

## **Chapter VI:**

### **Conclusion**

This study's findings provide a snapshot of working women journalist Delhi-NCR. It had three primary goals: (A) to inquire Family and Social Life (b) to explore Working Atmosphere and (c) investigate how Indian Government and Legal Policy support working female journalist. Aligned with these objectives, two hypotheses included (a) Family and social responsibilities are the major hindrances for the working women journalists to continue their job. (B) Working atmosphere and legal protection affects the motivation of working women journalist. It is difficult to discuss these findings separately. To the extent that these goals could be separated, the observations from participants' narratives have been individually explained and analyzed in their respective chapters. In a more all-encompassing collage of the experiences and realities of this study's participants, the following discussion free flows in spirit just as the experiences and lived realities of my participants, but nevertheless attempts to coherently articulate the tapestries of Indian working women's Journalist lives.

An overall analysis of the studies conducted about the role of working woman journalist in our society has revealed that for long, it has remained largely dependent on traditions guided by social ethos. Her place has been closely associated with the home and the family. The entire sphere of female activity in our society remained limited within the four walls of the house. The social position of women, however, has been undergoing a series of profound changes in recent times all over the world including our society (which has been analyzed in Chapter 4). Consequent to this social evolution, woman is emancipated from her tradition bound ethos. One of the main enduring consequences is that women have come out of the four walls of their homes in search of economic gain as well as fulfilment of their personal hopes and

desires. By coming out of their homes in the gainful employment, women have broken the traditional notion that working outside is derogatory to them or that only under gross economic necessity they can work outside of their homes. Today, by and large, it is admissible even for married women to take-up a gainful employment. By doing so, married women have assumed novel responsibilities; responsibilities of an employee. To their old roles of mother and wife, new role has been added, i.e. The modern role of a wage earner. The demands of home and work are often antagonistic in nature. Under the impact of antagonistic dual demands of home and work, a working woman is proven to experience role conflict. An overall analysis of the studies conducted about working women Journalist in Delhi- NCR as well as in other parts of the India (which are already analysed in Chapter 1 and 4) lead, thus to conclude that multidimensional factors are responsible for producing role conflict in working women Journalist. Depending upon the nature of these variables, the role conflict increases or decreases in working women. It is also necessary to find out how the working women overburdened by the dual responsibilities resolve, the conflict and make adjustment between the two roles. Keeping the above things in view, the present investigation made an humble attempt to assess and find out factors which produce the role conflict among the working women. The analysis of the existing literature on this subject indicates variety of determinants which in one or the other way affect or influence the role conflict among working women Journalist.

The present study concentrates on some of these determinants and accordingly divides them into home role and job role. The determinants which have been studied and analysed in family role are family obligations, child care, availability of domestic helpers, time-conflict, attitude of husband and in-laws towards the home role of working women. In the job role the determinants which have been analysed are motivations for job, job satisfaction, time conflict, orientation towards occupational mobility, attitude of husbands to occupational mobility, attitude of husband and in-laws towards employment of working women, attitude of employer towards woman employee. Besides these determinants, the study evaluated the relationship between the age, occupation and education of the working women with role conflict experienced by them. In this chapter the summary of all the findings has been presented.

After collecting data and their analysis and interpretation of the

questionnaire we evaluate that the status of women journalists in NCR Delhi. The maximum problems that female working journalists face due to transportation and communication in their offices, in field reporting, and also to discover the factors due to which females are reluctant to join this profession. As the objectives of this research, a number of questions were kept in the questionnaire of this research to get maximum information about the problems of female journalists. The problems that appeared after interpretation clearly shows that most of the problems they are facing while performing their duties in the field work and reporting, and also the low induction of female in the field of journalism are because of security of the working woman in NCR Delhi

The conclusion which emerged from the findings has also been outlined as under:-

Out of total 400 respondents 212 (53%) of the respondents said that their job strongly affects their personal and social lives and among these 160 (40%) respondents were having experience of 1-5 years and 5-10 years. It means in lower ages and experience over 10 years has fewer problems from family and society.

280 (70%) out of the total 400 respondents replied that the job of a female create hurdles in her marriage out of which 92 (maximum) respondents were having an experience of 1-5 years. Mean while 120 (30%) of the total 400 respondents said that it would not leave any affect on the marriage of a female.

Only 88 out of 400 of working journalists have 7-8 working hours and out of them only 28 respondents feel that their job is secured. Out of 400 respondents 240 are having working hours 9-11 hrs and only 72 have 12 & above working hour. But the data shows that the worker having more working hour has more job security.

This research has found, the problem to female journalist within the organization, the support of management and the bureau chief are satisfactory. Especially 368 (92%) out of 400 respondents were satisfied with their Bureau Chief. Cooperation of the male colleagues has been found in the above table is not very encouraging. Only 56% told that they are cooperative, while 46% were not satisfied with their colleague's response. They are not cooperating in the fieldwork.

This research shows the gender discrimination in the office in NCR Delhi is very low. Only 64(16%) out of 400 respondents said about gender discrimination in the office. 180 (45%) accept that they get favour of being female, while 152 (38%) said that they get normal treatment in the office.

During Reporting 48 (12%) said about gender discrimination and 248 (62%) said that the face favouritism, while 104 (26%) said that they get normal treatment. As far as the management is concerned 84 (21%) respondents said they are discriminated on the basis of their gender, while 92 (23%) said they get favour. Majority 224 (56%) said they get normal treatment from the management.

The problems to female Journalists during reporting have been investigated in this research and its relation was found out with the causes of these hurdles. Majority of 267 (66.75%) said that they faces hurdles and problem from crowd/ general public while covering an event in the field and 46 (11.5%) said that they face problem from their colleagues and 87 (21.75%) of 400 said that do not face any problem.

Level of awareness is not satisfactory. Only 10 % of working women journalists are aware about their rights. 60 % working women journalist are half aware and 30 % journalist do not know about their rights.

This research shows 76% of the working women journalists do not have affiliation with NGO. Only 27.5% working women journalists have affiliation with NGO. When we made a deeper probe as to why they did not like to participate in NGO or journalist organization? The reply of sample respondents was highly realistic. They said that the participation with NGO or organization is a full time job in itself. If you want to be a successful journalist, you have not to ignore NGO and Organizational activity.

This research has explored the causes of low inductions of female in Journalism on the basis of experience. Out of the total 400 respondents, 224 (56%) declared that they themselves don't want to be journalists. There are various career options are available these days such as medical, fashion, banking, teaching and other options are more suitable for them. 80(20%) respondents accept that family restrictions are there, while 96(24%) said that they are not Properly Guided at Educational Institutions.

Governments of India has expressed renewed concern about improving the performance of their services in view of the important and increasing role played by them in the strategies for national development.

The status of working women journalist is also low even in other aspects. The low status of women journalist is the outcome of a variety of causes in which patriarchal values reinforced by tradition, media and other socio-political institutions play a major role.

Although all laws are not gender specific, the major provisions affect women significantly. Amendments have been periodically carried out to keep pace with emerging demands. They include, among others, the following:

1. Working Journalist act 1955 : The Working Journalists & other Newspaper Employees (Conditions of service) and Miscellaneous Provisions Act, 1955
2. The Equal Pay Act of 1963
3. The Sexual Harassment of Women at workplace (Prevention, Prohibition and Redressal) Act, 2013
4. Majithia wage boards for journalists and other newspaper employees

The Delhi Shops and Establishments Act 1954 outlaws any establishment allowing women to work between 9 pm and 7 am in summer and, 8 pm and 8 am, in winter. 1954 Act regulating work hours, pay and so on is one of two dozen laws on matters ranging from minimum wage to gratuity the city's understaffed Labour Department enforces.

Women journalists frequently experience verbal or physical harassment in their working environment. Sexual harassment may come from their own boss or colleagues, or even from people they interview. However, if the female journalist raises formal complaint against the transgressor, she may be viewed as overreacting or the fault may even be placed upon her. And to be sure, there will be more bumps along the way in her career as a newswoman. Women Journalists are Stereotyped Despite of the accomplishments of a woman journalist, her professional qualifications are often ignored due to stereotypes. Since most of the time these superiors and the interviewees are men, society rather believe that woman journalists carry out sexual favours in order to obtain exclusive news than to believe in their professionalism.

Another way women journalists are stereotyped is the belief that women are only good for embellishment. The fact is, some media put more weight on the women journalist's appearance than her qualifications, especially on the television news.

After Nirbhaya case in Delhi, the Delhi was declared, 'The capital of crime against women' by the media. Such incidents has adversely affected on prospect of women joining the journalism. Most of the respondent accepted that they are scared of commuting alone in the night. Now, many families are considering journalism is not fit for women.

At the workplace, it is a daily struggle for the women especially when they are beginners. A young girl sub editor in a Hindi daily said her male colleagues tended to blame her for any mistakes in the copy. They try to suppress the girls professionally constantly finding fault or criticising her performance. She quit after three years. If the girls get emotionally involved with their male colleagues they face humiliation daily.

Women are also vulnerable to being exploited. They are given work like doing a survey of readership habits or a research project or even asked to work on trial. Payments, if made, are meagre and delayed. One girl had to approach the managing editor of an English daily to get the payments due to her. In another instance two girls were recruited to carry out a survey of readers and were promised a job at the end of it. They were neither paid nor given the promised job. One of them simply stopped asking for her payment. The other made an issue of it, represented to the higher ups and was finally recruited.

In most of the newspaper's offices, there find no women friendly environment. Since women are dwarfed by the huge male presence they feel intimidated by their male colleagues, even though some of them are decent and helpful. There are newspaper offices that do not offer a separate toilet for women. If a male apprentice fails to perform a job it may go unnoticed with the hope that he will improve one day. But the same failure will earn for a woman as additional remark that women are not made for the job. Nowadays women have become a force in the media.

### **Scope for further work**

1. It would be very interesting and effective to conduct another study within the same area of research, with the incorporation of more number of case studies

of different states will give more integrated result to the topic and better utility to the media persons as well as the working women journalists.

2. Here the study concentrates only on status of working women journalists in Delhi- NCR, while a comparative study of other states on the working women journalists would be an interesting study to analyze the regional variations in multi- linguistic and multi cultural, diversified country like India. It will be an interesting piece of information for the working women journalists and the media persons as a whole.
3. It would be interesting to conduct a study on the women stereotype.
4. Here the study focuses on the status of working women journalists in various media organizations starting from the work place to the HR policy but it would be more interesting if the future research will be carried out on National Media organizations and the status of working women journalists at state level. It will provide more insights.
5. It would be more interesting to understand the perceptions and attitudes of female journalists of regional level i.e. the state level regarding their participation in the National Media industry.
6. A comparative study on the status of Web journalists and Television journalists can also be made in order to understand their perceptions at a deeper level.
7. A study incorporating many variables will be of great use for further research.