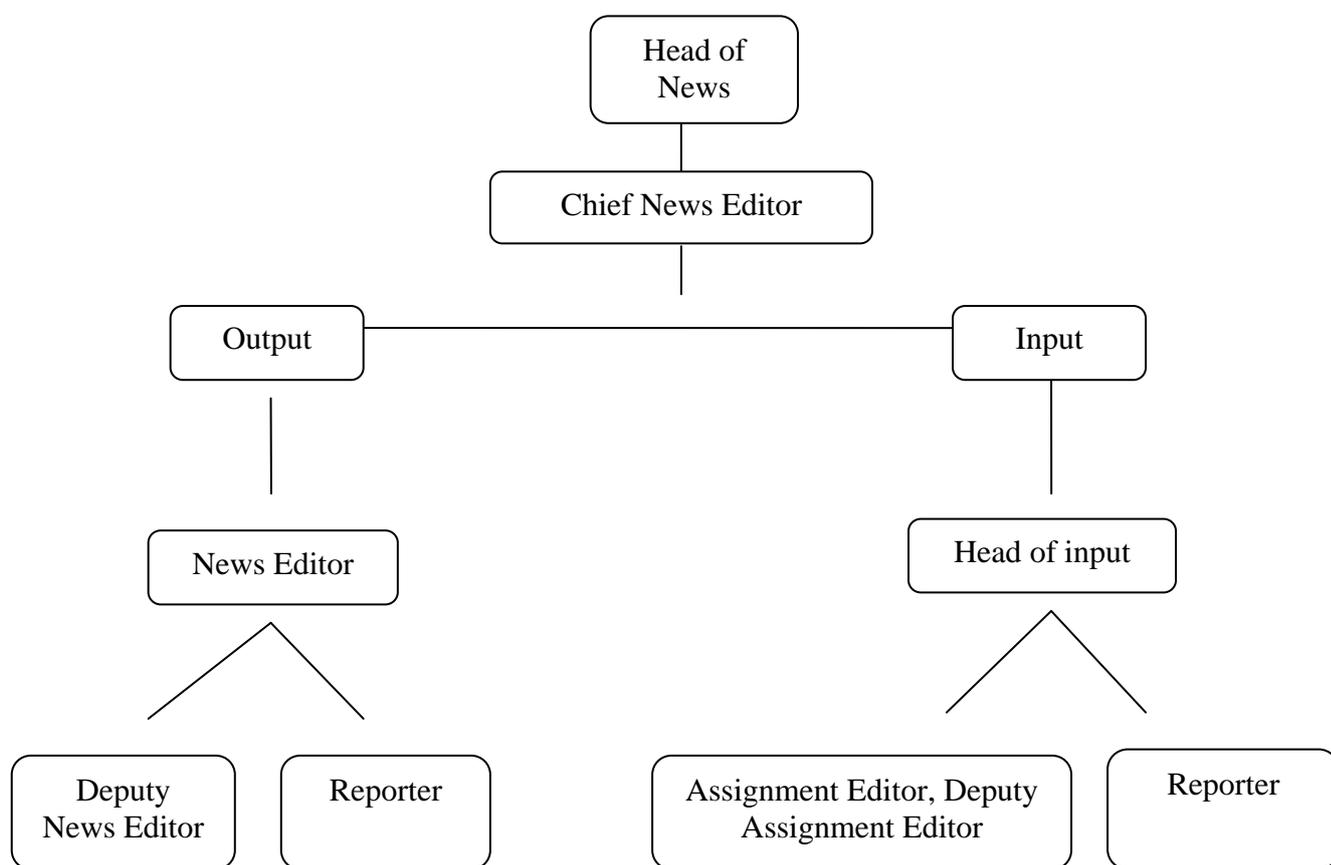


Figure 2: Newsroom organogram of “X” television channel

This is the organogram of the television station “X”, where I have worked for last 4 years. It illustrates that there are five strata of power distribution in the

newsroom. I have been observing for the last four years that almost all the top positions of the newsroom have been changed twice. Both the time men have filled the News Editor, Chief News Editor or Head of News positions. A woman has worked as a planning editor, but later on she was transferred to business news as a Business News Editor. She was not happy by this decision, so she resigned. I asked her why did she resigned from her position and she answered that working under her current supervisor was disrespectful. In November 2014, the same incident took place in the newsroom. An assistant news editor was transferred to the International desk; she was initially told that she will supervise the team members of international desk. However, when she joined the team she was treated by the male team members as an ordinary member, not the supervisor of the team. When she raised the issue to the newsroom leaders, they said that she will have to work as an ordinary member in this team. However, she felt that working with subordinates as an ordinary member is disrespectful and she resigned from her position. Apart from that, most of the women are positioned in the lowest stratum; after her, no women have been able to take a position in the fourth, third, second or first stage yet. This under representation of women in the decision-making positions of the television channel “X” does not mean that there were less competent women in the newsroom. At least 4-5 highly competent women journalists have left the television channel due to the lack of recognition of their hard work. After resigning from the television channel “X”, all the journalists are now working in other places; some are working as news editor, some are working for international organizations in managerial positions and some are operating their own newspapers.

It is evident that women are not less competent in terms of holding decision-making positions. For example, there are two channels in Bangladesh, where women are leading the stations as a Chief Executive Officer and a Head of News. However, still the number of decision-making positions occupied by women is very low, whereas women are not holding any decision making position in the “X” television. In this case, it can be said that gender discrimination prevails in this television. On gender discrimination, Cohn (2000) comments that the most significant device for creating gender disparity in power and status is professional sex-typing. Professions with recognized power are more expected to be male; while professions with little recognized power are more expected to be female.

Apart from holding decision making positions, women journalists suffer from various problems that male journalists do not face. Normally, journalists have to work under the supervision of an Assignment Editor or a Chief Reporter. In Bangladesh, it is common that women and men have separate clubs to pass their leisure time with their communities. Moreover, professionals cannot think of a normal or friendly relationship between a male colleague and female colleague due to the cultural barrier. As men hold most of the Assignment Editor or Chief Reporter positions, male journalists can easily become close to their supervisors, while smoking together or passing leisure time and making good relationships with supervisors. On the other hand female journalists cannot overcome the cultural barrier and can't become close to their supervisors easily. As female journalists cannot make good relationships with the supervisors easily, they cannot avail equal opportunities as their male counterparts. In most cases, extreme sycophants

dominate the newsroom using the good relationship with the superiors. Thus, a male journalist easily dominates a female journalist while working in the same position. During the entire period of my job in this television, I have found an extreme sycophant in the newsroom whom I never found to do a good report as a journalist. However, he orders all the journalists in the newsroom ranging from senior to junior and his main qualification was having close relation with superiors. Besides he was found on social networks as shopping with the newsroom superiors and passing time with them. In December 2014, I resigned from the television. I used to manage having education minister and related senior officials for live discussion in the television. However, these high profile guests started to feel offended in live discussion of the television due to lack of proper facilitation done by the anchor and output editors. Unfortunately, none of them were willing to say sorry to the guests, moreover they ask for having the same guests again in their talk show. These types of occurrences have taken place repeatedly and I told that I cannot go to do the same again. So, my supervisor decided to transfer me to the national desk while I was dominating in covering stories on education beat among the media house in Bangladesh. However, I was not willing to work in the national desk and then my supervisor decided to send me on leave until end of the month. To my great dismay, I am sorry to say that none of decisions were sent to me directly by my supervisors. Each of the decisions came from that sycophant I was talking about. It was very disrespectful, because these types of notices should either come from the HR or from the supervisor. When I raised this issue to the managing editor, he said

that I have to follow that male sycophant's order and finally I found no point of working in this TV station. So, I resigned from my position.

Sexual harassment is another very common phenomenon in most of the workplaces in Bangladesh, which is related to power. As men are working in the upper strata, they feel themselves very powerful. Using the power, male supervisors often create discrimination in terms of salary, promotion and opportunities to work. In such cases, often many female journalists do not even get any opportunity to cover important and challenging assignments. Still I can recall the assignment I was given on international mother language day (21 February) in 2014. I covered the Ekushe book fair live for the entire month. In this event, covering live is very difficult, because the reporter needs to carry herself heavy weight live equipments. Nevertheless I covered the event spontaneously until 20th February and I was very disappointed to see when the same assignment went to another person on 21th February. I worked hard for entire month, but when there is a special day for the same event, and then I am not given the assignment! Interestingly that person was given the assignment who was not willing to carry the heavy weight live equipments for every day during the book fair. When I asked why I am not given that assignment, I was answered that the decision was made by superiors. If this is the scenario, how the women then can prove themselves as a potential work force. In these cases, sometimes, male supervisors intentionally create this problem, so that their women colleagues go to consult with them. In the name of giving them feedback about why they are facing these problems, supervisors often try to make them understand that they attitude problems such as maintaining less communication

with supervisors or colleagues. Indirectly, the supervisor tries to mean that the women reporters need to become close to the supervisor, so that the situation can improve. This is one of the ways how male supervisors abuse female reporters sexually in return of giving better opportunities to work. Boland (2005) comments about sexual harassment,

There are two recognized types of sexual harassment. One type is called *quid pro quo*, and includes a situation in which employment benefits are conditioned upon sexual favours. The second type is called a hostile work environment in which the severe or pervasive conduct causes a hostile, intimidating, or offensive work environment. Many times, both types exist in the same case.

As newsroom is an open place, so the second type of sexual harassment is rare. In most cases employment benefits are conditioned upon sexual favours. According to the newsroom organogram illustrated above, women cannot prosper in their professions without compromising with their personal ethics since men occupy upper four strata in Figure 2. Otherwise, a woman will work but she will not get the right opportunity she deserves. Not necessarily all male supervisors of the upper strata are the same and I am not telling that women are saint. But, when most of the upper strata are occupied by men, then sexual harassment against women can easily take place. On the other hand, the assignment editor is the first person who will make complain about or appreciate a reporter, because a reporter has to work directly with the assignment editor. If the assignment editor is unhappy with the reporter, the report will be evaluated in a way he wants, because most of the time, newsroom seniors do not bother checking any complaints against anyone.

Well, nowadays gender equity at workplace is an old debate. Through the years of pondering, it is now established that women should get equal opportunities in comparison with their male counterparts. Whenever women get less opportunities, and benefits than their male counterparts at workplace, it becomes a very hot topic to cover for journalists. What happens when journalists themselves go through the same phenomenon? What a paradox! I have been observing for four years in the television station “X” that media itself cannot ensure gender equity at workplace, but they themselves produce such news of gender discrimination at workplace. Even a woman journalist who covers news on gender discrimination at work, she herself often faces such discrimination in the newsroom. Unfortunately, she is helpless, because her reports on gender discrimination cannot open up the eyes of the male-dominated newsroom seniors. Apart from an individual’s behaviour, a few policy-related discriminations in the newsroom build dissatisfaction in women journalists. For example, the number of female toilet in each floor of the television complex easily indicates that recruiting less female staff than male staff is a policy. If there were a policy of maintaining gender equity, then the number of female toilets would have been equal to the number of male toilets.

Usually, female employees are mostly assigned to desk jobs. Most of the male supervisors feel that women are not capable of taking the challenge of outside assignment, which is a common scenario in Bangladesh. In national crisis, it was found in television “X” that male staffs went for reporting and female journalists remained as their helping hand at the office. As the seniors of the newsroom are men, they do not depend on female reporters. Not only working patterns, sometimes

working hours is also inconvenient. For example, Newsroom Supervisors often want female journalists to work at night shift. On the other hand, if any female journalist is interested in working at the night shift, she has to be the only woman in the newsroom among many male staffs working in that time. Besides, there is no female cameraperson or female drivers in the television. In such cases, if a woman journalist needs go outside at night, she will be the only woman in the team. These circumstances may not be safe for a female journalist and considering the facts women are not always willing to work at night shift. However, male journalists are also not willing to work at night shift, but only male journalists work at night shift in this television which is entirely a newsroom decision. In most cases without improving the situation or increasing the number of female staff at night shift, newsroom seniors keep woman free from night shift. As a result, they try to prove that women journalists are not ready to take up the challenges of working at night shift. In reality, the system and the television station is not ready to make a woman feel safe at night shift.

Very interestingly, the masculine newsroom is wholehearted for highlighting their female staffs on the television screen. As a result, most of the news presenters are female (see Figure 4). The number of female news presenters is higher than the number of the male news presenters. This number is also higher than the female news reporters are.

1.4 Current Status of Women Journalists in Bangladesh

Despite having all sorts of barriers, women are coming in media; but the number of women journalists in media is very disappointing (see Figure 3). The number of women journalists is neither equal to other countries' women journalists nor equal to the number of other challenging women professionals in the country, let alone being equal to male journalists in Bangladesh. Women in Bangladesh (Banglamail, 2012) have come to journalism through the monthly "Begum" in 1947. The history of woman journalism in Bangladesh is as old as approximately 66 years. During this period, scopes of work in journalism have increased. The popularity of woman as journalist started when ETV appeared as the first private terrestrial TV channel in Bangladesh. The former journalist of ETV comments in an interview that at the very beginning of ETV the ratio of male and female journalist was 20:3 and 4 more women journalists joined later. However, almost all the male journalists of that television are now working in the decision making positions in various television channels. In contrast, only 2 female journalists are working in decision making positions in 2 television channels. The next revolution of women's participation in television journalism took place during the transmission of country's first 24hours news TV channel CSB. The renowned journalist Tushar Abdullah also worked in this television and he says that there were more than 60 % female reporters at CSB in 2007. Many male journalists of that television are now working in decision making positions in different TV channels. However, women journalists of that television could not take up the decision making positions in the same proportion.

According to the Ministry of Information, currently there are three government owned television channels and 41 private owned TV channels in Bangladesh. Apart from television channels, there are 1 state owned and 4 private radio stations, 14 community radio stations in Bangladesh. The Ministry of Information could not list the number of newspapers in Bangladesh. That is, why we can say that a big number of online and printed newspapers are available in Bangladesh where many women can work. When any accident occurs at any place, mainly two kinds of professionals do their duties. They are police and journalists. Bangladesh Police is getting an increasing number of female members since it started recruiting women in 1974 (The Daily Star, 2005). The force first inducted 714 women as constables and sub-inspectors. Today the figure of female police is way above 5,000 including some 200 female officers in cadre posts. On the contrary, only 300 women journalists are working in the country.

The International Federation of Journalists had a survey in June 2001 that states the percentage of women in journalism, which ranges from around 50% in Finland, Thailand or Mexico to as low as around 6% in Sri Lanka or Togo; the average percentage of women journalists is 38%. After 12 years of the survey, only 5% women journalists are working in Bangladesh.

There is a great disparity in the number of men and women working in journalism profession in Bangladesh. According to Centre for Women Journalists (2006), there are about 6,000 active journalists in Bangladesh, of whom just 300 are women.

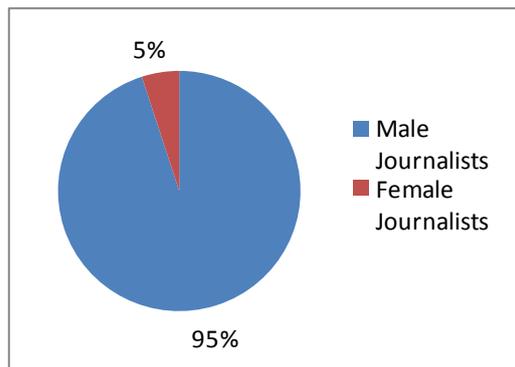


Figure 3: Ratio of Male-Female Journalists

In light of the debate concerning the issues against masculinity in the newsroom, this paper will investigate the factors that determine masculinity in the newsroom, perceptions about journalism as a profession for women and the experiences that the women journalists face in the newsroom.

1.5 Objective of the Study

The objectives of the study are mentioned below in i-iii.

- i. To look at the issues that determine masculinity in the newsroom: the person and the process;
- ii. To look at the problems that female journalists face at workplace: relation of masculinity and responses of the female journalists;
- iii. To look at whether women are given decision-making positions or not: reason and counter reason

1.6 Significance of the Study

The research is very important as it updates the present status of women-journalism in Bangladesh in comparison with other countries in the world. The

women journalists of the country will benefit from this study. I think that in case of any dilemma, first the problem should be placed to the authority, and then the question of solution will come. By reading this thesis, the policy makers of media, owners of media and the government will be aware of the discriminations that women journalists are suffering from. Thus, the initiatives to improve the situation can be taken by the appropriate authorities. Unfortunately, I have not got enough data or information while working on the thesis that would have been helpful, but once my thesis is done, anyone will have a clear scenario of the current status of women journalists in Bangladesh. Women journalists are facing these discriminations, barriers, and they are raising their problems in different forum, processions, and grand rallies. All the problems are not documented together, which can be placed to take action against these problems nationwide and internationally. Hence, I think this study will fulfil this demand in some way.

The research will also help to increase the number of women in journalism. This paper argues that the time has come to focus on the current scenario of media houses in terms of women friendly environment. The paper will contribute to improving bounded judgment, because decision-making errors are barriers to women's development and rights in the workplace.

The paper has specified a few barriers through which women's career are likely to be biased by families' decisions. As a result, the paper will be helpful to change the families' pessimistic attitudes towards the journalism profession. For example, once upon a time early marriage of girls was a very common problem in

our country, and families were biased to early marriage.² When it has become an issue for research and raising awareness, then the rate of girls' early marriage started to decrease.

The research will also help the women journalists become stronger in their own decisions. This study will help women journalists to be aware of situations they face. They will be able to realize that are not only the sufferers, rather these types of stereotype attitudes towards women journalists are a common problem for almost all women journalists. This study will help women journalists to know how to negotiate with this space.

² Plan Bangladesh and icddr'b jointly conducted a survey on Child Marriage. The survey shows that 64% of women currently ageds 20–24 were married before the age of 18 in Bangladesh. <http://plan-international.org/where-we-work/asia/bangladesh/about/publications/national-survey-on-child-marriage-by-plan-bangladesh-and-icddr-b/>



CHAPTER II

LITERATURE REVIEW

2.1 Introduction

This section will construct a review of the related literature on how masculinity affects a newsroom by discussing three trajectories of analysis. The first inquiry is about masculinity, the second one is about newsroom and the final one is about how masculinity is established in a newsroom. This chapter will also include discussions on worldwide status of women journalists and the theoretical framework of the study.

2.2 Masculinity

Primarily, masculinity is a physical appearance that determines sexual identity of a male species. For example, sometimes we can identify someone's sexual identity just listening to the person's voice only, because we are able to differentiate a male voice from a female voice. Physical appearance is also a big dimension to determine masculinity. For example, naturally men are taller than women are. Stoller (1968) comments,

Gender is a term that has psychological or cultural rather than biological connotations. If proper terms of sex are 'male' and 'female' the corresponding terms for gender are masculine and feminine; these latter may be quite independent of (biological) sex. Gender is the amount of masculinity or femininity found in a person, and, obviously, while there are mixtures of both in many humans, the normal male has a preponderance of masculinity and the normal female has a preponderance of femininity.

However, masculinity does not always determine only male gender. It has some different characteristics; for example, we used to see that most of the time a man leads a family, no matter how aged he is and every one of the family accepts his suggestion. Interestingly, a woman's suggestion may not be accepted in the family properly. This happens, because men have a dominating character, which makes people bound to follow them. Gupta (2000) says, "Women's equal participation in decision-making is not only a demand for simple justice or democracy but can also be seen as a necessary condition for women's interest to be taken into account". Berger, Wallis and Watson (1995) comments, "Far from being just about men, the idea of masculinity engages, inflects, and shapes everyone." On the other hand, masculinity is not just a personal characteristic that will remain in private places. Masculinity is a big phenomenon that breach normal flow of the working environment. Male colleagues in workplace use power and masculinity to have control over the workplace. Connell (1995) comments,

Gay theory and feminist theory share a perception of mainstream masculinity as being (in the advanced capitalist countries at least) fundamentally linked to power, organized for domination, and resistant to change because of power relations. In some formulations, masculinity is virtually equated with the exercise of power in its most naked forms.

Using masculinity in the workplace men also gain the success. A common question may arise here that "who is stopping women?" But if always men try to control their women counterparts, then how women can have success at the workplace. This is what actually masculinity is that take place at the workplace. Shefer (2007) says that at any rate, ethnographic study in South Africa echoes quite strongly international conclusions in terms of conventional forms of masculinity as

active, dominant, controlling and with (hetero) sexual competence as a key factor of the accomplishment and performance of efficacious masculinity.

2.3 Newsroom

The second inquiry is about the newsroom. A newsroom is a second home for journalists, because a journalist has to connect with the newsroom for 24 hours. A specific beat reporter has to update news whenever anything happens around and journalists has to take suggestions from the newsroom seniors how the story will be reporter, where to go or where not to go; what to do or what not to do. Zaman (2013) comments on newsroom that newsroom is the living and breathing place for the journalists. He further comments, “They work in it, defend and criticize it, imagine and experience it in many different ways.” The newsroom can be called the “window on the world” with the stream of information from all directions and organized in the news making process.

As I compared newsroom as a journalist’s second home, the relation between the newsroom’s staffs, seniors, juniors and male-female staffs determines how homely the newsroom is. Yang (2014) argues, “There’s no argument that every newsroom is only as good as the staff that occupies it.”

2.4 Establishment of Masculinity in Newsroom

In the third inquiry, I will review literature on how masculinity takes place in a newsroom. The most vulnerable scenario is, when a newsroom senior wants to have sexual relation with his female subordinates. In most cases men are the newsroom seniors, as a very few women are in managerial positions. Hence, the

female staffs suffer from various problems created by the same male newsroom senior. Antilla (2012) explains her personal experiences,

Mine is the day I was chatting with colleagues in a newsroom some years back when I suddenly felt two meaty hands massaging my shoulders. ‘I am not sure who you are’ I said before turning to face of my uninvited masseur. ‘But take your (expletive-deleted) hands off me.’ The mystery hands belonged to my editor.

The scenario is no different in another developed country like the United Kingdom, where there has never been a female Editor-in-Chief (Director General) in BBC or in the Head positions in any other major news broadcasting institutions in 90 years. In 2013, there is only one national daily newspaper in the United Kingdom that is edited by a woman. All the statements have come up in a book named “Women and Journalism” written by Suzanne Franks. Franks (2013) comments,

Research of by-lines across a range of UK national newspapers in 2011 (Cochrane, 2011) and again in 2012 (Appendix 1) revealed that the overwhelming number of stories in most areas are written by men, so that the average ratio is 78:22, though there were large variations according to subject. In some cases the figures were fairly balanced, but in other areas there were days on end where female by-lines were almost non-existent. As the less number of women are found in bylines so, most of the awards go to Male journalists.

All she tried to mention here is the British media houses have failed to maintain equal opportunities at workplace. But, then the media houses can argue that female journalists could not compete with male journalists to take up the positions, so they could not ensure equal opportunities. But scholars consider equal opportunity as a constitutional right. According to Malik (2003), Equal opportunity allows an individual to reach his or her full potential and it is a constitutional right.

Then some people may argue that female journalists seek for equal opportunity, then why don't they compete with male journalists. Some people always fail to reach this point, because equal opportunity does not always mean the same opportunity, sometimes it means to be justice. For example, a tall person can easily touch a photo hanging on a wall, which a short person cannot. Therefore, the equal opportunity here is to place a table for the short person, so the short person can easily touch the photo standing on the table. Therefore, the tall and small person both can touch the photo. Malik (2003) comments, "Equal rights legislation, which governs equal opportunities, tries to ensure that people are treated equally on the basis of individual needs".

However, if the most developed countries like United States of America and the United Kingdom have failed to represent women journalists in the media properly, then it is unexpected that women journalists in the third world countries like India and Bangladesh will have better working opportunity in the media. Tomar (2011) writes about Indian print media, "Marriage is seen as a big hurdle in this profession so women are even ready to compromise with their family life and avoid having kids."

Now the scenario is being changed. The number of women journalists is increasing in developed countries like Australia. Nevertheless, in terms of payment or power, there is still glass ceiling phenomenon in the media worldwide. Hanusch (2013) says, "Women now make up 55.5% of Australian journalists, a significant increase from 20 years ago, when they represented merely one-third." However, the

University of the Sunshine Coast's representative survey of 605 journalists around Australia found that just 7.4% of women respondents could be classified as senior managers, including editors-in-chief and managing editors. Moreover, the women journalists are generally less satisfied with their level of pay than men are; 35.9% of them are somewhat or very dissatisfied with their pay, compared with 24.1% of men.

There is another phenomenon in broadcast media houses; the newsroom is very interested in displaying more female presenters than male presenters. There is a gendered discrimination in this phenomenon. Most of the female presenters suffer from ageism whereas male presenters get high positions in the newsroom and male presenters do not suffer from ageism. Foster (2013) argues,

The hackneyed, but immortal, presenting trope of a graying, middle-aged man, flanked by a heavily groomed woman half his age is a case in point – Andrew Neil's broadcasting career seems in no danger of waning as the wrinkles increase, but for women across British TV channels, the march towards their forties signals an employment precipice. In their report on ageism and media, *Women and Journalism* found 60% of women over 45 felt they'd experienced ageism. Women are finding doors closed to them at the exact point men are still developing their careers and entering the most senior levels of journalism.

So, women in the newsroom are used as products sometimes, no matter how conservative the country is. Usually, countries in the Middle East are very conservative in terms of women's appearance publicly. As per their religious value, women usually put on Hijab³ before appearing publicly. But interestingly, researchers found that television channels in the Middle East do not even care of this

³ According to Oxford dictionary, Hijab is a head covering worn in public by some Muslim women. <http://www.oxforddictionaries.com/definition/english/hijab>

religious value in terms of attracting viewers, while showing beautiful television anchors on the screen. Nowadays more women are coming in television journalism, but they are being used as products. Mellor (2013) comments,

Transnational media outlets have offered new work opportunities for Arabic women journalists, who have, in turn, become one of their major selling points. A Palestinian male editor in one of the largest transnational channels confirmed that they actively look for ‘pretty presenters’ for their channel. The reason is seen as simple: channels ‘need beautiful female presenters to attract viewers . . . particularly in Saudi Arabia where the main market is.

2.5 Worldwide Status of Women Journalists

A global level major study was done known as Global Media Monitoring Project in 2010. This study was co-coordinated by World Association for Christian Communication, (WACC) an international NGO, which promotes communication for social changes. This study found that, there is an imbalance in stories reported by men and women. There are 72% stories reported by men and 28% stories reported by women journalists in 1995, 69% stories reported by men and 31% stories reported by women in 2000, 63% stories reported by men and 37% stories reported by women in 2005 and 2010.

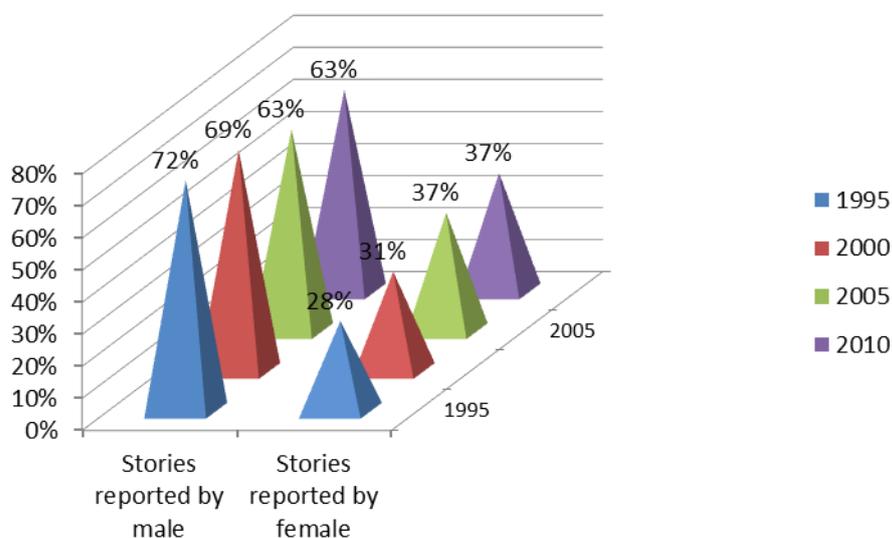


Figure 4: Ratio of stories reported by male and female

Apart from seniority and getting payment, there are other discriminations that women journalists suffer from. For example, almost in all the countries, male journalists have outnumbered female journalists by the proportion of around half. But the numbers of female presenters are sometimes equal to male presenters or sometimes female presenters outnumbered the male presenters in some countries. Even the numbers of female presenters were higher than the number of female reporters in Global Media Monitoring Report in 1995, 2000, 2005 and 2010. It is clear that, the media organizations recruit more women presenters than women journalists. But there are claims that the female presenters suffer from ageism in media and after a certain time female presenters become jobless whereas male presenters continue their job in the same age and take leadership positions.

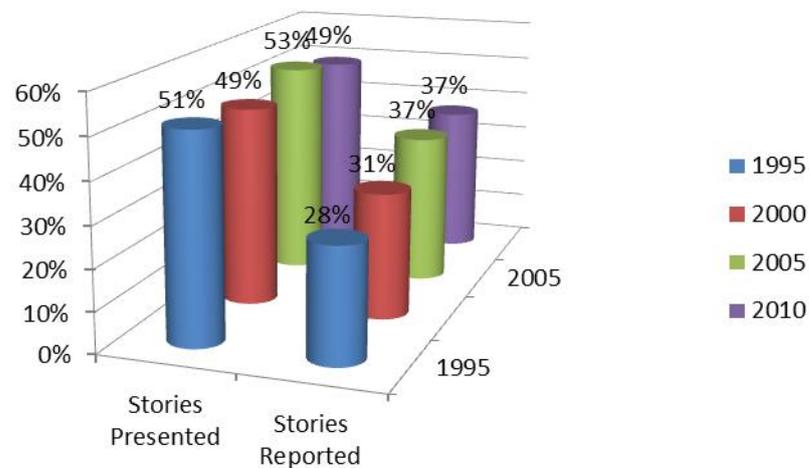


Figure 5: Women in reporting and presentation (Source: Global Media Monitoring Report 2010)

2.6 Attitude towards Women Journalists in Bangladeshi Media

Women face many challenges in media, including a low pay and a lack of protection from threats, harassments and fraudulent litigations. In observance of World Press Freedom Day on 15 May, 2012 at the National Press Club of Bangladesh, ARTICLE 19 has presented a report on “Writing Wrongs against Woman Journalists in Bangladesh” documenting 55 case studies of complaints. The analysis of the case studies reveals some important facts. Gender based discrimination and violence continue to be used as a means to silence women in the media in Bangladesh. 60% of women journalists have complained to suffer some sort of discrimination in the workplace. i.e. 33 journalists out of those 55 journalists have complained that they suffer from discrimination. 52.70% of women journalists have complained of some form of sexual harassment. i.e. 29 women journalists out of 55 have this complaint. 47.30% faced other forms of censorship such as obstruction to reporting, destruction of property, assault,

abduction/confinement and threats. There is a general lack of acceptance of women as journalists in most parts of the country. They endure attitudes that are stereotypical as part of their day-to-day work. Women remain significantly underrepresented at all levels of seniority in the media: Women comprise less than 7% of the journalist community in Bangladesh; Women occupy only 0.6% of editorial and management positions. 66% of respondents stated they were working on the basis of loose contractual arrangements such as verbal agreements. Women receive wages as low as BDT 1000 to 2000 per month (8 –16 GBP), significantly less than their male counterparts.

Irin Niazi Manna, the Women Affairs Editor of Dhaka Reporters Unity, has written a piece on the vulnerability of women reporters, where she has documented a few complaints also. She reports that despite the government has approved 6 months of maternity leave for women workers, couple of particular media houses only follow the rule, but most of the media houses do not follow the rule. In most cases, more than three months paid maternity leave is not granted in private offices. As a result, most of the time women journalists are being forced to leave the service when they become pregnant. The anti-sexual harassment policy has been formed almost 3/4 years back. It is instructed by the court that a healthy and fair environment have to be built in each work place. Each organization will have a five-member committee, where at least two women will be members. Media houses are also included under this policy, but no media houses have formed the committee yet. Most of the media houses do not have women friendly environment such as separate toilets.

There are many houses where the key person believes in rumours. Believing rumours they build negative attitude towards their sub-ordinates. These may even result in quitting their jobs. If the woman journalist is not close to her boss, she will not get good assignment.

Those women journalists who are working in Dhaka are taking risks, facing challenges. There is no shortage of talent and creativity in women journalists, but these people are not being promoted. Women are also working at night shifts. But the authorities of many newspapers do not agree to provide them transportation facilities. There is a plethora of discussion about women reporters' behaviours or appearances, but no discussion of the quality of their work does take place, which is not desirable to any professionals. Media house cannot rely or depend on women. The so-called media mentality still exists in the media houses.

Manna (2013) also addresses a few case studies where women journalists have a few specific complaints. A senior woman journalist of an English newspaper alleges that after working around one decade, she was promoted from a staff reporter to a senior reporter, whereas his junior colleagues were promoted long earlier. Despite having educational qualifications and merit, she does not have a promotion just because of being a woman.

A trainee women reporter of a widely publicized daily newspaper alleges that a news editor of that paper was interested in her, which made her mentally tortured. She tried to inform the authority and it went deaf in their ears. Consequently, she left the job. A women reporter of a first-class national newspaper alleges that she

was removed from her job, because she protested against the verity mental anguish she was suffering from and supported those junior women reporters who suffered too. Another women journalist once went to a reputed editor for seeking a job, but the editor replied to her that she became aged. The situation is as if women journalists get older by 40 years, whereas their male counterparts become younger at the same age.

2.7 Theoretical Framework

This section of the proposal intends to draw a theoretical outline that will be followed throughout the thesis paper.

2.7.1 Feminist theory

It is difficult to identify feminism in an inverted definition; there is no single definition that can illustrate feminism properly. Nevertheless, if I talk about feminism in a broader sense, I can define feminism as a bunch of movements that have fought against gender discrimination. Before finding similarities between the feminist theory and this study, it is very important to know what feminist theory is. According to Hooks (2000), “Feminism is a movement to end sexism, sexist exploitation and oppression”. Fourie (ed.) (2001) comments, “Feminism broadly means the advocacy of the rights of women”. Feminist theory is the establishment of feminism in a theoretical perspective. It aims to fight against male supremacy in terms of social, political, and economic equality. Jackson and Jones (1998) notes, “Feminists refuse to accept that inequalities between women and men are natural and inevitable and insist that they should be questioned.”

Based on the literature review, it is clear that women are not afraid of joining challenging professions like journalism; they are continuing their job despite having many barriers; but the masculine environment at the workplace do not give them the proper place. Thus, most of the women journalists in the newsroom are being oppressed. The most common phenomenon is that male colleagues or supervisors do not offer women equal work opportunities to men. They may think that women are less efficient than their male counterparts are. Thus, women get less promotions or salary in comparison with their male colleagues. This is how glass ceiling phenomenon is also established in media. Magarey (2001) comments,

Masculinist negotiations counteracted feminist challenge and labour market change. Demographic definitions, legal determinations, workshop confrontations and resolutions during the first decade of twentieth century set up new barriers between women's and men's work, and between women and men in the labour market. These were barriers set up specifically on the basis of sex: they defined work as masculine and the worker as male.

However, the history of feminism is divided into three waves: first wave, second wave and third wave. However, all the waves of feminism have argued against different aspects of male supremacy in the society.

If we talk about the first wave feminism, we will see that the movement was started during the nineteenth century and early twentieth century in the United Kingdom and the United States. Legates (2001) describes that the first wave movement was focused on the promotion of equal contract, marriage, and parenting and property rights for women. Later on, they started demanding the right to take part in economy and politics, especially women's right to vote. Consequently, women's right to vote was granted afterwards in New Zealand, Australia and the

United Kingdom. At the end of this wave, the United States granted women's right to vote in all states in 1919.

The second wave feminism began in the early 1960s in the United States and spread throughout the western world. Legates (2001) also describes that more than hundred years after woman first began organizing for equal rights. The writer adds that the second wave feminists caught attention with a series of spectacular issues such as sexuality, family, workplace, reproductive rights, and official legal inequalities. They also drew attention to domestic violence, marital rape, divorce law, prostitution and so many issues. The second wave feminism was challenged by postfeminism and third wave feminism since 1990s. Laughey (2007) comments that Postfeminism and third-wave feminism are not synonymous perspectives, but they both reject the rigid gender politics of the second wave, and instead see gender identities as less fixed and personally empowering.

Postfeminism started to remove the rigidity of second wave's gender politics, Postfeminists tried to generate women's beauty, fashion and power together. For example Second wave feminism continued to fight against mothering and they raised awareness on women to have careers without having to leave due to unexpectedly becoming pregnant. On the other hand, Postfeminism has criticised this types of issues raised by second wave feminism, rather Postfeminists were more concerned about their womanhood and they emphasised on their personal identity with fashion and power. But Post feminism was also criticized for showing them as popular feminism and personal choice.

The Third wave feminism is continuing to the present. Unlike rigid gender politics of second wave feminism, Third Wave feminism has expanded their goals fighting against gender role expectations and stereotypes. Laughey (2007) comments, “Third wave feminism therefore attempts to bridge the gap between second-wave politics and the ‘personal choice’ rhetoric of Postfeminism by arguing that women’s personal choice must be politically contextualized”.

Apart from categorising feminism into waves, feminism was also categorised by scholars into different types of feminism. Jaggar (1983) argued that feminism can be divided into four categories in terms of Anarchism such as liberal, Marxist, radical, and socialist feminism.

Liberal Feminism has fought for the same education, civil rights and economic opportunities, and treatment of pluses and minuses for women as for men. Marxist feminism has fought against the capitalism society and privatization of land and production where men are the beneficiary of this economic system and domestic works by woman remains as unpaid. Radical feminism was focused on anti-pornography campaign and sexual violence. Radical feminists also emphasised on women’s biological nature and how to celebrate it. On the other hand, Socialist feminism tried achieve the goal of both Marxist and radical feminism. This movement is focused on democratically run united front organizations where women achieve leadership and decision making authority. Jaggar (1983) commented on different types of feminism,

Anarchist elements can be found in the liberal (especially libertarian) suspicion of the state, in the classical Marxist hope that the state ultimately will “wither away,” in the Radical feminist attacks on patriarchal power in everyday life and in their self-help alternatives, and in the socialist feminist critiques of hierarchy and authoritarianism on the left.

There are many studies have already undertaken based on feminists perspectives in different ways. For example, Butler (2003) edited a book on women entrepreneurs where the study applied three perspectives of feminist theory such as liberal, Marxist, and radical to explore women’s economic activity. Dunning and Malcolm (2003) has edited a book where a study explores contemporary social and psychological meanings of sports violence utilizing a feminist theoretical framework. In this study, the feminist analysis of violence and masculinities has used to explore the meanings of sports violence. The feminist theory is also used in newsroom related studies in different ways. Duke (2009) undertakes a research on black female journalists’ experience of racism, sexism, classism in the newsroom. In this study, the researcher has chosen black feminism and the core elements of black feminist theoretical perspective.

In all approaches of feminism, media have always been paid attention in different ways. As media is the mirror of the society, so media determines women’s role in the society showing themselves as powerless women. Media used to show women as nurturing mother, whore, dutiful wife and spending time how to make their men happy through its television drama, soap opera and cinema. The way media portrays women’s role in the society, media itself could not get out from this mind set when employing women in the media or news organisations.

In all sorts of way, the literature review above goes with the feminist theory. By this, I am choosing the feminist theory specifically the Socialist feminism for this thesis on “Masculinity in the newsroom: a study of a television newsroom in Bangladesh”. Because, Socialist feminism continued its advocacy for women in terms of getting leadership and decision making authority in a democratic manner at workplace whereas other feminists raise awareness on women’s equal right to structural and cultural formation. In this study findings related to masculinity in the newsroom will be grounded over the core elements of socialist feminism and therefore the level of masculinity will be analysed.

2.7.2 Conceptual framework

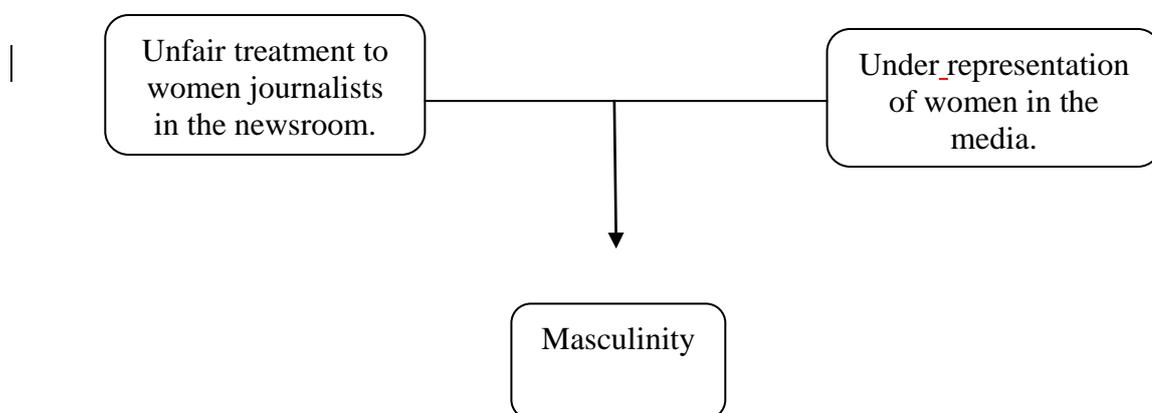


Figure 6: Bin’s Approach



CHAPTER III

RESEARCH METHODOLOGY

3.1 Introduction

This chapter discusses the research methodology to be undertaken in this research. Based on the research question and the objectives, investigative questions are formed. This chapter will also describe the types of the study and various necessary tools for the data collection. Different types of sampling are undertaken in this research with justifications. The field site in which the research is conducted is mentioned thereafter. The next part of the chapter will discuss about the schedule for data collection and report writing. This chapter will also explain the limitations of this study. There are scopes everywhere to move forward; the scopes in this research are discussed here. In the end, I will discuss about the scope and limitations of this research.

3.2 Research Question

The above research methodology has been prepared based on the following research question in A.

A. “How Masculinity works in a newsroom in terms of
decision making and power practice?”

3.3 Investigative Questions

Based on the objectives of the study, investigative questions are asked during the data collection. Certain investigative questions are sorted out.

3.3.1 Objective 1

- i. What is the power that comes from the senior position?
- ii. How do the juniors react to men in senior positions?

3.3.2 Objective 2

- i. How is the working environment of the television?
- ii. Do they get equal opportunities at the workplace?
- iii. What sorts of negative experiences do women face in the newsroom?
- iv. What were the reasons behind their resignation of the women and how was it undertaken?

3.3.3 Objective 3

- i. How did they get to the senior position?
- ii. How much authority is given to female staffs in comparison with their male counterparts in the newsroom to make any decision? If less than men why?
- iii. How difficult is it to get to the top? What are the steps

3.4 Type of Study

The study is done with a qualitative research, which explores attitudes, behaviour towards female journalists and experiences that gathered by the female journalists. Dawson (2002) comments,

Qualitative research explores attitudes, behaviour and experiences through such methods as interviews or focus groups. It attempts to get an in-depth opinion from participants. As it is attitudes, behaviour and experiences,

which are important, fewer people take part in the research, but the contact with these people tends to last a lot longer.

Apart from this, the research also includes:

- i. Semi-structured interviews, as Burgess (2006) comments that semi structured style of interviewing engages a set of themes and topics to form questions in the development of conversation;
- ii. In-depth interview from participants and experts. Dawson (2002) comments that unstructured or in-depth interviews are sometimes named as life history interviews, because they are the preferred approach to life history research. In such type of interview, the researcher endeavors to attain a complete understanding of the interviewees' point of view or situation.

3.5 Research Method

The research is based on a case study on some particular issues of a television newsroom where the researcher has worked for four years. So the researcher's working experiences and observations helped determine how masculinity in the newsroom takes place. Hence, the researcher herself is a complete participant in this research. Burgess (2006) comments on this by saying that the complete participant obscures the observer dimension of the role with the result that concealed observation is involved (cf Bulmer, 1982). He adds that there are now several examples of the part being used by researchers such as Homan (1978) and Pryce (1979) in their studies of sectarian groups as well as by Humphreys (1970) and others while studying deviancy. There are many arguments whether a researcher

can take part as complete participant in the research or not, because, there is a risk that the study can be biased with the researcher's personal belief and thus, the researcher can manoeuvre the research. So, the researcher has to be very careful about any kind of bias, when the researcher is a complete participant in the study, otherwise the research may not be able to reflect the appropriate result.

On the other hand, as the study is a particular television station centric and the research population is limited to the staffs of the television channel, so any large scale of survey cannot be significant within the research population. Rather, interviewing them individually was an ideal way of research. Apart from the women staffs of the newsroom, male colleagues and their supervisors were interviewed here. As the researcher will try to get perceptions about few specific issues; so, open ended questions can be asked to the interviewees. On open ended question, Dawson (2002) comments that the open ended questions are thoughts that are pursued rather than numbers. So, fewer questionnaires were required to be disseminated.

To justify the perceptions of women journalists, experts' opinions were added to the research (See Appendix 1). This was to know why these were happening. On the other hand, a few responsible persons of the newsroom were interviewed to find out the reasons behind the gender oppression that women journalists claim about.

As all the methods are similar to qualitative research, it is a qualitative research. The research method of the study is observation and interviews. The researcher mainly observed attitudes, behaviours and experiences of participants. At the same time, the researcher has to be very cautious, so that no one can claim that the thesis is biased. Hence, investigative questions were asked.

To conclude this research with a decision, it was very important to find out the insight from the research population. But having proper insight takes long time which sometimes is very difficult for an academic research, because the academic research has a specific timeline and research has to finish by the given time. As the researcher is a complete participant i.e. women journalist here, so the researcher was able to overcome the limitation of time.

3.6 About the Researcher

The researcher is a journalist and started her career in a fortnightly magazine in Bangladesh – it is Ananda Alo. She has worked for eight years in several national and international media industries in Bangladesh; the Daily Ittefaq, BBC, online newspaper Banglanews24.org are some of them. Her last workplace was a 24 hours news channel in Bangladesh where she has worked for 4 years.

She has spent her early childhood in Dinajpur, the northern part of Bangladesh and she grew up in an environment where she had opportunity to look at the society very closely. She has completed her primary, secondary and higher secondary graduation in the district of Dinajpur in Bangladesh. She came to Dhaka for my higher study. She has completed my Bachelor of Science (Honors) and

Master of Science in Home Economics from the University of Dhaka. She has undertaken her second masters in media studies and journalism at the University of Liberal Arts Bangladesh.

3.7 Sample

As it was decided that the research population is the journalists within the television channel “X”, so the samples will be chosen as per the objectives, as noted by Lohr (2009), “A perfect sample would be like Grandview: a “scaled-down” version of the population, mirroring every characteristic of the whole population”. To find out the description of women journalists’ experiences how gender becomes an issue at workplace, purposive sampling will be used in this study. Dawson (2002) says that the purposive samples are considered if description rather than simplification is the goal. In this type of sample it is not likely to identify the prospect of one person being involved in the sample.

Interviewees will be divided into several groups of interviewee; for example, men and women staffs of the newsroom. Quota sample will be used here to make sure that all groups within the research population are represented in the study. According to Dawson (2002), the researcher chooses what he desires to interview in a sample of all acolytes within a school, regardless of whether they have been on confinement or not. The researcher decides to use a quota sample to ascertain that all groups within the school are represented. The researcher decides to interview a quantified number of female and male school acolytes, a definite number of arts, sciences and social science acolytes and a definite number within different age

categories. The researcher endures approaching students and interviewing them until the quota is complete.

As per the research objective, the following samples are considered.

3.7.1 Objective 1

- i. 3 men journalists in high position
- ii. 2 men journalists in junior position
- iii. 3 women journalists who left (L)⁴
- iv. 2 women journalists who are still working (W)⁵

3.7.2 Objective 2

- i. 3 men journalists in high position
- ii. 2 men journalists in junior position
- iii. 3 women journalists who left
- iv. 2 women journalists who are still working

⁴ Abbreviated form for *left the job*.

⁵ Abbreviated form for *currently working*.

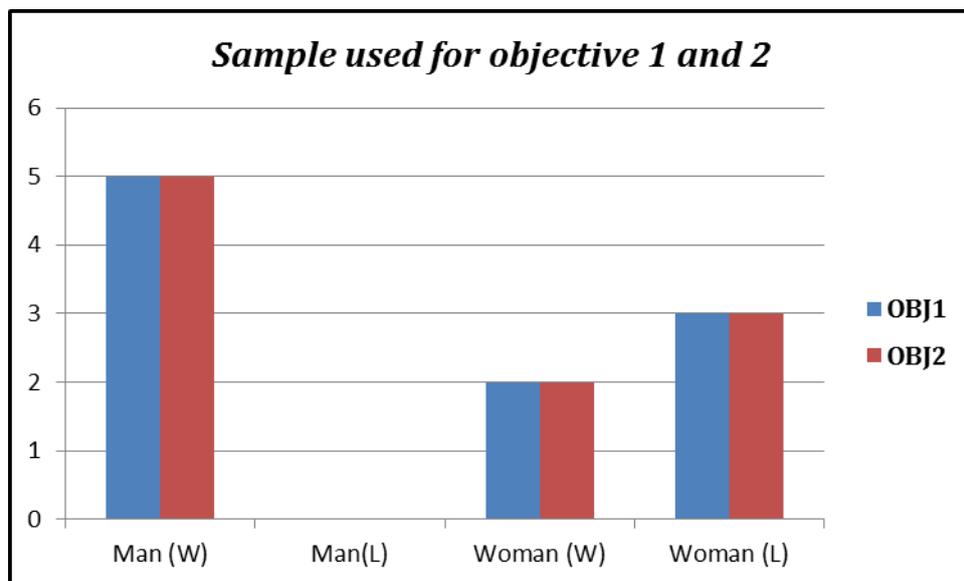


Figure 7: A graphic representation of the samples used for objective 1 and 2

3.7.3 Objective 3

- i. 5 male journalists (mixed group; both senior and junior)
- ii. 5 female journalists (mixed group; both W and L)

3.8 Field Site

As the television station I have described here is in Dhaka, the field site is Dhaka. I will go to the newsroom to talk to the news editors and journalists. As there are many women journalists of the specific television work outside Dhaka and all journalists' work is distributed by the newsroom, if I need to talk to the women journalists from the remote area, I can talk to them over the phone as well.

3.9 Duration of Research

The duration of total research will be two years, of which six months will be used for data collection. Six months is required for the case studies, interviews, transcriptions and drafts.

Serial	Tools	Month 1	Month 2	Month 3	Month 4	Month 5	Month 6
1	Interview						
2	Thesis Writing						
3	Transcription						
4	First draft						
5	Final draft						

Table 1: Gantt chart



CHAPTER IV

RESEARCH FINDINGS AND DISCUSSION

4.1 Introduction

This chapter will focus on the data sources and the natures of the data. To have an unbiased thesis the research population was taken from diverse background. There are two male reporters, two female reporters and three female reporters who have resigned from the television were taken for interview. Apart from these seven reporters, three interviewees were taken from decision-making positions. To justify the data collected from junior level, I interviewed the three persons from the decision-making positions. I have set nine different parameters based on the nine investigative questions. The parameters are as follows.

- i. Power practice
- ii. Reaction to seniors
- iii. Working environment
- iv. Equal opportunity
- v. Negative experiences of female
- vi. Reasons behind the resignation of women
- vii. Getting senior positions
- viii. Authority given to female staffs
- ix. Difficulties to get top positions

4.2 Data Sources

Based on the above parameters, I will now discuss the data collected from the interviewees. There were two female staff correspondents, two male staff correspondents, three female reporters who have resigned from the television and three persons who hold the decision-making positions in the television. Following are the details about the interviewees:

a. Staff Correspondent (male-1)

Before joining the television, he has worked for a NGO. “X” is the first television channel he is working with. He is working for around three years in this television. He covers general reporting.

b. Staff Correspondent (male-2)

Before joining the television, he has worked for a 24hours online news portal. “X” is the first television channel he is working with. He is working for around three years in this television. He mainly covers foreign affairs and secretariat affairs.

c. Staff Correspondent (female-1)

Independent is the first workplace where she has started her journalistic career. She has been working in this television for 4 years. She mainly covers crime and daily issues.

d. Staff Correspondent (female-2)

Before joining the television, he has worked for a 24hours off-air news television channel. She has been working in this television for around 3 years. She mainly edits and organizes district correspondents' reports sitting in the newsroom. She also presents news bulletin.

- e. Staff Correspondent (female-1, resigned from the television)

This person is the researcher herself who's role in this research is a complete participant. Please look at paragraph 3.6 to know about the researcher.

- f. Senior Broadcast Journalist (female-2, resigned from the television)

Before joining Independent television, she has worked in 3 other television channels as news presenter. She did little reporting in the first television she worked with. However, in this television she used to do only news presentation and hosting a late night talk show. She has worked for more that three years in this television. She said that she has resigned from the television due to a personal reason.

- g. Deputy News Editor (female-3, resigned from the television)

Before joining the television, she has worked for 2 other television channels. She resigned from the television "X" after she gets another job in an international development organization. However she has expressed her dissatisfaction that pushed her to find a new job. She has worked around 2 years in this television.

h. News Editor (male)

He is one of the most senior journalists in Bangladesh. He has worked various newspapers and television. Before joining this television, he worked for a television as news editor. He is working in this television for nearly 4 years.

i. Senior News Editor (male)

Previously he has served as Head of Production and News Editor in this television. He has also worked as News Editor and Joint News Editor in 2 other television channels. However, he has started his career as part of the production team and continued to work as part of production team in another 2 television channels in Bangladesh. He has joined the television “X” in 2012.

j. Chief News Editor (male)

He has worked in various newspapers and television channels in Bangladesh. Before joining this television, he has worked as news editor in another television channel. He is working in this television for around three years. During his period of job in this television he was promoted twice.

4.3 Sampling Process

The data was collected based on the parameters discussed in the following sub-sections.

4.3.1 Power practice

As masculinity is related to power, so the first question was, “What is the power that comes from senior positions?” All the participants were asked the same questions. The answers are categorized as follows.

There were two female reporters in my research population. They have answered to the question as in i-ii.

- i. The ability to convey strategic and tactical news, ideas and plans with maturity, innovation and confidence. Good ideation skills, strong management and mentoring skill.
- ii. Seniors almost all the time take the privilege. They give excuses to avoid work and unfortunately those excuses are accepted by the boss. Additionally no matter how wrong they are they always pretend to be right.

There were two male reporters in my research population. They have answered to the question as in iii-iv.

- iii. Seniors often tend to manipulate assignment and as they are close to the management, they sometimes exploit decisions that some way or the other harms the work life of the comparatively junior colleagues.
- iv. It is said, power is not someone’s personal or inherit property, someone’s position gives him or her power and the person acts as per...Obviously if someone is given power, person will dominate his or her subordinate but the fact is that attitude and manner keep vital role on how the power holder behaves with the subordinate.

There were three female reporters, who have resigned from the television, have answered to the question as in v-vii.

- v. As I observe, seniors are very much dominant over juniors; they try to establish that they are right all the time, they don't accept that juniors can be right. Instead of teaching the juniors about something, they like to find their faults and criticize them. Besides, they don't want to take responsibility of their positions. They don't support or cover juniors if any mistake takes place.
- vi. At the very beginning of my career in the television, I went through such cases as I did everything of a report, but the credit of the report was taken by a senior reporter. Seniors pretend in a way that they will just work on very important national issues, otherwise they will remain seated and all works will be done by the juniors.
- vii. Not power, I guess responsibility comes from a senior position in every aspect. So is the case with newsroom.

To justify the data collected from juniors, I have asked the same questions to three of the newsroom seniors who play decision-making role in the television. Their answers to the question are as in viii-x.

- viii. There is nothing to show power towards the juniors. If the meaning of senior is the in-charge (For example assignment editor, chief reporter or shift in-charge), then their work is to supervise the work of the team members. This is a managerial job and it is needed to be remembered that everyone's managerial capacity is not the same. And media do not take any initiative

for managerial training. As a result, those who have less managerial capacity, they want to get work and supervise the team showing their power.

- ix. This is not a matter of making use of power rather it is the way management wants the people in the senior positions or power positions to do things that way. And the editorial policy to be implemented, we do it.

- x. Our work divisions are structured and responsibilities distributed in such a way that leaves little room for my seniors to intervene. Nevertheless interventions do occur in the way when there is a sense of growing dissatisfaction among juniors and the discontent is not properly addressed. Juniors can channel their discontent through the seniors and subsequently they intervene. Often this comes in the form of change in the duty Rota or on issues of taking longer leave or on very rare occasions there is the issue of psychological treatment.

4.3.2 Reaction to seniors

The second question was, “How do you react to men in senior positions?” All the participants were asked the same questions. The answers were received from the following categories:

There were two female reporters who are the staff correspondents of the television. They have answered to the question as in i-ii.

- i. I am always respectful and courteous towards my seniors even if I don't necessarily like a particular person. Help others if there anything I might be able to do to assist them if I have time to do so.
- ii. When they are right I react normally. When they are wrong i try to make them understand with logic and fact. However, there are people who do not understand logic and fact. In that case i keep quiet because I don't want to waste my energy on arguing with fools. Same reaction to male and female.

There were two male reporters in my research population. They have answered to the question as in iii-iv.

- iii. No, it depends on the intimacy with the senior person, if he behave friendly , subordinate will feel free to talk to him, in the field of women , one is to aware of the her attitude and tendency as well as how she deals with the top.
- iv. I never discriminate among male and female seniors. And so far as I know, none of my colleagues discriminate.

There were three female reporters who have resigned from the television have answered to the question as in v-vii.

- v. Very normal. I should rather say juniors react differently with women in senior positions in our country.
- vi. If the senior have the authority to make any decision, no matter the senior is a man or woman, I tried to react positively to the senior. In most cases seniors are men with decision making ability, so my reaction was very positive to the men in senior position unless I feel they are wrong.

- vii. If I compare it to women in senior positions, I found juniors like to see men in senior positions even they are women (juniors). I felt it is the mind set, they still can't believe or accept that women are capable in senior positions.

To justify the data collected from juniors, I have asked the same questions to three of the newsroom seniors who play decision making role in the television. Their answers to the question are as in viii-x.

- viii. It seems the meaning of senior is also in-charge here. I don't think, there is any particular reaction towards a male or a female in-charge. Rather, everybody likes those who have good managerial capacity and who are biased towards brilliant works. Those who cannot handle the team better, it is not impossible to keep them in the disliked list, no matter which gender the person is.
- ix. The present trend of the young journalists is to show the face on the television rather than becoming a serious journalist. The new professionals in journalism were used to be more dedicated to journalism in the old times, which has decreased to a great extent nowadays. At present, some of the junior journalists try to learn from their seniors, but most of them do not bother to consult with the senior journalists.
- x. There is no reaction if we take it in the sense of power play. Senior positions are generally bequeathed with more responsibilities and juniors naturally abide by. The hierarchy does not weigh hard in their mindset.

4.3.3 Working environment

The third investigative question was, “How is the working environment of the television?” All the participants were asked the same questions. The answers were received from the following categories.

There were two female reporters who are the staff correspondents of the television. They have answered to the question as in i-ii.

- i. Working environment is neither good nor bad. Toilet problem is a big problem. And we are no one in decision making. Senior reporters get the chance to give their opinions. We are nothing but just reporters, simply reporters.
- ii. We have excellent work environment especially for the female worker. And this is created by our boss and co-worker whose actions, communications and behavior makes doing my job possible.

There were two male reporters in my research population. They have answered to the question as in iii-iv.

- iii. Professionalism is poor here. But in terms of other job service, staffs get more freedom than that of other job. But majority depends on the policy of the office and management.
- iv. The working environment is very good in comparison to other TV channel. Though I have to work for more than 10 hours, I have 2 days off on a week unlike other media houses. And obviously journalism is never a 9-5 clerical job. There are problems while approving leaves and promotions. But I have

a voice while reporting. I can always discuss and debate anything, even with the CNE and head of news.

There were three female reporters who have resigned from the television have answered to the question as in v-vii.

- v. My previous workstation had a safe and secured work environment for women specially. It had all the facilities that are important to feel comfortable while at work.
- vi. There are no female in the upper strata of the newsroom. So, men seniors make decisions as per their point of view. They send only male reporters to the challenging assignments, perhaps they do not consider woman up to the mark to take up the challenges. The working environment is better in comparison with other channels, but some negative attitudes remain the same. For example, there is only one female toilet in the each floor of the television whereas there are four male toilets in the each floor of the television.
- vii. Not women friendly. Women need a place for privacy for socio-cultural or physical ground but most of the media outlet doesn't care about it.

To justify the data collected from juniors, I have asked the same questions to three of the newsroom seniors who play decision making role in the television. Their answers to the question are as in viii-x.

- viii. Comparatively the working environment of the television is good. We get regular salary here, Al though there is no refreshing room here, all benefits

along with cafeteria is good in comparison with other channels. But there are clear guidelines here; so it is expected that everything will be alright and an excellent environment will be found when the commercial success is achieved.

- ix. There are problems everywhere, but the working environment is comparatively better in this office than other television offices.
- x. I will rate the working environment in our newsroom as very congenial in terms of gender treatment. There are very few objections raised over the years. Nevertheless, I do agree that the absence of formal complaint does not prove the absence of the offence. But my assumption is based on the views of my female colleagues who hold the experience of working in different environments. As for the toilet, I agree that the number of toilets fall short in proportion of respective number.

4.3.4 Equal opportunity

The fourth investigative question was, “Do you get equal opportunity at workplace?” All the participants were asked the same questions. The answers were received from the following categories.

There were two female reporters who are the staff correspondents of the television. They have answered to the question as in i-ii.

- i. No
- ii. In some extent, I never get equal opportunity at my work place.

There were two male reporters in my research population. They have answered to the question as in iii-iv.

- iii. Not at all. In terms of TV media, Equal opportunity is absent. Lobby and oiling keep major contribution here.
- iv. I think I've always got equal opportunity.

There were three female reporters who have resigned from the television have answered to the question as in v-vii.

- v. Yes, I got equal opportunity at my workplace. But not everyone is lucky to get that.
- vi. No
- vii. No. It was like pre-decided that as a women, I am not able to take serious responsibility, I didn't get chance to cover major events or take lead of news operations as news editor in important days. I only got chance when they had no choice.

To justify the data collected from juniors, I have asked the same questions to three of the newsroom seniors who play decision making role in the television. Their answers to the question are as in viii-x.

- viii. It is better saying whether or not I suffer from any discrimination than saying whether or not I get equal opportunity at workplace. I have not got any female colleague in the same position, so I have not faced any gender discrimination (I did not face anything such as being a man I was benefited

or I was ignored. But it was often felt that I was less benefitted in comparison with other colleagues (in terms of increment and other benefits).

- ix. Yes I get equal opportunity at the workplace.
- x. I feel that there is no gender discrimination in opportunities practiced in the newsroom. Female colleagues carry out the same tasks their male counterparts are bestowed. The only discrimination I see is the amount of overnight duties, which goes in favor of the female colleagues. In terms of out of station assignments, we do not have a gender issue, although sometimes there are restraints of accommodation facilities.

4.3.5 Negative experiences of female

The fifth investigative question was, “What sorts of negative experiences did you face in the newsroom?” Only the female participants were asked this question. The answers were received from the following categories.

There were two female reporters who are the staff correspondents of the television. They have answered to the question as in i-ii.

- i. Negative male gaze from a few male colleagues. Sometimes people shout without knowing clearly what actually happened...
- ii. I have been in my job for a long time. I am good at what I do and get great reviews from my boss and co-worker. But in the matter of promotion and increment I never get the expected outcome.

There were three female reporters who have resigned from the television have answered to the question as in iii-v.

- iii. I never had any negative experience in newsroom.
- iv. Sycophancy is very essential in the newsroom, seniors even do not bother to talk to juniors politely and they behave in such ways as they are talking to a domestic worker. Seniors tend to place their wrong decision over the juniors; even they don't have any guilt feelings for their wrong deeds, eventually the ultimate sufferer becomes the juniors.
- v. I found performance was not a matter at all, personal relationship determines position and opportunity in newsroom and it was difficult for me as a woman to maintain good relation with boss. I couldn't smoke with bosses, play with them, chat with them in their room, go to party or any other programme at night what was very easy for my male colleagues. There was no proper evaluation mechanism. So, my juniors got double promotions and superseded me, for that they didn't need working experiences in senior positions but I was asked how many years I worked in a senior position while appointed. If I got any opportunity, my male colleagues commented that I got that because of my sex. They had very low perception about women.

4.3.6 Reasons behind the resignation of women

As masculinity is related to power, so the first question was, "What were the reasons behind the resignation of the women and how was it undertaken?" All the

participants were asked the same questions. The answers were received from the following categories.

There were two female reporters who are the staff correspondents of the television. They have answered to the question as in i-ii.

- i. One has resigned because; seniors always underestimated her and talked about her dress. One has resigned because the boss made a wrong decision about her and when she asked for explanation the authority could not explain properly and accepted her resignation.
- ii. Sorry to say but exactly I have no idea about resignation matter.

There were two male reporters in my research population. They have answered to the question as in iii-iv.

- iii. It depends on the attitude and behavior of the high-ups. Sometimes differences of expectations compel women to resign.
- iv. I actually do not know that answer. This is not only in case of female colleagues; in most of the cases, I do not know the reasons behind any of my colleagues (both male and female).

There were three female reporters who have resigned from the television have answered to the question as in v-vii.

- v. I resigned for a very personal reason of mine and it was taken very spontaneously.
- vi. I do not know the reasons of all female staffs' resignation. A new television show named editors' pick was launched in the television, the television needs

live guest and I used to arrange ministers or higher officials for this program. But the television used to keep them waiting for long time in the live program, thus the guests become very rude towards me. Repeatedly two times I had to go through the same situation. The seniors do not have minimum guilt feelings for that; moreover they wanted me to keep arranging guests for that program. As a result, I was not willing to do that, and then they said me to work in the national desk. I said that I am a reporter and I will not work in the desk. Moreover there were few decisions about my employment that came to me from others, not from my supervisors, of which one was a staff correspondent like me. I really did not like, but the seniors tried to legitimate their behaviour and I quit. Another case I have heard that a female deputy news editor was told to work as a desk reporter for the international desk whereas she expected to become the in-charge of the desk. So, she resigned from the television.

- vii. First, I found there is no professionalism in media currently. There is no standard evaluation or promotion policy, any salary structure. There is discrimination between men and women. I found professionally juniors were getting more salary in my last working place; management lied to me about it. In addition, they told I would be promoted as news editor soon but didn't see any sign of it. I felt it was a block position. So, I decided to quit. I submitted resignation letter on the ground of personal problem and they accepted it.

To justify the data collected from juniors, I have asked the same questions to three of the newsroom seniors who play decision making role in the television. Their answers to the question are as in viii-x.

- viii. Those women colleagues who have left their job from this television, most of them were offered better opportunities in other places. It is not that there was no push factor behind their decisions of leaving their previous position. Of whom few talked to me; those who started their career in this television, they claimed that opportunity of learning is very limited here. This is true that, by hand training initiative, activity and ability for fresher is limited here. But there is no example of leaving job from this television suffering from masculine disturbance.
- ix. Most of them have left getting better opportunities. However, for many of the women journalists, the management was not happy with their work. They were told to leave the positions by hints or in any other ways.
- x. The latest person to quit job in our television is a male worker. As for the latest female colleague to quit, she got a job in American Center and preferred her new job. We do not have any record of a female colleague raising issue of gender treatment as the cause of her resignation.

4.3.7 Getting senior positions

The Seventh investigative question was, “How did you get to the senior position?” Only the senior position holders were asked the same questions. There were one female deputy news editor (Resigned from the television), one male news

editor, one male senior news editor and the male chief news editor. The answers are written accordingly in i-iv.

- i. I had been working in Bangladesh media for 12 years. I worked for channel i since I was a student. Later, I had to face PSC examination to become Producer News in BTV. For, Maasranga TV I didn't know anyone senior, just sent a CV to its HR, they called me and was interviewed for the position of Joint News Editor. For this television, I was approached by a news editor and then interviewed. Then they offered me the position though I wanted to be a news editor.
- ii. I have not got any promotion to any senior positions. I was in the same position in my previous workplaces. In fact, no one gets the senior positions for their professional qualities and experiences only. Getting senior positions depends on the fulfilment of expectations of the management not only in Bangladesh, but also all over the world. It does not matter how much qualified I am, the management will never promote me to the Head of News, because the management considers how much trustworthy I am. Trust is the very important factor. The key positions are called political positions, because these positions are seen as political positions. For example, it is a very significant issue of who I will trust as the Chief News Editor. May be, he is less qualified than other news editors; but the key factor is, how much he is trusted by the management. This space of trust is not like, the television will elect someone by voting and this position will be given to

someone who has got the highest number of votes. Those who are trusted by the management will get the better positions.

- iii. Most of the cases of promotion took place by changing television stations. Once I got a double promotion normally, I was promoted from assistant producer to producer, but the salary was not increased in comparison with the promotion.
- iv. During my period of job in this television I was promoted twice. On both occasions I had to take wider range of responsibilities although my original line of work did not change. On both occasions experience and performance had been the criterion.

4.3.8 Authority given to female staffs

The eighth question was, “How much authority is given to female staffs in comparison with their male counterparts in the newsroom to make any decision? If less than men why?” All the participants were asked the same questions. The answers were received from the following categories.

There were two female reporters who are the staff correspondents of the television. They have answered to the question as in i-ii.

- i. Females do not make any decisions in our newsroom. It could be 2 in 100 if any decision is made by females. This is just not a problem of newsroom but of our whole society, which is a patriarchal one in such patriarchal society women do not get that opportunity as men to make decisions... But hope to see the change someday.

- ii. It is depending only on the senior's kind concern that how could I get the senior position. Though it sounds funny but it is the reality. In case of workplace authority woman suffer a large disadvantage. Example, wage in equality between male and female who hold the same designation.

There were two male reporters in my research population. They have answered to the question as in iii-iv.

- iii. Less than man, it is as because of male dominated society. Parochial mentality of the society.
- iv. I never saw women staffs are treated differently than their men colleagues. Our channel has 2 female assignment editors and the first ever female executive producer ever in Bangladesh.

There were three female reporters who have resigned from the television have answered to the question as in v-vii.

- v. The television has got the first ever female executive producer in Bangladesh as well as female input in charge (not sure about the designations) in Bangladesh. Both of the positions are directly related to decision making.
- vi. There are female journalists who work as deputy news editor and deputy assignment editor, but whenever they need to make any decision, they used to ask the seniors like news editor or head of input. So, I would say there is a huge gap between men and women in terms of decision making capacity. All the top positions like the head of news, Chief news editor, news editor,

all are occupied by males, That is why female journalists do not have any decision making capacity in the newsroom.

- vii. Not much. For day to day news operation, in less important issues opinions of women are considered. In terms of policy making issues most of the time ignored. Because, women are not in the top positions and boss are always right and they are all male.

To justify the data collected from juniors, I have asked the same questions to three of the newsroom seniors who play decision making role in the television. Their answers to the question are as in viii-x.

- viii. Participation of woman in the decision making positions of newsroom just has started. And there is nothing like the power of decision making is less or more due to being a woman.
- ix. We have not got that much qualified women in this television, rather we tried to put some of our female colleagues in the front positions, but they have consistently failed. Women cannot handle senior positions that much. We have given many high-level positions to many women willingly, but they could not manage their responsibilities properly. This is not like they were given less responsibilities due to being women rather they were given more responsibilities due to being women, so that they could improve their career; but we did not get that. We tried to evaluate some of them by giving great responsibilities so that they could move forward. Regretfully, nothing was new; they could not make any development neither of themselves nor of the television.

- x. In our newsroom the ratio of male-female worker is 65-35. We have three female positions among the top ten positions in the hierarchical ladder. A female colleague is heading the production line-up – the single most important department in a television channel. She is commanding over the overwhelmingly male dominated production team. We have two female deputy assignment editors who distribute assignments among the biggest team in the station. We have a female section chief in the international desk. This shows a properly balanced work space in terms of gender equality. There is no gender specific job in the television.

4.3.9 Difficulties to get top positions

The last question was, how difficult is it to get to the top and what are the steps? Seven junior position holders were asked the same questions, of whom three person have resigned from the television. The answers were received from the following categories.

There were two female reporters who are the staff correspondents of the television. They have answered to the question as,

- i. To get on the top, your hard work is not enough, which I feel now very strongly...you also have to do all the buttering your boss to get on the top...and we who cannot do so, no matter how potential we are we will always be in the lower position and work work and work.who can do the buttering they get the facilities, position and they are always in the good list of the boss

- ii. It is a tough challenge to make the top management answer for any discriminations, but in my opinion, the following can be the steps.
 - a. Take ownership and get support from the top.
 - b. Get support from every co-worker.
 - c. Identify the expectations of the work place.

There were two male reporters in my research population. They have answered to the question as in iii-iv.

- iii. Getting to top is pretty harder as you have to prove your quality not only as a reporter but also you have to show management quality, decision making ability and of course many other things.
- iv. One has to maintain lobby and keep pace with the groups who have influence over the high-ups and tops. One is to keep tab and track on how newsroom is run and how others maintain to get benefited.

There were three female reporters who have resigned from the television have answered to the question as in v-vii.

- v. The top of the pyramid always accommodates less people and it's tough to get in there. Working hard is the only and only step.
- vi. Very difficult, especially for woman! During my employment in this television, I have seen that those who have joined the television with me have got promotion so quickly. But I had to wait for long time. Those who got promotion so quickly, they are very close to the management, no matter how harder they worked.

- vii. Very difficult. Almost impossible. There are no formal steps to follow. Someone can be CNE or Head of news by chance or by luck like Munni Shaha. Otherwise, till to date news editor is the highest position for women in media in Bangladesh who are in desk, for reporter special correspondent is the limit. I don't see any senior women journalists working in media now I found them at the beginning of my career.

4.4 Analysis

In this section I will analyse the result of data. I will try to see if the data goes with the research objectives or not. The first objective of this research was to look at the issues those determine masculinity in the newsroom; who practices it and how? The second objective was to look at the problems that female journalists face at workplace, are they related to masculinity and how they respond to it. And the third objective was to look at whether women are given decision making positions and the reasons behind the result.

In case of the first objective, there were three investigative questions. I have found many literatures discuss that masculinity is related to power, so all participants of the research were asked what the power that come from senior position are. 5 participants out of 10 have claimed that seniors misuse their power. Two decision making position holders among three have agreed that this type of occurrences takes place due to inefficiency of managerial capacity and improper interventions whereas one said that using power is a way of management. There

were five women in research people, of whom three participants claimed that seniors misuse their power.

The participants were asked how juniors react to men in senior positions. Four participants out of ten answered that they react normally to men in senior positions. But there are different aspects of the answers, of which one is intimacy. In regard to this factor, I like to add the two male reporter's comment who shared how they use intimacy with seniors at office. One male participant said that seniors are sometimes intimate with the junior and he behaves with the senior in accordance with the intimacy while another male reporter added that he can always discuss and debate even with the chief news editor or Head of news. The person who works under the supervision of an assignment editor debates with chief news editor or head of news, he must be allowed by these position holders unlike female reporters. This is to be mentioned here that other male interviewees are working in the decision making positions and so they do not need to use the intimacy factor. On the other hand, one of the female reporters claims that seniors always pretend to be right even if they are wrong and they do not understand the logic and fact. As a result she keeps away of arguing with the seniors, it means female reporters are discouraged to argue with seniors as they their logics are not properly evaluated. Other female reporters also claimed that seniors tend to place their wrong decision over juniors, but interestingly male reporters do not have the same complains, rather male reporter said that they even can debate with the top most seniors! So the scenario of using intimacy with seniors are different among male and female and those who

have intimacy with seniors, they debate with seniors. By this it can be said that male reporters become close with the seniors and thus they get advantage at workplace.

No junior journalists have said that they behave differently with male and female seniors. But two senior women journalists who have resigned from the television have claimed that juniors like to see men in senior positions, no matter how capable women are. As most of the seniors in the newsroom, so it is very difficult to understand how different the reaction of juniors to women in senior positions is.

Based on the result found from the analysis, it can be said that the most significant issue that determines masculinity in the newsroom is poor representation of women in the decision making positions. As it is not practiced in the newsroom that women will make serious decisions in the newsroom, so juniors are not ready accept a woman in senior position. On the other hand, getting undivided power in the newsroom men misuse the power and build a boy's club where male reporters can create intimacy and get advantage of it. As women are less powerful in the newsroom, so they cannot create the same type of club. If they try to create intimacy among themselves, but that cannot help them, because all the decision making positions are occupied by men, in such cases a woman cannot help another woman. Women have to go to the male seniors and those who will be able to create the so-called intimacy they will get advantage. In this stage actually, women get harassed when they try to create that so-called intimacy. Because, the way of creating intimacy with seniors is not the same for men and women.

The second objective was to look at the problems that female journalists face at workplace, are they related to masculinity and how they respond to it. In case of the second objective, there were four questions were asked to interviewees. When they were asked how the working environment of the television is, 50% of the interviewees have said that the environment is comparatively better than other television channels in Bangladesh. The remainders raised some issues like lack of professionalism and opinion giving opportunity, insufficient toilets for women. One interviewee has claimed that there is only one female toilet in the each floor of the television whereas there are four male toilets in the each floor of the television. Using toilet is a basic need for a human and the television has ignored this need. When this sorts of basic needs remain ignored, then environment of any workplace cannot be any better, no matter how well furnished the television channel is. One of the decision making position holders of the television has accepted this accusation and he agreed that the number of toilets fall short in proportion of respective number.

The next question was if the interviewees get equal opportunity at workplace. Four female interviewees out of five have claimed that they did not get equal opportunity at workplace whereas one male interviewee out of five has claimed that he did not get equal opportunity at workplace. Nevertheless one of the decision making position holders says that there is no gender discrimination in opportunities practiced in the newsroom. As the decision making position holders are powerful, so they ignore what juniors are saying about equal opportunity. Ignoring the facts and others' opinion is the biggest sign of masculinity. On the other hand, the only

one woman who said that she got equal opportunity at workplace is a news presenter. Women in media are more likely to be used as a product and the scenario is the same worldwide. Even in the Arab media, women are using as product on the screen, so the news presenter is quite right that she gets equal opportunity at workplace.

The next question was only asked to women interviewees of the research population. All women interviewees were asked what sorts of negative experiences women face in the newsroom. Four women interviewees out of five have discussed about various negative experiences. For example, two female interviewees have complained about the hostile attitude of newsroom seniors. Of whom one has claimed that people shout at her without knowing clearly what actually happened and another interviewee explained about the negative experiences that seniors behave with juniors in such ways as they are talking to a domestic worker. It can be easily understood that who shout at her; those who have power they shout at her. As masculinity is related to power, so this negative experience of woman clearly establishes the masculinity in the newsroom. Another woman interviewee claimed that she never gets the expected outcome in terms of promotion and increment. A women interviewee who has resigned from the television has shared the most significant negative experiences. She has pointed out some sexual harassment that was mentioned in the first chapter, she claimed, “personal relationship determines position and opportunity in newsroom and it was difficult for me as a woman to maintain good relation with boss. I couldn’t smoke with bosses, play with them, chat with them in their room, go to party or any other programme at night what was

very easy for my male colleagues". As per Boland (2005), one type sexual harassment includes a situation where employment benefits are conditioned upon sexual favors. This interviewee also explained some other negative experiences such as improper evaluation mechanism. She said that her juniors got double promotions and superseded her, for that, they did not need working experiences in senior positions. Nevertheless, she was asked how many years she worked in a senior position while appointed. Moreover, when she got any opportunity, her male colleagues commented that she got this opportunity because of her sex. She claimed that her male colleagues have very low perception about women as if women have no ability. The only one woman said that she has no negative experiences, she is a news presenter and it was already mentioned that worldwide women get priority for highlighting themselves on the television screen as a product. So she got this opportunity properly to expose her on the television screen without any negative experiences.

The last investigative question of this research objective was what were the reasons behind the resignations of the women and how was it undertaken. There are two interviewees out of ten have said that they have no idea why the women have resigned from the television whereas other two participants described the reasons behind the resignation of women as unexpected situation occurred by seniors. But the women themselves have explained why they have resigned from the television. One female participant has said that she resigned from this television due to her personal problem whereas other two participants expressed their dissatisfaction upon the seniors and when they have placed their resignation letter to the management,

without improving the situation the management accepted their resignation. It means, the management intentionally created the situation, so that the women can start thinking of their resignation from the television. The same statement has been reflected in the statements of two decision-making position holders. Of whom one participant stated, "It is not that there was no push factor behind their decisions of leaving their previous position. Of whom few talked to me; those who started their career in this television, they claimed that opportunity of learning is very limited here. This is true that, by hand training initiative, activity and ability for fresher is limited here." It means women were sometimes pushed to resign. Another participant stated, "However, for many of the women journalists, the management was not happy with their work. They were told to leave the positions by hints or in any other ways." After this statement, if I come to decision that such situations as women were bound to resign from the television were made by the management. However, three participants in the decision-making positions, stated that most of women journalist resigned from the television getting better opportunities in other places. Here I get another clue that the television could not make justice to the hard work of the women employees and to what the women employees deserved. So, they quit getting better opportunities.

The last objective of this research is to look at whether women are given decision-making positions. In case of this objective, only the senior participants were asked how they got senior positions. There was only one female participant in my research population, who experienced hard to get promotion, moreover she

claimed that she was approached by a news editor and then interviewed. Then they offered her the position of deputy news editor though her desire was to be a news editor. On the other, a participant from the decision-making positions stated that he got double promotion. So, it is clear that men get promotion easily than women. It can also happen that who got double promotion; he is more competitive and qualified. However, when another participant stated that being trustworthy is the very important factor for getting key positions and without being trustworthy, quality cannot work for getting key positions. Therefore, quality is not the key factor for getting promotion. As men are holding the key positions, so it can be said that men trust men, which is a symbol of masculinity.

Again all participants were asked how much authority is given to female staffs in comparison with their male counterparts in the newsroom to make a decision. 50% of the interviewees have showed their dissatisfaction upon less decision making authority given to woman in the newsroom. Three interviewees mentioned about a woman who is heading the production team, I wonder why they are referencing production team whereas there is no woman in the decision making position in the newsroom, of whom, one is a decision making position holder also. There was a point of being trustworthy to get key position; this is may be one of the ways of being trustworthy to the management while the decision making position holder tried to refer the women who is leading the production team. Thus he tried to be more than positive meaning women are in the decision making positions in the newsroom whereas no women in the decision making position in the newsroom.

One of the interviewees said that participation of woman in the decision making positions of newsroom has just started whereas another interviewee claimed that they did not get qualified woman who can hold a decision making position. This interviewee is the same person who claimed that being trustworthy is the main quality to obtain a key position, then how come he expect quality to play a decision making role! Rather he can look for trustworthy women for running a newsroom.

Finally, the juniors were asked how difficult is it to get to the top and what are the steps. No one of the interviewees said that it is easy to get to the top positions. But, some have mentioned working hard can help to get to top whereas some others have less confidence over working hard. Three female and one male out of seven interviewees mentioned such ways as maintaining lobby with seniors, buttering them, having close relationship and getting support from the senior are the key to get to the top position.



CHAPTER V

CONCLUSIONS AND RECOMMENDATIONS

5.1 Summary

Journalism is a very creative field. Both men and women can play a very significant role in this field, but unfortunately this field is dominated by men worldwide. The scenario is the same in Bangladesh too. According to the Ministry of Information, currently there are three government owned television channels and 41 private owned TV channels in Bangladesh. But only two television channels have women on the top positions of newsroom, because the presence of women is not enough in this profession. The biggest reason for this absence of women is the strong presence of masculine practices in the workplace. To investigate how masculinity exists in the newsroom I chose the private television channel named “X” to conduct a case study on. Interestingly when I talk to the seniors of the newsroom, I have found some weird information about the key to get top positions in the newsroom. Two decision-making position holders out of three did not mention any requirements of having creativity or quality to get top positions in the newsroom. One senior mentioned that being trustworthy to the managerial position holders is the key to get top position whereas another mentioned that he got most of the promotions changing his television stations, the trustworthy factor also can play a vital role for changing televisions, as there are no formal recruitment procedures in Bangladeshi media. In most cases, media recruit experienced news personalities based on prior acquaintances. Only the remainder one mentioned that his experience and performance was the key to get to the top positions. So, it is clear

that the more you are trustworthy to the management the more benefited you are and it could be true for men and women both. This is the right place to explain why I described journalism as a creative field at the very beginning of this paragraph. At the beginning, I said that even a journalism degree could not help anyone to be a good journalist if the person does not have any creativity. However, here I see that being trustworthy is the key to achievement; media neither care about creativity nor experience in journalism. Now, the question comes, how can a person become trustworthy to the management and what are the parameters of being trustworthy to the management? May be there are many parameters of being trustworthy, but spending time with the decision making position holders is the key parameter of being trustworthy for sure. Of which reflection came to a woman interviewee's answer, she claims that personal relationship determines position and opportunity in newsroom. Sometimes it is very difficult to maintain good relation with bosses being a woman and passing time with bosses hampers women's personal life. In most cases bosses are male and being trustworthy requires smoking with boss, play with them, chatting with them in their room, even going to party or any other program with boss at night. The woman journalist who has a decent family, husband and kids may not allow her to do all these with her boss, but a male journalist can easily join his boss in all occasions anytime. Now a question automatically comes on when I state that only two television channels have women on the top positions of newsroom, how these women did achieved the top positions of these television channels! Now I need to look at the personal life of these women who went to the top positions of those channels. Of which one woman is a head of

news of a 24 hours news channel and she is unmarried. So, the given concept of being trustworthy is clear here, although I am not claiming here that the woman head of news went to the top position in this way. Another woman who is a CEO of a 24 hours news channel was only a news presenter in her early career, getting top position of a news presenter is quite unusual in media whereas news presenters have hardly journalistic knowledge. So, I am not counting her path as a usual way to get to the top positions, if she was a journalist then she would have been the examples of how to get to the top positions. This case is more unusual in the media of Bangladesh, because Bangladeshi media are more likely to recruit women as news presenter as a product. According to Leena (ed.) (2014), beautiful women are being used as product in the media and their key qualification is their beauty. The media does not verify their journalistic qualification or educational background; there are news presenters who have even not completed their graduation. These types of news presenters come to office just one hour ahead of the bulletin and go to the studio just having make-up; they even don't keep any idea of the news. Thus, media houses try to attract the audiences showing the beauty of female news presenters. Despite having religious value, this trend remained the same in Arab world too which I explained in the literature review section. Based on the literature it was found worldwide that aged news presenters lose their importance when they no longer remain beautiful and therefore drop out of these types of news personalities is very common in the media. So, here is clear how unusual it is for a news presenter to get to the top position of a news channel. She might have other qualities or very good connection with the owners who appointed her as the CEO. But most of the

female journalists may not have that much opportunity as like as her and this research is for general female journalists, not for over fortunate news presenters.

5.2 Concluding Remarks

In this stage, I want to go back to the research objective. At first I want to look at the issues those determine masculinity in the newsroom; who practices it and how. As I have chosen the Socialist feminism framework and the main features of this feminism are getting leadership and decision making authority at workplace. So, the issues are leadership and decision making authority those determine masculinity in the newsroom. If we take a look at figure-8, it becomes easy to identify who practices masculinity and how. The figure shows that women suffer from lack of decision making authority, so men are the decision maker. The figure also shows that women face difficulty to get promotion, therefore they have lost faith on hard work. All they do to implement masculinity at workplace is misuse of power, both men and women journalists have claimed it, but women are more sufferer than men.

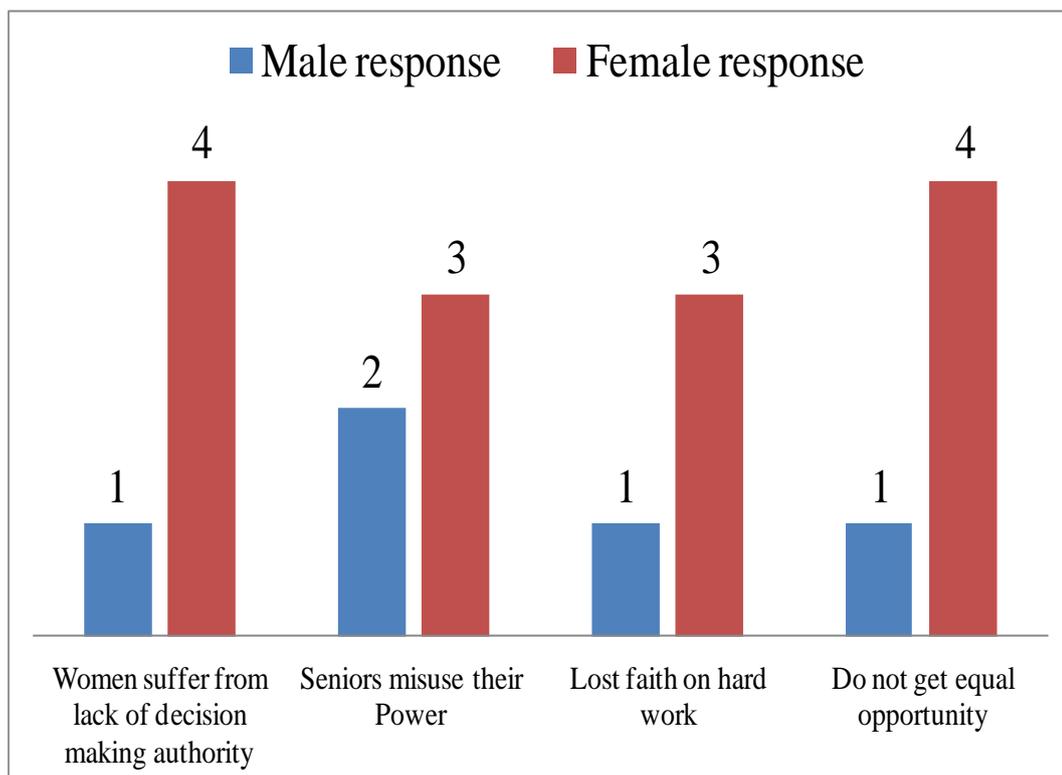


Figure 8: Common practices of masculinity in the television “X”.

Secondly, I wanted to look at the problems that female journalists face at workplace. The most common problem of women in this television is that women do not get equal opportunity. The female column is four times higher than the male column. This is also a very common practice of masculinity. At the last stage, women give up struggling and leave their job. Thus glass ceiling phenomenon takes place.

Finally, I wanted to look at whether women are given decision making positions; Why or why not? The figure 8 shows that women are suffering from lack of decision making authority in this newsroom. A news editor has said that decision making positions are like political positions which are given to the trusted persons, no matter how qualified the persons are. So, the owners of television channels cannot trust women to appoint them in the decision making positions.

5.3 Recommendations

When I am writing this conclusion, at that time a Bangladeshi woman journalist has just received an international award for bravery⁶. The Hefajat followers assaulted the reporter during her job on 6th April 2013. The attacks took place at Paltan and Arambagh when a grand rally of Hefajat-e-Islam took place at Motijheel. These sorts of adversity to women journalists are more than to the men journalists. There are many social stigmas, which often restrict editors to assign female reporters. People do still tend to believe female journalists cannot cover all assignments. Families are fearful too. Drop out of female journalists is still common here. Nevertheless, women are coming in this profession and the ratio of male-female worker is 65:35 in the newsroom of “X” television. Although the number of female is half of the number of male journalists, but the number of females journalists should be equal to the number of male journalists. Because journalism is an engendered profession, thus the newsroom should be an equal opportunity workplace. We do not need to go beyond Bangladesh, there was a milestone setting example of CSB television where female journalists outnumbered male journalists. In the first chapter I have discussed how the numbers of women journalists have increased in Bangladeshi media. I can say that the women journalists of Bangladesh have overcome the outer challenges of journalism whereas they are still fighting against masculinity to lift themselves up at such a safe and secured place as newsroom.

⁶ Bangladeshi television journalist Nadia Sharmin has received US award for Bravery on 7th March, 2015. <http://www.dhakatribune.com/bangladesh/2015/mar/07/nadia-sharmeen-receives-us-award-bravery>

Even though the number of women journalists present in the media of Bangladesh is very small, it is substantial. The shocking matter is the glass ceiling phenomenon took place in the media severely. Hence, I recommend a further study on women's leadership in the media of Bangladesh. May be, this study can open up the eyes of the entire media how media can be an engendered sector.

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APPENDIX I

EXPERT OPINION -1

Interviewee: Sabir Mustafa, BBC Bangla

Subject: Masculinity in newsroom

“Attitude remains a strong barrier to women’s progress in the media. At present, much of the media including television channels remain a ‘boys club’. Recruitment and promotions often happen on the basis of ‘recommendations’, and such ‘good words’ from men tend to favour other men. Important, career-defining assignments are more likely to go to men than women. Responsibilities for major projects are more likely to be given to men than women. In short, men still prefer to trust fellow men with difficult jobs, than women. Prejudices can run strongly i.e; ‘women can’t develop sources’. ‘Women can’t work long hours because they have family commitments’, ‘women have regular health issues’ etc etc. Such attitudes naturally work to put women at a disadvantage. While television offers women opportunities for progress and many young female graduates are taking up television journalism as a career, these attitudes and prejudices will continue to put blocks on their progress.”

EXPERT OPINION -2

Interviewee-Tushar Abdullah, Somoy television

Subject: Masculinity in newsroom

“Television reporters mainly come from newspapers. Most of the newspapers had one female journalist to cover the beat of women and children until the 90s. Only two female reporters worked at ETV in 1999. They also worked on women and children. There were only 6-7 female reporters found in television channels until 2005-2006. There were more than 60 % female reporters at CSB in 2007, but they were not in powerful positions. Somoy television has brought the revolution; there were four female news presenters from the beginning of the broadcast of Somoy television. Now, there are nine women leading different teams at Somoy television. There are female news presenters and talk show hosts in other televisions; primarily it may seem that females are very powerful in those televisions, but their bosses are men. In contrast, men are supervised by women at Somoy television.

The reason behind the lack of female leadership is the unavailability of a good working environment. Masculine interference restricts the women from doing their jobs in their own ways. Since I took the charge of the Input, whenever I wanted to assign a female journalist to cover election reporting or crime reporting, I was ordered to give the assignment to a male reporter. Why does not a girl cover political beat or any disaster beat? These types of masculine attitudes still exist. Those who are leading the media do not have media literacy; they are leading the media houses with the concept of running newspapers in the 80s, not even with the concept of

running newspapers in the 90s. They do not let women go forward. They think that women will only work on women and children affairs, entertainment and desk jobs. We could not get out of the mentality of the 80s yet.

Interferences from the families also take place, because women are not being able to work safely in many television channels. I discuss it openly that television channels are still not safe for women. Many of my colleagues stand against sexual harassment of women. I ask them if they have been able to make their workplaces safe. Actually the leadership of women has not grown up due to the unsafe workplace. Those women who are currently working in media, I get confused of how many of them have got their positions with their merits and efforts. Many of them are not qualified; they are not even willing to do their work properly. But they are more highlighted than many qualified women; they take tea and pass time with their bosses. In contrast, there are many highly qualified women in media and we are not letting them to be established in their positions, because they do not pass time with their bosses. I personally know many women journalists who are very qualified, but they are not being promoted. As a result, they are leaving this sector with anger and frustration. Those men who are working in the media are working as men, not as leaders”.

Expert opinion-3

Interviewee-Nazmul Ashraf, Deepto TV

Subject: Masculinity in newsroom

The form of masculinity in television newsrooms is not different from other institutions, because all men are same regardless of their social and economic status. There are hardly any progressive and broad-minded men in our society who treat women as human beings. Though men of different professions treat women as human beings, in their personal lives they do not treat women as their equals. The effect of masculinity in the newsroom depends on the persons in higher positions such as the Head of News. Unfortunately, the mentality of most of the highly positioned persons in the newsroom is not favourable let alone be respectful to the women employees. The number of women employees in the newsroom is very small and this number is smaller in decision-making positions. As a result, women cannot contribute to any decision-makings in the newsroom.

Though female journalists are part of media from the very beginning of television journalism, they only work in the first or second stratum of an organization. It takes a long time for the women to get hold of senior positions. Nowadays there are a few women journalists in important senior positions. Women have to face a lot of difficulties to be promoted to senior positions. Moreover, there is a lack of qualified female journalists. Some of the obstacles faced by the women are family attachments, incapability or obstacles of working with the same rhythm of men, etc. Besides, many female journalists do not take their professions seriously or they do not have any commitments to their professions. Many female journalists

cannot compromise with their social and family lives to progress in their professional lives. However, the biggest challenge for the female journalists comes from the masculine mentality of their male colleagues, leaders or bosses. Their male colleagues or bosses cannot rely on them; in fact the result of reliance is not so good. Moreover, female journalists have bad names for enjoying extra facilities in their workplaces.

There is hardly any reflection of women's contributions to decision makings regardless their high percentage of participation in the newsrooms. Despite of so many obstacles, female journalists keep working in their respective places. Though they have bad names for many things, they are progressing in the industry. One day, they will lead the newsrooms.