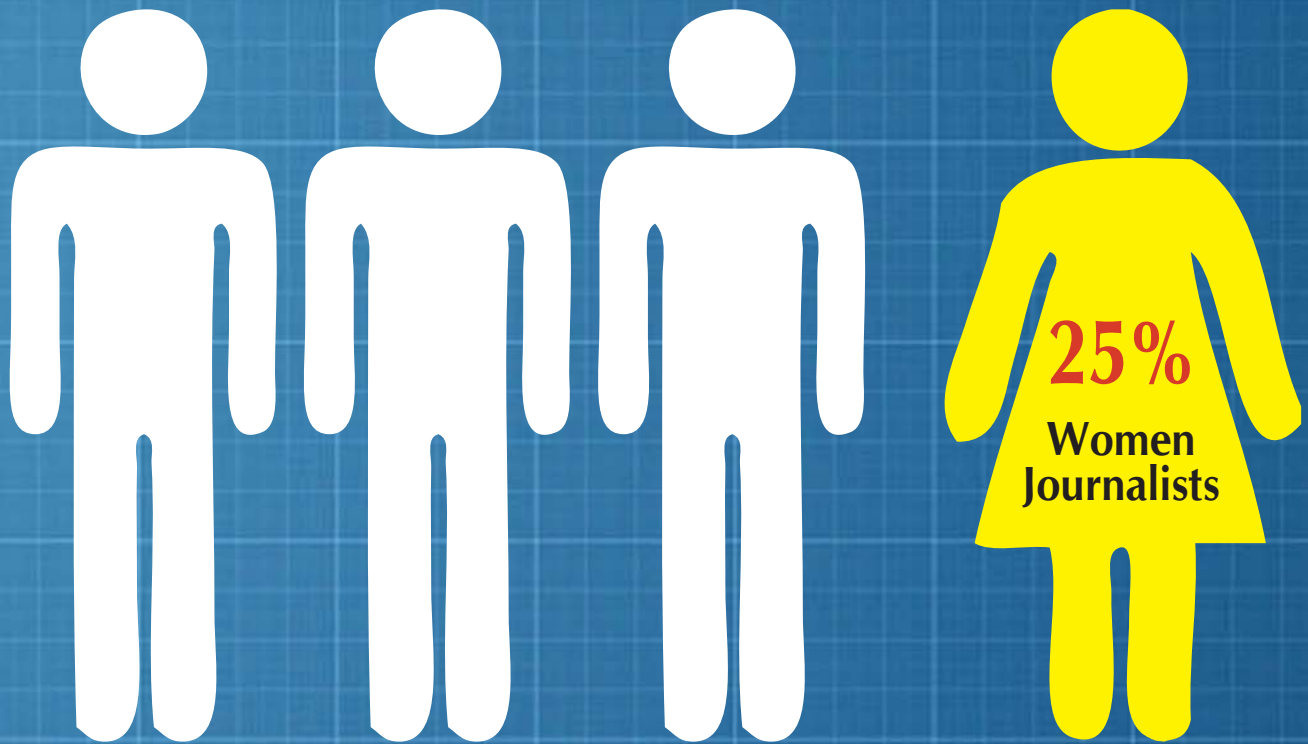


# Women Journalists in Nepal

Research on professional status of women journalists in Nepal





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**SANCHARIKA SAMUHA**  
FORUM OF WOMEN JOURNALISTS & COMMUNICATORS

**Sancharika Samuha**

2072 B.S.

# Women Journalists in Nepal

(Research on professional status of women journalists in Nepal)

**Sancharika Samuha**

2072 B.S.

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# Preface

Sancharika Samuha, a forum of women communicators, was established in 1996 with an aim to support women journalists and widen women's space in the media. Since its inception, this organization has been relentlessly working for professional and qualitative growth of women journalists. It has planned, developed and executed a number of projects and programs for their capacity enhancement and professional rights. It pressurizes policy makers for gender – friendly laws and policies and coordinates with all the concerned stakeholders for better representation of women in the journalism field.

Sancharika Samuha keeps a close eye on women media workers and the media as a whole in Nepal. It also keeps systematic records of all the available data, information and analysis related to women journalists and their issues in form of audio and video tapes, journals and books. So far, it has published dozens of journals and a few research reports on the issues of women and women journalists; and the current report 'Status of Women Journalists in Nepal' is one more contribution to this field.

In 2011, Sancharika Samuha had carried out an in-depth research on Kathmandu based women journalists. The report revealed several interesting aspects of the journalists in the capital but it threw no light on the status of women journalists countrywide. We felt the need to know the exact situation of women media workers across the country, and that was how this survey took place. This study talks in detail about social, economic and professional status of women journalists in Nepal, and the entire media sector to some extent. The situation, according to the research, is not encouraging. It calls for the need to bring in more women and ensure their meaningful presence in this field. It discusses suitable plans and policies to retain capable women journalists in the media.

Amid very low presence of women in the mainstream media, the study asks the government, media houses and chief editors, among other stakeholders, to play better roles for fair representation of women in the radio, television, online and print media.

'A national policy for the professional growth of journalists, with the special focus on women journalists' and its honest implementation is the need of the hour, according to the research. For instance, ensuring minimum salary to the working journalists could be one of the most important and urgent demands to be fulfilled. Similarly, we found that women journalists are in utter need of effective trainings and programs for their self – confidence and professional advancement.

The research has also revealed that the media houses, whether big or small, lack gender policies and programs. For equality in this sector and also to counter gender-based violence in the workplace, the media houses are suggested to compulsorily and promptly introduce gender policies. As a huge number of women

journalists have cited ‘the lack of due response’ as the reason behind why they hesitate to be vocal about gender – based harassments, the research also calls for a help desk in the media organizations.

Similarly, during the group discussions, it came to the fore that chief editors of the influential media houses in the capital are not much gender sensitive. They seem to have failed to understand why journalism is not yet an attractive field for women. Odd working hours, stark gender inequality in the media houses, financial insecurities, lack of transportation facilities, discouragement from family members and inevitable domestic responsibilities are some reasons why women often quit journalism. The chief editors are thus suggested to understand the ‘different’ problems of women and address them with higher sensitivity. They need to give more facilities, opportunities and priority to women as the ‘special’ treatment is mandatory for women’s better participation in the media. Though they may find it challenging, the research suggests that women journalists should be encouraged to cover ‘mainstream beats’ like politics and defense as well. Female journalists should be prioritized while providing capacity building and exposure opportunities.

Similarly, the research states that the media organizations have also not done enough to unite and strengthen women journalists and boost their confidence, though they could have easily provided such a platform. The media organizations are expected to come up with gender focused plans and policies and implement these honestly.

Overall, the research has felt the need for stronger coordination between all the stakeholders for professional and quantitative growth of women journalists in Nepal. Amid a long ‘need to do’ list or areas to intervene as per the research, Sancharika Samuha expresses its firm commitment to playing a pivotal role towards meeting the goal.

We would like to express sincere thanks to each and everyone connected with this research. Special thanks goes to former president of Sancharika Samuha Babita Basnet, journalists P Kharel, Mohan Mainali, Taranath Dahal, Shiva Gaule, Prateek Pradhan, Tirtha Koirala and Rem Basnet for their valuable guidance for the research. We are grateful to Montessori Rajbhandri (radio), Deepa Gautam (TV) and Yashoda Timilsinna (newspaper and online) for their support during field visits and preparation of questionnaire.

It was very challenging to reach out to different parts of the country and make the women journalists and media centers and organizations participate in the research. We are very much grateful to all those who extended their support during the research work in different districts. Bringing out the research in the form of a book would never have been possible without consistent support from the current working committee of Sancharika Samuha and the entire Sancharika Samuha family. We would love to thank all those who have directly or indirectly contributed to the research.

We apologize for not being able to complete the research on time. The devastating earthquake of April 2015 followed by the southern economic blockade posed serious hindrances while collecting information. However, we are glad that the goal is accomplished now. We have the final copy of the research, which can safely be termed as ‘a window to Nepalese women journalists’. Errors found in the book would definitely be corrected in its next edition. ▲

**Nirmala Sharma**

President

Sancharika Samuha

## Brief summary

This research has shed light on various aspects of working women journalists in Nepal. Their quantitative and qualitative influence in journalism has been analyzed from different angles.

Out of total 1,143 women surveyed, 26.6 percent were just from the Kathmandu valley and the rest from other parts of the country. Women aged between 20 to 30 years were found most active in journalism. The majority of them work for FM radios with their share as big as 62.1 percent. Domination of women journalists from Bhramin and Chhetri castes was evident in the research. 58.6 percent of the surveyed women belong to Brahmin and Chhetri castes.

Only 21.9 percent of women journalists have pursued professional journalism courses in college. Not more than 41.8 percent of them have completed Bachelors level. Other journalists are lowly educated though they have received short or long-term trainings on media topics.

Very few women in Nepal occupy influential posts in journalism. Only 2.9 percent of the women were found to be bureau chief/senior correspondent in the mainstream media. As some women have run their own publication centers, 8.1 percent of the women were engaged as editors. Similarly, 2.7 percent are publishers or managers. Most of all, 41.5 percent of the women are news readers/program presenters, 29.3 percent of women are reporters/sub editors while 46.5 percent of them told that they follow soft social beats. Very few of the women report on politics, economy, defense or international relationship, among other 'mainstream' issues.

The women journalists state that the media houses are not fair while giving them promotion. In the survey, 47.4 percent of women journalists told that they were given promotion in due course of time while 35.6 percent of them reported that they have never been promoted. Almost one third of women were seen to have changed the working organization due to irregular payment and lack of opportunities, motivation or encouragement. Similarly unhealthy environment in the workplace and personal or family issues were also cited as reasons to quit the job. Low or irregularly paid salary was the reason why 27.1 percent of women changed media organizations.

The women journalists say the working environment is not so good, though 'some improvement has been seen over the years'. Most of the respondents (73.3 percent) of the women say their colleagues are supportive, 51.3 percent said that they would like to continue with the job while 19.3 percent of women told that they might quit. The major issue was that of the payment. 41.4 percent of women journalists reported that they are not getting even a minimum salary and 84.1 percent of these journalists to state so were from outside the valley. According to 19.2 percent of the respondents, they starkly feel gender discrimination

regarding payment. Similarly, 24.9 percent of women told that their organizations discriminate against them while handing over responsibilities.

Women journalists lament that the lack of transportation service is their biggest headache. According to 56.2 percent of the respondents, poor transportation service badly affects their efficiency.

As per the information provided by 907 media houses across the country, out of 2,194 working journalists in the capital, 462 are women. This means, 21.1 percent of the working journalists in the capital are women. Outside the valley, the total number of journalists, as reported by the organizations, is 5,244 and 26.7 percent of them are women.

Women are seen more engaged in radio than the print or other media. 47.9 percent of the women work in radio while 40.5 percent are associated with the print media. Similarly, 10 percent and 1.7 percent of the women work for TV channels and the online media respectively.

The study shows only 2.4 percent are women among 41 chief editors across the country. Among 47 executive editors or managers, 4.3 percent are women. Only 11.1 percent among 777 editors are women.

In the case of the media houses in the capital, only 1.5 percent of the 68 editors are women. No single woman is chief editor in influential media houses based in Kathmandu. The study also found sheer lack of gender policy in those media.

Among the respondents countrywide, 61.9 percent said that there is no gender policy in the media houses. While 23.5 percent of the respondents did not like to reveal about the policy in their workplace, 14.7 percent of them stated that they have a separate gender policy in their media houses.

Quitting this profession midway has been identified as the major setback to women's role and influence in the journalism sector. According to the editors or editorial teams in the media houses, women 'lack the needed competence or efficiency' to move ahead in the field. However, some editors appreciated women's dedication and seriousness towards their profession.

As per the data of the Federation of Nepali Journalists (FNJ), only 16 percent or 1,613 among 10,095 of its general members are women. Similarly, Press Union reported that it has 12 percent women as general members, while Press Chautari and Krantikari Patrakar Sangh stated to have 12.2 and 12.6 percent of women as general members, respectively.

Officials at different media organizations have cited women's negligible presence in media as the main reason behind the lack of women's leadership in this sector. Remarkably, some organizations revealed that they do have reservation policy in order to bring women to higher positions within the organizations. ▲



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**Introduction**

Chapter



## 1.1. Background

Due to its job nature, challenges in the journalism sector turns out to be more serious for women than for men and it is a global phenomenon as shown by various studies. In a patriarchal social structure, deep rooted discrimination against women automatically limit their personal development, social contacts, professional horizon or performances and women journalists are equally affected by it. Till the mid 20<sup>th</sup> century, women had to face extreme level of humiliation and hindrances if they wanted to leave their mark in the media. However, some of the women dared overcome the challenges and could set good examples. In the context of Nepal, women were visible in the media just in 2007 BS. However, their number was negligible as in any other profession due to social and domestic obstacles.

In 2007 BS, Nepal's political scenario changed for good. The newly introduced democratic system granted women equal legal rights. As all kinds of legal discriminations were erased by the new constitution, women could breathe an air of freedom and liberation. That proved a milestone for women's empowerment in Nepal and the result was ultimately also seen in the media sector.

In 2008 BS, a monthly magazine called 'Manila' made an entry. The late Sahana Pradhan and Kamakshya Devi were co-editors of the Nepali language magazine. This first magazine in the country, having involvement of women, had Shalwanti, Madhukari and Pramila as its sub – editors. Mayadevi would look after the managerial parts.

In the same year, 'Prabha' month magazine and a year later, 'Prativa' monthly magazine appeared in the market. Priyadamba Sharma and

Kuntidevi were the editors of the two magazines, respectively. In 2010 BS, another monthly magazine called 'Jana Bikash' came to the fore. Ramadevi was the editor of the magazine that survived just for a year.

A year later in 2011 BS, Ramadevi tried hands at fortnightly magazine 'Jana Sahitya'. As Civil Rights Act – 2012 had given women equal right of expression and publication, more women were showing an interest in journalism.

Despite such an independent beginning of women's role and space in the media decades ago, women could not really make a huge difference until later. For instance, women did not enjoy an influential role in media even in 2046 BS, when People's Movement was underway. The end of the movement and the new political atmosphere brought about some change. The new political and social atmosphere favored different sectors for equality, including the world of journalism. As FM stations and other media mushroomed post People's Movement, women in towns and villages could directly connect to this exciting world. Though women need to travel a lot to keep pace with men, they have indeed shown remarkable presence in the media after 2046 BS.

A Kathmandu based study by International Federation of Journalists (IFJ) shows that women journalists face way more hurdles than their male counterparts face and consequently, the women are lowly rewarded in terms of professional and economic satisfaction. The study was carried out in March 2015. In this context, few issues could be discussed. For instance, what sort of challenges the women actually face? Why are women not much attracted to journalism? What actually is the situation of women journalists in Nepal?

Why a few women have reached senior posts in this sector? Are the current laws, provisions, and infrastructure related to media and communication women friendly? What should be done in order to draw more women to this field and retain them?

In order to make journalism more attractive for women and ensure both their qualitative and quantitative growth, the above-cited issues need to be well addressed.

## 1.2. Purpose of Study

Sancharika Samuha advocates and conducts programs for gender equality in the media. Through several kinds of specific and general studies and findings, it tries to bring the situation of women to the fore. For quality enhancement of women journalists, it organizes programs on a regular basis. This study has tried to focus on the current situation of women journalists associated with the print and electronic media across the country through several angles. The research sheds light on professional, economic, social, cultural and psychological aspects of women. The study also aims to bring out the viewpoints of the mainstream media stalwarts on women journalists, so that the gap could be easily filled. Point wise, the purpose of the study could be listed as below:

- Finding the number of women journalists across the country
- Categorizing them on the basis of caste and ethnicity
- Shedding light on their job nature and the atmosphere of the workplace
- Discussing their major problem
- Discussing their financial status and how that has affected their continuation in media
- Finding the number of women in the top positions in this sector and knowing about their job responsibilities
- Finding the number of women journalists who have taken the membership of their professional organizations

- Finding the number of professional organizations the women themselves have led
- Discussing the policies of professional organizations of journalists in relation with women journalists
- Shedding light on gender policies of media houses
- Focusing on the exact situation of women journalists in Nepal and suggesting the stakeholders to address the issues.

## 1.3. Limitations during research

The situation of every woman journalist cannot be same due to differing personal capacity and quality and different policies and environment of media houses. This very study has tried to analyze things based on such differences as well. The study faced a constraint due to the lack of information as some women journalists were not willing to share their experience. Similarly, some media houses were also not supportive. The study constraints are discussed below:

- Some women journalists were found reluctant to publicly reveal bitter realities of their workplace though they were vocal about them during personal talks
- In a few cases, the study was based just on phone interviews as the women were not physically available
- Some women journalists who denied to share information have not been included in the research
- The information provided by media houses and organizations have been analyzed without further verification.
- The study has tried to focus on the general nature of incidents rather than incidents themselves.
- Six central-level organizations that work for welfare of journalists have been included for this research. Since the organizations could not provide detailed information or data on

journalists outside Kathmandu, the analysis has been based on whatever information our researchers could collect from their district-based division offices.

- Target group discussions were carried out on a regional level as doing that on a district level was not possible due to financial constraints.
- Active journalists were motivated, trained and used as researchers.
- Media houses and organizations that came in existence after this research have not been included for any kind of study.
- As some journalists from outside Kathmandu

were found to be working in more than one media house, their count have been considered accordingly without verification

- Regarding online portals, it was challenging to collect data due to the vague definition of online services.
- The devastating earthquake of 25 April 2015 followed by the Southern economic blockade did not allow us to meet the deadline.
- Due to a long time gap between the initial phase of research and its final presentation, it might not show the exact picture of the current media world in the country. ▲







# Pre-research summary

# 2

Chapter



Women are making better presence in the media globally. However, they are still not on par with male journalists. Women journalists are facing particular challenges just due to their gender and there is a need to identify such challenges and address their concerns. This research has tried to dig out all such inconveniences of women media workers.

In the context of Nepal, several researches on media and female journalists has indeed been done at the international, regional or national levels. These studies have also tried to understand the reasons behind women's low participation in the mainstream media and their poorer social and economic status. What was missing in the earlier studies was however the lack of focus on women's presence or absence in the top positions in the mainstream media. This study has tried its best to cover every aspect of women journalists, including the exact scenario on the top posts. This research, hence, tries to give every answer related to the status of women journalists in Nepal.

Sancharika Samuha had done a few researches on women journalists earlier. Here, it might be relevant to discuss some of the findings.

In 2005, Sancharika Samuha had publicized a report on women journalists. The study had mainly shed light on women journalists' social and economic status. While 224 women journalists from 48 districts were included in the research, 54% were from the print and the rest from the electronic media. In addition to finding out their common problems, the study had also analyzed policies, legal aspects and code of conduct related to journalism. The study had suggested a number of ways to help grow women's participation in the journalism sector.

After the People's Movement of BS 2062/63 Nepali media quite flourished, which naturally gave opportunities to more women. The facts and other information provided by the old researches have been helpful, though, they are not equally relevant today.

In 2011, Sancharika Samuha had conducted a thorough study on the Kathmandu based female journalists. It had pointed out to the lack of a separate gender policy without which promotion and welfare of women journalists were affected. The study stated that 74% of media houses did not have any special provision for promoting women journalists. Participation of women as per the research was 42% in radio, 32% in print media and 26% in television channels. And they had least domination in the top positions or decision-making levels. Similarly, the study had showed that very few women, as compared to men, were in the journalism sector and their economic status was very low.

Women's Media Center publishes a report on women's status in American Media every year. Its 2014 report had revealed that male journalists cover 64% of TV faces and byline story contributors in media. Only 36% of women showed active participation in the media. Even in America, women journalists were found to be limited to soft social issues, without having opportunities to develop their expertise in reporting justice, politics, crime and technology. Overall, there was a clear gender imbalance in the American media as well. The report has been helpful in better understanding the situation of women journalists in Nepal.

International Women's Media Foundation had carried out a research 'News Media' in 2010. According to this, only 33 percent employees in me-

dia were women worldwide. The study was based on 522 news media across the world. It showed 72 percent men at the managerial level. Talking about reporters, only 36 percent were women.

International Federation of Journalists (IFJ) had published a report – Media and Gender – in 2015. It has also talked about the Nepali women's

status in the journalism sector. As per its finding, only 24 percent of the total journalists in Nepal are women. Very few are seen as editors or publishers. Male domination in the workplace and elsewhere, social and economic factors were shown as the reasons behind women's low participation in the media. ▲



# Study methodology

# 3

Chapter



### 3.1 Process

This report 'Status of women journalists in Nepal' is based on a scientific study of women journalists and their situation. Information has been gathered directly from active women journalists as well as media houses and organizations. Those fresh information and facts have been used as primary source. Data and other information collected from earlier books and research, among others, have been used as secondary source.

**Primary source:** Survey of the journalists and media houses, discussion with the target groups and interviews with information providers as well as personal experiences of women journalists have been used as a primary source.

**Secondary source:** Information received through earlier research works and studies and information shared by news and other media have been used as a secondary source.

#### a. Types of questionnaire form

Questionnaire forms with different questions were prepared for different purpose. For women journalists, certain questions were readied in order to draw facts related to their professional life. Similarly, media houses and organizations for journalists were approached with two different questionnaire forms. Experts' suggestions were sought to prepare the questionnaires.

The women journalists had revealed their personal, family and professional details. They shared about job satisfaction, process of promotion and retirement, working environment in their office and

their personal experience in the media field, among others.

Media houses had answered in the questionnaire about the number of women journalists, their situation and provisions to promote women working for those houses. The houses also answered whether the women were encouraged to take the lead. Women journalists' qualitative and quantitative status was the central query of the questionnaire. Similarly, the houses had also answered the challenges and opportunities in the media sector for women.

#### b. Trained researchers

It would not be effective if the researchers who had undertaken the task of collecting information through the questionnaire forms were not trained. So, the journalists who were given the responsibility to gather such information were provided with daylong training. In the training session, the journalists were advised to clarify goals of the study and the types of information sought to the respondents. They even participated in practical sessions of filling the questionnaire.

#### c. Form collection and analysis

All the forms filled by the participants in different districts and regions were collected and brought to the central office of Sancharika Samuha in Kathmandu. In total, 1,143 forms were filled by women journalists and 907 forms by media houses. Among the media houses, 531 were print media, 306 were radio service, 31 TV channels and 39 online portals. The final result of the research is based on the tabulation of the information, use of graphs and charts and other types of analysis.

#### d. Focus Group Discussion (FGD)

Apart from the questionnaire forms for individuals, there were questionnaires for groups. Group discussions on main issues of the women were carried out. For this, separate groups of women journalists, chief editors and publishers were held in five different parts of the country. The group discussions turned out to be extremely helpful in knowing more about women journalists. The date, time and spot of the group discussion has been mentioned in the book.

#### e. Special respondents

'Special respondents' were those 22 women who once used to be very active in journalism. They were asked why they turned into 'passive journalists' over time. In the oral and written interviews, the women uncovered several aspects of journalism and challenges for women. They explained in detail why they quit the job and loved to be freelancers or got stuck to some other profession. Their suggestions, views and experiences have been valuable for the research.

### 3.2 Sample size

Since it was a study of women journalists country-wide, no fixed sample size was followed though the study team tried to cover the scenario fairly. Wom-

en journalists, media houses and organizations across the country were selected randomly.

**a) Selection of women journalists:** In this process, 1,143 women journalists were approached for the survey. Even though the definition of working journalists could cover a wider circle, we had set these criteria for the women:

- If journalism was their main profession
- If they were associated with one or the other media house
- If they were involved in collecting, editing, publishing, broadcasting news materials.

**b) Selection of media houses:** Information was sought from the representatives of all the media houses registered at the Department of Information through questionnaire.

**c) Selection of media related organizations:** The Federation of Nepali Journalists (FNJ) was considered the umbrella organization in this regard. It was given a priority since it also serves as a trade union that works for the welfare of working journalists. Similarly, Nepal Press Union, Press Chautari Nepal and Krantikari Patrakar Sangh have also provided information. Madhesi Journalists Association and Federation of Indigenous Journalists were also approached for research. ▲





**Data analysis**

**4**  
Chapter



## 4.1 Data analysis of women journalists

The study had tried to find the total number of women journalists in the country. Women journalists were not found in Manang and Mustang districts. Either due to the lack of women journalists there or due to their negligible number, we could not get any information about them.

From the remaining 73 districts, 1,143 women journalists participated in the survey. The majority of them were from the Kathmandu Valley and the lowest participation was from Dolpa – i.e. single female journalist could be spotted in Dolpa, who participated in this research.

Among the surveyed journalists, 23.6 percent are based in Kathmandu.

### 4.1.1 Facts of women journalists

This section focuses on women journalists' social, educational, professional and economic situation.

The study is based on the age group of the surveyed women, the media houses they were associated with and their professional, educational, marital and economic status, among others. A comparative analysis of the variables has been presented in the chart.

#### ■ Age group

Women between 20 to 30 years of age were found most active in media. The data shows that 76.3 percent of women active in journalism represent this age group. Similarly, 12.8 percent of them fall in the 30 - 40 age group and only 2.8 percent of women were found active in journalism after 40 years of age.

Figure 1

#### Regional representation of women journalists

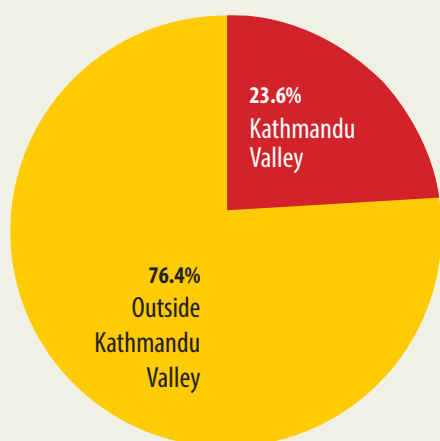
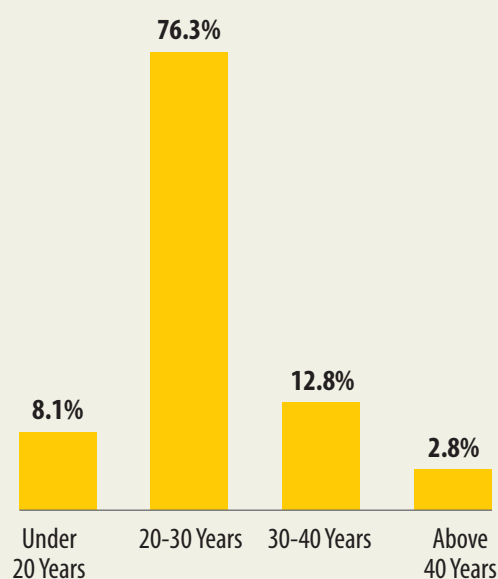


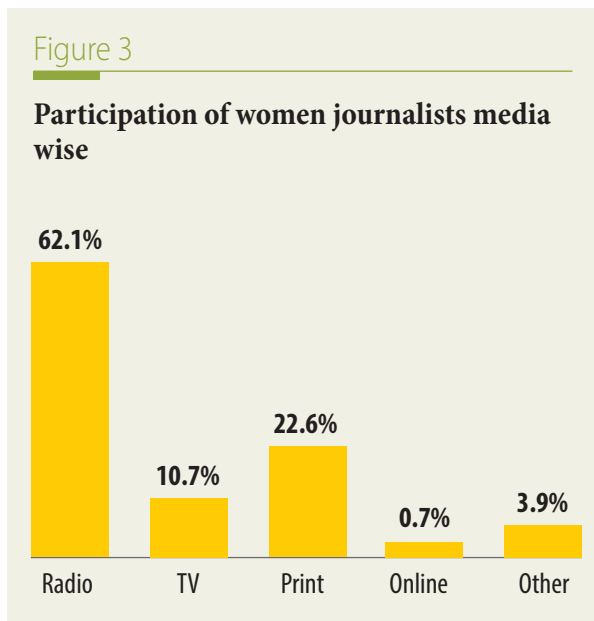
Figure 2

#### Age group of women journalists



### ■ Associated media houses

Most of the women surveyed for the study were found associated with FM radios. Mushrooming FM stations in nooks and corners of the country seem to have triggered a significant rise in women's involvement in radios. Among the surveyed 1,143 women, 62.1 percent said they worked for radio. Only 10.7 percent were engaged with televisions, 22.6 percent worked for the print media and 0.7 percent were involved in online media. 3.9 percent of the respondents said that they worked for several other media.

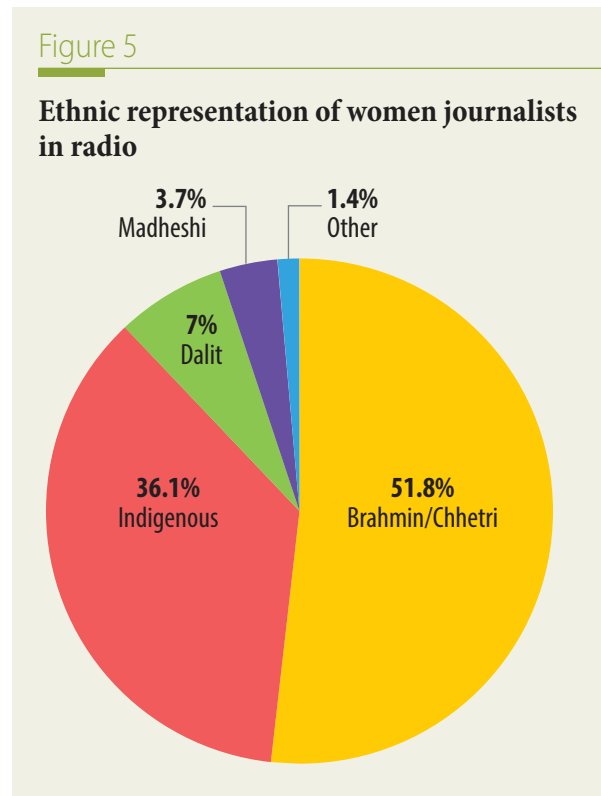
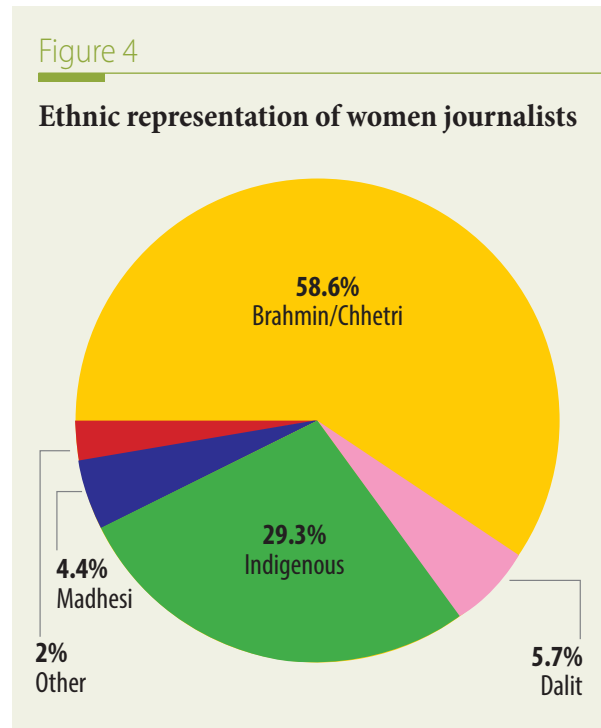


### ■ Language efficiency

The journalists lamented that English language, which 'largely affects their career development' is still quite a challenge for them. Due to the lack of good command in English, they lose many opportunities, they say.

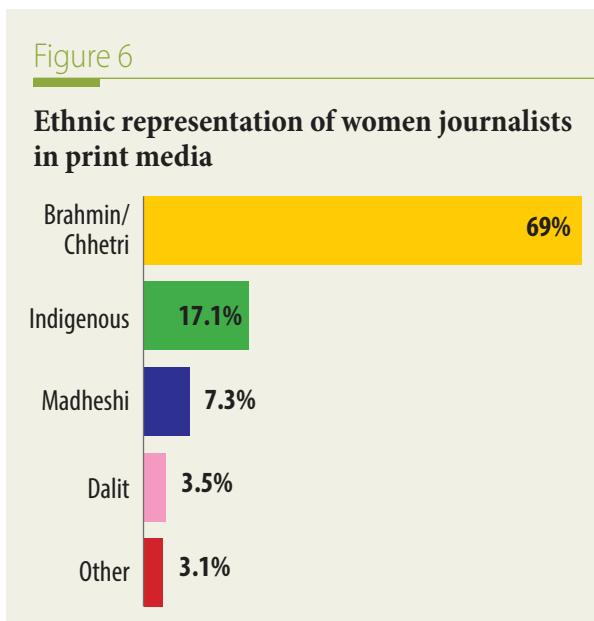
With the rise of FM radios in the last few years, use and promotion of local language and dialects could be noticed. Apart from Nepali language, many respondents stated that they run programs in local languages. According to 46.8 percent of the respondents, they do have some knowledge of both English and Nepali languages. Interestingly, 33.7 percent of the respondents stated that they could

use Hindi, Maithali, Bhojpuri, Gurung, Awadhi and Newar languages fairly well.



### ■ Ethnic representation

Among the surveyed journalists, 58.6 percent were Brahmin/Chhetri, 5.7 percent were from Dalit castes, 4.4 percent represented Madhesi community while 29.3 percent belonged to indigenous groups and 2 percent fell in the category of 'others'.



While the dominance of women from Brahmin/Chhetri communities in the media overall is evident, it is still the same if we categorize different media. In radio, among 710 surveyed women journalists, 51.1 percent were Brahmin / Chhetri, 36.1 were indigenous people, 7 percent were Dalits and 3.7 percent were from Madhesi community.

Similarly, in the print media, 69 percent were Brahmin / Chhetri, 17.1 were indigenous groups, and 7.4 percent were Madhesi, 3.5 percent Dalit and 3.1 percent 'others'.

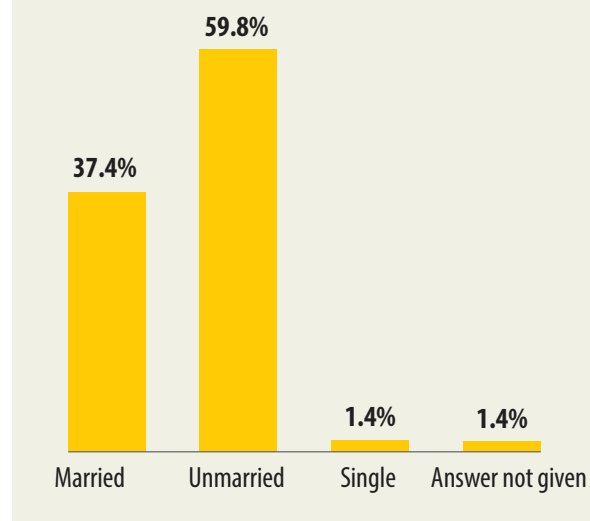
### ■ Marital status

Most of the women journalists are unmarried. Among the surveyed journalists, 59.8 percent were unmarried, 37.4 percent married, 1.4 percent of them single and the rest did not like to disclose their marital status.

Whether marriage adversely affects the career of women journalists has not been not answered by this research. This survey neither supports nor chal-

**Figure 7**

### Marital status of women journalists



lenges the general idea that marriage could put an end to their career. Since the women who took part in the survey were mainly between 20 to 30 years of age, the number of unmarried women journalists must have been higher than married.

### ■ Educational qualification

The majority of the women journalists stated that they have completed Bachelor's degree and a few were Masters degree holders. While 41.8 percent of the women were found to have completed Bachelor level, 14.6 had been studying for Master's degree in different faculties. 1.4 percent of them did not answer, 9.6 percent said they had passed SLC and 0.2 percent of the women had completed even M.Phil in different subjects.

In terms of education, female journalists from outside the valley showed poorer status. Those holding higher degrees were from the capital while SLC graduates were mostly based in the outskirts and other districts. All the women who completed M.Phil are based in Kathmandu. Similarly, 56.9 percent of Master's degree holders are from Kathmandu. Regarding Bachelor's level, 71.8 percent of them are however from outside Kathmandu. Simi-

Figure 8

**Educational qualification of women journalists**

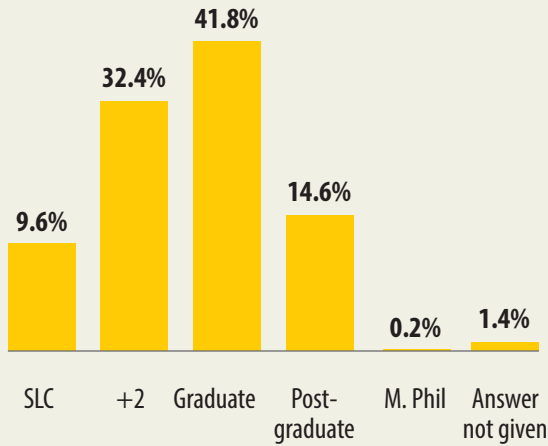
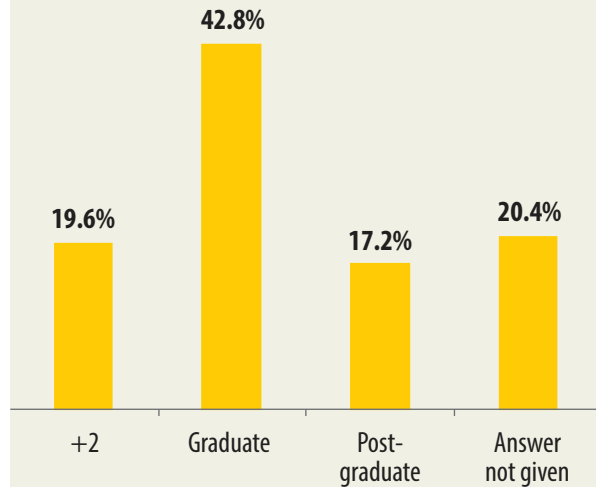


Figure 10

**Formal education in mass communication and media**



larly 90.8 percent of the women in plus two level is from outside the capital. 98.2 percent of them who have passed SLC are from outside the valley.

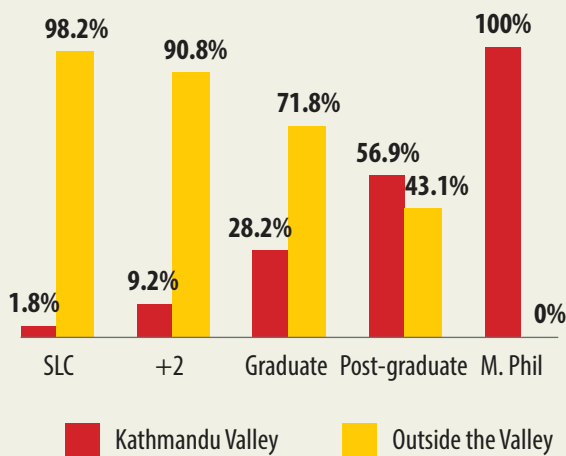
Among 479 women journalists who have completed Bachelor’s degree, 60.9 percent work in radio, 13 percent work in television and 21.5 percent

are associated with print media. Similarly, among the degree holders, 44.3 percent work in radio, 16.2 percent work in television and 36.5 percent work in print media.

The study also tried to identify if female journalists have studied journalism. It was found that 21.9 percent of the female journalists have studied journalism while 78.1 percent have studied other subjects but have taken various journalism related training. Of the total 250 female journalists who said they studied journalism in colleges, 42.8 percent were found to have completed their Bachelor’s level in journalism. Likewise, 19.8 percent have studied journalism up to Plus Two level while 17.2 percent have completed their Master’s degree in journalism. Other remaining respondents have not disclosed their educational qualification.

Figure 9

**The education qualification on regional basis**



**4.1.2 Position, responsibility and promotion**

In this section, data have been analyzed to figure out the positions of female journalists, responsibilities they have been entrusted with, their promotion records and other career opportunities. The findings have been compared and classified on the basis

of geographical remoteness, ethnic representation and educational qualification.

### ■ Working position

Female journalists reaching to a leadership position is still a rare occurrence. The majority of female journalists working in radio and television are program/news presenter. In case of newspapers, they are basically 'junior reporters'. Only a handful number of female journalists hold senior or executive posts in media.

41.5 percent female journalists are working as program/news presenters in radio and television while 29.3 percent are working in the post of correspondent or sub-editor. Of the total 1,143 female journalists involved in the survey, only 8.1 percent of them are working in the post of editor. Remarkably, they are generally the 'editors' of the media houses owned by themselves or their families.

3.6 percent of women are working as chief reporters while 2.9 percent of them are working as senior correspondents/bureau chief and 2.7 percent

of them are publishers or managers., as per the research.

Regarding caste division, 60.2 per cent of the female journalists in the key positions were found to represent either Brahmin or Chhetri community. 23.7 percent of the journalists working in the senior positions were from various ethnic communities, 14 percent were from Madhesi community and 1.1 percent was from Dalit community.

Among chief reporters, 68.3 percent were either Brahmin or Chhetri while 19.5 percent are from ethnic communities. Likewise, 7.3 percent were from the Dalit community and 4.9 were from the Madhesi community.

Of the journalists working as senior correspondents or bureau chiefs, 63.6 percent were from Brahmin or Chhetri community, 30.3 percent were from ethnic community and 3 percent were from Dalit community.

Of the total news presenters, 39.9 percent have completed their Bachelor's degree, 9.5 percent have studied up to Master's level, 38 percent have studied up to Plus Two and 11 percent have studied up to SLC. Among chief reporters, 41.5 percent have completed their Bachelor's degree while 12.2 percent have studied up to their Master's level. Other remaining 34.1 and 12.2 percent journalists

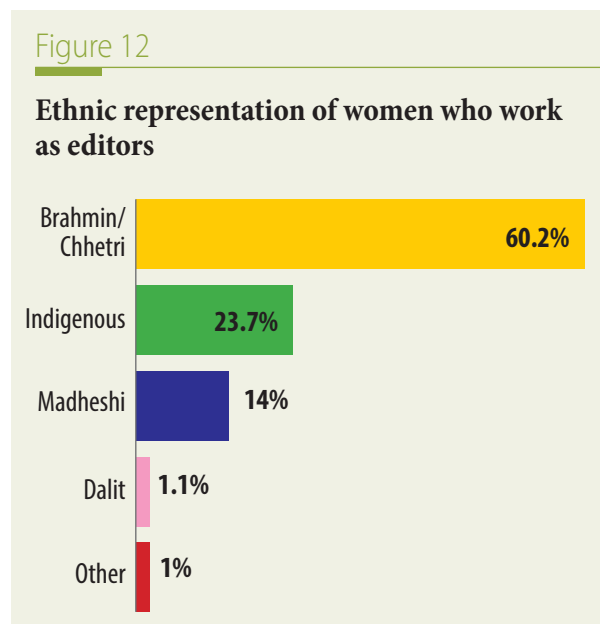
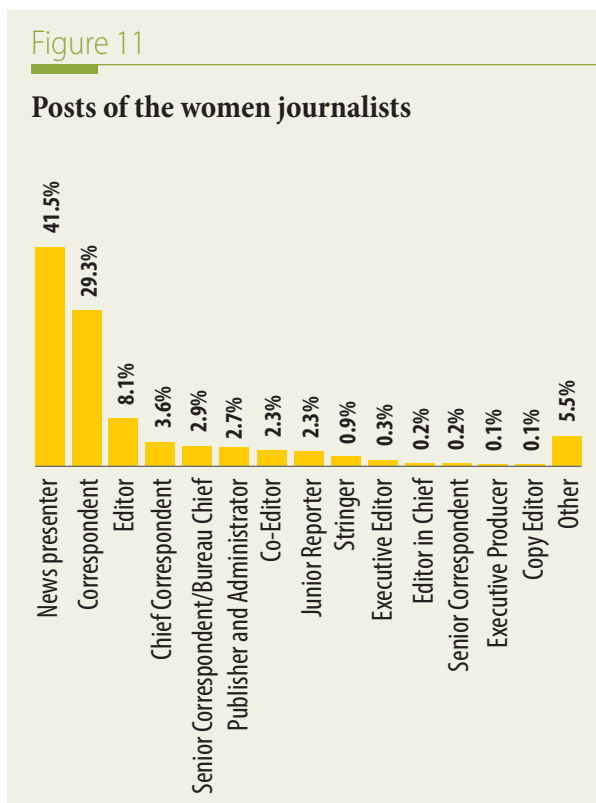
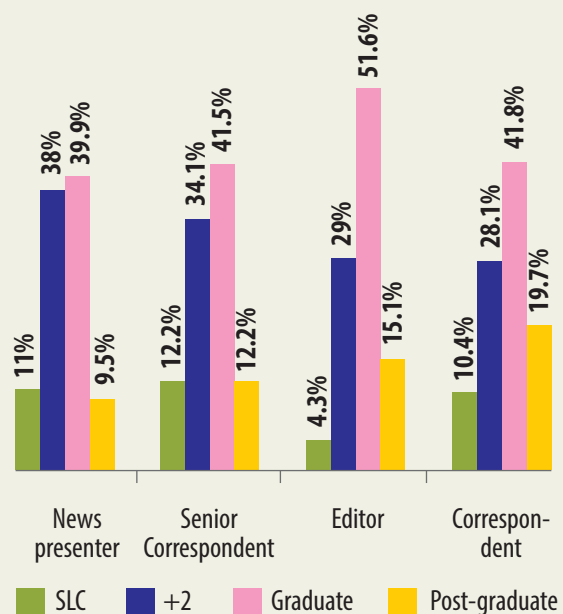


Figure 13

Comparison between journalists' educational level and posts



have studied up to Plus Two and SLC respectively. Among reporters and sub-editors, 41.8 percent have completed their Bachelor's level education, 19.7 percent have completed their Master's level degree and 28.1 percent of them have studied up to Plus Two.

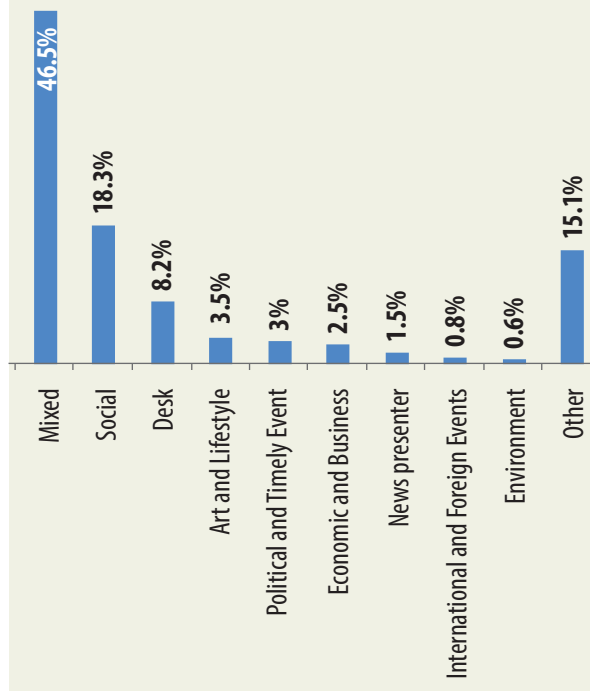
■ Working Area (Beat)

Female journalists cover different beats. As many as 46.5 percent the respondents said that they cover mixed beats. Following 'mixed' beat was common among female journalists outside the Kathmandu Valley.

They cover almost all kind of subject matters for their media houses, except for the political. The study found that the trend of separating beats for journalists were not commonly practiced in radio and television compared to big publication houses. It was found that female journalists are working as both reporters and news presenters in radio and

Figure 14

Working areas of the women journalists



television. Of the total female journalists, 18.3 percent cover social affairs while 3 percent cover political issues and current affairs. Likewise, 2.5 percent female journalists cover financial issues, 0.8 percent cover international, and foreign affairs. 15.1 percent covered various other issues. 46.5 percent of the women reported that they cover 'mixed' beats.

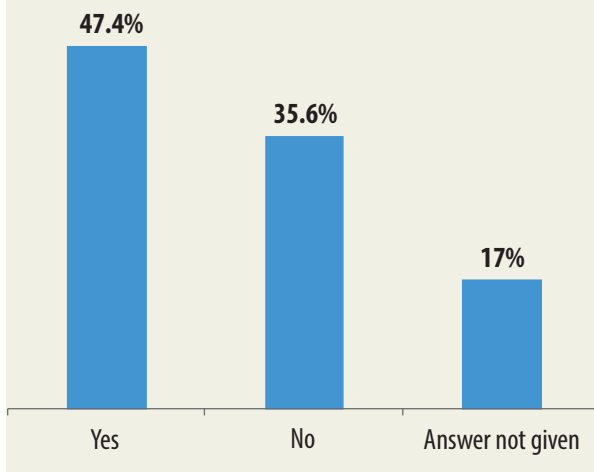
A small number of female journalists were found to have been covering major beats like politics, business, foreign affairs and social affairs, among others.

Similarly, 19.9 percent of them said that they do not see any possibility of their promotion. They believe gender discrimination, nepotism and favoritism, biased evaluation of works, insufficient experience and poor market of journalism would hinder their promotion. Some of them have not seen any possibility of their promotion for they have already worked in higher posts like station manager and editor. Some also say as they have been running



Figure 15

Promotion of women journalists



their own newspaper, as they have been working on a contract basis, or they work on a part time basis, they do see space for promotion. In the survey, 32.3 percent female journalists said that they could not say whether they would get promotion.

The survey also tried to analyze the trend of quitting one media to join another. It was found that 50.3 percent of them have not changed their media houses. However, 31.8 of them said that they have changed their media houses.

The survey also tried to dig out reasons for changing media houses. They cited salary, opportunities, working environment, family affairs and education as some of the main reasons. 27.1 percent of them said salary was the main reason for changing media houses. The women stated that they were forced to change media houses as they had meager salary; irregular payment and in case of some, simply no pay at all.

Likewise, 21.3 percent of them said that they changed media houses for better opportunity. By good opportunity, they meant that good career prospects, possibility of promotions and financial security than in the previous media.

18.7 percent of them also said that they changed media houses due to the working environment. They said that non-cooperation from senior colleagues even during the difficult situations like pregnancy made them heartless. Likewise, poor transportation facilities, gender discrimination and misbehavior, poor management and unnecessary groupism in workplace forced them to change media houses.

Figure 16

Relationship between education and promotion

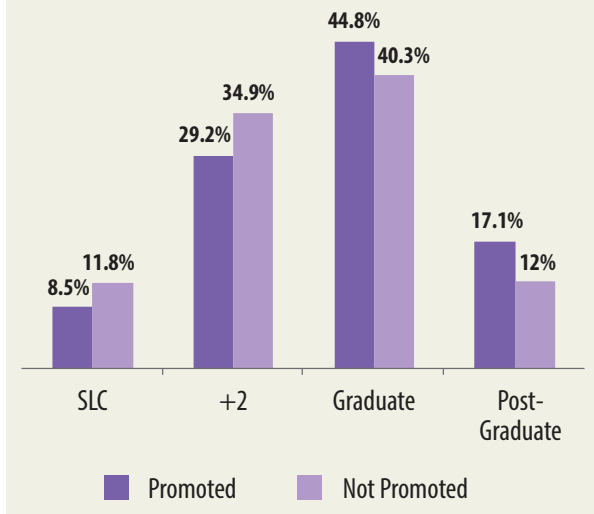


Figure 17

Possibility of promotion in future

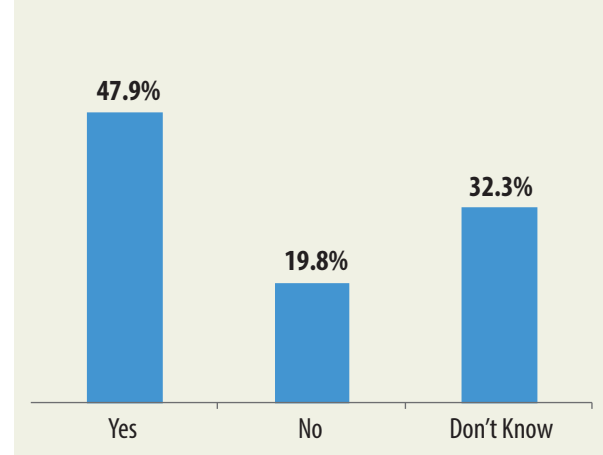


Figure 18

**Scenario of switching organization in the past**

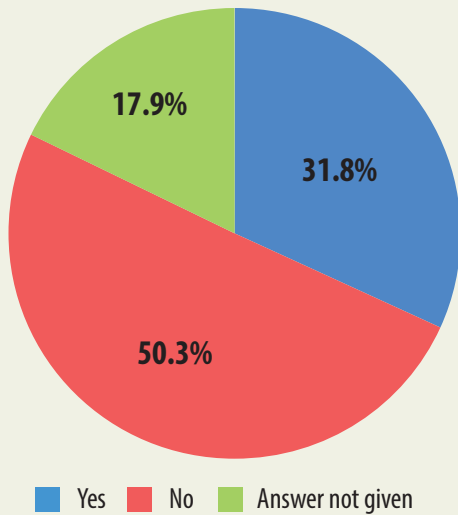
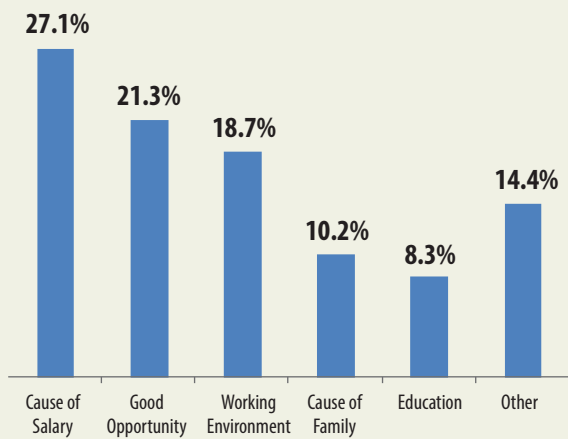


Figure 19

**Reasons behind changing organizations**



Likewise, 10.2 percent of the women said that they changed media houses due to personal and family reasons. After marriage, women found it difficult to carry on with the same media house due to various reasons including farer distance to home from office and odd working hours. Similarly, 8.3

percent of them said education was a reason to change media houses. They said that they changed media houses as doing so would enable them to focus on their higher studies and also take part in other skill development programs.

And 14.4 percent of them said they have other reasons to change media houses. They have given reasons like increasing popularity of radio and television, practice of serious journalism in print media, launching of their own media or closure of the media houses they worked.

15.7 percent of the female journalists have changed media within a year of beginning their career in journalism while 19.2 percent of them have changed media houses within one to three years of their career in journalism. 56.6 percent wished to remain silent on the matter.

**4.1.3 Working environment and changing profession**

**■ Working environment**

Following frequent complaints from female journalists that they are not properly treated by their senior colleagues, the survey also tried to find out if the working environment is favorable for female journalists and whether they are encouraged and supported by the seniors. It was found that some progress has been made to make the working environment more gender friendly but still there are problems.

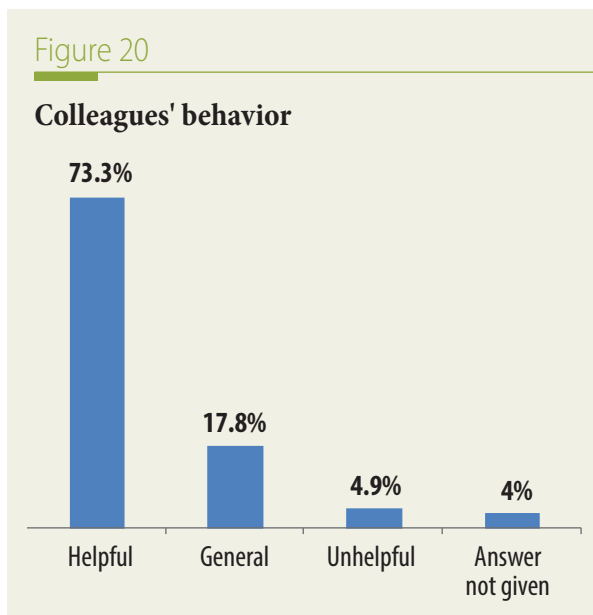
73.3 percent of the female journalists admitted that their colleagues and seniors are cooperative. They gave following reasons to support their claim:

- Colleagues and seniors help them in need
- Perform works with proper coordination
- Sensitive in terms of gender
- Provide homely atmosphere
- Encourage them to work

17.8 percent of them termed the behavior of their colleagues as 'good'. They said their relationship is normal and the competition in the workplace is healthy. In the survey, 4.9 percent of them

said that their colleagues and seniors do not cooperate with them. They cited the following reasons to prove their statement:

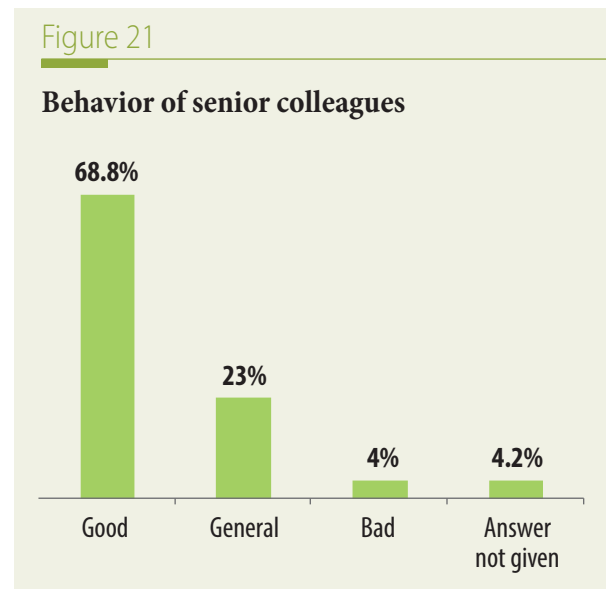
- The men are not supportive
- Male superiority is apparent among them
- They are critical and envious of female colleagues
- Do not understand special problems of female colleagues
- Backbiting



68.8 percent of the female journalists said that their senior colleagues behave well with them. They said that their senior colleagues encourage them in their work, well coordinate with them, give suggestions and take necessary measures to address their complaints as soon as possible. 4.2 percent of them wished to remain silent about the behavior of their senior colleagues.

23 percent of them said they find the behavior of their senior colleagues normal. However, they added that they rarely interact with their senior colleagues as 'the seniors are busy with their own work.'

In the survey, 4 percent of them said that their senior colleagues misbehave with them. They say



that their senior colleagues favor nepotism and favoritism, do not trust news written by female journalists and 'even worry that their junior colleagues will overtake them'. The women stated that the seniors undermine juniors and discriminate against women.

Though the percentage of female journalists admitting that their senior colleagues behave well with them is high in the survey, the majority of the female journalists in various group discussions quite criticized their senior colleagues.

They have not admitted about sexual harassment in the written forms. However, in-group discussions, sexual harassment by their senior colleagues turned out to be a common thing faced by them. The women said that males harass them in the workplace.

Some stated that 'the male colleagues unnecessary touched them, they open shirt and show their body in the workplace and make various sexual gestures'. Many women reported about 'embarrassing' behavior.

The reason why the women were hesitant to report about it is that the complaint receiver or station manager 'are not women'. Men generally do not understand the problems related to sexual harassment, according to the women.

## ■ Switching profession

A separate survey was not carried out to find out the reasons behind trend of quitting journalism. However, during group discussions and filling of questionnaire, women talked about it. Similarly, other stakeholders also analyzed the reasons behind women's low presence or 'drop out' from the media.

During discussions with the female journalists who later switched to other professions, they said that they were compelled to give up journalism as there were no financial security, professional growth and maternity leave. Those women had left journalism after being 'active journalists' for over 10 to 15 years. Better pay and secured future elsewhere also made them quit journalism. Some put the blame also on the lack of respect in the workplace while they were journalists.

The majority of the female journalists reported that they are satisfied with their new profession. To be in touch with media, they are involved in activities like article writing, research, media coordination and advocacy of issues of female journalists. Online portals have been very helpful to show their presence in media, they said. Similarly, some were also found to have produced various radio and television programs. Some are involved in news re-

porting and investigation for international media as well.

Female journalists have given following reasons for giving up their journalism profession:

- Lack of professional security
- Insufficient income compared to the workload
- Lack of facilities
- Lack of cooperation from family after marriage
- Family pressure to join government service

51.3 percent of the female journalists in the survey said that they want to continue their career in journalism while 19.6 percent of them said they are thinking to quit. 24.8 percent of them remained silent on the matter.

They said that the government should adopt appropriate policies to retain female journalists in journalism. They said that the government and media houses should focus on ensuring 33 percent representation of female journalists in all the media houses, set up child care centers in media houses and other gender friendly infrastructures.

### 4.1.4 Condition of salary and other facilities

The survey also tried to find out if the minimum salary fixed by the government for journalists have been implemented or not. It was found that 48.5 percent of the female journalists get a minimum salary set by the government. 41.4 percent of them said they get lower than the minimum salary. And among the female journalists not getting minimum salary, 68.3 percent of them are from Radio/FM stations, 18.6 percent of them are from print media and 9.1 percent of them are from various television channels.

The survey found that the problem of not giving minimum salary to journalists was rampant in media houses outside the Kathmandu Valley. 84.1 percent of the female journalists outside the valley said that they do not get a minimum salary. They said that continuing as journalists is getting more and more challenging.

Figure 22

#### Possibility of switching profession in future

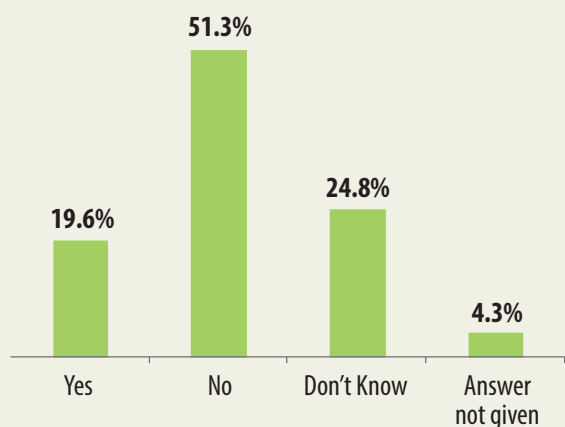
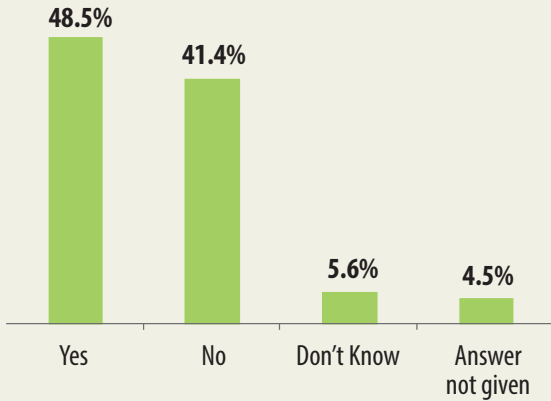


Figure 23

**Getting minimum salary**

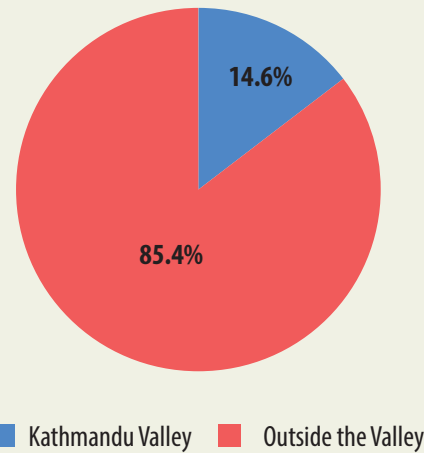


45.5 percent of them working in Radio/FM said they do not get a minimum salary. Likewise, 35.2 percent and 34.1 percent of the female journalists working in television and newspapers respectively said they do not get a minimum salary.

Pay issue has affected both female and male journalists. Even if they get their salary on time, the pay offered to them is generally below the minimum salary set by the government. In the focus discussions, female journalists said that 'male are however treated better' regarding pay and

Figure 25

**Regional distribution of those not getting regular salary**



perks. The survey showed that 57.8 percent of the female journalists said that they got their salary on time.

37.3 percent of them said that they did not get salary on time. The majority of the female journalists not getting salary on time were from outside the Kathmandu Valley. To put it in figure, 14.6 percent valley based female journalists and 85.4

Figure 24

**Getting regular salary**

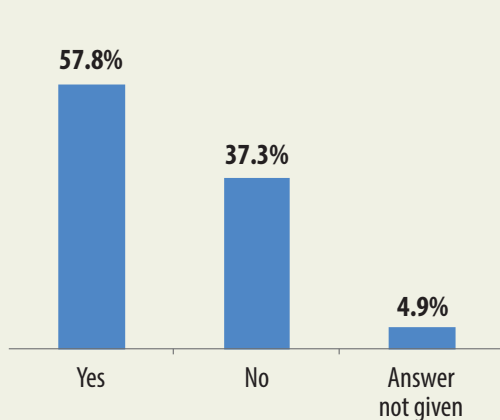
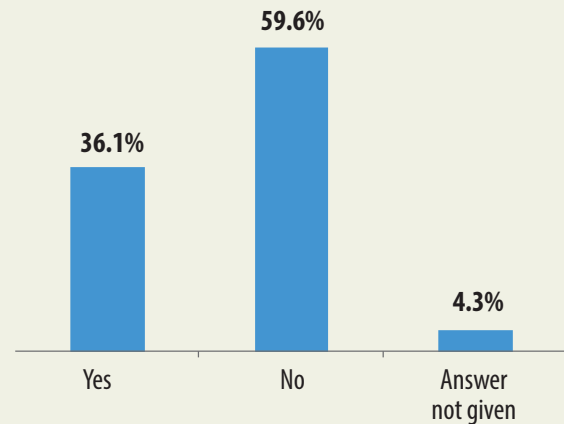


Figure 26

**Satisfaction regarding salary**



percent from outside the valley were not getting salary on time.

And in another survey carried out to find out if the female journalists are satisfied with their salary, 59.6 percent of them said that they were not satisfied with their current salary.

Only 36.1 percent of them responded that they were satisfied with their salary. 4.4 percent of them remained silent on the matter.

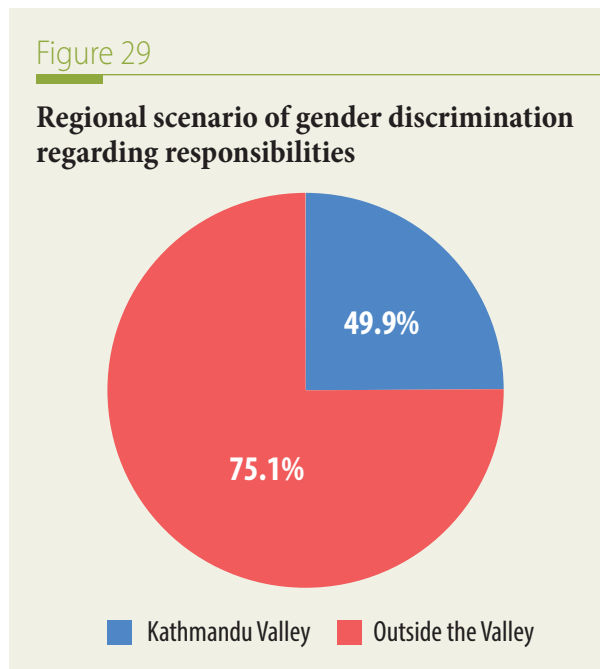
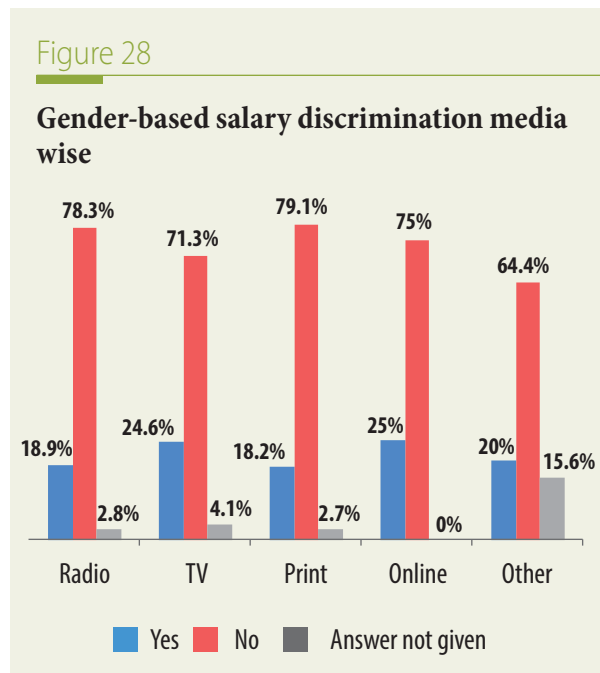
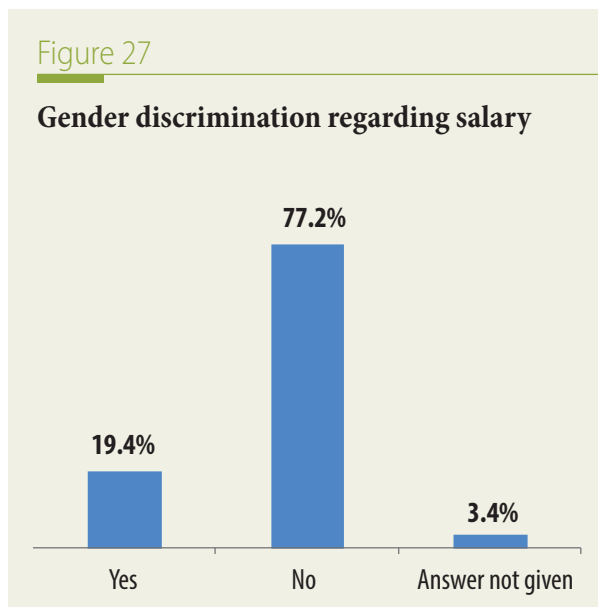
#### 4.1.5 Discrimination regarding salary and handing over responsibilities

19.4 percent of the female journalists said that there are not paid on par with the men.

77.2 percent of them said that they get an equal salary and other facilities as their male counterparts. 3.4 percent of them wished to remain silent on the issue.

Of the total female journalists stating that they are not paid equal to their male counterparts, 60.4 were from radio, 13.5 percent were from television and 21.2 percent were from the print media. Out of them, 21.6 percent of them from the Kathmandu valley while 78.4 percent were from outside the valley.

Likewise, 24.9 percent of the female journalists said that the media houses 'do not give them



serious responsibilities because of their gender.'

During group discussions, few women said that there was no discrimination in salary between male and female journalists but they were discriminated while providing various perk and facilities.

### ■ Other kinds of discrimination

12.2 percent of the female journalists said that they faced other kinds of discrimination apart from discrimination in salary.

81.5 percent of them said they have not faced any kind of discrimination.

Both experienced and fresh female journalists stated that they were discriminated against in terms of pay and foreign visits, among other opportunities.

### 4.1.6 Transportation and odd working hours

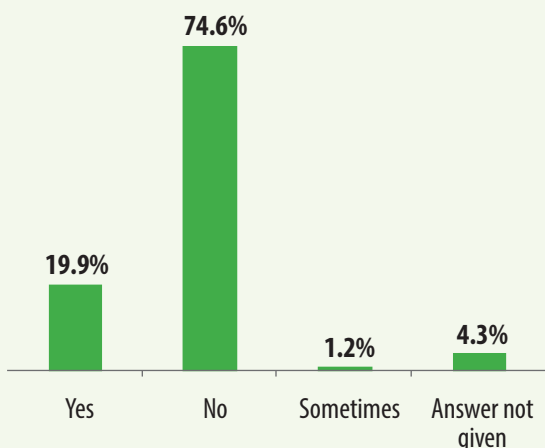
74.6 percent of the female journalists said that their media house does not provide transportation facilities.

19.9 percent of them said that they get transportation facility while 1.2 percent of them said that the facility is occasional. A huge number of capital based women journalists reported that they have managed their own personal scooter or motorbikes.

Among the female journalists who said they have transportation problems, 42.7 percent were from the Kathmandu valley and 57.3 percent were from outside the valley. Likewise, the majority of female journalists saying that they do not have any

Figure 30

#### Transportation facility



kind of transportation from media houses are from outside the valley. Only 18.3 percent of the women in Kathmandu said they were facing serious transportation problem.

Figure 31

#### Regional scenario of transportation facility

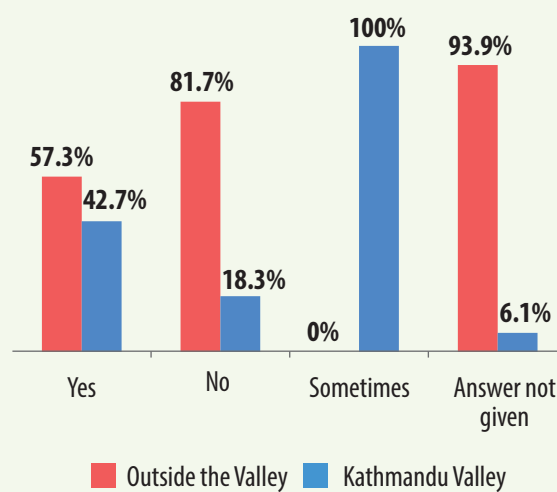
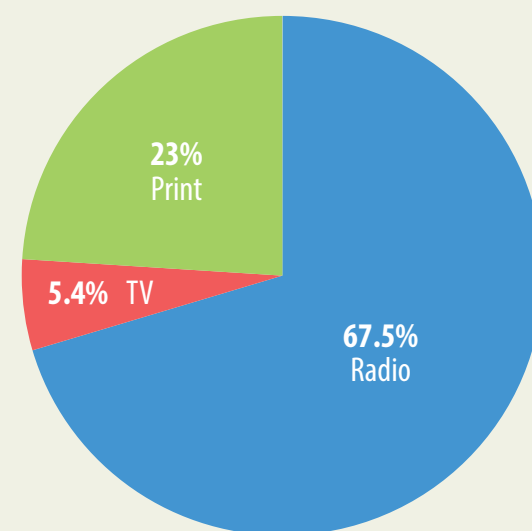


Figure 32

#### Lack of transportation facility media wise



Overall, it could be figured transportation has hugely impacted women's performance in journalism.

56.2 percent of the women said that their work is badly affected due to the lack of transportation facility. The women stated that they avoid late night duties just because they worry about transportation. They said that their 'rush to home early than demanded in office' always affected their performance and image as a journalist. They also said they also faced difficulty while going for field reporting.

53.5 percent of the female journalists working in television said that they get transportation facility while only 14.8 percent and 18.6 percent of them working in radio and print media respectively admitted that they get the facility.

67.5 percent of the female journalists working in radio said that they do not get any kind of transportation facility. Likewise, 5.4 percent of them working in television and 23 percent of them working in print media reported that they do not get transportation facility.

#### 4.1.7 Family support and capacity building

This section tries to analyze direct and indirect discrimination faced by female journalists in workplace as well as support from their family members.

##### ■ Family support

89.2 percent of the female journalists said that they are getting full support from their family members to be involved in journalism. During group discussions, it came to the fore that unmarried girls are generally supported well by their families.

9.5 percent of the women said that their families are not much supportive. Among the women to say so, 24.8 percent were from the capital and the rest 75.2 percent were from outside the capital.

88.7 percent of the female journalists from Brahmin and Chhettri said they have full support of their family. Only 10 percent of them said that they do not have proper support of their family.

Figure 33

#### Family support for journalism

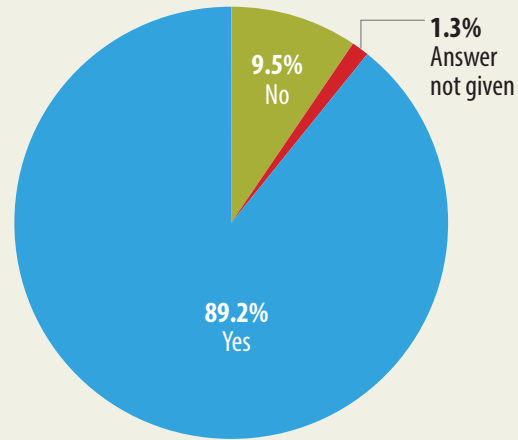
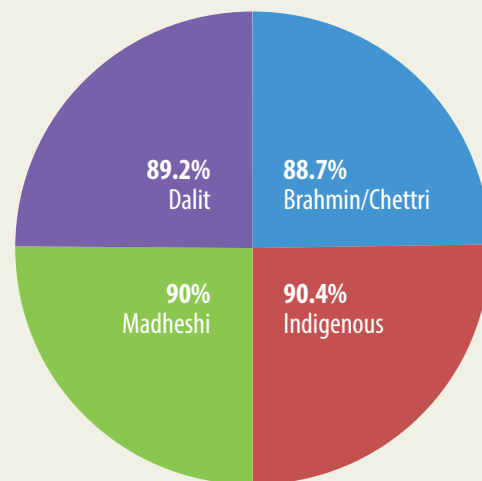


Figure 34

#### Ethnic scenario of family support for journalism



90.4 percent of female journalists from ethnic community, 90 percent from Madhesi and 89.2 percent from Dalit community said that they are supported by their family members.



### ■ Opportunities for capacity development

51.8 percent of the female journalists said that they never got opportunity for capacity development. 39.1 percent of them said that they had received various opportunities for capacity development. Of the total 592 female journalists who said that they did not get any opportunity for capacity development, 64 percent of them were from radio, 11.3 percent from television and 21.8 percent were from the print media.

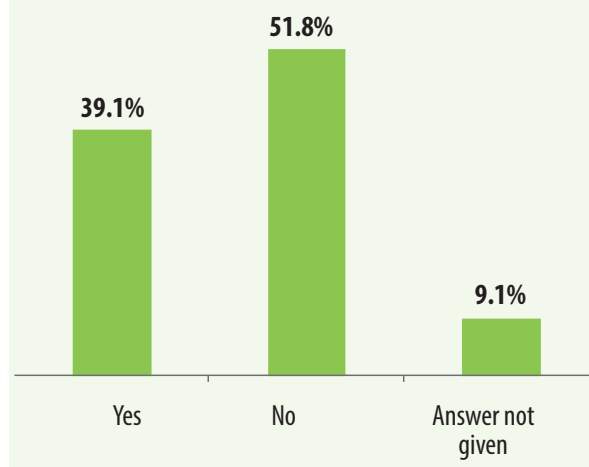
23.8 percent of the respondents to say so were from the capital. 76.2 percent were from outside the capital.

The women complained that the lack of opportunities for capacity development has limited their professional growth. They have made the following suggestions for their capacity development:

- Programs that boost self-confidence
- Increased access to skills and facilities
- Capacity building trainings

Figure 35

### Opportunities for capacity enhancement



- Encouragement and cooperation
- Family support and encouragement from media houses, among others ▲

## 4.2 Analysis of statistics acquired from media houses

### 4.2.1 Number of Media Organizations

A total of 907 media houses from in and outside the capital were surveyed. Out of the total surveyed media houses, 531 (58.5 %) were print media houses, 306 (33.7%) were FM radios, 31 (3.4%) were televisions and 39 (4.3%) of them were online.

The survey had incorporated 82 (9%) media houses from Kathmandu Valley and 825 (91%) media houses outside the Valley. The number of print media houses within Kathmandu Valley was

32 and the number of radio and FMs was 21.

Similarly, 13 television and 16 online media houses were recorded in the survey from Kathmandu Valley. While 499 print and 285 radio/FM media houses were surveyed beyond the capital, number of televisions and online media houses surveyed out of the capital were 18 and 23 respectively. Though some media houses were found running more than one media outlets, the survey has treated those outlets separately.

Figure 36

Media houses that participated in research

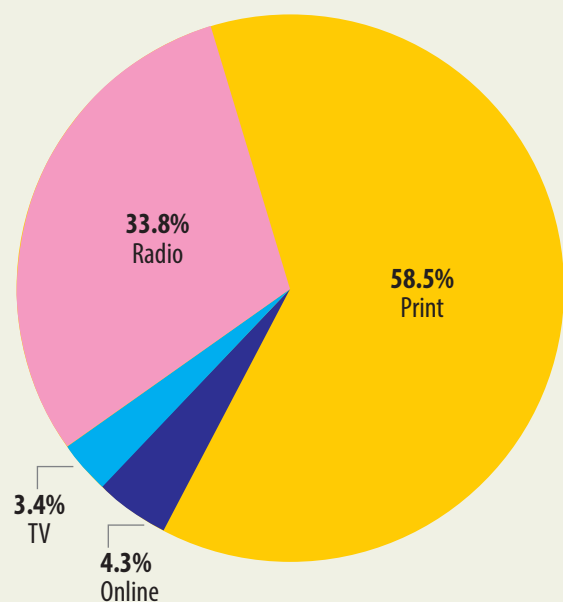
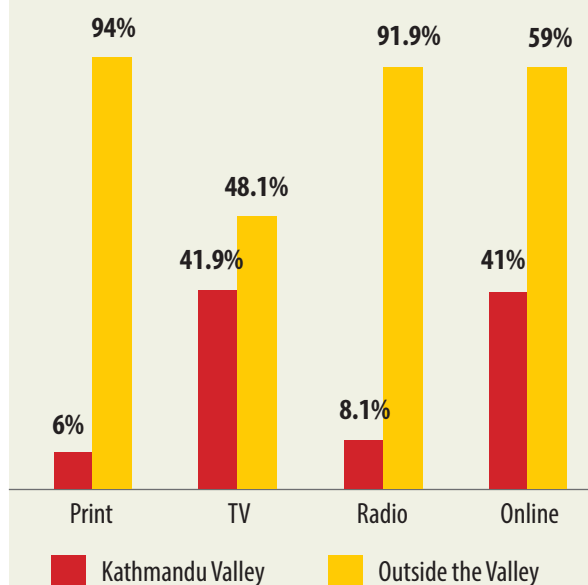


Figure 37

Regional detail of the participant media houses



### 4.2.2 Gender representation of journalists in media houses

A survey was carried out to find the gender representation of journalists in media houses. The study showed that there are 7,438 journalists working in 907 different media houses. Out of these total journalists, 5,576 were male. Rest of the number, 1,862 were female. This shows that only 25 percent of working journalists in Nepal are female.

Similarly, out of 2,194 working journalists in the capital, only 462 (21.1%) are female journalists.

Figure 38

#### Gender distribution of journalists

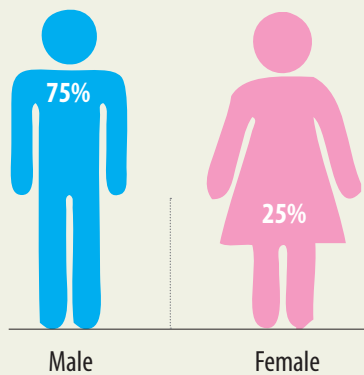


Figure 39

#### Regional distribution of women journalists

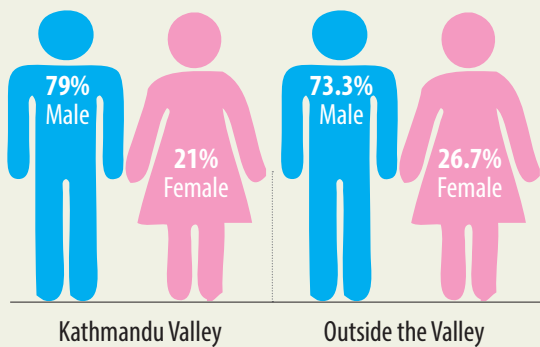


Figure 40

#### Women journalists in different media houses

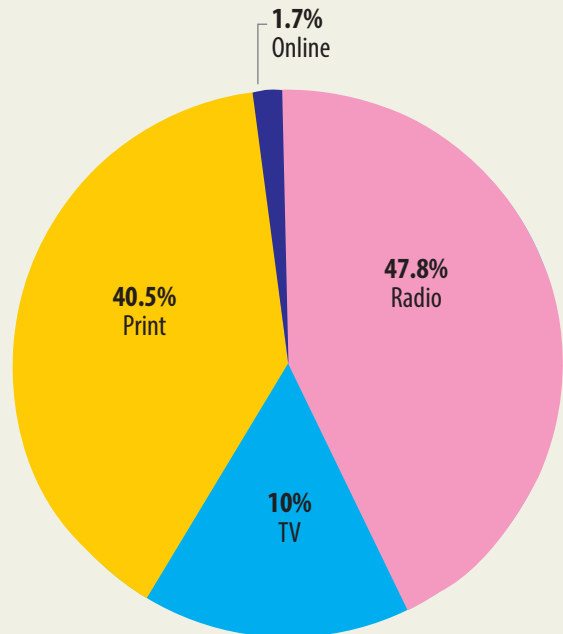


Figure 41

#### Women in different media in the capital

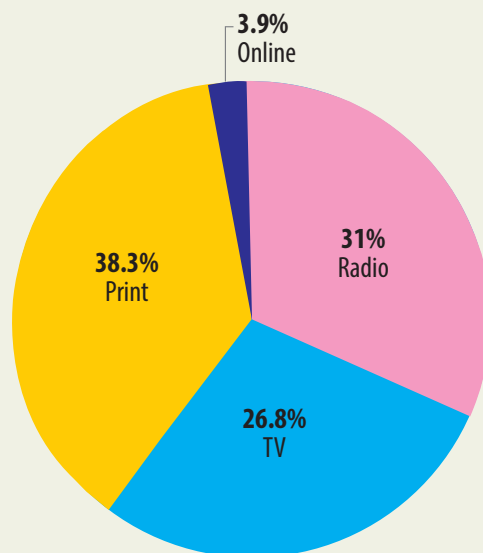
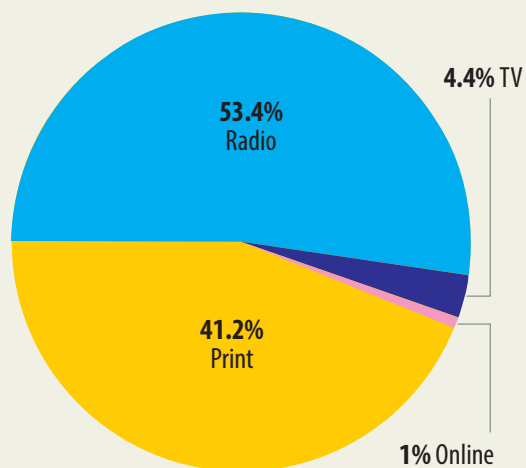


Figure 42

**Women in different media outside the valley**



Similarly, only 1,400 (27.7%) of 5,244 journalists working outside the Valley are female.

40.5 percent of the female journalists are associated with the print media. Statistics shows that 754 female journalists are working in print media. Similarly, 47.9 percent of female journalists are working in radio/FM, 10 percent in televisions and 1.7 percent in online media. In terms of number, 891 female journalists are working in radio/FM, 186 in television and 31 female journalists are associated with online media.

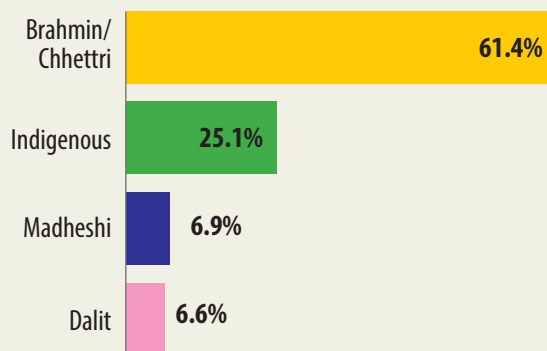
Out of 462 female working journalists in the Kathmandu Valley, 38.3 percent of them are working in the print media. Similarly, 31 percent of them are working in radio, 26.8 percent in television and 3.9 percent in online media. Of the total 1,400 female journalists outside the Valley, 53.4 percent are involved in radio. Similarly, 41.2 percent of them are in newspapers and 4.4 percent in television while 1 percent of them are working in online media.

The survey has tried to analyze representation of female journalists in media houses on the basis of caste and ethnicity.

61.4 percent of 1862 female journalists are from Brahmin, Chhettri and other castes and com-

Figure 43

**Ethnic division of women journalists in media**



munities. 25.1 percent of the total female journalists are from various ethnic communities, 6.9 percent are from Madhesi community and 6.6 percent are from Dalit community.

**4.2.3 Designations of journalists**

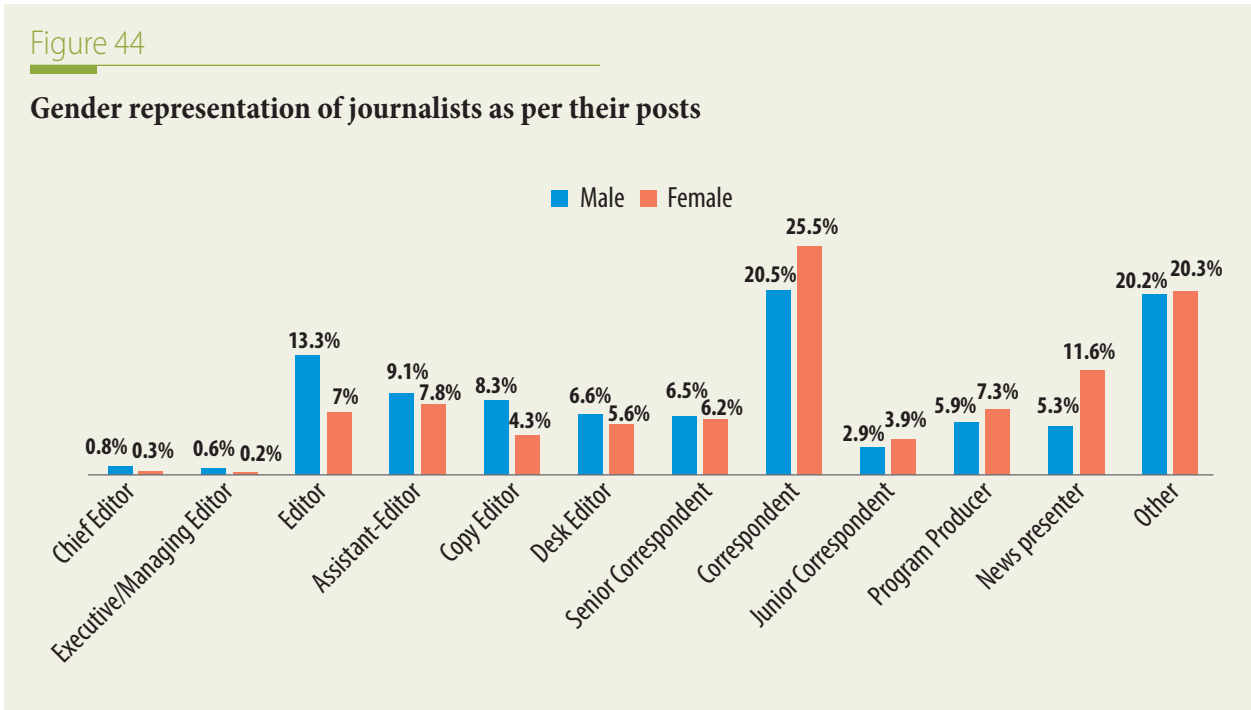
As per the division of designations provided by the media houses, 2.4 percent of the total 41 chief editors are female journalists. Similarly, 4.3 percent of the total 47 executive chief editors and managing editors are female. This total number of editors includes station managers of radios and FM radios. Likewise, out of 777 chief editors, 86 (11.1 percent) is female. Though the number of female editors was noticeable, their number is actually very low in the mainstream media houses.

Out of 673 assistant and sub-editors in all the media houses across the country, only 20.7 percent is female. Likewise, out of the total 535 senior sub-editors/senior correspondents, only 23.6 percent is female. Out of the total 2,276 sub-editors/correspondents, only 26.6 percent is female. The survey also shows that 47.8 percent of the total news presenters are female.

A separate survey was carried out in 32 influential media houses of the capital to find out the

Figure 44

**Gender representation of journalists as per their posts**



number of female journalists working in the above three major positions. Only 11 females are chief editors but all the six executive editors are male.

Out of the 68 editors, 98.5 percent are male and 1.5 percent is female. It shows that the presence of female journalists in top or decision-making positions in the influential media houses is very discouraging.

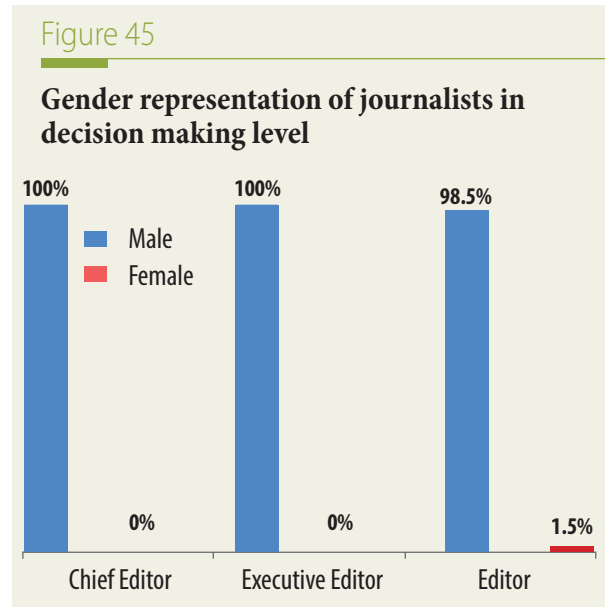
**4.2.4 Labor practice and policy**

During the survey, media houses were asked if they have implemented national and international labor practices and policies in their organizations or not. Out of total media houses surveyed, 66.3 percent informed that they have labor policies while 19.7 percent of them were found not adopting effective labor practices and policies. However, 14 percent of them wished to remain silent about labor issues in their organizations.

Out of 531 print media houses, 62.5 percent of them said that they had labor policies and practices in their organizations while 23.4 percent of them said that they did not have any kind of labor policy. The remaining 14.1 percent media houses

Figure 45

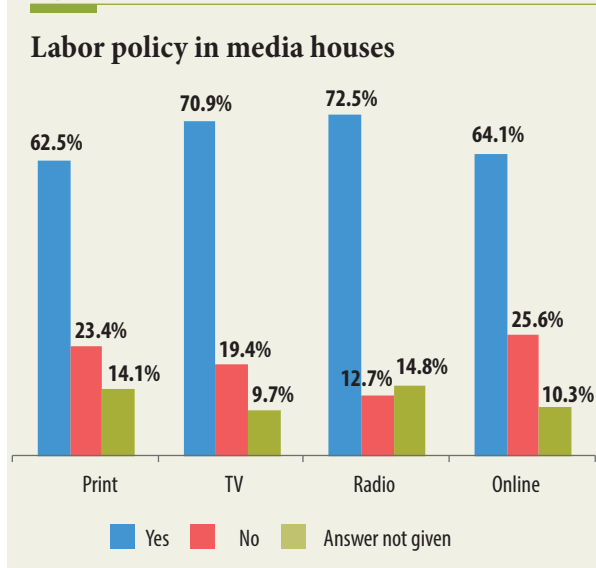
**Gender representation of journalists in decision making level**



wished to remain silent on the matter.

Similarly, out of 31 television media houses, 71 percent said that they had labor policies and 19.4 percent of them said that they did not have any kind of labor policy while the remaining 9.7 percent of them did not disclose about their labor

Figure 46



policy. Out of the 306 radio media houses, 72.5 percent of them said that they had adopted labor policy and practices while 12.7 percent of them said that they did not have labor policy. And 14.7 percent of them wished to remain silent on the matter.

Likewise, out of 39 online houses, 64.1 percent of them said that they had adopted an effective labor policy and 25.6 percent of them said that they did not have a labor policy. The remaining 10.3 percent of them wished to remain silent on the matter.

The media houses, which responded that they have adopted effective labor policies, and practices were asked what kind of facilities they had been offering. Most of them said that they have been giving weekly day-off and casual leave. Similarly, they also said that they had given appointment letter, festival holidays, maternity leave, transportation facility and health insurance to staffers. Some media houses said that they had formulated separate labor directives in their houses and they had been implementing them effectively.

#### 4.2.5 Gender policy

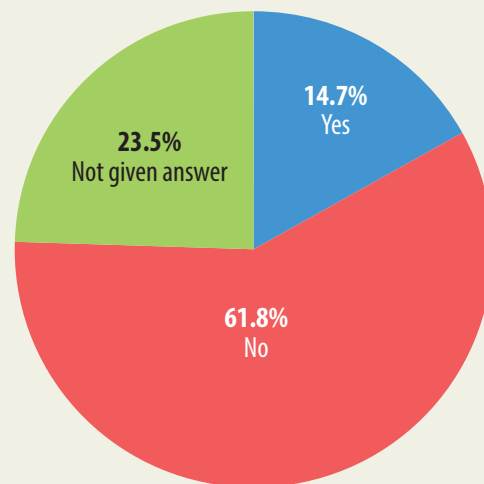
Most of the media houses have not implemented a separate gender policy. When the media orga-

nizations were asked whether they had separate gender policy or not, 61.9 percent said that they did not have a separate gender policy. While 14.7 percent of media houses said that they had separate gender policy, 23.5 percent of the media organizations remained silent on this issue. Even those media houses which said that they had a separate gender policy did not have written documents of such a policy. However, they said that they had been acknowledging good labor practices and policies while working. Some media houses said that they were preparing to make such a labor policy. Though 16.9 percent out of the 531 print media houses surveyed said that they had a gender policy, 58.6 percent responded that they did not have such policies. The remaining 24.5 percent of such media houses remained silent over gender policy. Similarly, 11.1 percent of radio/FM and 12.9 percent of television media houses said that they have a gender policy in their organizations.

The participating media houses also could not pinpoint any of the concrete provisions related to gender balance that they claimed to have adopted. None of the big media houses in and outside the

Figure 47

#### Practice of gender policy in media houses



Kathmandu valley could show written documents on gender policy.

Those who claimed to have adopted gender policy informed that they had not been assigning duties to female journalists in the early morning and late evening shifts, had been giving maternity leave, festival leave, among others. They also said that they had been prioritizing security to female journalists and managing separate toilets for them. Likewise, they said that they give top priority to female candidates while hiring new staff.

#### 4.2.6 How management views female journalists

Female journalists are simply not happy with the management of media houses. They have multiple complains. The survey tried to focus also on how the management views female journalists.

Participants from the management told that women journalists are 'comfort seeking'. In a group discussion with editors and publishers they said that females are not ready for challenges. They were of the opinion that females quit journalism for better opportunities in other sectors. Meanwhile, they also reported that both and female look for facilities which management cannot afford for them.

According to editors and publishers, the number of individuals who want to pursue their career in journalism is low. They blamed on the 'lack of patience' for youth journalists quitting journalism. They also stressed that just for glamor, newcomers are attracted to television and other media.

The publishers and editors stated that female journalists are not willing to compete and learn new things. In group discussions, editors, bureau coordinators and publishers, participants said that female journalists even did not know what their actual demands are. The speakers had hard hit women's inefficiency.

Major weaknesses pointed are as follows:

- Do not want stay in office till late evening
- Cannot give sufficient time to the organization
- Cannot bring critical news

- Take more leave for personal and household works
- Do not want to go for field reporting
- Lack of professionalism
- Quit job after marriage
- Not informed about contemporary issues
- Insufficient knowledge
- Unable to manage time
- More interested to follow entertainment related subject matters than critical and hard news
- Eager to take trainings but do not apply knowledge and skills sought from trainings to daily news reporting
- Aware that they should get opportunity but lack learning attitude

Some publishers and editors however also highlighted different positive aspects of female journalists. They stated that female journalists are honest and eager to learn new things, have feelings that they can prove themselves if given opportunity, are tolerant and reliable, are dedicated and responsible, have better understanding of social issues and are helpful, are and good team players, among other qualities.

#### 4.2.7 Major complaints against management

An open question was asked to news editors, coordinators, editors and to those handling managerial responsibilities about major complaints of female journalists with the management. They responded that female journalists expresses the following complaints and problems with the management:

- Poor salary level and untimely payment
- Lack of transportation facility
- Difficulty in handling early morning and late evening shifts
- Difficult to manage time due to family pressure and dual responsibility, i.e. to look after family and as well as work
- Difficult to continue the profession
- Difficult to get family support
- Difficult to work due to gender discrimination in profession and the society

- Lack of easy access to information for female journalists compared to male

For their professional skills and career development, editors and publishers had made few suggestions for female journalists during group discussions:

- Take advice and feedback positively
- Develop habit of taking more responsibilities

- Be efficient for better reporting through deep studies and investigations on related subject matters
- Be competent in TV, online or print media
- Work with full dedication, boost self-confidence
- Dare to dream and move ahead by overcoming weaknesses and hindrances ▲



## 4.3 Gender representation in media organizations

This part discusses the involvement, inclusiveness and related policies and programs of female journalists in media organizations. For this, a survey was conducted among the heads of popular and influential professional organizations.

For this, the Federation of Nepali Journalists (FNJ), an umbrella organization of working journalists, was taken as the main information provider. Similarly, Nepal Press Union, Press Chautari Nepal and Revolutionary Journalists Association, among other media organizations close to different political parties, were also selected for study. Likewise, to further check inclusiveness and professional rights of journalists, the Federation

of Nepalese Ethnic Journalists (FNEJ) and the Association of Madhesi Journalists were also included for study. The objective of the study was to observe the representation of female in general membership and executive committee in these organizations.

A study was carried out to delve on the initiatives taken by these organizations in order to empower female journalists and increase their participation in their executive committees.

### 4.3.1 Leadership and inclusiveness

#### ■ Federation of Nepalese Journalists (FNJ)

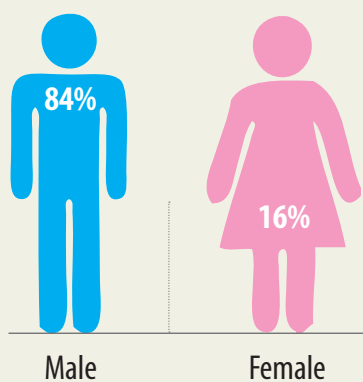
There are 10,095 general members under FNJ. Among them, 1,613 (16%) are females and the remaining 8,482 are males.

FNJ has a 49-member working committee in the central level. Out of this, 43 are central members. FNJ has 3-member account committee and 3-membered advisory committee. In the central committee of FNJ, there are 7 females including one vice president and one secretary. This representation of female is 14.3 percent of the total members in the working committee.

There are 74 district branches, 42 academic branches and 10 associate organizations under FNJ. Out of these district branches and associate organizations of FNJ, none has female presidents.

Figure 48

#### Gender distribution of general members of FNJ



Similarly, only 4 out of 42 academic branches of FNJ has females as presidents.

### ■ Nepal Press Union

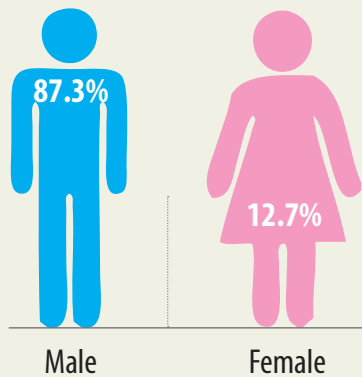
Among 7,046 members of Nepal Press Union, 940 (12%) are females, the remaining 6,466 are males.

Out of 71 central working committee members of Nepal Press Union, only 9 (12.7%) are females. Representation of female in the Union's central committee is as follows:

- Vice-president-1
- Under general secretary-1
- Secretary (open)-1
- Members (open)-3
- Members (reserved)-3

Figure 49

### Gender distribution of gender members of Press Union



Similarly, there is female leadership in five branches of Nepal Press Union. There are 13 vice presidents, 4 secretaries, 13 joint secretaries and 24 treasurers in the above leadership. Similarly, there are 147 working committee members and 2 advisors.

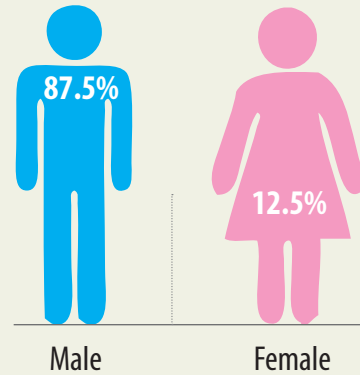
### ■ Press Chautari Nepal

Out of 4,100 members in Press Chautari Nepal, 500 (12.2%) are females.

Likewise, out of 57 central working committee members, 12 (21%) are females which includes 1 vice-president, 1 secretary and 5 member.

Figure 50

### Gender distribution of general members of Press Chautari Nepal



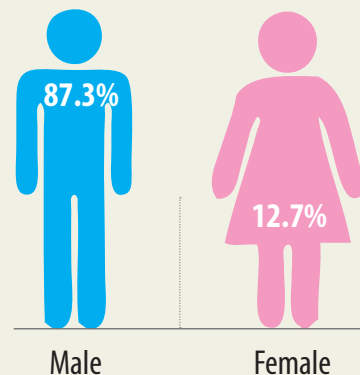
There is a provision of selecting five female members, one from each of the five development regions.

### ■ Revolutionary Journalists Association

Under the association, there are 2,250 general members all over the country. Out of these members, 285 (12.66%) are females. Similarly, out of 51 members in the association's central committee, 12 (13.5%) are female.

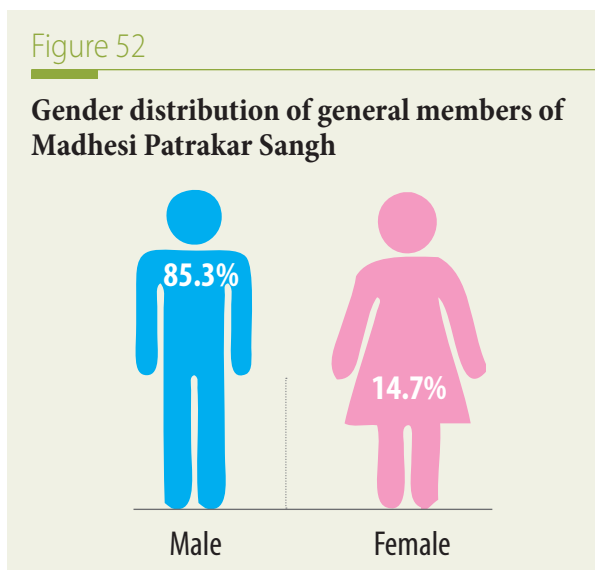
Figure 51

### Gender distribution of general members of Krantikari Patrakar Sangh



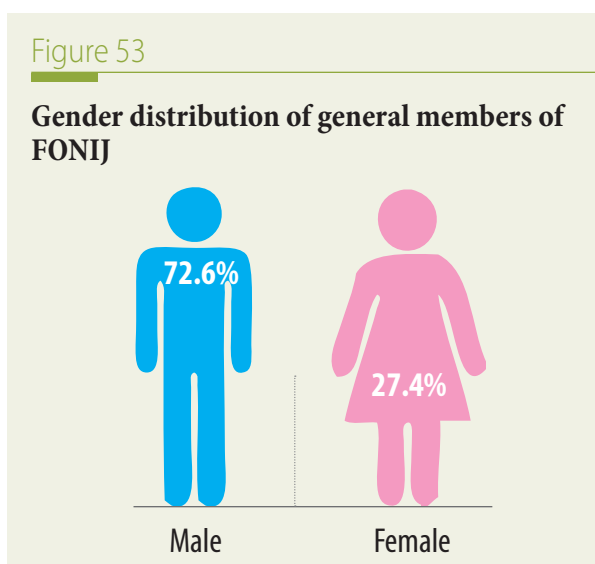
### ■ Association of Madhesi Journalists

The Association of Madhesi Journalists has branches in 14 districts. Out of 150 general members of the association in these districts, 22 (14.7) are female. Similarly, out of 15 members in the central working committee only 5 of them are female. Among them, one is treasurer and the other four are members.



### ■ Federation of Nepalese Ethnic Journalists (FONEJ)

Out of the 1,539 general members in FONEJ, 421 (27.4%) are female. Similarly, out of 27 working



committee members and officials in FONEJ, 7 are female with 6 members and 1 officer. Out of 45 district branches of FONEJ, 6 branches have females as presidents.

#### 4.3.2 Comfort and difficulties in organizing female journalists

An open question was asked to managers to know about comfort and challenges while organizing female journalists. Participating organizations had highlighted honesty, hard working attitude, sensitiveness, sense of responsibility and discipline as the five major easy things while organizing female journalists.

Similarly, they said that female journalists' inability to give sufficient time, their low number, lack of family support to female journalists, unwilling to take risks and their inability to continue in the profession for long were the major difficulties while organizing female journalists.

#### 4.3.3 Reason behind low number in leadership

Participants responded different answers when asked about reasons behind low number of females in leadership positions in media organizations. The major five reasons are as follows:

1. Low number of female journalists
2. Lack of outgoing personality in female journalists and ability to display their work
3. Inability to give continuity in the profession due to social and cultural issues (marriage, support from family, gender discrimination, patriarchy)
4. Lack of economic opportunities in journalism profession
5. Lack of programs to generate opportunities for female journalists.

#### 4.3.4 Major problems of female journalists

Major problems of female journalists highlighted by media organizations working for the rights and benefits of journalists are as follows:

- Social, economic and family problems
- Disinclined to take leadership and unable to work hard
- Affected by patriarchal mentality that women cannot perform much
- Surrounded by worries over personal and professional insecurities

#### 4.3.5 Gender policy in FNJ

**Federation of Nepali Journalist (FNJ)** – Even though FNJ has a long history, its gender policies are not impressive. Only after the political and social changes in the country following the People’s Movement of BS 2062 / 63, FNJ showed an interest in making the organization more inclusive in terms of gender and ethnicity.

FNJ now practices some gender-based policies to encourage more women in the journalism sector. It does have reservation for women members in its different positions though. Some of the remarkable women friendly policies include – one year of experience is needed for women to become its general member while a male journalist needs to have three years of experience for the same. FNJ’s working committee is not complete without three women journalists. Similarly, one among five general secretaries of FNJ has to be a woman. In the district branch of FNJ, at least one woman journalist has to be its member. FNJ has reserved seats based on ethnicity for central membership –

- Indigenous group – 2 members (either male or female)
- Dalit – 2 members (either male or female)
- Madhesi – 2 (either male or female)
- From Karnali region – 1 (either male or female)

**Press Union** – Press Union has also tried to make its working committee inclusive in recent years. In its core committee, six seats have been reserved for women. There is reservation for women for the post of general secretary, vice president and secretary. Three seats for women have also been reserved

for the post of executive member. Apart from this, Press Union organizes training, seminars and other programs for women journalists.

**Press Chautari Nepal** – It has formed a separate department for women journalists. It has made women’s presence at a national-level conference and other important occasions mandatory. The post of a vice president has been reserved for women journalists in its central working committee. At least one seat has been reserved for women in all of its offices in the development regions.

**Krantikari Patrakar Sangh** – It has reserved five seats for women in its working committee.

**FONIJ** – Two secretaries and two members have to be women in the central working committee of FONIJ (Federation of Nepalese Indigenous Nationalities Journalists). It advocates women’s equal participation in policy making and execution of its programs and planning.

**Madhesi Patrakar Sangh** – It has established ‘Uma Singh Patrakarita Puraskar’, an award in name of a woman journalist, in order to encourage women journalists. This particular award is somehow contributing to the growth of women journalists from Madhes.

#### 4.3.6 Suggestions by the organizations for the welfare of women journalists

The above-cited organizations were asked for suggestions on ensuring the growth of women journalists. Here are the answers:

- Pressurize the government for professional security of journalists
- Prioritize the development of women’s leadership qualities
- Provide trainings and opportunities to women journalists
- Practice positive discrimination in order to ensure gender equality in media. ▲



# Conclusion and suggestions

# 5

Chapter



## 5.1 Conclusion of the Research

### ■ On Women Journalists

- Among 1,143 women journalists surveyed for the research, 23.6% are working in Kathmandu valley and other 76.4% are active outside the capital.
- Majority of women journalists fall between the age group of 20 to 30 years.
- The number of women journalists is higher in radio. Among the surveyed women journalists, 62.1% are working in radio, 22.6 % are associated with print media, 10.7 % are in TV and 7 % work for online portals.
- Dominance of women from Brahmin/Chhetri community (58.6%) is evident in journalism.
- The study reflects most of the women journalists (41.8%) hold Bachelor's level education.
- The study shows that the women journalists in the outskirts are less educated than those centered in the capital. While there was no dearth of women journalists with higher degrees in Kathmandu, the common education level of women journalists outside the capital was just SLC and Intermediate. The study shows that 98.2 % of those who have passed SLC only are from outside the valley. Similarly, 90.8 of those who have been through the Intermediate level are from the outskirts.
- Among the women journalists, 21.9% have taken the course of Journalism in college. Other 78.1% have studied other subjects and have training (short term and long term) in journalism.
- Only a handful of women journalists hold the higher/senior and executive positions in the field of journalism. Merely 2.9% of women journalists are working as senior reporter/bureau chief. Likewise, only 8.1% of women occupy the position of editor and 2.7% of women are working as Publisher or Management chief. The higher number of women journalists, i.e. 41.5% are working as anchor/presenter (Newsreader or Program presenter). Similarly, 29.3% of women are reporter/sub-editor.
- Most of the women journalists (46.5%) have been found to be working in mixed beats and this is more prevalent outside Kathmandu the valley. The women journalists outside valley are working as radio/TV newsreader also being equally responsible for reporting.
- Very few women journalists have been found to be working in major beats including politics, economy/finance and international issues. The study shows only 3% of women journalists are working in the beats of politics and current issues, 2.5% are in economy and business, and 0.8% are in international and foreign issues section.
- The condition/status of women journalists regarding job promotion is not much encouraging. 47.4% of women journalists in the survey stated they had promotion while 35.6% said that they had never been promoted.

- Among the women journalists, one third of them have changed their institution/organization. Low remuneration and irregular salary forced many to quit their organizations. Some even reported that they were never paid for their job. Apart from salary issues, lack of encouragement or promotion have been the factors behind looking for new organizations to work at.
  - Promotion in journalism (profession) generally demands a longer duration. As per the regulation of the government media, it requires two years for the promotion of women journalists and three years for that of men. However, the duration only does not guarantee the promotion. Even the qualified and able journalists holding permanent positions need to wait for a rise to higher positions until such posts are vacant.
  - Factors like remuneration, better opportunity, work environment, family concerns, and education push the women journalists to switch to other Organizations. 27.1% of women journalists have stated salary as the main factor for shifting the institution. Likewise, 21.3% mentioned better opportunity as the reason for leaving the previous Organizations.
  - Despite the complaints that work environment is not women friendly and the colleagues and seniors do not deal aptly with women journalists, the study has indicated some improvement in this area. Most of the women in the profession (73.3%) said they had found their colleagues to be supportive. Less than half of the surveyed journalists found their seniors helpful and 41% of them declined from answering when asked about seniors' behavior.
  - Half of the women journalists (51.3%), who joined the survey, wish to continue their career in journalism. 19.6% of the participants want to change their job.
  - The problem of minimum and regular wage is getting worse in media houses. 41.4% of the surveyed women journalists stated they are not paid even a minimum wage. This problem is much severe in the outskirts. Among the women journalists who did not receive minimum wage, 84.1% belonged to outskirts. Only 57.8% of the surveyed women journalists said they received the regular salary.
  - Most of the women journalists (56.2%) specified lack of proper transport facility as a major shortcoming at work. The transportation problem is more critical to women journalists working in the night shifts. Those working in TV channels enjoy better transportation facility in comparison to those working in online, print media and radios.
  - Though the gender inequality in the matter of salary is declining, it is still in practice. 19.4% of the women journalists surveyed stated that they have faced gender discrimination in salary. Mandatory appointment provision might have reduced this inequality. But there is a tendency of paying very low amount as salary and bigger allowance in prominent private media houses. And in such allowance, women journalists face much discrimination.
  - 24.9% of the women journalists stated they have faced gender discrimination in the matter of responsibility. The journalists in the study mentioned that women journalists were not entrusted with the role of coordinators and also that they were given lesser opportunity in the beats related to politics and current issues.
- **On media houses and media**
- Total 907 media houses including that of the capital and outskirts were surveyed in the study. Among them 531 were publication houses, 306 radio (stations), 31 tele-



vision channels and 39 were online. 9.4% of the surveyed media houses are situated in Kathmandu valley and 90.6% are located outside the valley.

- Total 7,650 journalists are working for the surveyed 907 media houses. Among these working journalists, 5,711 are men and 1,939 (25.3%) are women.
- Of the total journalists working in radio, 46.5% are women journalists. The total number of journalists in radio including both men and women is 2,562. Of the total 4,126 journalists working in the print media, 40.6% are women journalists. Likewise, among total 749 journalists working in television, 11.3% are women. Of the total 223 online journalists, 1.6% is women journalists.
- As per the data of media houses, of the total 1,939 women journalists 44.6% belong to Brahmin/Chhetri community. Likewise, 24.4% are from Indigenous communities, 6.6% from Madhesi community, 6.3% from Dalit community and 17.9% from other community.
- Women journalists in the higher or managerial positions are very few. Of the total 53 Chief editors across the country, only 11.3% are women. Similarly, of 37 executive editors/Managing editors, 10.8% are women and of the total 809 editors, 15.1% are women.
- 66% of the surveyed media houses stated they implemented a with labour policy. Most of them have been granting weekly leave and home/casual leave as per the policy or regulation. Likewise, they also stated they had provisions of appointment letter, festive leaves, maternal leave, transport facility and health insurance. The study shows 19.7% of the media houses do not practice labour policy. 14.4% of the media houses declined to make any response in this regard.

- The condition of the media houses regarding the execution of separate gender policy is rather weak. More than half of the surveyed (61.6%) media houses stated they did not have a separate gender policy.
- The media houses mention areas to improve by women journalists. Such areas include inability to work till late hours, failure to give adequate time to office, inability to collect impressive news, unwilling to go to the work field and demanding more leave, and reluctance in quality development.
- The management/leadership has mentioned enthusiasm and sincerity, working spirit, tolerance and patience, dedication and accountability, helpfulness, and ability to work in team as the strengths of women journalists.
- Inadequate wage, irregular salary, transportation difficulty, lack of professional and social security, unfriendly work environment, and gender discrimination are some of the major grievances made to the news coordinators, editors and management chiefs by women journalists.

## ■ On Journalist Associations

- Though the journalists associations have been found to be more inclusive than in the past, they are yet to incorporate the policy of inclusion fully.
- Few steps and procedures have been initiated to bring women journalists in the leadership level in journalists' association.
- There is not a single woman president in any of the 74 branches of Federation of Nepali Journalists.
- Journalists associations have not designed any gender document related to empowerment and inclusion of women journalists so far.

## 5.2 Recommendations

A different role and initiation from various stakeholders is required for the professional, social, economical and physical security of women journalists and for enhancing their working condition. On the basis of the findings of the study, the following recommendations have been made to different stakeholders.

### ■ To the government

- A national level policy shall be drafted and implemented for the professional development of all the journalists and particularly that of women journalists. This can be useful in attracting women into journalism and to keep them adhered to this profession.
- An effective mechanism shall be built to monitor whether the salary as fixed by the minimum wage fixation committee is being provided in time. This will help women journalists to continue with their profession.
- Various training and programs are essential to promote women journalists' capability and to enhance leadership and professional skills in them. A proper plan and budget becomes necessary for this. This adds to capability and efficiency of women journalists.
- The state shall direct the publication houses to formulate and implement the policy against gender-based and sexual violence. It must monitor the publication houses in this regard and shall reward or punish the houses on the basis of the execution of such policies. This will support in reducing sexual and gender-based violence in workplaces.
- The state and journalists associations shall regularly monitor whether the minimum wage provision is being implemented effectively. The media houses not abiding by

the provision shall be rightly penalized.

- Relevant training and visits for women journalists shall be conducted to promote their capacity and professional efficiency.

### ■ To management and publishers

- A positive discrimination for a certain period shall be practiced in all the government and private media houses in the matter of appointment, promotion, and facility to encourage women journalists. A policy shall be formulated to appoint at least 33% of women journalists in private media houses in accordance with a proportional representation principle as accepted by the constitution.
- The problem of not providing regular and minimum wage is on the rise lately. This has posed a bigger problem to women journalists. In many cases, it has caused women journalists to give up their jobs.
- The media houses shall make a provision of trainings and visits to women journalists working for them to enhance their capability and efficiency.
- Policy against gender-based and sexual violence shall be formulated and implemented effectively in the media houses. The victims shall have easy access to justice. This will help boost self-confidence among women journalists and make them feel secure.
- The media houses shall encourage women journalists. They shall be trusted with the decision making positions and other important posts, and shall not be deemed weak and less efficient just for being women. This will help to eliminate gender-based violence.
- The media houses shall operate their organization/house professionally and create an environment where journalists can work in a professional manner.

- The bigger media houses shall have the provision of child care centers or facility related to this.
- Every media house shall form and implement gender policy to solve the problems arising from gender misbehaviour and gender discrimination.

### ■ To Journalists Associations

- The association should give platform for women journalists to get united and empowered. It should play a vital role to develop their leadership quality and give them opportunities to lead.
- Capacity and efficiency development program targeted to women journalists shall be carried out. The problems faced by women journalists shall be discussed with the concerned stakeholders. A campaign shall be launched to root out gender discrimination existing in the field of journalism.
- A necessary action shall be taken to implement the legal provisions of service and facility and the minimum wage and this shall be rightly supervised.
- A necessary action shall be taken to formulate the policies required to help wom-

en journalists rise to the higher posts of the associations and professional organizations of journalism. The implementation of such policies shall be strictly monitored.

### ■ To women journalists

- While passion for journalism is what leads to success, women journalists need to have enough knowledge and commitment before entering this field.
- Should be ready to face any professional challenges, should keep updating oneself by reading and gathering information.
- Women journalists should never consider themselves weaker or less capable. They should always try to give their best and remain in high spirit.
- One shall make an effort to remain in the leadership position of professional organizations. One must take necessary actions to formulate and implement the policies essential for women welfare.
- There must be cooperation between men and women journalists. They shall exchange their knowledge and experiences. Furthermore, the problems and difficulties that women journalists face shall be reported to the concerned authorities. ▲





**Annexes**

Chapter



## Annex 1: Research data table

### A. Female journalists

**Table 1 : Number of female journalists interviewed for the study district wise**

S.N.	District	Number	Percent
1.	Accham	8	0.7
2.	Arghakhanchi	9	0.8
3.	Baglung	14	1.2
4.	Baitadi	5	0.4
5.	Bajhang	3	0.3
6.	Bajura	9	0.8
7.	Banke	34	3
8.	Bara	6	0.5
9.	Bardiya	18	1.6
10.	Bhaktapur	3	0.3
11.	Bhojpur	3	0.3
12.	Chitwan	30	2.6
13.	Dadeldhura	7	0.6
14.	Dailekh	6	0.5
15.	Dang	25	2.2
16.	Darchula	4	0.3
17.	Dhading	19	1.7
18.	Dhankuta	8	0.7
19.	Dhanusha	31	2.7
20.	Dolakha	25	2.2
21.	Dolpa	1	0.1
22.	Doti	5	0.4
23.	Gorkha	2	0.2
24.	Gulmi	11	1
25.	Humla	3	0.3
26.	Illam	15	1.3
27.	Jajarkot	3	0.3
28.	Jhapa	30	2.6
29.	Jumla	2	0.2
30.	Kailali	26	2.3
31.	Kalikot	9	0.8
32.	Kanchanpur	28	2.4
33.	Kapilbastu	22	1.9
34.	Kaski	22	1.9
35.	Kathmandu	260	22.7
36.	Kavre	14	1.2

37.	Khotang	3	0.3
38.	Lalitpur	7	0.6
39.	Lamjung	21	1.8
40.	Mahottari	11	1
41.	Makwanpur	15	1.3
42.	Morang	6	0.5
43.	Mugu	1	0.1
44.	Myagdi	7	0.6
45.	Nawalparashi	35	3.1
46.	Nuwakot	13	1.1
47.	Okhaldhunga	3	0.3
48.	Palpa	14	1.2
49.	Panchthar	6	0.5
50.	Parbat	5	0.4
51.	Parsa	12	1
52.	Pyuthan	17	1.5
53.	Ramechhap	13	1.1
54.	Rasuwa	3	0.3
55.	Rautahat	6	0.5
56.	Rolpa	14	1.2
57.	Rukum	9	0.8
58.	Rupandehi	55	4.8
59.	Salyan	3	0.3
60.	Sankhuwasabha	5	0.4
61.	Saptari	13	1.1
62.	Sarlahi	4	0.3
63.	Sindhuli	12	1
64.	Sindhupalchowk	2	0.2
65.	Siraha	5	0.4
66.	Solukhumbu	6	0.5
67.	Sunsari	22	1.9
68.	Surkhet	16	1.4
69.	Syanja	11	1
70.	Tanahun	8	0.7
71.	Taplejung	16	1.4
72.	Terhatthum	9	0.8
73.	Udaypur	15	1.3
74.	Manang	0	0
75.	Mustang	0	0
<b>Total</b>		<b>1143</b>	<b>100</b>

**Table 2 : Female journalists participated in the survey by region**

Region	Number	Percent
Kathmandu Valley	270	23.6
Outer Kathmandu Valley	873	76.4
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 3 : Female journalists participated in the survey by age group**

Age group	Number	Percent
Less than 20 year	93	8.1
20-30	872	76.3
30-40	146	12.8
Above 40	32	2.8
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 4 : Female journalists participated in the survey by media**

Type of Media	Number	Percent
Radio	710	62.1
TV	122	10.7
Print	258	22.6
Online	8	.7
Other	45	3.9
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 5: Response about language proficiency**

Language	Number	Percent
Nepali	1105	96.7
English	535	46.8
<b>Other</b>	<b>385</b>	<b>33.7</b>

**Table 6: Number of female journalists participated in the survey by caste/ethnicity**

Caste/ethnicity	Number	Percent
Brahamin/Chhetri	670	58.6
Dalit	65	5.7
Indigenous	335	29.3
Madhesi	50	4.4
Other	23	2.0
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 7: Female journalists working in different media by caste/ethnicity**

	Radio		TV		Print		Online		Other	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Brahamin/Chhetri	368	51.8	92	75.4	178	69.0	3	37.5	29	64.4
Dalit	50	7.0	3	2.5	9	3.5		.0	3	6.7
Indigenous	256	36.1	23	18.9	44	17.1	3	37.5	9	20.0
Madhesi	26	3.7		.0	19	7.4	2	25.0	3	6.7
Other	10	1.4	4	3.3	8	3.1		.0	1	2.2
<b>Total</b>	<b>710</b>	<b>100.0</b>	<b>122</b>	<b>100.0</b>	<b>258</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>45</b>	<b>100.0</b>



	Number	Percent
Married	427	37.4
Unmarried	684	59.8
Single	16	1.4
No Response	16	1.4
<b>Total</b>	<b>1143</b>	<b>100.0</b>

	Number	Percent
SLC	110	9.6
Inter mediate	370	32.4
Bachelor's	478	41.8
Master's	167	14.6
M.Phil	2	.2
No Response	16	1.4
<b>Total</b>	<b>1143</b>	<b>100.0</b>

	Number	Percent
Inter mediate	49	19.6
Bachelor's	107	42.8
Master's	43	17.2
No Response	51	20.4
<b>Total</b>	<b>250</b>	<b>100.0</b>

Designation	Number	Percent
Anchor	474	41.5
Chief Editor	2	.2
Chief Reporter	41	3.6
Co-Editor	26	2.3
Editor	93	8.1
Execuitve Editor	4	.3
Executive Producer	1	.1
Joint Editor	1	.1
Junior Reporter	26	2.3
Publisher and Manager	31	2.7
Reporter/Sub-editor	335	29.3
Senior Reporter	2	.2
Senior Reporter/Bureau Chief	33	2.9
Stringer	11	1.0
Other	63	5.5
<b>Total</b>	<b>1143</b>	<b>100.0</b>

Education level	Kathmandu Valley		Outer Kathmandu Valley		Total	
	Number	Percent	Number	Percent	Number	Percent
SLC	2	1.8	108	98.2	110	100.0
Inter mediate	34	9.2	336	90.8	370	100.0
Bachelor's	135	28.2	343	71.8	478	100.0
Master's	95	56.9	72	43.1	167	100.0
M.Phil	2	100.0		.0	2	100.0
No Response	2	12.5	14	87.5	16	100.0
<b>Total</b>	<b>270</b>	<b>23.6</b>	<b>873</b>	<b>76.4</b>	<b>1143</b>	<b>100.0</b>

**Table 13: Comparison of designation of female journalists in study by caste/ethnicity**

Designation	Brahamin/Chhetri		Dalit		Indigenous		Madhesi		Other		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Anchor	240	50.6	35	7.4	171	36.1	22	4.6	6	1.3	474	100.0
Chief Editor	1	50.0	0	.0	1	50.0	0	.0	0	.0	2	100.0
Chief Reporter	28	68.3	3	7.3	8	19.5	2	4.9	0	.0	41	100.0
Co-Editor	13	50.0	0	.0	10	38.5	2	7.7	1	3.8	26	100.0
Editor	56	60.2	1	1.1	22	23.7	13	14.0	1	1.1	93	100.0
Executive Editor	2	50.0	1	25.0	1	25.0	0	.0	0	.0	4	100.0
Executive Producer	1	100.0	0	.0	0	.0	0	.0	0	.0	1	100.0
Joint Editor	1	100.0	0	.0	0	.0	0	.0	0	.0	1	100.0
Junior Reporter	16	61.5	1	3.8	7	26.9	0	.0	2	7.7	26	100.0
Publisher and Manager	17	54.8	2	6.5	12	38.7	0	.0	0	.0	31	100.0
Reporter/Sub-editor	213	63.6	18	5.4	83	24.8	9	2.7	12	3.6	335	100.0
Senior Reporter	2	100.0	0	.0	0	.0	0	.0	0	.0	2	100.0
Senior Reporter/Bureau Chief	21	63.6	1	3.0	10	30.3	0	.0	1	3.0	33	100.0
Stringer	8	72.7	1	9.1	2	18.2	0	.0	0	.0	11	100.0
Other	51	81.0	2	3.2	8	12.7	2	3.2	0	.0	63	100.0
<b>Total</b>	<b>670</b>	<b>58.6</b>	<b>65</b>	<b>5.7</b>	<b>335</b>	<b>29.3</b>	<b>50</b>	<b>4.4</b>	<b>23</b>	<b>2.0</b>	<b>1143</b>	<b>100.0</b>

Table 14: Comparison of designation of female journalists in study by education

Designation	SLC		Inter mediate		Bachelor's		Master's		M.Phil		No Response		Total	
	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent	Num-ber	Per-cent
Anchor	52	11.0	180	38.0	189	39.9	45	9.5	1	.2	7	1.5	474	100.0
Chief Editor	0	.0	0	.0	1	50.0	1	50.0	0	.0	0	.0	2	100.0
Chief Reporter	5	12.2	14	34.1	17	41.5	5	12.2	0	.0	0	.0	41	100.0
Co-Editor	4	15.4	4	15.4	14	53.8	4	15.4	0	.0	0	.0	26	100.0
Editor	4	4.3	27	29.0	48	51.6	13	14.0	1	1.1	0	.0	93	100.0
Executive Editor	0	.0	2	50.0	1	25.0	1	25.0	0	.0	0	.0	4	100.0
Executive Producer	0	.0	0	.0	0	.0	1	100.0	0	.0	0	.0	1	100.0
Joint Editor	0	.0	0	.0	1	100.0	0	.0	0	.0	0	.0	1	100.0
Junior Reporter	0	.0	3	11.5	17	65.4	6	23.1	0	.0	0	.0	26	100.0
Publisher and Manager	3	9.7	11	35.5	12	38.7	5	16.1	0	.0	0	.0	31	100.0
Reporter/Sub-editor	35	10.4	94	28.1	140	41.8	66	19.7	0	.0	0	.0	335	100.0
Senior Reporter	0	.0	1	50.0	0	.0	1	50.0	0	.0	0	.0	2	100.0
Senior Reporter/Bureau Chief	0	.0	11	33.3	10	30.3	12	36.4	0	.0	0	.0	33	100.0
Stringer	0	.0	1	9.1	6	54.5	4	36.4	0	.0	0	.0	11	100.0
Other	7	11.1	22	34.9	22	34.9	3	4.8	0	.0	9	14.3	63	100.0
<b>Total</b>	<b>110</b>	<b>9.6</b>	<b>370</b>	<b>32.4</b>	<b>478</b>	<b>41.8</b>	<b>167</b>	<b>14.6</b>	<b>2</b>	<b>.2</b>	<b>16</b>	<b>1.4</b>	<b>1143</b>	<b>100.0</b>

**Table15: Female journalists participated in study by working area**

Working Area	Number	Percent
Arts and Lifestyle	40	3.5
Business and Economics	29	2.5
Desk	94	8.2
Environment	7	.6
International and Foreign Affairs	9	.8
News reading/Anchoring	17	1.5
Overall and mixed beats	531	46.5
Politics and Current Affairs	34	3.0
Social	209	18.3
Other	173	15.1
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table16: Situation of promotion during tenure**

Promotion	Number	Percent
Got	542	47.4
Not got	407	35.6
No Response	194	17.0
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table17: Situation of promotion by education**

Promotion	SLC		Inter mediate		Bachelor's		Master's		M.Phil		No Response		Total	
	Num-ber	Percent	Num-ber	Percent	Num-ber	Percent	Num-ber	Percent	Num-ber	Percent	Num-ber	Percent	Num-ber	Percent
Got	46	8.5	158	29.2	243	44.8	93	17.2	1	.2	1	.2	542	100
Not got	48	11.8	142	34.9	164	40.3	49	12.0	1	.2	1	.2	407	100
No Response	16	8.2	70	36.1	71	36.6	25	12.9	0	.0	1	.5	194	100
<b>Total</b>	<b>110</b>	<b>9.6</b>	<b>370</b>	<b>32.4</b>	<b>478</b>	<b>41.8</b>	<b>167</b>	<b>14.6</b>	<b>2</b>	<b>.2</b>	<b>1</b>	<b>.1</b>	<b>1143</b>	<b>100</b>

**Table18:Time taken for promotion in year**

Duration	Number	Percent
Up to one Year	806	70.5
1 - 3 year	212	18.5
3 - 5 year	67	5.9
5-8 year	35	3.1
More than 8 year	23	2.0
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 19: Response on possibility of promotion**

Possibility	Number	Percent
Yes	547	47.9
No	227	19.9
Don't know	369	32.3
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 20: Response on possibility of promotion by caste/ethnicity**

Caste/Ethnicity	Yes		No		Don't know		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Brahamin/Chhetri	324.0	28.3	121.0	10.6	225.0	19.7	670.0	58.6
Dalit	39.0	3.4	13.0	1.1	13.0	1.1	65.0	5.7
Indigenous	145.0	12.7	84.0	7.3	106.0	9.3	335.0	29.3
Madhesi	26.0	2.3	6.0	.5	18.0	1.6	50.0	4.4
Other	13.0	1.1	3.0	.3	7.0	.6	23.0	2.0
<b>Total</b>	<b>547.0</b>	<b>47.9</b>	<b>227.0</b>	<b>19.9</b>	<b>369.0</b>	<b>32.3</b>	<b>1143.0</b>	<b>100.0</b>

**Table 21: Response on changing organizations**

Response	Number	Percent
Yes	364	31.8
No	575	50.3
NA	204	17.8
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 23: Colleague's behaviour/Attitude**

Behaviour/Attitude	Number	Percent
Supportive	843	73.8
Normal	209	18.3
Unsupportive	52	4.5
No Response	39	3.4
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 22: Reason for changing job**

Reason	Responses	
	Number	Percent
Salary Issue	245	27.1
Better opportunity	192	21.3
Working environment	169	18.7
Family issues	92	10.2
Education	75	8.3
Other	130	14.4
<b>Total</b>	<b>903</b>	<b>100.0</b>

**Table 25: Senior's behavior**

Behavior	Number	Percent
Good	786	68.8
Normal	263	23.0
Bad	46	4.0
No Response	48	4.2
<b>Total</b>	<b>1143</b>	<b>100</b>

**Table 24: Colleague's behaviour/attitude by media**

Behavior/Attitude	Radio		TV		Print		Online		Other		Total	
	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %	Count	Row N %
Supportive	560.0	66.4	72.0	8.5	177.0	21.0	7.0	.8	27.0	3.2	843.0	100.0
Normal	103.0	49.3	37.0	17.7	62.0	29.7	1.0	.5	6.0	2.9	209.0	100.0
Unsupported	27.0	51.9	9.0	17.3	12.0	23.1	.0	.0	4.0	7.7	52.0	100.0
No Response	20.0	51.3	4.0	10.3	7.0	17.9	.0	.0	8.0	20.5	39.0	100.0
<b>Total</b>	<b>710.0</b>	<b>62.1</b>	<b>122.0</b>	<b>10.7</b>	<b>258.0</b>	<b>22.6</b>	<b>8.0</b>	<b>.7</b>	<b>45.0</b>	<b>3.9</b>	<b>1143.0</b>	<b>100.0</b>

**Table 26: Possibility of changing profession**

Possibility	Frequency	Percent
Yes	224	19.6
No	586	51.3
Don't know	284	24.8
No Response	49	4.3
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 30: Response on satisfactory salary received**

Response	Number	Percent
Yes	413	36.1
No	681	59.6
No Response	49	4.3
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 27: Minimum salary received**

Minimum salary	Frequency	Percent
Yes	554	48.5
No	473	41.4
Don't know	64	5.6
No Response	52	4.5
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 31: Female journalists faced problem due to transportation**

Faced problem	Number	Percent
Yes	642	56.2
No	456	39.9
No Response	45	3.9
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 28: Minimum salary received by region**

Minimum salary	Kathmandu Valley		Outer Kathmandu Valley		Total	
	Number	Percent	Number	Percent	Number	Percent
Yes	181	67.0	373	42.7	554	48.5
No	75	27.8	398	45.6	473	41.4
Don't know	6	2.2	58	6.6	64	5.6
No Response	8	3.0	44	5.0	52	4.5
<b>Total</b>	<b>270</b>	<b>100.0</b>	<b>873</b>	<b>100.0</b>	<b>1143</b>	<b>100.0</b>

**Table 29: Regular salary received by region**

Regular salary	Kathmandu Valley		Outer Kathmandu Valley		Total	
	Number	Percent	Number	Percent	Number	Percent
Yes	201	74.4	460	52.7	661	57.8
No	62	23.0	364	41.7	426	37.3
No Response	7	2.6	49	5.6	56	4.9
<b>Total</b>	<b>270</b>	<b>100.0</b>	<b>873</b>	<b>100.0</b>	<b>1143</b>	<b>100.0</b>

**Table 32: Female journalists getting transportation facility by region**

Transportation facility	Kathmandu Valley		Outer Kathmandu Valley		Total	
	Number	Percent	Number	Percent	Number	Percent
Yes	97	42.7	130	57.3	227	100.0
No	156	18.3	697	81.7	853	100.0
Sometime	14	100.0		.0	14	100.0
No Response	3	6.1	46	93.9	49	100.0
<b>Total</b>	<b>270</b>	<b>23.6</b>	<b>873</b>	<b>76.4</b>	<b>1143</b>	<b>100.0</b>

**Table 33: Female journalists getting transportation facility by media**

Transportation facility	Radio		TV		Print		Online		Other		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Yes	105.0	14.8	65.0	53.3	48.0	18.6	2.0	25.0	7.0	15.6	227.0	19.9
No	576.0	81.1	46	37.7	196.0	76.0	6.0	75.0	29.0	64.4	853.0	74.6
Sometime	2.0	.3	5	4.1	7.0	2.7	.0	.0	.0	.0	14.0	1.2
No Response	27.0	3.8	6	4.9	7.0	2.7	.0	.0	9.0	20.0	49.0	4.3
<b>Total</b>	<b>710.0</b>	<b>100.0</b>	<b>122</b>	<b>100.0</b>	<b>258.0</b>	<b>100.0</b>	<b>8.0</b>	<b>100.0</b>	<b>45.0</b>	<b>100.0</b>	<b>1143.0</b>	<b>100.0</b>

**Table 34: Problem due to working hour**

Problem	Number	Percent
Yes	315	27.6
No	783	68.5
No Response	45	3.9
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 35: Female journalists getting family support**

Family support	Number	Percent
Yes	1020	89.2
No	109	9.5
Other	14	1.2
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 36: Female journalists getting family support by region**

Family support	Kathmandu Valley		Outer Kathmandu Valley		Total	
	Number	Percent	Number	Percent	Number	Percent
Yes	236	23.1	784	76.9	1020	100.0
No	27	24.8	82	75.2	109	100.0
Other	7	50.0	7	50.0	14	100.0
<b>Total</b>	<b>270</b>	<b>23.6</b>	<b>873</b>	<b>76.4</b>	<b>1143</b>	<b>100.0</b>

**Table 37: Female journalists getting family support by cast/ethnicity**

Family support	Brahamin/Chhetri		Dalit		Indigenous		Madhesi		Other		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Yes	594	88.7	58	89.2	303	90.4	45	90.0	20	87.0	1020	89.2
No	67	10.0	7	10.8	28	8.4	4	8.0	3	13.0	109	9.5
Other	9	1.3	0	.0	4	1.2	1	2.0	0	.0	14	1.2
<b>Total</b>	<b>670</b>	<b>100.0</b>	<b>65</b>	<b>100.0</b>	<b>335</b>	<b>100.0</b>	<b>50</b>	<b>100.0</b>	<b>23</b>	<b>100.0</b>	<b>1143</b>	<b>100.0</b>

**Table 38: Gender discrimination in salary**

Discrimination	Number	Percent
Yes	222	19.4
No	882	77.2
No Response	39	3.4
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 39: Gender discrimination for responsibility**

Discrimination	Number	Percent
Yes	285	24.9
No	819	71.7
No Response	39	3.4
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 40: Gender discrimination in salary by media**

Discrimination	Radio		TV		Print		Online		Other		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Yes	134	18.9	30	24.6	47	18.2	2	25.0	9	20.0	222	19.4
No	556	78.3	87	71.3	204	79.1	6	75.0	29	64.4	882	77.2
No Response	20	2.8	5	4.1	7	2.7	0	0.0	7	15.6	39	3.4
<b>Total</b>	<b>710</b>	<b>100.0</b>	<b>122</b>	<b>100.0</b>	<b>258</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>45</b>	<b>100.0</b>	<b>1143</b>	<b>100.0</b>

**Table 41: Gender discrimination in salary by region**

Discrimination	Kathmandu Valley		Outer Kathmandu Valley		Total	
	Number	Percent	Number	Percent	Number	Percent
Yes	48	21.6	174	78.4	222	100.0
No	214	24.3	668	75.7	882	100.0
No Response	8	20.5	31	79.5	39	100.0
<b>Total</b>	<b>270</b>	<b>23.6</b>	<b>873</b>	<b>76.4</b>	<b>1143</b>	<b>100.0</b>



**Table 42: Gender discrimination for responsibility by region**

Discrimination	Kathmandu Valley		Outer Kathmandu Valley		Total	
	Number	Percent	Number	Percent	Number	Percent
Yes	71	24.9	214	75.1	285	100.0
No	193	23.6	626	76.4	819	100.0
No Response	6	15.4	33	84.6	39	100.0
<b>Total</b>	<b>270</b>	<b>23.6</b>	<b>873</b>	<b>76.4</b>	<b>1143</b>	<b>100.0</b>

**Table 43 : Any other discrimination**

Discrimination	Number	Percent
Yes	139	12.2
No	931	81.5
No Response	73	6.4
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 44: Capacity development opportunity**

Opportunity	Number	Percent
Yes	447	39.1
No	592	51.8
No Response	104	9.1
<b>Total</b>	<b>1143</b>	<b>100.0</b>

**Table 45: Capacity development opportunity by region**

Opportunity	Kathmandu Valley		Outer Kathmandu Valley		Total	
	Number	Percent	Number	Percent	Number	Percent
Yes	112	25.1	335	74.9	447	100.0
No	141	23.8	451	76.2	592	100.0
No Response	17	16.3	87	83.7	104	100.0
<b>Total</b>	<b>270</b>	<b>23.6</b>	<b>873</b>	<b>76.4</b>	<b>1143</b>	<b>100.0</b>

**Table 46: Capacity development opportunity by media**

Opportunity	Radio		TV		Print		Online		Other		Total	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Yes	273.0	38.5	41	33.6	108	41.9	3	37.5	22	48.9	447	39.1
No	379.0	53.4	67	54.9	129	50.0	4	50.0	13	28.9	592	51.8
No Response	58	8.2	14	11.5	21	8.1	1	12.5	10	22.2	104	9.1
<b>Total</b>	<b>710</b>	<b>100.0</b>	<b>122</b>	<b>100.0</b>	<b>258</b>	<b>100.0</b>	<b>8</b>	<b>100.0</b>	<b>45</b>	<b>100.0</b>	<b>1143</b>	<b>100.0</b>

## B. Media house

Number of media house surveyed						
Media House	Outer Kathmandu		Kathmandu Valley		Total	
	Number	%	Number	%	Number	%
Print	499	60.5%	32	39.0%	531	58.5%
TV	18	2.2%	13	15.9%	31	3.4%
FM/Radio	285	34.5%	21	25.6%	306	33.7%
online	23	2.8%	16	19.5%	39	4.3%
<b>Total</b>	<b>825</b>	<b>100.0%</b>	<b>82</b>	<b>100.0%</b>	<b>907</b>	<b>100.0%</b>

Female working in different media						
Media	Outer Kathmandu		Kathmandu Valley		Total	
	Number	%	Number	%	Number	%
Print	577	41.2%	177	38.3%	754	40.5%
Radio	748	53.4%	143	31.0%	891	47.9%
TV	62	4.4%	124	26.8%	186	10.0%
Online	13	0.9%	18	3.9%	31	1.7%
<b>Total</b>	<b>1400</b>	<b>100.0%</b>	<b>462</b>	<b>100.0%</b>	<b>1862</b>	<b>100.0%</b>

Journalists working professionally in media house						
	Outer Kathmandu		Kathmandu Valley		Total	
	Number	%	Number	%	Number	%
Male	3844	73.3%	1732	78.9%	5576	75.0%
Female	1400	26.7%	462	21.1%	1862	25.0%
<b>Total</b>	<b>5244</b>	<b>100.0%</b>	<b>2194</b>	<b>100.0%</b>	<b>7438</b>	<b>100.0%</b>

Caste/ethnicity of female journalists						
Caste/ethnicity	Outer Kathmandu		Kathmandu Valley		Total	
	Number	%	Number	%	Number	%
Dalit	111	7.9%	11	2.4%	122	6.6%
Indigenous	361	25.8%	107	23.2%	468	25.1%
Madhesi	112	8.0%	17	3.7%	129	6.9%
Brahmin/Chhetri/Other	816	58.3%	327	70.8%	1143	61.4%
<b>Total</b>	<b>1400</b>	<b>100.0%</b>	<b>462</b>	<b>100.0%</b>	<b>1862</b>	<b>100.0%</b>

Designation	Male		Female		Total	
	Number	%	Number	%	Number	%
Editor in-chie	40	0.5%	1	0.01%	41	0.6%
Executive/ managing editor	45	0.6%	2	0.03%	47	0.6%
Editor	691	9.3%	86	1.2%	777	10.4%
Assistant/Co-editor	534	7.2%	139	1.9%	673	9.0%
Senior sub- editor/ Sr. reporter	409	5.5%	126	1.7%	535	7.2%
Assistant sr. sub editor	407	5.5%	119	1.6%	526	7.1%
Sub editor/Reporter	1670	22.5%	606	8.1%	2276	30.6%
JR-reporter	189	2.5%	78	1.0%	267	3.6%
Program producer	360	4.8%	143	1.9%	503	6.8%
Anchor	247	3.3%	226	3.0%	473	6.4%
Stringer/retainer/Other	984	13.2%	336	4.5%	1320	17.7%
<b>Total</b>	<b>5576</b>	<b>75.0%</b>	<b>1862</b>	<b>25.0%</b>	<b>7438</b>	<b>100.0%</b>

Good labour practice/policy										
	Print		TV		Radio		Online		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%
Yes	332	62.5%	22	71.0%	222	72.5%	25	64.1%	६०१	६६.३
No	124	23.4%	6	19.4%	39	12.7%	10	25.6%	१७९	१९.७
No response	75	14.1%	3	9.7%	45	14.7%	4	10.3%	१२७	१४
<b>Total</b>	<b>531</b>	<b>100%</b>	<b>31</b>	<b>100%</b>	<b>306</b>	<b>100%</b>	<b>39</b>	<b>100%</b>	<b>९०७</b>	<b>१००</b>

Gender policy										
	Print		TV		Radio		Online		Total	
	Number	%	Number	%	Number	%	Number	%	Number	%
Yes	90	16.9%	4	12.9%	34	11.1%	5	12.8%	१३३	१४.७
No	311	58.6%	23	74.2%	200	65.4%	27	69.2%	५६१	६१.८
No response	130	24.5%	4	12.9%	72	23.5%	7	17.9%	२१३	२३.५
<b>Total</b>	<b>531</b>	<b>100%</b>	<b>31</b>	<b>100%</b>	<b>306</b>	<b>100%</b>	<b>39</b>	<b>100%</b>	<b>९०७</b>	<b>१००</b>

KTM 32 Major media house analysis		
Journalists working in 32 Media house in Kathmandu		
	Number	%
Male	1383	80.7%
Female	331	19.3%
<b>Total</b>	<b>1714</b>	<b>100.0%</b>

Caste/ethnicity of female journalists working in 32 Media house in Kathmandu		
Caste/ethnicity	Number	%
Dalit	9	2.7%
Indigenous	67	20.2%
Madhesi	10	3.0%
Brahmin/chhetri	211	63.7%
Other	34	10.3%
<b>Total</b>	<b>331</b>	<b>100.0%</b>

Designation of journalists working in 32 Media house in Kathmandu						
Designation	Male		Female		Total	
	Number	%	Number	%	Number	%
Editor in-chie	12	100.0%	0	0.0%	12	100%
Executive/ managing editor	6	100.0%	0	0.0%	6	100%
Editor	67	98.5%	1	1.5%	68	100%
Assistant/Co-editor	88	87.1%	13	12.9%	101	100%
Senior sub- editor/ Sr. reporter	122	89.7%	14	10.3%	136	100%
Assistant sr. sub editor	115	85.8%	19	14.2%	134	100%
Sub editor/Reporter	463	74.6%	158	25.4%	621	100%
JR-reporter	52	68.4%	24	31.6%	76	100%
Programme producer	46	78.0%	13	22.0%	59	100%
Anchor	37	53.6%	32	46.4%	69	100%
Stringer/retainer/Other	375	86.8%	57	13.2%	432	100%
<b>Total</b>	<b>1383</b>	<b>80.7%</b>	<b>331</b>	<b>19.3%</b>	<b>1714</b>	<b>100%</b>

## C. Journalists' Organizations

Gender distribution of general members in Journalists' Organization						
Journalists' Organization	Male		Female		Total	
	Number	%	Number	%	Number	%
Federation of Nepali Journalists	8482	84.0%	1613	16.0%	10095	100.0%
Press Union	6466	87.3%	940	12.7%	7406	100.0%
Press Chautari Nepal	3501	87.5%	500	12.5%	4001	100.0%
Krantikari Patrakaar Sangh	1965	87.3%	285	12.7%	2250	100.0%
Madheshi Patrakaar Sangh	128	85.3%	22	14.7%	150	100.0%
Aaddibasi Janajati Patrakaar Maha Sangh	1118	72.6%	421	27.4%	1539	100.0%

## Annex 2: Questionnaire form

### A. About women journalists

# Research on Working Women Journalists in Nepal

*(Questionnaire for women journalist)*

#### 1. Introduction:

A. Name: ..... Contact No: .....

Email: .....

B. Age group: Below 20 years   
20-30 years   
30-40 years   
Above 40 years

C. Blood group:

D. Media house: .....

O+	AB+	A+	B+	AB-	B-	O-	A-
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

E. Language Proficiency (Can read and write):

- a. Nepali  
b. English  
c. Others .....

#### 2. Which group/cast you belong to?

- a. Dalit  b. Indigenous group   
c. Madhesi  d. Brahman/Chhetri   
e. Others

#### 3. Marital status?

- a. Married  b. Unmarried   
c. Single  d. Other .....

#### 4. Educational qualification?

SLC  Intermediate  Bachelor   
Masters  M.Phil  Phd   
Journalism courses  Level .....

(1)



**5. Have you received journalism related training? (at least 15 day training)**

a. No  b. Yes  ..... These many

**About 3 important training:**

C.N.	3 Major organizations to provide training	The training topics	Time period
1.			
2.			
3.			

**6. What is your post in your media organization?**

.....

**7. Which beat do you follow?**

.....

**8. Since when are you into journalism?**

C.N.	Subjects	Answers	Remarks
1.	Started journalism	..... Year	
2.	Your post when you started	.....	
3.	Current post	.....	
4.	Promotion meanwhile	Yes/No	
5.	After how many years were you promoted since the beginning of year career	..... Year	
6.	Changing organization in process of your work	Yes/No	

If Yes (mention latest two)

from ..... to .....

from ..... to ..... after working for .....  
..... years

Three main reasons to change organization

.....  
 .....  
 .....

**9. How is the environment and possibility of promotion in your organization?**

C.N.	Subject	Answer		
<b>1.</b>	<b>Possibility of promotion</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Don't know <input type="checkbox"/>
Why and how .....				
<b>2.</b>	<b>Behavior of Colleagues</b>	Helpful <input type="checkbox"/>	Unhelpful <input type="checkbox"/>	Normal <input type="checkbox"/>
किन र कसरी .....				
<b>3.</b>	<b>Behavior of Seniors</b>	Good <input type="checkbox"/>	Bad <input type="checkbox"/>	Normal <input type="checkbox"/>
Why and how .....				
<b>4.</b>	<b>Possibility of quitting journalism</b>	Yes <input type="checkbox"/>	No <input type="checkbox"/>	Don't know <input type="checkbox"/>
Why and how .....				

**10. Payment issues?**

a. Received minimum salary (as fixed by salary fixing committee)

Yes  No  Don't know

b. Salary received on regular basis

Yes  No  Other: .....

c. Fair salary received (as per personal satisfaction)

Yes  No





**11. Transportation and other facilities–**

a. **Transportation facilities provided by organization**

Yes  No  Other: .....

b. **Problem due to the lack of transportation facilities**

Yes  No

c. **Problem due to the odd working hours or shifts (night/morning shifts)**

Yes  No

d. **Family support for your profession**

Yes  No  Other: .....

**12. Is there gender discrimination?**

a. **Gender discrimination regarding salary**

Yes  No

b. **Gender discrimination while handing over responsibility**

Yes  No

c. **Other types of discrimination**

Yes  No  If yes, elaborate .....  
.....

**13. Opportunities for capacity enhancement (training, national international exposure visit, others)**

Yes  No

Opportunities received through–

..... Office  Own's initiative

..... Office  Own's initiative

..... Office  Own's initiative

Reasons behind the possibilities of such opportunities

.....  
.....

**14. Any other ideas you want to share**

.....  
.....

Note: Information would be kept confidential as per request.





## C. About media organizations

# Research on Working Women Journalists in Nepal

(Questionnaire for media houses)

Date: 2071 ..... / .....

### 1. Introduction:

- Name of the media house: .....
- Type:
  - a. Print media
  - b. TV
  - c. Radio/FM
  - d. Online
  - e. News agency
  - f. foreign media organization

### 2. How many working journalists are there in your media house?

.....

### 3. Specify the number of female and male journalists reporting on current issues and news:

C.N.	Subjects	Male	Female	Gender minorities
1.	News/current affairs/issues			

### 4. Cast/ethnic details or number of women journalists in your organization:

- a. Dalits .....
- b. Indigenous group .....
- c. Madhesi .....
- d. Brahman/Chhetri .....
- e. other .....

### 5. Post division in your organization:

C.N.	Subjects	Male	Female	Total
1.	Chief Editor			
2.	Executive/Managing Editor			
3.	Editor			
4.	Associate Editor			
5.	Sub-Editor			
6.	Desk Editor			
7.	Senior Correspondent			

(1)





## Annex 3: Focused group discussion details

### (A) Participants in FGD in Kathmandu– 13 Asar, 2072

C.N.	Name	Organization	Position
1.	Shobha Bhattarai	Radio Nepal	Program Presenter
2.	Mamata Sharma	Freelance	–
3.	Kavita Thapa	Gorkha Patra	Photo Journalist
4.	Meena Sharma	Freelance	–
5.	Kalika Khadka	RSS	Reporter
6.	Srijana Kuinkel	Mountain TV	Photo Journalist
7.	Babita Khanal	Radio Nepal	Program Presenter
8.	Yeshodha Ahikari	Sancharika Samuha	Treasurer
9.	Parvati Chaudhari	Radio Kantipur	Reporter
10.	Santosi Adhikari	Avenue TV	Reporter
11.	Samjhana Ban	Puna Monthly	Editor
12.	Neera Ranabhat	Radio Sagarmatha	Program Presenter

### Participants in FGD in Kathmandu– 14 Asar, 2072

1.	Bhawana Jha	Association of Madhesi Journalists	Reporter
2.	Rajendra Aryal	Press Chautari Nepal	Chairman
3.	Rajesh Adhikari	Madhesi Media House	Chairman
4.	Suchitra Shrestha	Sancharika Samuha	Vice Chairman
5.	Anita Bindu	Association of Journalists	Vice Chairman

### Participants in FGD in Kathmandu– 16 Asar, 2072

1.	Rajendra Baniya	Avenue TV	News Editor
2.	Manteshwori Raj Bhandari	Ujyalo	Director
3.	Subash Ghimire	Republica	Editor
4.	Guna Raj Luintel	Nagarik	Editor
5.	Khagendra Khattri	Radio Nepal	Director
6.	Rita Gurung	AGA	Program Producer
7.	Sunita Gurung	G FM	Director

### (B) FGD of women journalists held in Biratnagar– 11 Jestha, 2072

C.N.	Name	Organization	Position
1.	Sita Puri	Koshi FM	Reporter
2.	Sumitra Chapagain Adhikari	RSS	Reporter
3.	Sirjana Karki	Darshan Daily	Reporter
4.	Binu Timsina	Makalu TV	Correspondent
5.	Sushila Pathak	Makalu TV	Reporter
6.	Apsara Baniya	Janabadi Awaj	Co-Editor
7.	Usha Sardar	Janahit Weekly	Co-Editor
8.	Tara Acharya	News 24	Reporter

### FGD of editors and publishers held in Biratnagar– 11 Jestha, 2072

1.	Indira Bhattarai	Ink Monthly	Editor
2.	Lalita Bhattarai	Fewa Weekly	Editor
3.	Chaitnya Sapkota	Koshi FM	Chairman
4.	Bikram Luintel	Prashasak Ujyalo Daily	News Editor

5.	Vikram Gautam	Janabidroha Weekly	Chief in Editor
6.	Bandhu Pokhrel	Udghosh Weekly	Managing Director
7.	Kamal Paudel	Makalu TV	News in-chief

### (C) FGD of women journalists held in Butwal– 1 Asar, 2072

C.N.	Name	Organization	Position
1.	Rita Kharel	Radio Lumbini	Reporter
2.	Usha Kiran Timlsena	Siddhartha FM	Reporter
3.	Usha Kiran Pantha	Radio Republic	Station Manager/Reporter
4.	Kamala Aryal	Radio Devdaha	Reporter
5.	Bhagawati Pandey	Lumbini TV	News Coordinator
6.	Niru Gautam	Buddha TV	News of the Branch Head
7.	Amrita Anamol	Kantipur Publications	Correspondent
8.	Manu Khadka	Nari Bimba	Correspondent
9.	Kalpana Tiwari	Radio Mukti	Station Manager/Reporter
10.	Sarita Chaudhari	Radio Buddha Awaj	Reporter
11.	Rama Jaishi	Kapilbastu Radio	Reporter
12.	Bindu Thapa (Niharika)	Radio Mukti	Reporter
13.	Parvati Pandey	Buddha Awaj	Editor

### FGD of editors and publishers held in Butwal– 1 Asar, 2072

1.	Krishna Aryal	Radio Lumbini	Station Manager
2.	T.P. Bhushal	Siddhartha Radio	Chairman
3.	Sabitri Aryal	Radio Mukti	Station Manager
4.	Hari Sharma	Parasi Patra	Chairman/Manager

5.	Bhesh Raj Pandey	Radio Buddha Awaj	Station Manager
6.	Nava Raj Puri	Radio Devdaha	Station Manager
7.	Santa Ram Chaudhari	Kapilbastu Radio	Chairman
8.	Jhapendra G.C.	Radio Madan Pokhara	Management
9.	D.R. Ghimire	Daily Patra Butwal	Chairman
10.	Dayalshan Adhikari	Radio Namaste	Editor
11.	Megh Raj Gautam	Radio Parasi	Station Manager
12.	Hemanta B.K.	Radio Pratibaddha	Chief Executive Officer
13.	Navin Giri	Krishnasar Radio	Station Manager
14.	Bishnu Bhushal	Buddha Television	Chairman
15.	Dinesh Pandey	Lumbini Television	Station Manager
16.	Basanta Raj Khanal	Mechikali	Editor
17.	Sher Bahadur K.C.	Association of Journalist	Editor
18.	Madhav Nepal	Butwal FM	Station Manager
19.	Nava Raj Kunvar	Butwal Tудay	Station Manager
20.	Indira Bhattarai	Ink Manthali	Editor

#### (D) FGD of women journalists held in Nepalgunj– 29 Jestha, 2072

C.N.	Name	Organization	Position
1.	Bimala Chaudhari	Radio Bageshwori	Reporter
2.	Goma Pariyar	Pratibodh FM	Reporter
3.	Nisha Shaha	Avenues TV	Reporter
4.	Sabitri Giri	Krishnasar FM	Reporter
5.	Jita K.C.	Rajdhani Daily	Reporter



6.	Uma Thapa Magar	Nepal Samacharpatra	Reporter
7.	Lila Adhikari	Bhery Awaj	Reporter
8.	Amrita K.C.	Vision TV	Reporter
9.	Krishna Adhikari	Nepal TV	Reporter
10.	Kamala Hamal	Radio Kohalpur	Reporter
11.	Rupa Gahatraj	Gorkhapatra	Reporter
12.	Rejina Pariyar	Krishnasar FM	Reporter

### FGD of editors and publishers held in Nepalgunj– 29 Jestha, 2072

1.	Janak Nepal	Kantipur Daily	Bureau Chief
2.	Hemanta B.K.	Pratibodh FM	Editor
3.	Hemanta Karmacharya	Kalpristha Daily	Editor
4.	Akshri Pokhrel	Mahila Sanchar Weekly	Editor
5.	Jhalak Gaire	Daily Nepalgunj	Editor
6.	Rudra Subedi	Rajdhani Daily	Editor
7.	Shukra Rishi Chaulagain	Radio Bageshwori FM	Station Manager
8.	Amita Kunwar	Dinesh FM	Station Manager

### (E) FGD of women journalists held in Pokhara– 16 Jestha, 2072

C.N.	Name	Organization	Position
1.	Shova Bhandari	Radio Janani	Reporter
2.	Uma Ale Magar	Radio Annapurna	Reporter
3.	Tara Paudel	Big FM	Reporter
4.	Maya Adhikari	Annapurna Post	Reporter
5.	Bhawani Adhikari	Annapurna Post	Correspondent

6.	Roshni Gurung	Gandaki Sanchar	News Reader
7.	Rabina Ale Magar	Radio Taranga	News and Program Chief
8.	Basanti Bastola	Kantipur Daily	Junior Sub Editor
9.	Goma Ghimire	Don News Daily	Sub Editor
10.	Jamuna barsa Sharma	Pokhara Express Fortnightly	Editor
11.	Radhika Kandel	Peace Pokhara Monthly	Editor
12.	Laxmi G.C.	Machhapuchchhre FM	News Chief
13.	Durga Bhandari	Association of Journalist	Member
14.	Kabita Shrestha	Radio Annapurna	Senior RJ

#### FGD of editors and publishers held in Pokhara– 16 Jestha, 2072

1.	Ishwori Poudyal	Parigyan Weekly	Editor
2.	Sarswoti Gurung	Kaski Awaj Daily	Chairman
3.	Bimala Bhandari	Radio Jananli	Station Manager
4.	Ramesh Paudel	Radio Barahi	Director
5.	Dilip Paudel	Mukti Chhetra Daily	Chief Editor
6.	Laxman Sapkota	Radio Kusum	Editor
7.	Ghana Shyam Pandey	Gandaki News House	Editor
8.	Rajendra Adhikari	Don News Daily	Editor/Publisher
9.	Madhav Paneru	Big FM	News Chief
10.	Ram Krishna Gwawali	Samadham Daily	Program Editor
11.	Ramesh Godar	Radio Sanjya	Station Manager

## Annex 4: Details of focal persons involved in data collection

### (Eastern development region)

C.N.	Name	District
1.	Mana Kumri Limbu	Taplejung
2.	Anita Rai	Panchthar
3.	Sarswoti Tamang	Bhojpur
4.	Dev Kala Karki	Dhankuta
5.	Ambika Bhandari	Jhapa
6.	Bhumika Subba	Jhapa
7.	Bhima Shivakoti	Jhapa
8.	Kokila Dhakal	Ilam
9.	Sushma Shrestha	Ilam
10.	Nirmala Karki	Sankhuwasava
11.	Binita Timsina	Terhathum
12.	Raksha Chaudhari	Saptari
13.	Dhanu Maya Rai	Okhaldhunga
14.	Nifila Subba	Khotang, Solukhumbu, Sunsari
15.	Sumnima Chamling	Sunsari
16.	Sujata Dhungana	Udayapur
17.	Yamuna Khanal	Siraha
18.	Indira Bhattarai	Morang
19.	Jyoti Chauhan	Morang
20.	Tara Acharya	Morang

(Central development region)

Kathmandu Valley		
C.N.	Name	District
1.	Kalpana Ghimire	Kathmandu
2.	Asmita Bhandari	Kathmandu
3.	Sanchita Ghimire	Kathmandu
4.	Pawan Barsa Shah	Kathmandu
5.	Tara Wagle	Kathmandu
6.	Nira Ranabhat	Kathmandu
7.	Sneha Jha	Kathmandu
8.	Neha Sharma	Kathmandu
9.	Sweta Sinha	Kathmandu
10.	Babita Khanal	Kathmandu
11.	Geeta Mainali	Kathmandu
Outside the Valley		
12.	Sristi Sunuwar	Dolakha
13.	Manju Shivakoti	Dolakha
14.	Santa Shrestha	Ramechhap
15.	Dinesh Thapa	Sindhupalchowk
16.	Samjhana Humagain	Kavrepalchowk
17.	Devendra Bhatta	Nuwakot
18.	Sarswoti Neupane	Rasuwa
19.	Reshma Karki	Makawanpur
20.	Sarita Dahal	Makawanpur
21.	Sabita Shrestha	Chitwan
22.	Pratima Silwal	Chitwan
23.	Chamina Bhattarai	Bara

24.	Laxmi Kharel	Parsa
25.	Madhuri Mahato	Parsa
26.	Shilpa Karna	Sarlahi
27.	Fani Mahat	Rautahat
28.	China Thapa	Sindhuli
29.	Geeta Chimoria	Mahattori
30.	Sima Sharma	Dhanusha
31.	Sanubabu Timilsina	Dhading

(Western development region)

1.	Samundra Paudel	Tanahu, Gorkha
2.	Prem Kumari Ghale	Lamjung
3.	Puja Malla	Parvat, Baglung, Myagdi
4.	Kabita Shrestha	Kaski
5.	Rashna Sharma	Sanjya
6.	Maya K.C.	Rupandehi
7.	Rima B.C.	Rupandehi
8.	Gaganshila Khadka	Gulmi, Palpa
9.	Parvati Pandey	Arghakhnchi, Kapilvastu
10.	Kalpana Bhattarai	Nswalparasi
11.	Anita Ghinire	Nswalparasi

(Mid-western development region)

1.	Manju Kumari Khadka	Dailekh, Kalikot
2.	Devika G.M.	Jumla, Humla, Mugu, Dolpa
3.	Lalita Rana Magar	Rukum
4.	Ishwori G.M.	Rolpa
5.	Jivan Maya K.M.	Pyuthan

6.	Sulochana Gautam	Dang
7.	Rama Kharel	Salyan
8.	Goma Pariyar	Banke
9.	Rupa Gahatraj	Banke
10.	Kaushila Paudel	Bardiya
11.	Geeta Adhikari	Bardiya
12.	Deepak Koirala	Surkhet
13.	Pratima Pariyar	Jajarkot

(Far-western development region)

1.	Sangeeta Timilsina	Kailali
2.	Durga Devkota	Kailali
3.	Janaki Chand	Kailali
4.	Loksari Kunwar	Kailali
5.	Nirmala Thakurathi	Kanchanpur
6.	Menuka Bista	Kanchanpur
7.	Kamala Kunwar	Darchula
8.	Samjhana Pandey	Dadeldhura
9.	Sharmila Dharel	Achham, Bajhang
10.	Nanda Thapa	Bajura
11.	Laxmi Bijale	Baitadi
12.	Nirmala Bhatta	Doti

