

## Exploring The Status of Women Journalists in Television Channels: Insights from Previous Studies.

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**Abstract:** Women journalists have increasingly become part of modern media institutions; however, their professional status and representation within television channels continue to raise important concerns. This article reviews existing scholarly literature to understand the position, opportunities, and challenges experienced by women journalists in television media. Previous research highlights that despite growing participation, women often encounter structural barriers such as gender discrimination, limited leadership opportunities, and unequal representation in newsroom decision-making. Studies also indicate that media portrayal of women and newsroom culture significantly influence professional advancement and workplace experiences. Literature further reveals that organizational policies, institutional support, and changing media practices are gradually creating opportunities for women journalists to strengthen their roles in the media industry. By synthesizing insights from earlier studies, this review identifies key themes related to gender representation, professional challenges, workplace environment, and career development in television journalism. The analysis contributes to a better understanding of gender dynamics in media organizations and highlights the need for inclusive newsroom practices.

**Keywords:** Women Journalists, Television Media, Gender Representation, Media Organizations, Workplace Challenges.

### INTRODUCTION

The media industry plays a vital role in shaping public opinion, disseminating information, and influencing social and cultural perspectives. Among various media platforms, television journalism occupies a significant position due to its wide reach and powerful visual communication. Over the years, the participation of women in journalism has increased considerably, reflecting broader social changes related to gender equality and professional inclusion. Despite this progress, the status of women journalists within media organizations continues to attract scholarly attention, particularly in relation to representation, professional advancement, and workplace conditions.

Research on gender and media indicates that media institutions often mirror broader social structures where gender inequalities persist. Women journalists frequently encounter various professional challenges such as gender bias, limited access to leadership roles, unequal opportunities for career advancement, and workplace discrimination. These issues influence their participation in newsroom decision-making and affect their professional growth within media organizations.

Scholars have also examined how media content portrays women and how these portrayals influence public perceptions of gender roles. Television, as a major communication platform, contributes significantly to shaping societal attitudes toward women and gender equality. At the same time, newsroom culture and organizational practices play an important role in determining the professional environment experienced by

women journalists.

Existing literature highlights both the challenges and opportunities faced by women in media institutions. While structural barriers continue to affect professional development, increasing awareness of gender equality and evolving media practices are gradually creating space for greater participation of women journalists. Several studies emphasize the importance of supportive organizational policies, inclusive newsroom environments, and equitable representation in media leadership.

Understanding the status of women journalists in television media requires a comprehensive review of existing scholarly work. By analyzing previous research, this article aims to synthesize key insights related to gender representation, workplace conditions, professional opportunities, and challenges encountered by women journalists in television channels.

### LITERATURE REVIEW

**Adewunmi and Aleshinloye (2024)** examined how women's issues were framed in the television programme your view aired on Television Continental (TVC) and assessed its influence on public perception in Nigeria. Their analysis focused on the patterns of media framing used while discussing gender-related topics and the extent to which such portrayals shape audience understanding of women's social realities. Results indicated that television discussions significantly contributed to shaping public attitudes toward gender concerns by highlighting specific narratives and perspectives. The authors emphasized that

responsible and balanced media framing can promote greater awareness of women's challenges and encourage more inclusive societal attitudes toward gender equality.

**Kalavathy (2024)** explored the application of feminist media theory in understanding the experiences of women journalists working in regional news media in Tamil Nadu. The research discussed structural barriers, workplace discrimination, and gender stereotypes that affect women's participation and advancement in the journalism profession. Attention was also given to emerging opportunities created through changing media practices and increasing awareness of gender equality in news organizations. The analysis highlighted that despite persistent challenges, women journalists continue to contribute significantly to regional media by negotiating professional obstacles and asserting their presence within newsroom environments and editorial practices.

**Omonua, Akpor, and Olley (2023)** examined how mass media coverage reflects and reinforces issues related to women and gender inequality. Their analysis focused on the nature of representation given to women in media content and the implications of such portrayals for societal attitudes toward gender roles. Attention was given to patterns of visibility, framing of women's issues, and the extent to which media narratives contribute to public understanding of gender disparities. The authors emphasized that balanced and inclusive media representation is essential for promoting gender equality and encouraging more responsible communication practices within contemporary media institutions.

**Steiner and Mulupi (2022)** discussed the evolving position of women journalists within contemporary media environments. Their work highlighted gradual improvements in women's participation in newsroom activities while also pointing to persistent barriers such as limited leadership roles and structural inequalities. The authors noted that institutional culture, newsroom practices, and societal expectations continue to influence women's professional advancement in journalism.

**Ugochukwu and Nwolu (2021)** analyzed how framing on social media shaped audience perception of the #EndSARS protest agenda. The research emphasized that digital platforms played a crucial role in influencing public understanding of protest narratives. Framing techniques used in online communication significantly affected how audiences interpreted the movement and its broader social implications.

**Ihechu and Nwabuisi (2021)** investigated audience perception regarding the portrayal of women in television advertising among residents of Umuahia, Nigeria. Their analysis indicated that media messages often presented women through stereotypical roles, which influenced public attitudes about gender identity and social expectations. The authors stressed the importance of responsible advertising practices that portray women in diverse and empowering ways.

**Bhatia, Chawla, and Kumar (2021)** examined gender representation within Indian newsrooms and discussed the participation of women in journalistic roles across media organizations. Their analysis highlighted the unequal distribution of positions between men and women, particularly in decision-making and leadership roles. The authors emphasized that structural barriers and traditional newsroom practices often limit women's career advancement. The discussion also pointed out the need for inclusive policies and supportive work environments to improve gender balance and encourage greater participation of women in editorial and managerial positions within the Indian media industry.

**Tankosic, Grbić, and Krivokapic (2020)** explored the marginalization and exploitation of women working in the media industry. Their discussion addressed issues such as unequal opportunities, workplace discrimination, and gender-based challenges faced by women professionals. The authors argued that cultural norms and institutional practices frequently contribute to the underrepresentation of women in influential media roles. The work highlighted the importance of promoting gender equality, fair employment practices, and supportive organizational structures to enhance women's participation and professional development in the media sector.

**Tijani-Adenle (2019)** investigated the status, experiences, and structural conditions affecting women working in Nigerian news media organizations. The work explored issues related to newsroom culture, gender inequality, and professional challenges encountered by female journalists. The discussion highlighted that organizational structures and societal expectations often influence women's participation and career progression in journalism. Attention was also given to workplace dynamics that shape opportunities and limitations for women within media institutions.

**Sharma (2019)** analyzed the role and contribution of women journalists in the Indian media sector. The discussion emphasized women's growing presence in journalism while acknowledging challenges such as gender bias, unequal opportunities, and professional pressures within media organizations. The author noted that despite these obstacles, women journalists continue to play an important role in news production and public communication. The article also stressed the need for supportive policies and gender-sensitive practices to strengthen women's participation in Indian media institutions.

**Jakonda, Agara, and Orjiako (2018)** discussed the relationship between gender equality, media representation, and national development. Their work emphasized the influential role of mass media in shaping public understanding of gender issues and promoting inclusive social values. The authors argued that balanced representation of women in media content can contribute to greater awareness of gender equality and support sustainable national progress. The discussion highlighted the need for responsible media practices that encourage

equitable visibility and participation of women in communication platforms.

**Ferguson (2017)** reviewed contemporary developments in feminist theory and its relevance to political and social analysis. The discussion explained how feminist perspectives examine power relations, gender inequality, and structural barriers affecting women in various institutions, including media organizations. The author emphasized that feminist theory provides critical tools for understanding discrimination and advocating for gender justice. Such perspectives are valuable for analyzing women’s representation and participation in journalism and for promoting more inclusive professional environments.

**North (2016)** explored the experiences of women working in television news and examined the professional realities within newsroom environments. The discussion highlighted issues such as gender imbalance, limited leadership opportunities, and workplace expectations that influence women’s participation in television journalism. Attention was given to how newsroom culture and institutional practices shape the roles and visibility of women journalists. The author emphasized the importance of creating supportive professional environments that encourage equal participation and career advancement.

**Kangas, Haider, Fraser, and Browne (2015)** reviewed the relationship between gender and media by examining how media institutions influence perceptions of gender roles and social equality. Their work discussed the role of communication platforms in shaping public understanding of women’s issues and promoting inclusive representation. The authors emphasized that equitable participation in media production and balanced portrayals of women are essential for strengthening gender equality and fostering

social development.

**Etiler and Zengin (2015)** analyzed the representation of women’s health and gender-related themes in daytime television programmes. Their discussion focused on how television content presents issues related to women’s wellbeing and social roles. The analysis suggested that media messages significantly influence audience awareness and attitudes regarding gender and health concerns. The authors highlighted the importance of responsible programme content that presents accurate and balanced information about women’s issues.

### Objectives of the Study

1. To review existing literature on the status of women journalists in television media.
2. To identify key challenges faced by women journalists in media organizations.
3. To examine opportunities and professional roles of women in television journalism.
4. To analyze how media representation and newsroom culture influence women journalists’ careers.

### Research Questions

1. What is the current status of women journalists in television media organizations according to previous studies?
2. What major challenges are identified in literature regarding women journalists in television newsrooms?
3. How do media organizations and newsroom culture influence women’s professional development?
4. What opportunities exist for women journalists in contemporary television media?

### Conceptual Framework Model



**Fig. Conceptual Model for Women Journalists in Television Channels**

The conceptual framework illustrates the factors that influence the status of women journalists in television channels. It explains how different organizational and professional elements interact to shape women journalists' career opportunities, leadership participation, and professional recognition within television media institutions.

### 1. Independent Variables

The upper section of the framework represents the independent variables, which are the primary factors influencing the professional status of women journalists in television organizations.

- **Organizational Structure**  
Organizational structure refers to the hierarchy and distribution of roles within media institutions. News organizations with inclusive structures and equal participation opportunities are more likely to support the professional advancement of women journalists.
- **Gender Representation**  
Gender representation reflects the proportion of women working in television media and their visibility in different professional roles. Balanced representation encourages gender equality and reduces gender-based discrimination in newsroom environments.
- **Newsroom Culture**  
Newsroom culture includes workplace attitudes, professional norms, and interpersonal relationships within media organizations. Supportive and inclusive newsroom cultures contribute to positive work experiences for women journalists.
- **Media Policies**  
Media policies refer to institutional guidelines related to recruitment, promotion, gender equality, and workplace safety. Effective policies can enhance professional development opportunities and protect women journalists from discrimination or harassment.

### 2. Mediating Variables

The middle section of the framework represents mediating variables, which act as intermediate factors that influence how independent variables affect the final outcome.

- **Workplace Environment**  
A healthy workplace environment promotes equality, safety, and professional respect. Positive work environments enable women journalists to perform their roles effectively.
- **Professional Opportunities**  
Professional opportunities include training programs, promotion opportunities, editorial responsibilities, and leadership roles. These opportunities directly influence career growth for women journalists.
- **Gender Equality Practices**  
Gender equality practices include policies and initiatives that encourage equal participation, fair treatment, and representation of women within media organizations.

### 3. Dependent Variable

The final section of the framework represents the dependent variable, which is the main outcome of the study.

### Status of Women Journalists in Television Channels

This variable reflects the overall professional position of women journalists in television media. It can be measured through several indicators:

- **Career Advancement** – opportunities for promotion and professional growth
- **Leadership Participation** – involvement in decision-making and managerial roles
- **Professional Recognition** – acknowledgment of contributions and achievements within media organizations

### Overall Relationship in the Framework

The framework suggests that organizational structure, newsroom culture, gender representation, and media policies influence workplace environment, professional opportunities, and gender equality practices. These mediating factors collectively determine the status of women journalists in television channels.

This conceptual framework helps explain the complex interaction between organizational factors and gender dynamics in media institutions and provides a structured basis for analyzing women journalists' professional experiences.

### CONCLUSION

The review of previous studies indicates that women journalists have increasingly become part of contemporary media institutions, including television channels. However, many scholars highlight that structural barriers, gender bias, and unequal professional opportunities continue to affect women's participation in newsroom leadership and decision-making roles. Research also emphasizes that media representation and organizational culture significantly shape the professional experiences of women journalists.

At the same time, growing awareness of gender equality and evolving media practices have created new opportunities for women in journalism. Supportive organizational policies, inclusive newsroom environments, and equitable representation in leadership positions are essential for improving the status of women journalists in television media. Future research can further explore regional perspectives and institutional practices to understand the changing dynamics of gender participation in media organizations.

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