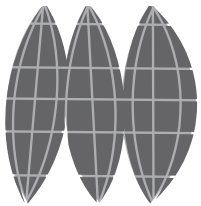


Global Report on the Status of Women in the News Media

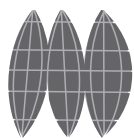


IWMF

INTERNATIONAL WOMEN'S MEDIA FOUNDATION



Global Report on the Status of Women in the News Media



IWMF

INTERNATIONAL WOMEN'S MEDIA FOUNDATION

Washington, D.C., U.S.A.

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Principal Investigator

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Photos and individuals depicted in this report are generally representative of women's roles in news gathering internationally, and not connected to specific individuals, companies or nations in the report. Photo of Eleanor McClatchy provided by her great great niece Carolan K. Stiles.



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The project's five-member international advisory committee -- including Ferial Haffajee, Lynn Povich, Margaret Gallagher, Carolan Stiles and Maria Elena Salinas -- helped guide the study's design and development of instruments. A core staff consisting of the IWMMF director of research and training Elisa Munoz, principal investigator Carolyn M. Byerly, project assistants Alana Barton and Jagruti Bhakta, statistical consultants Hongmei Shen and Hua Jiang, and graduate interns Desrene Vernon and Bella Ezumah performed the administrative tasks associated with conducting the study.

An extensive research team around the world included 17 regional coordinators who hired and supervised 150 researchers in 59 nations. Together, these women and men formed the expansive global research staff that collected data and proofed findings for the report. A complete list of project personnel is included in Appendix 1.

Hundreds of anonymous executive-level staff in news companies across the world willingly shared their time and organizational data with researchers. Without them and their companies' information on employees, policies and practices, there would be no report.

Those who contributed in the latter stages of the project include statistical advisor Kay McGraw, media scholars Kerry-Ann Hamilton and Karen Ross, publication and web designer Juan Thomassie and copy editor Jeff Kleinman.

The Global Report study has been endorsed by the American Society of Magazine Editors (ASME), the American Society of News Editors (ASNE), AmmanNet, the Asia-Pacific Broadcasting Union, the Association of Caribbean Media Workers (ACM), the Australian Press Council, the Center for Independent Journalism, the Estonian Public Broadcasting, the International Federation of Journalists (IFJ), the Institute of Journalism at Dortmund University, the McClatchy Company, the Pakistan Press Foundation (PPF), the Press Institute of India, the South Asian Policy Analysis Network (SAPANA), UNESCO Communication Development Division, the World Association for Christian Communication (WACC), and the World Editors Forum (WEF).

Women represent only a third (33.3%) of the full-time journalism workforce in the 522 companies surveyed.

INTRODUCTION

The IWMF Global Report on the Status of Women in the News Media

The International Women’s Media Foundation is proud to present its first international study of women in the news media. A free flow of information is an essential ingredient of open and democratic societies. The IWMF believes that there can be no full freedom of the press until women have an equal voice in the news-gathering and news dissemination processes.

There is abundant evidence of underrepresentation of women as subjects of coverage, until now there were no reliable, comprehensive data on which to make a clear determination about where women currently fit into the news-making operation or in the decision-making or ownership structure of their companies.

The IWMF Global Report on the Status of Women in the News Media seeks to fill this gap by presenting for the first time sound data on gender positions in news organizations around the world. If news content is the final outcome of a series of steps involving the participation of a number of individuals, what then is the role of women in determining and shaping the news agenda? Who decides how many stories are by women and feature women as pivotal subjects in news operations? Are media companies currently organized to promote gender equity within their organizational structures or to accommodate women’s voices as well as men’s perspectives in coverage?



Eleanor McClatchy starts the presses at one of the company’s newspapers. She led the family business from 1936 to 1978.

The findings presented in this report, conducted over a two-year period, offer the most complete picture to date of women’s status globally in news media ownership, publishing, governance, reporting, editing, photojournalism, broadcast production and other media jobs. More than 150 researchers interviewed executives at more than 500 companies in 59 nations using a 12-page questionnaire.

The news organizations surveyed in face-to-face interviews included newspapers, radio and television stations with traditional delivery formats as well as online delivery. An attempt was made to include transnational news agencies, a significant employer of journalists worldwide, but the responses to the questionnaire were not

robust enough to extract valid conclusions. Magazines and Internet-only companies were not included, as their structures and staffing are typically different from those of the more traditional companies.

The IWMF Global Report includes detailed information on news operations with respect to men's and women's occupational standing, salaries, hiring and promotional policies, and numerous other workplace practices. It also provides information about recruitment, training, policies related to advancement, news assignments, and a range of other issues that affect gender status in news organizations. While not all nations could be included in the study, those selected represent every region of the world, and the media surveyed represent a range of small, medium and large companies. The research takes a sound social science approach whereby the IWMF is able to make observations and draw general conclusions from the data.

There were challenges along the way. A number of news organizations chose not to participate. Others refused to supply salary data or provided incomplete information. Indeed, compensation was a sticky point, which speaks to the sensitivity of the issue. To gain access to those numbers, the IWMF guaranteed participating companies confidentiality. The IWMF report provides salary comparisons only where enough data were available to draw valid analysis.

The IWMF Global Report on the Status of Women in the News Media is a groundbreaking benchmark from which to track and monitor the performance of media companies as it relates to opportunities for female professionals. The IWMF intends to break out regional and demographic data and to update the study every few years. This blueprint explains the status quo and will serve as a guide to measure the progress towards gender equity in the news industry worldwide.

Liza Gross

Executive Director
International Women's Media Foundation,
Washington, DC, December 3, 2010

EXECUTIVE SUMMARY

A groundbreaking Global Report on the Status Women in the News Media examining more than 500 companies in nearly 60 countries shows that men occupy the vast majority of the management jobs and news-gathering positions in most nations included in this study.

In this long-awaited extensive study, researchers found that 73% of the top management jobs are occupied by men compared to 27% occupied by women. Among the ranks of reporters, men hold nearly two-thirds of the jobs, compared to 36% held by women. However, among senior professionals, women are nearing parity with 41% of the news-gathering, editing and writing jobs.

The International Women's Media Foundation commissioned the study to closely examine gender equity in the news media around the world, and inform the development of a formal Plan of Action to improve the status of women. The global study looked at women in the workforce, pay differences, terms of employment and pro-equality policies in newsrooms.

Women have increased their ranks in the top management jobs, compared to a Margaret Gallagher study in 1995 that showed women occupying on average of only 12% of the top management positions in 239 nations. The new global study shows women in 26% of the governing and 27% of the top management jobs.

The two-year study covering 170,000 people in the news media found a higher representation of women in both governance and top management within both Eastern Europe (33% and 43%, respectively) and Nordic Europe (36% and 37%, respectively), compared to other regions. In the Asia and Oceania region, women are barely 13% of those in senior management, but in some individual nations women exceed men at that level, e.g., in South Africa women are 79.5% of those in senior management. In Lithuania women dominate the reporting ranks of junior and senior professional levels (78.5% and 70.6%, respectively), and their representation is nearing parity in the middle and top management ranks.

The global study identified glass ceilings for women in 20 of 59 nations studied. Most commonly these invisible barriers were found in middle and senior management levels. Slightly more than half of the companies surveyed have an established company-wide policy on gender equity. These ranged from 16% of companies surveyed in Eastern Europe to 69% in Western Europe and Sub-Saharan Africa.

SOME KEY REGIONAL FINDINGS

MIDDLE EAST AND NORTH AFRICA

Egypt, Israel, Jordan, Lebanon and Morocco

- Men outnumber women in the companies surveyed 2:1; women's representation drops substantially in the levels above middle management.
- Across the region, men earned three to five times as much as women in governance and top management.
- The marginalization of women is especially serious in Jordan, but it is relatively better in both Egypt and Israel, where women are well over half the journalism workforce in the companies surveyed.

SUB-SAHARAN AFRICA

Cameroon, Democratic Republic of Congo, Ethiopia, Ghana, Kenya, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Nigeria, South Africa, Uganda, Zambia and Zimbabwe

- Women's under-representation in the news media is especially pronounced in the Democratic Republic of Congo, Malawi and Zimbabwe where women total 15%, 27% and 27%, respectively.
- Men outnumber women 2:1 in the Kenyan companies surveyed, but women have been able to advance in both decision-making roles at the top and senior supervisory level roles.
- In South Africa, women journalists slightly exceed the number of men. In this country, the lack of a glass ceiling for women reflects progressive gender policies in the companies surveyed, a mirror of women's advancement in other areas of the society.
- In Namibia, women fill around a third of governance level jobs, occupy half of the top management positions and receive higher wages overall than men do.
- In Nigeria, women and men journalists are paid equally or, in some cases, women's salaries exceed men's wages.

AMERICAS

Argentina, Brazil, Canada, Chile, Costa Rica, Dominican Republic, Ecuador, Jamaica, Mexico, Puerto Rico, Peru, United States and Venezuela

- In the United States women are less than a fourth of those in top management and only a third of those in governance level roles.
- There is a pervasive pattern of women's under-representation across the region. Only in Puerto Rico did women journalists slightly outnumber men.
- Men outnumbered women in the media by 2:1 in Argentina, Chile, Costa Rica, Dominican Republic and Ecuador.
- The ratios of men to women were more moderate in Canada, the United States and Venezuela.
- Glass ceilings were especially noticeable in Canada, Dominican Republic, Jamaica, Puerto Rico and the United States, although these are manifested at different occupational levels.
- In Venezuela women are employed in the newsrooms surveyed in numbers approaching those of men and have gained access to nearly all occupational levels, except governance and technical professional jobs.
- Although women across the region may be fewer than men in the workforce overall, they have achieved relatively even access to jobs in their companies and, in spite of glass ceilings, they are advancing toward parity in the highest management roles.

ASIA AND OCEANIA

Australia, Bangladesh, China, Fiji, India, Japan, New Zealand, Pakistan, Philippines and South Korea

- Japanese news companies are overwhelmingly dominated by men, who outnumber women 6:1. Men also claim nearly all of the decision-making positions on governing boards and in top management. On the other hand, women (like men) working in the companies surveyed benefit from regular full-time employment.
- Men in the media outnumber women 4:1 across the Asia and Oceania region.
- While the general pattern is one of exclusion, in China, Fiji and New Zealand women are either at parity with men, or even exceed the numbers of men, in some occupational levels associated with reporting and decision-making.

- The companies surveyed in Bangladesh and China have adopted few policies to establish gender equality. By contrast, Fiji, Australia, India and Japan have made strong strides in adopting gender policies.

EASTERN EUROPE

Bulgaria, Estonia, Hungary, Lithuania, Poland, Romania, Russia and Ukraine

- The 85 companies surveyed in this region show strong tendencies toward gender egalitarianism. Men and women's salaries are comparable across occupational levels for the most part and women's job security is excellent.
- Bulgarian newsrooms surveyed stand apart from most others across this and other regions for women's exceptionally high occupational standing.
- Women at the 10 news companies surveyed in Estonia enjoy a high degree of equality.
- In Hungary despite under-representation, most women in the newsrooms surveyed are in secure jobs, with regular full-time terms of employment, yet they represent only 13.3% of governance positions.
- Women are in a particularly strong position in Russia, nearing parity in top management and holding around a third of governance positions.

NORDIC EUROPE

Denmark, Finland, Norway and Sweden

- The 32 companies participating in the study together demonstrate a relatively high degree of gender equality at all of the occupational level in Nordic Europe.
- About half of the companies surveyed have adopted gender equality and sexual harassment policies.
- Denmark and Norway have fewer women in the senior professional level (34% and 35%, respectively) than Finland and Sweden (51% and 49%, respectively).

WESTERN EUROPE

France, Germany, Spain and the United Kingdom (which comprises England, Scotland, Wales and Northern Ireland)

- Women are nearing numerical parity with men in the 47 newsrooms of the 4 Western European nations surveyed.
- Women's low representation in this region is particularly acute in top management and governance levels, where women number only around a fourth.
- While nearly all the companies surveyed in these nations comply with EU requirements for maternity leave and certain other protections, only two-thirds of the companies have a specific policy on gender equity, and fewer than half have a sexual harassment policy.
- Women in France's newsrooms are relatively close to men in terms of overall numbers, but their status varies considerably by occupational level.
- Men have somewhat greater job security than women in French news companies. Women hold more part-time and contract jobs than men.
- The number of women in German newsrooms approaches parity with men. However, they have difficulty moving beyond the level of senior professional.
- Women journalists at Spanish news companies appear to face a glass ceiling at the senior professional level.
- In the United Kingdom, women face a glass ceiling that seems fixed at the junior professional level.
- While women in the United Kingdom are compensated at rates relatively similar to those of men at the average low range, they are seriously under-compensated at most average high salary ranges.

OVERVIEW

Research activities associated with the Global Report on the Status of Women in the News Media study took place over a two-year period, between 2008 and 2010, including planning, development of the research design, hiring and training of staff, development of the research instrument, collection of data, processing of data, and writing of the report.

Administration of project

The project was administered from the IWWMF headquarters in Washington, D.C. The IWWMF staff conducted fundraising and provided full support for financial management and other administrative aspects of the project. A contract researcher (principal investigator) coordinated the various phases of the study, with assistance of a part-time assistant, 2 graduate student interns, a 5-member international advisory committee, and an extensive network of nearly 150 contract researchers around the world. Those contractors included regional coordinators, who were responsible for hiring and training local researchers to collect data in a given geographic region; and local researchers, who conducted interviews with news company executives or their designees in performing the data collection.

Research Team Overview

Nearly all who served as regional coordinators and local researchers in the Global Report study had worked professionally in journalism or other media fields. Some had extensive experience in research and/or journalism. At the time of their service to the study, 58% of the 19 regional coordinators were employed in full-time academic roles (teaching and/or researching), 26% were administrators in non-governmental organizations, 11% were working journalists, and the remaining 5% were engaged in other occupations.

Among the local researchers, approximately half (42%) were employed in academic roles, more than a fourth (29%) were in journalistic or other media roles, another fourth (26%) were post-graduate students, and the remainder (3%) were engaged in other occupations. In a number of cases, the regional coordinators also participated as researchers in collecting data.

Project staff members are listed in Appendix 1: Project Personnel.

Study design

The study represents baseline survey research that sought both quantitative and qualitative data. The unit of analysis in the study was the news company. The central problem for examination was news company behavior in relation to gender equality in staffing, salaries and policies.

Research Goals

The Global Report assessed five things:

1. The extent to which women have entered the journalism workforce
2. The occupational roles women fill within news companies
3. The rate at which women are paid
4. The terms by which women are employed
5. The extent to which news companies have adopted pro-equality policies for their newsrooms

METHODOLOGY AND SAMPLING PROCEDURES

Selection of nations.

The study included news companies in 59 nations that represent all regions of the world. The nations for inclusion were selected from a longer initial list of developed and developing nations. Final selection rested in part on the ability to identify qualified researchers to assist in data collection within a nation or region.

Selection of news companies.

The study elected to use purposive sampling, a non-probability sampling method that best assured an intended mix of print and electronic news companies per nation would be surveyed. Only traditional news companies were considered for inclusion, i.e., newspapers, television and radio stations. An effort was made to include international news agencies an additional category, but there was insufficient response to include these.

A sample range was developed for each nation based on the overall number of companies for a given nation (e.g., 14-17 companies for the UK). This sample range guided the local researchers in selecting the number and kind of media companies to be surveyed. The list of proposed media companies for each nation was approved by the Global Report's Principal Investigator prior to the beginning of data collection.

Local researchers in several nations experienced difficulties gaining agreement from some of the news companies identified for surveying. This resulted in adjustments to original proposed lists of companies. In a number of countries, these difficulties resulted in smaller than intended samples.

Instrumentation and procedures

Data were collected using a lengthy questionnaire that requested a breakdown of employees by occupational level, gender, salary and terms of employment. Additional questions sought information about hiring and promotional practices, gender-related policies, and other routines affecting news production. Together, 522 company representatives were interviewed for the study, with the IWMMF researchers surveying 443 media companies; 79 companies in Southern Africa that were surveyed by Gender Links (see below) were also included in the study.

Company representatives were given assurance of confidentiality for their companies' identities and data, as well as anonymity for themselves in any published findings.

The exception to anonymity occurs with the presentation of several exemplary news companies whose efforts to address gender equity in their organizations came to light during the data collection process. These companies were nominated by researchers in the nations where companies are located. The IWWMF contacted each company, sought the necessary legal clearance for publicly identifying them, and obtained additional background information for inclusion in the report.

Analysis of data

Data were entered into a spreadsheet by staff at the IWWMF, and then processed using Statistical Package for the Social Sciences (SPSS) and Excel by statistical consultants working on the study. Data processing produced frequencies and cross-tabulations among variables (e.g., occupational level by gender, annual salary by gender). A paired t-test (a standard test of statistical significance) was performed to determine whether a level of significance existed between men and women in different occupational levels, by salary, and in various terms of employment, across 7 regions. All findings are presented in this report with interpretations.

Gender Links partnership

The IWWMF acquired data for 9 nations in southern Africa from the Gender Links organization for inclusion in the Global Report study. Gender Links' data were derived from its related study, Glass Ceilings: Women and Men in Southern African Media. Gender Links is a non-governmental organization headquartered in Johannesburg, South Africa, that works to ensure gender equality. One emphasis is research on women's participation in news and other media. Gender Links conducted its Glass Ceilings study in a similar timeframe as the IWWMF's Global Report study. Staff on the two projects coordinated development of research instruments and certain other aspects of the projects.

Sources of background information

National reports include certain background information to provide context for understanding the findings from the study. Details about the societies and people (e.g., demographics, language, status of women, and media systems) were obtained from authoritative data bases, and, in some cases, from local researchers in the study. Rankings on press freedom were obtained from the 2009 report of the World Press Freedom Index, published by Reporters Without Borders, which evaluated 175 nations using multiple criteria.

Literacy rates, life expectancies, and rankings for women in national office and for pay equity were obtained from the 2009 Global Gender Gap Report, published by the World Economic Forum. This study considered statistical measures of women's status in education, literacy, health, longevity, income and other areas for 134 nations.

A fuller list of background sources used in the study is provided in Appendix 2: Bibliography.

Organization of the Study

The study is organized to allow readers to obtain both a full comparative view of the study's findings as well as focused views of findings by nation and geographic region. The report has several sections:

Executive Summary

Key findings from the study are included in this short section.

Introduction

Provides history and need for the study.

Trends across the Regions

This analysis compares the major findings by occupational level, salary, terms of employment and gender-related company policies across 7 regions. Analysis includes an interpretation of data based on statistical tests of significance, and discusses important national conditions or status of women's issues that should be considered with respect to the findings.

Findings by Region and Nation

Study findings are discussed (with accompanying graphic displays of statistics) for the 59 nations included in the study, as organized into seven geographic regions.

Appendices

Appendices provide a list of project personnel and bibliography of major sources used as references to develop individual national and regional reports, as well as composite statistical tables for occupational levels, salaries, terms of employment, employment patterns, and gender-related company policies.

TRENDS ACROSS REGIONS

This section considers findings holistically, across regions, both in terms of their statistical interpretations and in terms of their possible meanings with respect to questions the study sought to answer. Also considered is how findings in the Global Report compare to other research on women’s status in media industries and the broader global workforce. Greater detail on all the statistical findings can be found in the respective regional reports, each of which includes a regional summary and a detailed report of findings by nation. In addition, the appendices contain composite findings for all 7 regions for occupational status by gender, annual salaries by occupational level and gender, terms of employment by gender, and gender-related company policies.

News Media Participation

The report is based on questionnaire surveys administered by local researchers in 59 nations in interviews with 522 news company executives. Table C identifies the kind of media included in the study.

Table C. Kinds of news companies surveyed across 7 regions. (N) Number of companies participating in study.

Region & Number of Countries	Newspapers	Television Stations	Radio Stations	N
Mideast & N. Africa (5)	23	5	10	38
Sub-Saharan Africa (15)	55	18	44	117
Americas (13)	59	31	31	121
Asia & Oceania (10)	43	24	15	82
Eastern Europe (8)	31	27	27	85
Nordic Europe (4)	22	6	4	32
Western Europe (4)	20	12	15	47
Totals	253	123	146	522

Among these, newspapers (48%) make up nearly half of the study’s sample. Television stations and radio stations were nearly equal in number (24% and 28%, respectively). An effort was made to include transnational news agencies that are also significant employers of women, but there was insufficient response. Individual national reports show the numbers of media for each nation in the study.

Table D. Percentage of news companies surveyed. (N) Number of companies participating in study.

Kind of News Company	N	% of Total
Newspapers	253	48
Television Stations	123	24
Radio Stations	146	28
Totals	522	100%

Languages Represented in the Study

The study sought to include news companies reaching diverse audiences. Researchers identified both large- and small-scale news companies, some using a nation's dominant language, others using local languages. As illustrated in Table E, more than 40 different languages are represented in the study. English is the most common (22%), with Spanish and French next at 17% and 7%, respectively. Portuguese (4%), Arabic (4%) and Russian (3%), and others were represented in smaller numbers.

Table E. Languages represented in the study.

Language	Frequency	% of Total
English	116	22
Spanish	88	17
French	37	7
Portuguese	23	4
Arabic	23	4
Russian	17	3
Chinese	11	2
Swedish	11	2
Bulgarian	10	2
Estonian	10	2
Lithuanian	10	2
German	10	2
Romanian	10	2
Polish	9	2
Japanese	8	2
Hungarian	8	2
Ukrainian	8	2
Norwegian	7	1
Danish	7	1
Finnish	7	1
Bangla	7	1
Korean	7	1
Other*	78	16
Totals	522	100%

*Includes languages < 1% of the total, e.g. Amharic, Hebrew, Hindi, Tamil, Marathi, Kannada, Saraiki, Urdu, Tagalog, Akan, Afrikaans, Changana, Dutch, Bemba, Malagasy, and others.

Related Research

The Global Report provides the first international baseline study of women's status in news companies using a systematic methodology and including nations from all regions of the world. In the absence of comparable studies against which to evaluate this study's findings, the discussion will look at research that raised similar questions about women's

status in media, or about the broader workforce in general, to develop a more robust interpretation of the findings.

Several comparative sources will be used in this discussion. The only earlier baseline study of women's status in media employment was conducted by Margaret Gallagher (1995). In *An Unfinished Story: Gender Patterns in Media Employment*¹, Gallagher examined 239 companies (both news and other forms of media) in 43 nations. Recent regional and national studies include Jackie Harrison et al.'s (2008) "Women and the News: Europe, Egypt, and the Middle East, and Africa"²; Ammu Joseph's (2005) *Making News: Women in Journalism* (2005)³; Smeeta Mishra et al.'s (2008) "Making News: India and Asia" (2008)⁴; Louise North's (2009) *The Gendered Newsroom*; and Pat Made and Colleen Lowe Morna's (2010) *Glass Ceilings*⁵.

A useful study of women's status in 134 nations is contained in the World Economic Forum's (2009) *Global Gender Gap Report*⁶. WEF's researchers used a range of data sources to construct indices of women's participation in the workforce, equity in wages, health and political participation, and education. Because 57 of the 59 nations in the IWMF's study were also included in WEF's *Gender Gap Report*, that report's indicators offer especially relevant comparative information to consider the current study's trends across regions.

The International Labor Organization, which follows employment and unemployment trends across nations, provides useful global data by sex and region in its *Global Employment Trends for Women* report for 2009⁷. As Table F shows, women's employment is much lower than men's across the world. The ILO found that of the 3 billion people employed around the world in 2008, 1.2 billion were women (40.4%). Of

1. Margaret Gallagher, *An Unfinished Story: Gender Patterns in Media Employment*. Paris: UNESCO 1995). Thirty of the 43 nations that Gallagher's study examined are also included in the *Global Report* study. These include: Sub-Saharan Africa: Malawi, Mozambique, Namibia, South Africa, Tanzania, Zambia, Zimbabwe; Americas: Canada, Chile, Ecuador, Mexico, Peru, Venezuela; Asia & Oceania: Australia, India, Japan; Eastern Europe: Bulgaria, Estonia, Hungary, Lithuania, Romania, Russia; Nordic Europe: Denmark, Finland, Norway, Sweden; Western Europe: France, Germany, Spain, United Kingdom.

2. Jackie Harrison, Karen Sanders, Christina Holtz-Bacha, Raquel Rodriguez Diaz, Serra Gorpe, Salma Ghanem, & Chioma Ugochukwu, "Women and the News: Europe, Egypt and the Middle East, and Africa." In Paula Poindexter, Sharon Meraz & Amy Schmitz Weiss (Eds.), *Women, Men and the News: Divided and Disconnected in the News Media Landscape* (pp., 175-211). New York and London: Routledge, 2008.

3. Ammu Joseph, *Making News: Women in Journalism*. New Delhi, 2005.

4. Smeeta Mishra, Xin Chen, Yi-Ning, Katherine Chen and Kyung-Hee Kim, "Women and the News: India and Asia." In Paula Poindexter, Sharon Meraz & Amy Schmitz Weiss (Eds.), *Women, Men and the News: Divided and Disconnected in the News Media Landscape* (pp., 212-238). New York and London: Routledge, 2008.

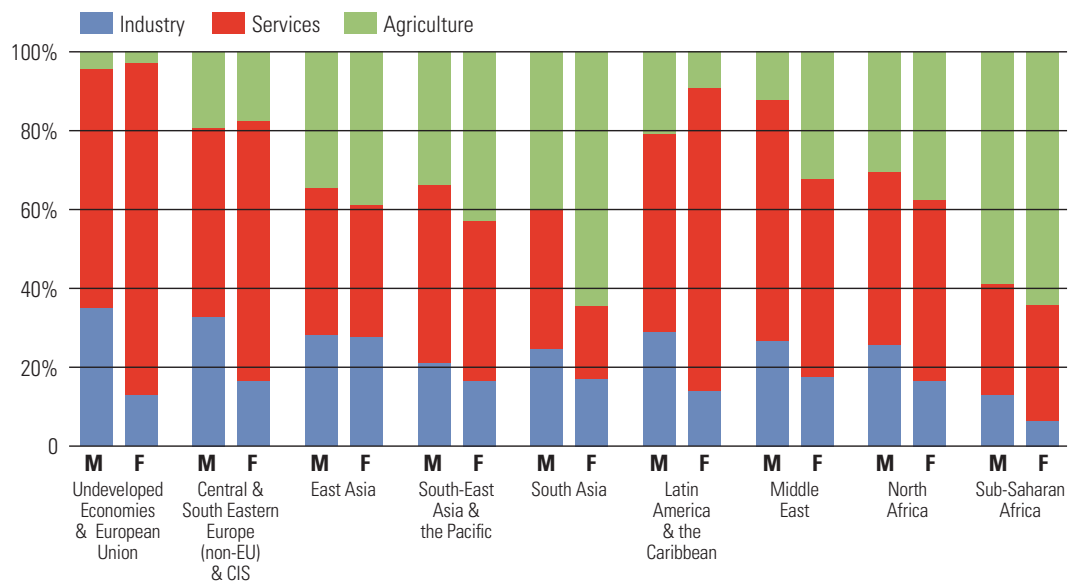
5. Pat Made and Colleen Lowe Morna (Eds.), *Glass Ceilings: Women and Men in Southern Africa Media*. Johannesburg, South Africa: Gender Links, 2010

6. Ricardo Hausmann, Laura D. Tyson, and Saadia Zahidi, *The Global Gender Gap Report*. Geneva, Switzerland: World Economic Forum, 2009. The researchers used labor statistics, as well as data from a range of other credible sources around the world to develop a reliable picture of the gender gap, both by nation and across nations.

7. *Global Employment Trends for Women* (report). Geneva, Switzerland, 2009.

these, only a small proportion of women were employed in industry (18.3% women, compared to 26.6% men) – the news (and other media) would fall into this category. While the percentages vary some from region to region, the ILO report notes that this gender disparity in industrial employment “is found in all regions, ranging from a low of 0.5 percentage points in East Asia to a high of 22.5 points in the Developed Economies and the European Union” (p. 10).

Table F. Distribution of employment by sector (sectoral employment as percentage of total employment) by sex and region, 2008 (preliminary estimates)



SOURCE: Global Employment Trends for Women. Geneva, Switzerland: International Labor Organization, March, 2009, p. 11.

Global Analysis of Study Findings

The IWFMF’s Global Report study sought to learn 1) to what extent women have entered the journalism workforce, 2) women’s status in the companies where they work, 3) the rate at which women are paid, 4) the terms by which women are employed, and 5) the extent to which news companies have adopted pro-equality policies. The first 4 questions require a comparison of women’s status and pay to men’s across regions. The last requires comparison of percentages of policy adoption across regions.

Occupational Status by Gender

Table G shows three sets of numbers: 1) total numbers of men and women at different occupational levels and percentages of totals for each level, 2) average number of men and women by occupational level, and 3) levels of statistical significance for these. The last of these (statistical significance) is explained in greater detail in endnotes for some findings presented in this section. Statistical significance reveals the degree to which a finding is a random occurrence or the result of a causative factor. In the study, causative factors could include gender bias, cultural practices, or something else specific to the nation in which it occurred. A finding with a probability level of .05 is significant. One with a probability

level less than that (e.g., .005, .0004) is highly significant. Significant and highly significant findings suggest areas for further investigation and/or some action to address them.

Appendix 3 contains averages and percentages of men and women by occupational level in more specific detail for all 7 regions.

The study found that approximately 170,000 people are employed in the journalistic workforce of the 522 companies surveyed in the study. These include 59,472 women and 109,763 men. When aggregated, data show that men represent nearly two-thirds (64.9%) of the total workforce across regions, compared to slightly more than one-third women (35.1%). The IWWMF's findings for women's participation in the news work force (35.1%) of the 59 nations studied are lower than ILO's (2009) for women in the broader industrial labor force (40.4%). Like ILO's Global Employment Trends for Women report, variation in the gender representation from region to region was also found in the IWWMF's study. Though explored in greater detail in regional reports, some examples are also provided in this discussion to illustrate statistical findings.

Table G. Occupational status across 7 regions, and levels of significance for findings.⁸

Occupational status	(1) Total Numbers and Percentages				(2) Averages		(3) levels of significance from paired sample t-test
	Total # Men	Total % Men	Total # Women	Total % Women	Avg. # Men	Avg. # Women	
Governance**	1,376	74.1%	481	25.9%	196.6	68.7	0.001**
Top-level Management**	1,317	72.7%	494	27.3%	188.1	70.6	0.004**
Senior Management*	3,542	61.3%	2,235	38.7%	506.0	319.3	0.05*
Middle Management	7,014	71.3%	2,817	28.7%	1,002.0	402.4	0.09
Senior Level Professional*	22,076	59.0%	15,331	41.0%	3,153.7	2,190.1	0.02*
Junior-level Professional	19,438	63.9%	10,968	36.1%	2,776.9	1,566.9	0.11
Production and Design*	13,315	65.6%	6,975	34.4%	1,902.1	996.4	0.02*
Technical Professional*	12,368	73.2%	4,530	26.8%	1,766.9	647.1	0.01*
Sales, Finance & Administration	20,772	64.4%	11,458	35.6%	2,967.5	1,636.9	0.13
Other	8,545	67.1%	4,183	32.9%	1,220.7	597.6	0.08
Total Numbers**	109,763	64.9%	59,472	35.1%	10,976.3	5,947.2	0.0004**

* = Significant difference in mean number of men and women in occupational level = $p \leq 0.05$

** = Highly significant difference in mean numbers of men and women in occupational levels = $p \leq 0.001$

In governance and top management:

Men hold the vast majority of the seats on governing boards and in top management across 7 regions, at 74.1% and 72.7%, respectively, compared to the average number of women (25.9% and 27.3%, respectively). Individuals found in these levels of news company hierarchies are typically responsible for setting company policy, making key

8. Levels of significance are derived from paired-sample t-tests by occupational levels and gender across 7 regions (N=7). Level of significance for total average numbers of men and women are across 10 occupational levels (N = 10). Levels of significance are for 1-tailed pair-sample t-tests, $\alpha=0.05$.

financial decisions and overseeing company operations. Statistical analysis shows a highly significant difference between the numbers of women and men in these top positions.

Likewise, there was a level of significance found for the numbers of men and women in top-level management, where women's representation is only slightly more than a fourth (27.3%) to men's nearly three-fourths (72.7%). The top management level includes publishers, chief executive officers, directors general, and chief financial officers of news companies.

The differences from region to region in governance and top management may be explained in several ways. Researchers in some nations of Nordic Europe and Asia and Oceania, for example, said that some news companies have a governing structure outside the company hierarchy. In these cases, data would be lacking for these positions. In the nations of many regions, researchers were unable to obtain such data from all companies they surveyed. Important to note in the findings from data available is the relatively higher representation of women in both governance and top management within both Eastern Europe (32.9% and 43.4%, respectively) and Nordic Europe (35.7% and 36.8%, respectively), compared to other regions.

This gendered pattern of stratification in media employment was earlier observed by Gallagher (1995), who found that women occupied on average only 12% of the top management positions in the 239 companies she examined. The IWMF's study shows some improvement in women's status at the top of the news industry today. When looking across regions, women were found to occupy 25.9% in governance, and 27.3% in top management roles. Still, this is only around a fourth of those in decision-making roles of news companies and, as noted, presents a finding of considerable statistical significance.

Men hold the vast majority of the seats on governing boards and in top management across seven regions, at 74.1% and 72.7%.

In senior and middle management:

Men hold nearly two-thirds (61.3%) of the senior management positions, to women's one-third (38.7%) in companies surveyed. Senior management includes presidents of news, directors of news, managing editors, bureau chiefs and similar titles. Though this finding was found to be statistically significant, it conceals some dramatic differences among regions and individual nations. For example, in the Asia and Oceania region, women are barely 13% of those in senior management, but in some individual nations women exceed men at that level, e.g., in South Africa women are 79.5% of those in senior management.

Men hold nearly three-fourths (71.3%) of the positions in middle management of companies surveyed, compared to women (28.7%). Middle management includes senior

editors, chiefs of correspondents, design directors, and more senior personnel in finance. The very large difference among regions – e.g. Nordic and Eastern Europe where men and women are nearly equal in percentages in middle management, a stark contrast to Asia and Oceania where women are very low (13%) – contributes to the non-significant result across regions (See Table F).

In news reporting ranks of senior and junior professional:

The majority of the journalism workforce across regions was found in the two occupational levels most closely associated with routine news gathering, writing and editing. The junior professional level was found to be male-dominated, with nearly two-thirds (63.9%) of the positions held by men, compared to women (36.1%). Junior professionals include writer, producer, sub-editor, correspondent and production assistant.

There was no statistical significance found when comparing the means for men and women in the junior professional level. This finding may seem implausible given that men represent nearly two-thirds (63.9%) of the workforce to women's lower (36.1%) representation across the regions. This is another instance of important differences among the regions becoming buried beneath the statistical outcomes. In the junior professional level, these differences are denoted by the near-parity of men and women at this rank in several regions, e.g., Americas and Western Europe, as compared to other regions, where there was great gender disparity. Such disparity was seen in the region of Asia and Oceania, for example, where the ratio of men to women at the junior professional level was found to be nearly 3:1.

The senior professional level shows a greater degree of gender balance, with men slightly more than half (59.0%) and women nearing parity (41.0%). Senior professionals include senior writers, anchors, producers. Statistical significance was found in the comparison of these means, produced by consistently sharp contrasts in this occupational status in all regions. For example, in Western Europe, there are nearly three times more men than women (3:1), as compared to Eastern Europe, where women outnumber men at the senior professional level.

In technical professional and production and design:

Men fill nearly three-fourths (73.2%) of the jobs in the technical professional level, with women just over a fourth (26.8%). This job category includes camera, sound and lighting personnel – jobs mainly associated with the production of broadcast news. Statistically, this finding is significant. The gender pattern denoted by this finding is clear: This group of jobs is generally held by men in all 7 regions except for Sub-Saharan Africa, where men and women are fairly close to parity. In that region, several nations (e.g., Namibia, Zimbabwe) have nearly equal numbers of women and men in this job category.

Men fill about two-thirds (65.6%) of the production and design jobs, with women only a third (34.4%). This category includes graphics designers, photographers, illustrators, wardrobe designers and others in the creative roles of news production. This is a

significant finding statistically. Men's dominance in this group of jobs is profound in most regions, e.g., Americas, Asia and Oceania, and Eastern Europe, but less so in the Sub-Saharan African and the Mideast and North African regions. This particular pattern of job disparity was also noted in Gallagher's (1995) research, with some jobs (e.g. makeup and wardrobe) being female dominated and others (e.g. studio crafts and design) being male dominated. In the current study, gender disparity in production and design will also appear in salary differentiation (as shown later).

In sales, finance and administration:

Men's nearly two-thirds (64.4%) dominance in sales, finance and administration compares to women's under-representation (35.6%). Many support roles not directly related to news reporting are included in this category, e.g., human resources, accounting, public relations and marketing. The gender assignment of these is bound up in cultural and national occupational traditions. Compare, for instance the 4:1 dominance of men in this category in Asia and Oceania, or the 2:1 dominance of men in the Americas, with women's dominance in other regions, e.g., 2:1 in Eastern Europe. No significant statistical difference between men's and women's representation was found in this occupational level.

Men hold nearly two-thirds (61.3%) of the senior management positions, to women's one-third (38.7%) in companies surveyed.

In "other" occupations:

The "other" category contains a range of job roles in news reporting and production that do not fit well into other occupational definitions. These may include freelance writers and consultants. Men comprise the majority (67.1%) of those in this category, compared to 32.9% women. However, the differences along gender lines differ region by region. Without a clear pattern, there was no statistical significance found in this job category.

Occupational Patterns by Gender

The study found three dominant patterns for women's employment in the journalism workforce of companies surveyed. The following analysis is performed at the regional level, where the patterns found include under-representation, glass ceiling and relative parity. Each of these is defined and discussed below in relation to findings.

Table H (opposite page) shows a summary of these occupational patterns by region, and Table I provides a closer look at the glass-ceiling pattern by occupational level. Appendix 6 (at end of the report) provides a full nation-by-nation comparison of employment patterns. Regional reports provide a closer look at employment patterns, both in individual nations as well as for each region as a whole.

Table H. Dominant occupational patterns by gender across 7 regions. (N = Number of nations.)

Region and Total No. of Nations	Under-represent	Glass Ceiling	Relative Parity	Totals by Nation
Mideast & N. Africa (5)	2	2	1	5
Sub-Saharan (15)	11	2	2	15
Americas (13)	6	5	2	13
Asia & Oceania (10)	5	3	2	10
Eastern Europe (8)	0	5	4	9
Nordic Europe (4)	2	0	2	4
Western Europe (4)	0	3	0	3
Total No. Nations (59)	26	20	13	59
Total %	44%	34%	22%	100%

Under-representation.

The most common pattern found was one of pervasive low numbers for women in the journalism workforce. Such a pattern of women's under-representation was found in nearly half – 26 of 59 – 44% of the nations included in the study. All regions except Eastern Europe contained nations where women's under-representation was the predominant gendered pattern in journalism employment. This is not to say that women have failed to advance both in number and occupational status in recent years, even in companies where they remain fewer in number than men. As will be discussed in the conclusion, this can be shown in several nations where there is an earlier baseline to measure against. It does mean, however, that women are still lacking adequate access to the journalism profession in many newsrooms surveyed for this study.

Glass ceiling:

The term glass ceiling has been used across nations of the world for several decades to refer to an invisible but nonetheless real barrier that women encounter in the workplace⁹. In other words, in the course of their careers, qualified women who possess skills and experience for advancement are blocked in their upward mobility by factors such as institutionalized prejudices. Such prejudices are usually expressed implicitly rather than explicitly in the day-to-day life of the organization, including processes for hiring and promotion.

The study identified a glass ceiling in 20 of the 59 nations (34%) studied. All but one of the regions – Nordic Europe – included nations with a glass-ceiling pattern. A glass ceiling was determined to exist where a particular occupational level denoted women's strongest representation, with higher ranks showing a sharp drop in percentage of representation. Glass ceilings were found to occur most commonly at the middle management and senior management levels. Glass ceilings even occurred in a number of nations where women

9. The term has been translated from English into numerous other languages, e.g., *plafond de verre* in French, and *techo de cristal* in Spanish, with research showing that the glass-ceiling phenomenon has been identified and measured in nations of Asia, Africa, Europe, North America, and elsewhere since the 1980s.

were fairly close to men in parity in terms of overall numbers. Such was the case in Germany (Western Europe), for example, where women hit the glass ceiling at the senior professional level; and in Canada (Americas) and South Africa (Sub-Saharan Africa), where women hit the glass ceiling at senior management.

It should be noted that the study does not assume that all women in journalism necessarily want to move into top management or governance roles, but rather that a pool of qualified women within the profession is likely to increase women’s potential to move into these decision-making positions.

Table I. Glass ceiling by occupational level and region.

Region and Total No. of Nations	Glass ceiling				
	At Sr. Mgt.	At Mid Mgt.	At Sr. Prof.	At Jr. Prof.	Total by Nation
Mideast & N. Africa (5)	1	1	0	0	2
Sub-Saharan (15)	1	0	1	0	2
Americas (13)	2	3	0	0	5
Asia & Oceania (10)	0	1	1	1	3
Eastern Europe (8)	2	1	1	1	5
Nordic Europe (4)	0	0	0	0	0
Western Europe (4)	0	1	2	0	3
Total No. Nations (59)	6	7	5	2	20

Relative parity:

In a number of nations, there was found to be a pattern of relative parity between men and women in terms of occupational status, particularly at the news reporting levels (e.g., junior and senior professional) and higher (e.g., middle and top management, governance). This pattern was noted in 13 of 59 nations (22%). All regions except Western Europe contained one or more nations with a pattern of relative parity in the news companies surveyed. Relative parity was denoted by women’s representation at above 40% in occupational categories most closely associated with news reporting, editorial, management and governance roles. Above 40% was interpreted as a level of progress nearing the 50% mark (i.e., parity).

Observations about Annual Salaries across Regions

Organizations conducting global-level gender research have typically found difficulty obtaining sufficient amounts of data to make informed statements about men’s and women’s pay differentials. In addition, the ILO (2009) noted that the task is complicated by the difficulty of determining levels of comparable work performed, by seniority in jobs, by occupational sector, and a number of other factors that vary from nation to nation.

The IWFM experienced difficulties gaining adequate amounts of data, with fewer than half of the 522 companies surveyed providing such information. Sparse data did not lend themselves to tests of significance. The findings for salaries across regions may only be

interpreted as tentative expressions of men's and women's compensation. (Appendix 4 at the end of this report shows the composite of low and average high annual salaries across 7 regions for both men and women, by occupational level.)

Problems collecting salary data:

As noted in many of the regional reports, companies surveyed were often reluctant to provide information about the salaries of their employees, even though they were assured anonymity and that any figures they provided would be aggregated by both nation and region in the published report. Companies' reluctance was pronounced in numerous nations, resulting in the complete absence of salary data in some nations (e.g., Israel, Zambia) and very limited salary data in several others (e.g., Australia, Cameroon, China, France, Germany, Norway).

Some company representatives told researchers in these instances that it was not customary for personal information like salaries to be made public in that nation, or that it was "culturally taboo" to discuss how companies pay their staff. However, such comments arose from nearly every region surveyed. Also noted was that employers were sometimes willing to share the salaries of men (and/or women) in some occupational categories but not others – the latter typically being in the higher-ranking roles of management and governance.

By contrast, researchers in the Americas, Eastern Europe, Nordic Europe, and Asia and Oceania regions were relatively more successful obtaining salary data. Thus, data from these regions are able to offer fuller pictures of how men and women are paid and offer the basis for discussion.

Observations in Eastern Europe:

In Eastern Europe, the dominant pattern across occupational levels is one of relative similarity in salaries along gender lines, with men and women earning comparable pay in both average low and average high ranges. As noted in the regional report for Eastern Europe, the longstanding practice of the former Soviet states and the Eastern bloc nations under communism was to educate women and move them into the workforce. Researchers for this region noted that while inequality in women's status manifests itself in other ways in these nations today, equal access to jobs and relatively similar salary structures by gender remain common.

This pattern of egalitarianism in this region has been noted by others through the years. Though she did not include salary analysis in her 43-nation report, Gallagher (1995) found that women's share of jobs was about half of those in workforces of the media companies

Men hold nearly three-fourths (71.3%) of the positions in middle management of companies surveyed, compared to women (28.7%).

of Estonia and Lithuania – a stark contrast to the other countries she surveyed. In the current study, most of the 10 Estonian companies surveyed have strong equality between men and women in occupational status, but provided no salary data for related analysis. The scant figures for men and women that were collected in Estonia show men earning more than women in some occupational levels, most notably management ranks.

By contrast, Lithuania stands out as an interesting case study. Women dominate in terms of numbers in the reporting ranks of junior and senior professional levels (78.5% and 70.6%, respectively), and their representation is nearing parity in the middle and top management ranks. In salaries, men and women at these 10 Lithuanian companies are nearly completely equal in amounts earned at every occupational level.

ILO (2009) found pay inequity to exist in the nations of the European Union, even though the EU has specific mandates for standardizing pay scales and other gender policies. Lithuania was one of the nations where pay inequity has narrowed, the ILO's Global Employment Trends for Women report said.

The ILO report said that the gender pay gap has widened in Russia and Ukraine in the last year (pp. 18-19). The IWMF found salaries in Ukrainian companies surveyed to favor men slightly in all but the governance level, where men's pay greatly exceeded women's. In Russia, however, salaries were found to be nearly equal for men and women in the Russian companies surveyed.

Observations in the Americas:

Salary patterns along gender lines were found to be more erratic in the Americas region, where nations are less homogenous in their political and economic histories than in Eastern Europe. Although women are nearly at parity with men across the region in the reporting ranks of junior and senior professionals (45.8% and 43.7%, respectively), as well as in junior and middle management (40.5% and 46.4%, respectively), salaries do not always follow suit. Women earn more than men in both low and high ranges of senior management across the region, while men earn more than women at the high range of the junior management level. Men earn more than women in the senior professional level.

Women earn more than men in production and design, at both low and high ranges, of companies surveyed in the Americas. This is noteworthy in that women hold less than

The senior professional level shows a greater degree of gender balance, with men slightly more than half (59%) and women nearing parity (41%). Senior professionals include senior writers, anchors, producers.

a fourth (23.9%) of the jobs in this level. A closer look reveals that at least a third of the nations in this region pay women more in production and design than they do men.

ILO noted salary trends by gender for several nations in the Americas, allowing a comparison to the IWWMF's findings. In the United States, the report said, pay inequity persists with women earning around 77% of what men earn, and the gap is closing very slowly (p. 17). In Brazil, Chile and Mexico, the report said, the hourly wage of women is slightly higher, around 80%, than that of men. The IWWMF found that in Brazil, men made substantially more than women in decision-making levels (i.e., management and governance) but salaries were more similar at several other levels. The IWWMF found that in Chile, men earn substantially more in the management levels. Salaries are more similar in some other occupational levels, and women earn more than men in production and design jobs.

The IWWMF found that in Argentina, women earned more than men at both average low and average high pay ranges in some occupational levels and were fairly close to parity in others. This pattern in pay by gender mirrors that of the ILO's (2009) report, which said women in Argentina receive pay (across all industrial sectors) at 92% of that of men (p. 18).

Observations in Nordic Europe:

Sources through the years have drawn attention to the level of gender egalitarianism in the Nordic nations. For example, the World Economic Forum (2009) report recently noted that while no nation in the world has yet achieved gender equality, three nations have approximated that standing – Iceland, Finland and Norway – by closing more than 80% of their gender gaps in the 4 years the group has been indexing women's status. More specific to media, Gallagher's (1995) earlier study found that women in the Nordic nations held 41% of the media jobs a decade and a half ago.

The IWWMF's study found women to be in similarly high standing across the 32 companies in 4 Nordic nations surveyed, with specific respect to the occupational levels closely associated with gathering, writing, producing and managing the news. Women were found to occupy 43.3% of the senior professional jobs, 42.6% of the middle management jobs, and 40.5% of the production and design jobs.

Comparing salaries by gender in the Nordic nations, showed more variation. The IWWMF found that men appear to be paid more than women at every occupational level, except in the junior professional and in the production and design levels, where women's salaries are similar or a bit higher in both the average low and average high ranges. One explanation provided by the study's researchers for the difference in salaries was seniority – women in the journalism profession in the region, they said, are usually younger than the men with less time in the profession. The greater seniority held by men in some companies brought commensurately higher pay. In fact, there was variation by nation, with women earning higher salaries than men in some cases, e.g., in Denmark in middle and senior

management, and also pay equity in others, e.g., at a number of occupational levels in Finland.

Observations in Asia and Oceania:

In Asia and Oceania, researchers collected salary data from a third to a half (depending on occupational level) of the 82 companies surveyed across 10 nations. Women's salaries were generally found to be lower than men's, particularly in the higher company ranks, e.g., governance, where men earn nearly five times the salary of women.

At other occupational levels, salaries across the region showed greater similarity. For example, in middle management, and in junior and senior professional levels, salaries were found to be similar for men and women at both average low and average high pay ranges.

There was considerable variation among nations of this region, in terms of salary data collected. Nearly all companies in Australia and Bangladesh provided salary data, for example, while few in Japan or China did.

The study found women representing 15% of the workforce in the Japanese companies surveyed, making the ratio of men to women 7:1. While still at a pronounced level of marginalization, women's presence is nearly double the 8% found by Gallagher (1995) in her survey of media companies a decade and a half ago. The near absence of salary data from Japanese companies in the current study prevents an examination of salaries by gender.

In India, women have pushed historically for a place in the news workforce. Gallagher (1995) found Indian women only 12% of the media workforce. This study found women's representation had doubled to 25% of the workforce across companies surveyed. Even with this progress, men still dominated by a 4:1 ratio. Women's salaries are generally lower than men's in the Indian news companies surveyed, particularly in governance, and in senior and top management. This would lend credence to Joseph's (2005) study of women in Indian journalism in which those she interviewed reported they believed they were paid less than their male colleagues for the same work. The current study found salaries to be more similar in some categories, e.g., middle management and junior professional levels.

In Bangladesh, men outnumbered women in companies surveyed by a ratio greater than 5:1. Men were found to receive substantially higher salaries than women at the management level, but they were fairly similar at both the average low and average high ranges of salaries in most of the other occupational levels. This finding, based on data

In the Asia and Oceania region, just over half (51%) of the 82 companies surveyed reported having an internal policy of gender equity.

from 11 news companies, would seem to contradict Bangladesh's low 118th-place rank in pay equity by the World Economic Forum (2009), as well as the ILO's (2009) elaborated discussion of pay inequality in Bangladesh. The latter report emphasized the "significant effect of gender-based occupational and industrial disparity" and the currently estimated 23.1% gender wage gap – an increase over previous years. The most severe disparities existed in jobs where women were less educated, the report said (p. 18). The IWWMF's findings of relatively better pay equity for the small number of women in Bangladesh's news companies surveyed may reflect the higher level of education required for participation in the news industry.

Terms of Employment by Gender

The study was concerned not only with where women are situated by occupational level in the journalistic workforce in the nations surveyed, but also their terms of employment. Table J shows aggregated numbers and percentages for men and women by terms of employment across 7 regions, together with the probability scores for the test of significance. For a complete set of composite findings on terms of employment by gender across 7 regions, see Appendix 5.

Regular full-time employment:

The study found that the majority of those representing the total journalistic workforce at companies surveyed – both women and men – hold regular, full-time employment. Still, men are the greater beneficiary. Men hold two-thirds of the regular full-time jobs (66.7%) and women hold 33.3%. Statistically, men are significantly more likely than women to hold regular full-time jobs in the 522 companies surveyed.

Regular, full-time employment is understood to be more predictable, more secure, typically better paid, and having additional benefits than those with other terms of employment.

Part-time employment:

By contrast, women (56.9%) were found to be more likely than men (43.1%) to hold part-time regular jobs, and both full- and part-time contract jobs, than men. The differences by gender among these categories of employment, however, were not found to be statistically significant due to wide variations within and among regions.

Freelance employment:

The freelance category (i.e., payment per item sold) was a different story. Men were found to be significantly more likely than women to hold freelance jobs, as well as to have "other" terms of employment. "Other" terms of employment might include consultancies, seasonal work, project employment, or some other arrangement. This category is the least predictable, least secure, and typically less profitable among the various terms of employment. Men were found to be above 70% in freelance work in all regions except Eastern Europe, Nordic Europe and Western Europe, where there are nearly equal numbers of female and male freelancers. (See Appendix 5 for a detailed comparison by region.)

Table J. Data and levels of statistical significance for terms of employment and gender across 7 regions.¹⁰

Terms of Employment	Total # Men	Total % Men	Total # Women	Total % Women	Avg. # Men	Avg. # Women	paired-sample t-test level of significance
Full-time, regular*	65,230	66.7%	32,515	33.3%	9,318.6	4,645.0	0.05*
Part-time, regular	2,154	43.1%	2,843	56.9%	307.7	406.1	0.26
Full-time, contract	9,906	71.8%	3,897	28.2%	1,415.1	556.7	0.16
Part-time, contract	1,050	27.4%	2,789	72.6%	150.0	398.4	0.09
Freelance*	6,778	62.8%	4,007	37.2%	968.3	572.4	0.03*
Other*	7,210	59.6%	4,889	40.4%	1,030.0	698.4	0.01*
Totals	92,328	64.4%	50,940	35.6%	15,388.0	1,501.6	0.12

* = Significant difference in mean number of men and women in occupational level = $p \leq 0.05$

Gender-related Company Policies

Variations in gender-related policies among the 59 nations and regions studied were too numerous to allow tests of significance to be performed on the findings. The following discussion makes observations about the adoption of company policies at the regional level. Appendix 7 provides a composite set of tables by region for gender-related company policies.

The study sought to learn the extent to which news companies provide the internal support mechanisms that enable women and men to find equal organizational support for gaining skills necessary for succeeding and advancing, and for managing their careers with childbearing and other family circumstances.

Policies on gender equity:

Slightly more than half of the companies surveyed have an established company-wide policy on gender equity. These ranged from 16% in Eastern Europe to 69% in both Sub-Saharan Africa and Western Europe. The reasons for this range of findings depend on circumstances within each region.

For example, in the Eastern European region, the low presence of gender-equality policies in the 85 news companies surveyed may have both historical and legal explanations. Under communism in the nations of Eastern Europe, women were granted access to education and encouraged to work outside the household. Women entered journalism in substantial numbers as the profession prospered in the 1990s (after their nations' emergence from communism). Most of the nations surveyed in this region have national-level laws regulating equality. Those belonging to the European Union – i.e., all but two comprising Eastern Europe in this study – are required to adopt measures on gender equality. The study found that women and men were nearly equal in number in the newsrooms surveyed across the Eastern European region.

10. Levels of significance are based on total average numbers of men and women across 10 occupational levels (N = 10) in 7 regions. Levels of significance are for 1-tailed pair-sample t-tests, $\alpha = 0.05$.

National and other laws against gender discrimination are also a factor in Nordic and Western European regions, where all of these nations are bound by European Union legislation on gender equality. There is nothing that precludes employers from adopting policies that reflect or supplement these national or EU laws in some way, but the degree to which news companies have done this varies. The study found more than half (57%) of the 32 companies surveyed in Nordic Europe and more than two-thirds (69%) of 47 companies surveyed in Western Europe had established a gender equality policy at the time of the study. In neither case does the level of women's participation in the journalism workforce seem to correspond to the presence of an internal gender-equity policy: Women are near parity with men in the Nordic European region (where 57% of companies have such a policy). While women are also near parity with men in terms of overall numbers in Western Europe, they experience a glass ceiling that limits their participation above the senior professional level.

In the Middle East and North Africa region, only around a fourth (27%) of the 38 companies surveyed had adopted a company policy on gender equity. There are no national laws in these nations that prohibit workplace discrimination. Together these (i.e., the lack of laws and company policies) may help to explain women's low representation in most of the newsrooms of this region. These findings may be considered within the larger context of women's efforts to achieve equality within that region, as noted, for example, in the ILO's (2990) *Global Employment Trends for Women*, which found the greatest gender disparities in employment to exist in the North Africa and Middle Eastern nations. The report noted that "empowering women is one of the most pressing challenges these regions have to face" (p. 12).

The low adoption rates for company policies on gender equity in other regions are also worth considering. In many instances, the presence of company policies seems to correspond to the presence of such laws. In the Americas, where just over a third (38%) of the 119 companies surveyed have a policy on gender equity, most of the nations do not appear to have a national-level law requiring gender equality in the workplace. Costa Rica does have a broad national law establishing gender equality that covers workplaces and other social institutions. Correspondingly, nearly three-fourths of that nation's news companies surveyed have a specific policy on gender equality (and also have a strong showing on other gender policies). Even so, men outnumber women nearly 2:1 in the 7 Costa Rican news companies surveyed, and though women are moderately represented in many of the occupational categories, they are not close to parity with men in any of them. In the case of this particular nation, it is possible that the recent passage of national legislation on gender equality has not yet had time to leave its mark on workplaces such as those surveyed for this study. By contrast, the nations of the Nordic European region, where equality laws have been in existence for two decades or more, also exhibit correspondingly greater progress both in overall representation of women in newsrooms as well as throughout the professional hierarchy.

The relationship of national laws to workplace policies on gender equality was unclear in many cases. For example, in the Asia and Oceania region, just over half (51%) of the 82 companies surveyed reported having an internal policy on gender equity, but this was not necessarily a predictor of how newsrooms operated. Bangladesh does not appear to have a national law on gender equity as the Philippines does. However, neither nation's news companies surveyed reported having a specific policy on equity. By contrast, both Australia and New Zealand have national gender-equity laws; correspondingly, all companies surveyed in both nations have such a policy.

Culture and tradition have been found to play a role in women's occupational status, as well as the ways that they experience the workplace. This has been emphasized by a number of researchers with respect to media. For example, Mishra et al. (2008) emphasize that education is traditionally highly valued in Chinese culture. That emphasis on education, together with the more modern legacy of communism, has contributed to large numbers of women entering the broader Chinese workforce. Still, Mishra et al. say, the deeper legacy of Confucianism, a tradition that emphasizes women's quiescence and obedience, is that men still rule media companies (p. 224). The current study found none of the Chinese companies (which are under state governance) to have a policy on sex equity. Those same newsrooms, as this study found, see men dominant at more than a 2:1 ratio. This is but one example of how longer histories and traditions surrounding gender relations enter into the complex explanations for this study's findings. Space precludes similar discussions of all regions and their nations here, though such observations are made as possible in most regional reports.

Women's media organizations advocated for the adoption of pro-equality news company policies in the Sub-Saharan region of Africa, where more than two-thirds (69%) of the 117 nations surveyed reported having a specific policy on sex equity. Since 2006, the South African group Gender Links has actively pushed for stand-alone gender policies in news companies in the southern Africa region (Made & Lowe, 2010).¹¹ The current study, which used data from 9 (of the 15) nations surveyed by Gender Links researchers for its own Glass Ceilings study, shows that nearly all of the companies in those nations have a gender-equity policy. Other nations in the region where similar women's media activism has occurred also show stronger evidence of news companies having a specific sex-equity policy, e.g., Kenya, where 4 of the 5 (80%) companies surveyed have one. Kenya,

In the Middle East and North Africa region, only around a fourth (27%) of the 38 companies surveyed had adopted a company policy on gender equity.

11. Pat Made and Colleen Lowe Morna (Eds.), *Ibid.*.

which has had a strong women's movement since the 1970s, hosted the third UN global conference on women in 1985.

Policies on sexual harassment:

More than half of the regions' newsrooms surveyed have policies on sexual harassment, with the range fairly tight, between 47% in Western Europe to 67% in both Sub-Saharan Africa and Oceania. Important to emphasize, however, is that many nations' newsrooms in the study reported having no policies on sexual harassment while other nations' newsrooms had a 100% showing.

Researchers heard a range of responses to the survey question about whether a company had such a policy, but two remarks were especially common. Some companies' representatives said that sexual harassment was not a problem in their company (or nation) and therefore such policies weren't needed. Others said that sexual harassment was an issue that "American (or western) feminists" had raised, and it wasn't relevant to their nation. Such comments arose in nearly all regions surveyed, in both developing and developed nations.

In fact, the problem of sexual harassment of women in newsrooms was well established across the world before the IWWMF conducted its study. Joseph's (2005) research with Indian women journalists documented widespread harassment that ranged from gossip and character assassination to touching and demands for sexual favors (p. 101-109). Mishra et al. (2008) noted that in India, even when companies adopt policies on sexual harassment, women may not be aware of it or how to use them. North (2009)¹² noted that Australian feminists in journalism and other professions advanced a national legal debate about sexual harassment beginning in the 1980s. Recognizing the prevalence of the problem, women's media and other organizations in most nations have long pushed for the adoption of sexual harassment policies in workplaces, even when there may be national legislation prohibiting them.

The South African advocacy group Gender Links, which has advanced sexual harassment guidelines as one of many progressive gender policies that media companies should adopt, measured adoption of such policies in its 2009 Glass Ceilings study (Made & Lowe, 2010)¹³ of women's status in newsrooms of 15 southern African nations. The Glass Ceilings study, which coincided with the IWWMF's own study, found only 28% of the media companies they surveyed had adopted sexual harassment policies.

12. Louise North, *The Gendered Newsroom: How Journalists Experience the Changing World of Media*. Hampton, New Jersey: Hampton Press, 2009.

13. Op Cit. Made and Lowe.

Policies related to maternity, paternity and child care:

The IWWMF study found that policies establishing maternity leave have been adopted by nearly all companies surveyed, across regions. However, there is considerable variation in paternity policies, which ranged from only 37% in the companies of the Sub-Saharan Africa region to 100% in the Nordic European region. Companies in all regions are subject to national laws on parental leave, which differ in specific standards for maternity and other benefits. In a number of nations, these laws also include paternity benefits, as well as provisions for child care and time for mothers to nurse their babies.

The most comprehensive laws governing parental leave and child welfare appear to be in the Nordic European region, where parental leave is generous for women and men, and where state-sponsored child care (in some cases until a child enters school) is available to all working parents. Such laws and services are important to understand in this particular region where only 12% of the 32 companies surveyed have child-care provisions for employees. Nordic region researchers emphasized that the availability of such free community services made it unlikely that most companies would offer similar ones. Similarly low percentages in other regions (e.g., 17% in Asia and Oceania, or 19% in Sub-Saharan Africa), where such public policies and services do not exist, would be interpreted differently in how the absence of these benefits affect women journalists.

Newsrooms ranged widely in whether they allow women to reclaim the same jobs after maternity leave. All companies (100%) surveyed in the Mideast and North Africa region and in Nordic Europe reported having such a policy, and nearly all (96%) of the companies in Western Europe reported having such a policy. In contrast, only a fourth (24%) of the companies in Sub-Saharan Africa, two-thirds of those in Eastern Europe (69%) and Americas (68%), and about half (55%) in Asia and Oceania give women the same jobs after maternity leave.

Policies on education and training for women:

The great majority of companies surveyed across regions said that they provide educational opportunities for women in relation to their profession. The lowest response rate to this question was found in Sub-Saharan Africa, where just over half (56%) of the companies surveyed said they have such opportunities. In most regions, more than 70% of companies said they made such provisions. Companies were not asked to specify the nature or frequency of such opportunities, or how women's participation led to advancement within their companies.

Summary observations about gender policies:

Understanding the nature and impact of gender-related policies in news companies requires interpreting them in relation to a number of factors. National laws, as well as gender roles and women's status in the larger environment, are two major ones, as was shown. Cultural norms, values and traditions are also factors, as the foregoing discussion has shown, as are the varied ways that the journalism profession has evolved and become structured within specific national contexts. Women's will and ability to act as manifested

in equality and rights movements has also been a powerful force within the journalism profession, particularly when organized around specific workplace goals, e.g., newsroom policies on gender equality and sexual harassment.

More extensive discussions of these contexts are provided in the individual regional reports. Appendix 7 contains a composite report of findings on gender-related policies for all 7 regions.

Conclusion

The study, which included 522 news companies in 59 nations, offers the first global baseline study of women's status in news companies. Throughout this chapter's discussion, this study's findings have been compared to those of other sources similarly concerned with women's status in media, or in the broader workforce, across nations. In the process, a number of findings stand out.

Some workplace patterns endure, others improve

A geographic "hierarchy" in which the Baltic states of Estonia and Lithuania were at the top, with women averaging 50% of the media workforce, was reported by Gallagher in 1995. These nations were followed by Central and Eastern Europe, where women were found to average 45%; the Nordic nations, where women averaged 41%, and Western Europe at the bottom, with women averaging only 35% of the media workforce. Similar geographic patterns in women's employment have been stable over time and also noted in recent research by the International Labor Organization (2009) and the World Economic Forum (2009).

The IWWMF's study similarly found that Eastern Europe and Nordic Europe news companies surveyed exhibited gender egalitarian patterns in their newsrooms:

In Eastern Europe (which included the Baltic states for this study), women are nearly equal to men in numbers and also hold moderate to strong representation in all occupational roles except one – the technical professional category.

In Nordic Europe, women are also nearing parity with men in newsrooms surveyed, in terms of overall numbers, but their participation is greater in some occupational roles than others. For example, women are moderately well-represented in governance and top management, and nearing parity with men in the news reporting roles, but they are noticeably under-represented in production and design.

In Western Europe, news companies surveyed have made progress in moving women into decision-making roles (over Gallagher's findings in 1995), but they exhibit other less egalitarian tendencies. For example, women hit a glass ceiling in news companies in 3 of the 4 Western Europe nations included in the study. Additionally, women were found to be over-represented in the support roles of sales, finance and administration in the companies surveyed.

The IWMF's study found a noticeable degree of job disparity by gender across most regions:

Governance and top management roles, as well as production and design roles are firmly men's domains. Gallagher (1995) found similar patterns in both categories in her earlier, broader survey of news and other media. Exceptions in production and design were found by the IWMF in Sub-Saharan Africa and in the Mideast and North Africa regions where women's participation was found to be stronger.

The IWMF found that men have greater job security than women across the 7 regions studied:

Women represent only a third (33.3%) of the full-time journalism workforce in the 522 companies surveyed. This marks a slight improvement over Gallagher's finding of 26% in the broader media workforce a decade and a half ago. Some particular improvements are worth noting by nation:

The IWMF found that women represent 15% of the full-time workforce in the Japanese newsrooms surveyed. While still extremely low, this is a substantial increase over Gallagher's finding of 8% in 1995. Women in the East Asia region today represent more than a fourth (27.9%) of those in the workforce across all industries (ILO, 2009).

The IWMF found that women represent approximately 31% of those in Argentina's news companies surveyed. This is double the 18% that Gallagher found a decade and a half ago in the media companies she examined there. The IWMF's finding for women in news is substantially greater than ILO's finding of 14.1% for women across all industries in Latin American and Caribbean region.

The study also noted several patterns in women's overall employment in the news media at the national level:

The most common pattern found was women's under-representation. Just under half (44%) of the 59 nations exhibited this pattern.

The second most common pattern was that of the glass ceiling, with approximately a third (34%) of the nations showing this pattern.

More than half of the regions' newsrooms surveyed have policies on sexual harassment, with the range fairly tight, between 47% in Western Europe to 67% in both Sub-Saharan Africa and Asia and Oceania.

The third most common was that of relative parity with men, a pattern in which women were employed in fairly similar numbers at the news reporting occupational levels or higher. Just over a fifth (22%) of the nations studied showed a pattern of relative parity in their newsrooms.

The World Economic Forum's (2009) Global Gender Gap Report noted that most of the nations the organization has tracked since 2006 have closed educational and health gaps related to gender. Slower to come has been a closing of the gaps in women's economic and political participation. So while the overall index score for women's status has improved since the report first began publishing in 2006, the WEF observed, no country in the world has yet achieved gender equality. Taking a broader view of women's employment status creates a useful context for assessing the findings from the IWWMF's own study of women in a single industry – news – across the world. The Global Report study found that women have not achieved full equality with men in most of the newsrooms surveyed. Some of the regions' companies demonstrate greater egalitarian tendencies, either of a longstanding nature or through more recent efforts. Others show slower progress toward egalitarianism.

Women's full participation in news-making matters in all societies, and following women's access to and mobility within news companies, over time will provide a record of such progress. This report offers the means to assess women's current standing in news organizations, and provides a sound baseline for future research

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ABC NEWS - Christiane Amanpour reports from Cairo on the crisis in Egypt 1/31/11. Her work aired throughout all ABC News platforms. (Photo by ABC NEWS)

Aggregated data show that men outnumber women in the companies surveyed in the Middle East and North Africa region by nearly 2:1, with women underrepresented in all occupational categories.

1. MIDDLE EAST AND NORTH AFRICA

REGIONAL TRENDS IN STUDY'S FINDINGS

Overview of the region

The region of Middle East and North Africa includes 5 nations: Egypt, Israel, Jordan, Lebanon and Morocco. This introductory section summarizes the broader picture of women's status across the region by aggregating data collected from 38 news companies (See Table 1.1.1). Every effort was made to obtain a mix of newspapers, radio and television news companies of varied sizes in each nation, in line with numeric goals. This was more easily accomplished in some nations than in others.

Table 1.1.1. News company participation in study, by nation, in Middle East and North Africa.
(N) Number of companies participating in study.

Nation	Newspapers	TV Stations	Radio Stations	N
Egypt	4	1	1	6
Israel	3	1	3	7
Jordan	9	0	1	10
Lebanon	2	2	3	7
Morocco	5	1	2	8
Totals	23	5	10	38

Findings for the region

Data from participating companies represent approximately 7,400 employees, including 2,581 women and 4,775 men (See Table 1.1.2). Findings derived from the data vary in uniformity and completeness of information, particularly with regard to annual salaries for women and men. Findings both within and across nations may be understood as a close representative sample of women's status within news companies, rather than a definitive statement.

The definitions for occupational levels and terms of employment were identical for all nations. Table A provides the definitions for occupational levels that will be referred to for each nation, and Table B provides definitions for terms of employment.

Definitions of terms

Table A. Definitions for occupational levels.

Occupational Level	Description
Governance	Members of the governing board who vote on the most important decisions on policy and finances for this specific company.
Top-level Management	Report to board of directors. Includes the very top administrators, for example, Publisher, Chief Executive Officer (CEO), Director General (DG) and Chief Financial Officer (CFO).
Senior Management	Report to top-level managers. For example, Director of News, President of News, Editor-in-Chief, Managing Editor, Executive Editor, Director of Human Resources, Director of Administration, Bureau Chiefs, and similar titles.
Middle Management	Report to senior management. For example, Senior Editor, Chief of Correspondents, Design Director, Creative Director, and the more senior staff in Human Resources and Finance.
Senior-Level Professional	Professionally qualified. Report to <u>senior-level</u> management, e.g., senior writers, editors, anchors, directors, producers, researchers, reporters, correspondents.
Junior-level Professional	Professionally qualified. Report to <u>middle-level</u> management, e.g., junior/assistant writers, producers, directors, anchors, reporters, sub-editors, correspondents, production assistants.
Production and Design	<u>In print</u> : graphics designers, photographers, illustrators. <u>In broadcast</u> : scene designers and construction workers, graphics designers, wardrobe designers, make-up artists, film/video editors
Technical Professional	Those who do specific technical work. For example, camera, sound and lighting technicians.
Sales, Finance & Administration	Marketing, sales, public relations, specialists, accountants, human resource staff, clerks, secretaries.
Other	Includes job titles not included elsewhere.

Table B. Definitions for terms of employment.

Terms of Employment	Definition
Full-time regular	Persons who work full time and are on the regular, continuing payroll of the organization
Part-time regular	Persons who work less than full time and are on the regular, continuing payroll of the organization.
Full-time contract	Persons who work full time on a fixed-term contract arrangement
Part-time contract	Persons who work part time on a fixed-term contract arrangement
Freelance	Persons paid per contribution (such as stories, footage, artwork, etc.) <u>at the present moment</u> .
Other terms of employment	Arrangements not covered by the above.

Occupational status by gender

Aggregated data show that men outnumber women in the companies surveyed in this region by a ratio of almost 2:1, with women under-represented in all occupational categories.

At a regional level, the glass ceiling for women is found at the middle management level, where the aggregated percentages for women are just above a third (37.6%). Women's representation drops substantially in the higher status levels above middle management.

Women’s very low representation is especially noticeable in governance (17.2%) and top-level management (22.3%) -- the executive ranks where financial, strategy, general policy and other major decisions about the organization are made.

At the senior professional level, where senior writers, editors and producers are found, women’s presence (39.3%) is substantially lower than men’s.

Women dominate (55.9%) in only one occupational level – sales, finance and administration. This category includes a range of support jobs that are often clerical in nature and with little input into defining, gathering and producing the news. Even so, as salary data will show, some of the higher salaries for women are found in these levels, suggesting that economic progress for women within the profession may not rely entirely on higher status.

The largest number of journalists (both men and women) in terms of numbers in the region is found in the junior-professional category where those with the routine responsibility of gathering and writing the news are employed. Women comprise only a third (33.4%) of the total 2,315 journalists employed in the junior-professional level.

A considerable number of women (40.4%) is also found in production and design, which includes both junior and senior photographers, graphics designers, illustrators and others skilled in technical news production.

A closer look at individual nations shows exceptions to these trends, particularly in the middle-management level, where women’s representation stretches between 8.8% in Jordan to 53.6% in Morocco.

Table 1.1.2. Occupational level by gender in news companies of Middle East and North Africa.

Occupational level	# Men	% Men	# Women	% Women
Governance	125	82.8	26	17.2
Top-level Management	101	77.7	29	22.3
Senior Management	179	70.8	74	29.2
Middle Management	289	62.4	174	37.6
Senior Level Professional	860	60.7	556	39.3
Junior-level Professional	1542	66.6	773	33.4
Production and Design	461	59.6	312	40.4
Technical Professional	686	87.1	102	12.9
Sales, Finance & Administration	388	44.1	491	55.9
Other	144	76.6	44	23.4
Totals	4,775		2,581	

Annual salary by occupational status and gender

Fewer than half of the companies surveyed in Egypt, Jordan, Lebanon and Morocco provided complete salary data. Israeli companies provided no salary data. Observations, therefore, are based on fairly sparse data and represent only tentative statements about women's economic standing in the profession.

Table 1.1.3. Annual salary by occupational status and gender in Middle East and North African news companies. (N = Number of companies responding to salary question.) [Note that these figures represent only Egypt, Jordan, Lebanon and Morocco; Israeli companies did not provide salary data.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$13,225.02	4	\$69,388.21	4	\$14,156.72	2	\$19,548.53	2
Top-level management	\$32,836.09	4	\$46,908.70	4	\$8,087.71	2	\$18,332.14	2
Senior-level management	\$13,245.53	9	\$19,095.04	9	\$7,869.20	7	\$14,072.30	7
Middle management	\$10,626.75	17	\$17,876.58	16	\$11,246.26	13	\$19,272.73	10
Senior-level professional	\$7,856.55	9	\$17,767.51	9	\$7,178.73	10	\$16,271.13	10
Junior-level professional	\$7,230.07	22	\$11,835.50	21	\$6,282.98	21	\$12,062.42	21
Production & design	\$5,163.50	20	\$8,747.64	20	\$5,082.06	10	\$6,661.20	7
Technical professional	\$3,019.41	2	\$8,626.89	2	\$3,019.41	2	\$8,626.89	2
Sales, Finance & Administration	\$5,037.96	18	\$9,237.67	16	\$5,946.57	15	\$18,669.31	13
Other	\$2,113.67	4	\$5,598.93	4	\$5,914.36	4	\$10,173.38	3

Men earn dramatically more than women in the average high salary ranges in governance and top management levels, as indicated in Table 1.1.3. Men also earn four times the salaries of women in the average low range of top management.

Women earn slightly more than men in both the average low and average high ranges of middle management.

There is greater equity at the average high salary range in the middle management level, where senior editors and correspondents are found, and in the junior professional level, where the largest number of news-gathering journalists are grouped across the region.

Women earn twice the salary of men in the average high salary range of the sales, finance and administration level. This suggests that some companies may pay their supervisory and/or senior staff in this support category a wage more in line with the salaries of newsroom journalists. Women are also shown to earn more at both low and high ranges of the "other" category, which includes freelance and contract jobs.

Terms of employment by gender

The great majority of journalists – both women and men – represented in nations of the Middle East and North African region are employed in full-time, regular jobs with benefits (See Table 1.1.4). This suggests a level of job security irrespective of gender.

Table 1.1.4. Terms of employment by gender in Middle East and North African news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	2744	63.8	1555	36.2
Part-time, regular	308	58.3	220	41.7
Full-time, contract	69	63.3	40	36.7
Part-time, contract	60	85.7	10	14.3
Freelance	310	76.5	95	23.5
Other	34	85.0	6	15.0
Totals	3,525		1,926	

Gender-related company policies

Companies surveyed vary considerably in their gender policies (See Table 1.1.5). All or nearly all of the companies surveyed have a policy on maternity leave and on returning women to their same jobs after that leave. Less than half (47%) have a similar policy on paternity leave.

Only about a fourth (27%) of the companies have a specific policy related to gender equality. This policy, which often establishes a company's framework for other gender policies, varies by nation. For example, no companies in Israel and Jordan have such a policy but most companies (88%) in Morocco do.

Three-fourths (73%) of the companies surveyed offer education and training to women, and more than half (60%) offer some kind of child-care assistance.

Less than half (44%) of the companies have a policy on sexual harassment.

Table 1.1.5. Composite figures on gender policies in news companies in Middle East and North Africa. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	27	73	38
Has a policy on sexual harassment	44	56	38
Has a policy on maternity leave	95	5	38
Has a policy on paternity leave	47	53	38
Do women get same jobs back?	83	17	32
Offers child-care assistance	60	40	38
Offers educational training	73	27	38

Summary

A number of important trends emerge in this region.

Women are generally marginalized within the journalism profession, though the degree varies considerably by nation. The situation is especially serious in Jordan, where men outnumber women 5:1, but is relatively better in both Egypt and Israel, where women are well over half the journalism workforce in the companies surveyed.

Men tend to outrank women across the region, particularly in the governance and top management levels, though again, there is variation. In Israel, women comprise approximately a third of those in these important decision-making ranks, whereas in Jordan, women in governance and top management are extremely low at around 12%.

Women journalists in this region experience the glass ceiling at the middle management occupational level. This varies somewhat by nation, e.g., for women in Morocco the glass ceiling is found at the senior management level. The glass ceiling denotes the point at which the percentages of women drop sharply in the job ranks above.

Gendered patterns in salary show men's earnings to be three-to-five times greater than women in governance and top management, but more variable at other occupational levels. Observations about salaries are based on only small amounts of data from companies surveyed and require further research to establish a fuller picture.

Company policies, on the whole across the region, show fairly low concern for equality. While most have adopted policies on maternity leave and on returning women to their same jobs after maternity leave, they have been slower to put general policies on gender equity, sexual harassment and providing child-care assistance in place. An exception is Morocco, where most news companies have adopted progressive gender policies on most concerns.

A positive trend is seen in the area of job security. Most women, like men, in journalism within this region serve in full-time positions with benefits.

EGYPT

Overview of Nation

Egypt is situated on the north coast of Africa. The nation is one of the most populous in Africa, with 76 million people. Ethnic Egyptians comprise the vast majority (over 90%) of the population, with smaller numbers of Bedouins, Abazas, Turks and Greeks. Arabic is the official language of Egypt, with English and French also widely spoken by the educated classes.

The literacy rates for women in Egypt is low at 60% and life expectancy of women is age 60. Women's status is a mixture of progress and lack of progress. Egypt has a 6th place ranking among nations in terms of wage equality, but a very low global ranking of 128th in terms of women's representation in national office.

Women are entitled by law to leave without pay for a maximum of two years to care for a child, with the option of making such a request three times. Women are allowed to take two paid nursing breaks during the work day, for a period of 18 months after delivery. Employers with more than 100 women are required to provide nurseries at the worksite. With the exception of provisions that specifically regulate female employment, all measures regulating employment apply equally to both genders.

Egypt's media landscape is shaped by the cultural, social and political climate. Egyptian media companies are heavily regulated under a 2008 law that requires all companies to be licensed and that establishes the National Audiovisual Broadcast Regulation Authority to oversee licensing and to determine what may be published and broadcast. The law also prescribes punishment for violations. The nation has earned its low ranking of 143rd for these repressive measures and the abusive treatment of journalists they have allowed.

Egypt's media are evolving in other ways, shifting from the older government-run terrestrial television channels toward the newer privately owned satellite channels. In addition, journalists and bloggers have taken to using the Internet to report on issues and events that could not be published or broadcast in traditional media under government censorship.

Study Findings

Six Egyptian news companies – 4 newspapers, 1 television station, and 1 radio station – took part in the study. Together these 6 companies employ approximately 1,500, including 563 women and 903 men (See Table 1.2.1).

Occupational status by gender

Data indicate that women are severely under-represented at the executive levels of Egyptian news companies, where they appear in only small numbers in governance (12.5%), and only slightly more in top-level management (20%). These figures suggest that women have no meaningful role in the policy setting roles of the news companies surveyed.

The glass ceiling for women in Egyptian companies occurs at senior management, the point beyond which women have trouble entering. Women do have strong representation in senior management (42.9), where they are approaching parity with men, and also in the middle management (49.5%), where women have already reached parity.

The situation is similarly positive at the senior professional ranks, where women's participation (43.9%) nears parity with men. In the sales, finance and administrative ranks, which tend to be support in nature and typically dominated by women, there are nearly equal numbers of men and women.

The journalistic ranks with the least number of women are production and design (7.7%) and technical professional (10.5%). These categories contain important specialists in set design, photography, camera and sound, but are not directly involved with gathering or reporting news.

Table 1.2.1. Occupational levels by gender in news companies in Egypt.

Occupational level	# Men	% Men	# Women	% Women
Governance	28	87.5	4	12.5
Top-level Management	16	80.0	4	20.0
Senior Management	32	57.1	24	42.9
Middle Management	103	50.5	101	49.5
Senior Level Professional	180	56.1	141	43.9
Junior-level Professional	310	60.7	201	39.3
Production and Design	96	92.3	8	7.7
Technical Professional	51	89.5	6	10.5
Sales, Finance & Administration	82	53.2	72	46.8
Other	5	71.4	2	28.6
Totals	903		563	

Annual salaries by occupational status and gender

Approximately half of the Egyptian news companies surveyed provided salary data. These partial data (See Table 1.2.3) suggest that men are paid substantially more than women in the executive (i.e., governance and top-level management) ranks, but much more comparably at other occupational levels.

These salary findings, though tentative, correspond to the level of access that women have been able to gain at these same occupational levels. In other words, women's marginalization in terms of numbers in the policy setting ranks of governance and top management is reinforced by low compensation. Women's greater access to the news reporting and editorial jobs (e.g., middle management and senior professional) brings compensation more in line with that of men's. The latter example would reflect Egypt's global standing in gender pay equity.

An exception, however, is in the production and design occupational level, where salaries for men and women seem similar in the low average range but where men earn approximately three times what women earn in the average high salary range.

Table 1.2.3. Annual salary by gender and occupational level in Egypt.
(N = Number of companies responding to the question.)

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$9,633.36	3	\$80,517.61	3	\$4,313.44	1	\$15,097.05	1
Top-level management	\$32,836.09	4	\$46,908.70	4	\$8,087.71	2	\$18,332.14	2
Senior-level management	\$7,602.44	4	\$13,263.84	4	\$5,736.88	5	\$11,301.22	5
Middle management	\$3,594.54	3	\$6,973.40	3	\$3,235.08	4	\$5,930.98	4
Senior-level professional	\$4,169.66	3	\$11,502.52	3	\$3,396.84	4	\$9,327.82	4
Junior-level professional	\$2,875.63	3	\$5,607.48	3	\$2,875.63	3	\$6,254.49	2
Production & design	\$2,075.84	4	\$5,230.05	4	\$1,329.98	3	\$1,617.54	2
Technical professional	\$3,019.41	2	\$8,626.89	2	\$3,019.41	2	\$8,626.89	2
Sales, Finance & Administration	\$2,156.72	2	\$7,548.53	2	\$2,156.72	2	\$7,548.53	2
Other	\$539.18	2	\$1,509.71	2	\$647.02	1	\$1,509.71	1

Terms of employment by gender

As indicated in Table 1.2.4, the great majority of Egyptian journalists – women and men – represented in the study are employed in full-time, regular positions in the companies surveyed. In this respect, Egyptian women journalists enjoy secure employment alongside their male colleagues.

Table 1.2.4. Terms of employment by gender in news companies in Egypt.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	767	61.6	479	38.4
Part-time, regular	13	36.1	23	63.9
Full-time, contract	26	83.9	5	16.1
Part-time, contract	0	0.0	0	0.0
Freelance	129	66.8	64	33.2
Other	0	0.0	0	0.0
Totals	935		571	

Company policies on gender

Egyptian news companies reported considerable variation with respect to gender-related policies (See Table 1.2.5).

Only a third (33%) have a stated company policy on gender equality, though all indicated they provide education and training for women journalists.

Only one company (17%) has a policy on sexual harassment, and none has a policy on either paternity leave or child care.

Table 1.2.5. Gender-related news company policies in Egypt. (N = Number of companies responding to the question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	33	67	6
Has a policy on sexual harassment	17	83	6
Has a policy on maternity leave	83	17	6
Has a policy on paternity leave	0	100	6
Do women get same jobs back?	100	0	5
Offers child-care assistance	0	100	6
Offers educational training	100	0	6

Summary

The situation is mixed for women journalists in Egypt. In the 6 companies surveyed, women are seriously under-represented in the executive (i.e., policy setting) ranks but approach parity with men in the reporting and editorial ranks (which constitute the majority of employees in the field).

This pattern suggests the presence of a glass ceiling effect at the senior management level – women advance to that level but have not progressed numerically beyond that.

Women appear to be disadvantaged economically both at the top of these companies and in the production and technical levels. Salaries are more comparable by gender in the news gathering and editorial ranks of the profession (i.e., middle management, and junior and senior professional).

Egyptian newsrooms do not show a strong inclination to adopt a comprehensive gender-equity policy, though they have adopted policies on returning women to their same jobs after maternity leave and on providing training toward women’s advancement.

ISRAEL

Overview of Nation

Israel is situated at the crossroads of Europe, Asia and Africa. The nation has a population of 7.37 million people, including those indigenous to the area, as well as from Western and Eastern Europe, Russia, Ethiopia and elsewhere. The official language is Hebrew, with Arabic and English also widely spoken.

Women in Israel have a very high literacy rate of 96%, and a life expectancy of approximately 83 years. Israel ranks 45th in terms of overall gender equality, but 65th in terms of women in national office, and 97th in wage equity.

A national law on equal opportunity, passed in 1988, prohibits sexual harassment in the workplace and requires employers to inform their employees of their rights and complaint procedures. The law also regulates maternity leave, entitling women to a full maternity allowance up to 14 weeks from their places of work. A pregnant woman is protected by certain safety measures in the workplace, and dismissal during pregnancy is prohibited if a woman has worked for at least 6 consecutive months. The law requires that husbands be allowed to share the maternity leave period with their wives.

Israeli television began broadcasting in 1968. Since the early 1990s, state monopoly over electronic broadcasting has gradually ended, encouraged by the introduction of cable broadcasting, two commercial broadcast television stations, local commercial radio stations and satellite broadcasting. The Israeli Broadcasting Authority is a public agency that governs broadcast regulations in the nation as well as operates several radio and television stations.

The print media in Israel enjoy greater press freedom than electronic media. All newspapers are privately owned, with many having religious or political ties to groups that also subsidize their operations.

The Israeli government has responded to ongoing internal and regional political strife by adopting a number of legal and other measures that impose strict requirements on journalists. Material from foreign journalists is officially reviewed and censored before it is allowed to be broadcast, for example, and government officials and the military exert informal pressures to constrain what is printed and broadcast. These practices contribute to Israel's ranking of 93rd among nations in press freedom.

Study Findings

Seven Israeli news companies – 3 newspapers, 1 television station, and 3 radio stations – participated in the study. Together they employ approximately 3,400, including 1,372 women and 2,005 men (See Table 1.3.1).

Occupational status by gender

Men outnumber women by around 40% at the 7 companies surveyed. Beyond this, there were both positive and troubling findings.

On the positive side, women are fairly well distributed through the occupational levels of Israeli news companies. Neither is there the presence of a glass ceiling preventing women from some access to decision-making roles at the top, where women's representation at the governance level (31.3%) is nearly a third, and where it is more than a third (34.1%) in top management. While obviously still a ways from parity with men, these statistics signal a level of advancement for women at the top that surpasses most other companies surveyed, both in this region and others.

Also positive is that women are nearing or surpassing parity with men in several occupational levels. For example, at the senior professional level, which includes anchors, producers, writers and others concerned with news making, women are nearing parity (41.4%) with men.

Women are also comfortably in the majority (59.7%) in production and design – a category typically dominated by men in many nations.

Women exceed parity with a two-thirds majority in the sales, finance and administrative level (65.3%). The last of these typically includes many support positions, e.g., public relations specialists, clerks and secretaries – jobs traditionally held by women.

On the troubling side, women are noticeably fewer at around a fourth (27.8%) in senior management, which includes senior writers and producers; and around a third (34.7%) in middle management, which includes senior editors and chief correspondents. Women's representation is just under a third (32.1%) in the junior professional level.

Table 1.3.1. Occupational status by gender in Israeli news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	22	68.8	10	31.3
Top-level Management	27	65.9	14	34.1
Senior Management	65	72.2	25	27.8
Middle Management	66	65.3	35	34.7
Senior Level Professional	374	58.6	264	41.4
Junior-level Professional	673	67.9	318	32.1
Production and Design	167	40.3	247	59.7
Technical Professional	380	81.2	88	18.8
Sales, Finance & Administration	182	34.7	342	65.3
Other	49	62.8	29	37.2
Totals	2,005		1,372	

Annual salaries by occupational status and gender

Israeli news companies surveyed provided no salary data.

Terms of employment by gender

Israeli companies provided only partial data on the terms of employment for their employees, as illustrated by the noticeably lower totals reported in Table 1.3.2, as compared to those in Table 1.3.1.

These partial data show a majority of both women and men journalists in Israeli companies are employed in full-time positions with benefits. Still, quite a few women are found in part-time employment. This makes women's job security slightly less secure than men's.

Table 1.3.2. Terms of employment by gender in Israeli news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	597	53.1	528	46.9
Part-time, regular	90	37.0	153	63.0
Full-time, contract	0	0.0	0	0.0
Part-time, contract	4	50.0	4	50.0
Freelance	9	75.0	3	25.0
Other				
Totals	700		688	

Company policies on gender

Policies related to gender are mixed in the 7 Israeli news companies surveyed. None has a stated policy on gender equality (See Table 1.3.4). Neither do any provide education and training toward women's advancement.

Only 2 of the 7 companies (29%) surveyed offer child-care assistance.

By contrast, all of companies comport with national law by having policies on sexual harassment, on maternity and paternity leave, and on returning women to the same jobs after maternity leave.

Table 1.3.4. Gender-related news company policies in Israel. (N = Number of companies responding to the question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	0	100	7
Has a policy on sexual harassment	100	0	7
Has a policy on maternity leave	100	0	7
Has a policy on paternity leave	100	0	7
Do women get same jobs back?	100	0	7
Offers child-care assistance	29	71	7
Offers educational training	0	100	7

Summary

Though the picture is a mixed one for women journalists in Israel, there are a number of positive findings. There is no evidence of a glass ceiling in the companies surveyed, with women having access to all occupational levels within the profession. Most notably, women have gained a fair degree of access to decision-making roles in governance and top management in Israeli news companies. Women are also at or near parity with men in some of the senior and junior professional jobs most directly associated with news gathering, writing and production.

Still, women number less than half (40%) of the journalistic work force in these companies. Women's absence is most evident in middle and senior level management, which includes jobs responsible for supervising the news-gathering operations. Women's under-representation is also seen at the technical professional levels where camera, sound and lighting specialists are found.

News companies surveyed in Israel have adopted policies on maternity and paternity leave, in line with national laws. These are favorable to women journalists. Companies have not adopted a specific policy on gender equality, and they provide no educational training toward women's advancement.

In the absence of salary data, no observations may be made about how men's and women's compensation levels compare.

JORDAN

Overview of Nation

Jordan is situated in the Middle East. Native Jordanians compose the vast majority of the nation's 7 million people, although Armenians, Chechens, Turks, and, most recently, Iraqis are also represented. The official language is Arabic, with English also widely spoken.

Literacy rates for women in Jordan are relatively high at 89%, and life expectancy is age 62. Jordan ranks low at 113th among nations in overall gender equality and very low at 121st in terms of the number of women in national elective office. Interestingly, however, Jordan is relatively high in terms of wage equality, ranking 38th.

National law assures women 10 weeks of paid maternity leave, with a full year of leave without pay to care for newborns. A nursery is mandatory in workplaces when more than 20 women have more than 10 children under the age of 4 years. Pregnant women are prohibited from working in jobs where they risk being exposed to substances that might harm the fetus.

Jordanian media, which reflect the nation's cultural and language diversity, operate under tight state oversight. While media companies are mainly privately owned, they subject to censorship spelled out under press laws. The Ministry of Culture and Information is responsible for carrying out most routine press censorship, but editors have some leeway to exercise self-censorship and avert conflicts with the government. The Internet has also come under close scrutiny, with the government extending censorship of news websites beginning in 2007.

In Jordan, women are severely under-represented – with men outnumbering them nearly 5:1.

Study Findings

Ten news companies – 9 newspapers and 1 radio station – participated in the study. Together these employ just over 1,200, including 228 women and 1,010 men (See Table 1.4.1).

Occupational status by gender

Women are severely under-represented in these companies, with men outnumbering them nearly 5:1. Not only are women severely marginalized within the profession, they are particularly excluded from the key executive ranks of governance (11.9%) and top-level, management (12%) where company strategy and policy are set and major financial decisions are made.

Women's representation at senior (8.3%) and middle management (8.8%) ranks are in the single digits. Though the numbers of women journalists are somewhat higher in the news

reporting levels of senior and junior professionals (20.2% and 25.4%, respectively), their representation is still remarkably low at less than a fourth.

Women are similarly absent (or nearly absent) in the production (7.5%) and technical professional (0%) ranks. Women are best represented in the sales, finance and administrative ranks (29.8%) occupational levels, which include many support jobs that are clerical in nature. Though women tend to hold these kinds of jobs in most nations, men dominate even in this job category in the Jordanian companies surveyed.

Table 1.4.1. Occupational level by gender in Jordanian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	52	88.1	7	11.9
Top-level Management	22	88.0	3	12.0
Senior Management	44	91.7	4	8.3
Middle Management	83	91.2	8	8.8
Senior Level Professional	162	79.8	41	20.2
Junior-level Professional	361	74.6	123	25.4
Production and Design	98	92.5	8	7.5
Technical Professional	100	100.0	0	0.0
Sales, Finance & Administration	59	70.2	25	29.8
Other	29	76.3	9	23.7
Totals	1,010		228	

Annual salaries by occupational status and gender

All companies participating in the study provided salary data for men, but only some provided data for women (See Table 1.4.2). Study findings presented are limited to the occupational levels in which data for both men and women were obtained.

The sketchy figures available show only minor variations in pay along gender lines. In other words, salaries are fairly similar at both average low and average high ranges for men and women.

One exception occurs at the middle management level, where women appear to earn more at both average low and average high salary ranges than men.

Another exception occurs in junior professional level, where men earn more than women in the average high range.

These findings would seem to be in line with Jordan's fairly high ranking in gender pay equity (i.e., 38th place among nations), even though such observations should be made with caution in recognition of the limitations of data.

Table 1.4.2. Annual salary data by gender and occupation in Jordanian news companies.**(N=Number of companies responding to the salary question.) [Note: Occupational levels with missing data typically resulted from lack of comparable data for both men and women.]**

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management								
Middle management	\$10,627.12	10	\$14,256.12	9	\$13,932.20	5	\$16,101.69	2
Senior-level professional								
Junior-level professional	\$7,635.59	10	\$9,372.88	10	\$5,355.93	10	\$7,203.39	10
Production & design	\$5,203.39	10	\$7,847.46	10	\$7,203.39	4	\$7,288.14	2
Technical professional								
Sales, Finance & Administration	\$5,169.49	10	\$6,419.49	8	\$5,480.23	6	\$6,991.53	4
Other								

Terms of employment by gender

Table 1.4.3 indicates that men and women alike tend to be employed in full-time regular jobs with benefits at the Jordanian companies surveyed. Thus, the few women who do gain access to the profession tend to find job security in the terms of their employment.

Table 1.4.4. Terms of employment by gender in Jordanian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	702	80.4	171	19.6
Part-time, regular	112	82.4	24	17.6
Full-time, contract	22	66.7	11	33.3
Part-time, contract	56	90.3	6	9.7
Freelance	123	88.5	16	11.5
Other	23	79.3	6	20.7
Totals	1,038		234	

Company policies on gender

Jordanian news companies surveyed do not have policies on gender equity, sexual harassment or paternity leave. In line with national laws, all but one company has a stated policy on maternity leave. Similarly, all but one also offers educational training. However, only a fifth (20%) of the companies offer child-care assistance. Without company policies to encourage greater access to the profession and to promote gender equality for the women who do gain access, Jordanian newsrooms surveyed may remain bastions of male domination.

Table 1.4.4. Gender-related news company policies in Jordan. (N = Number of companies responding to the question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	0	100	10
Has a policy on sexual harassment	0	100	10
Has a policy on maternity leave	90	10	10
Has a policy on paternity leave	0	100	10
Do women get same jobs back?	100	0	9
Offers child-care assistance	20	80	10
Offers educational training	90	10	10

Summary

Jordanian journalism has a critical gender imbalance, with men outnumbering women 5:1. Women are marginalized in every single occupational level of the profession. Their absence is particularly stark at the middle and senior management levels, where representation is in the single digits – 8.3% and 8.8%, respectively.

Though sketchy, salary data suggest men and women journalists in Jordan may be paid at similar rates in many of the occupational categories. If accurate, this would reflect the nation’s relatively high global ranking for pay equity.

Women journalists also tend to find full-time regular employment, something that offers a level of job security for the limited numbers who do gain access to the field. These constitute the positive findings in the Jordanian companies surveyed.

Jordanian news companies have been slow to enact policies that would make newsrooms more favorable to women. None has adopted a specific policy on gender equality, sexual harassment or paternity leave. Few offer child-care assistance. All or most, however, have policies on maternity leave, returning women to their jobs after maternity leave, and providing education and training to women. The lack of progressive gender policies reinforces men’s dominance and continues to marginalize women in journalism.

LEBANON

Overview of Nation

Lebanon is located in the Middle East. The nation's estimated 4 million people are mainly of Arab descent but also include many immigrants from nearby Palestinian territories, Iraq, Sudan and other nations. Arabic is Lebanon's official language, but English, French and Armenian are also spoken.

These cultural characteristics are also evident in the nation's diverse, extensive media. The Lebanese constitution guarantees freedom of press, though numerous laws and institutional practices curtail that freedom. News outlets and other media in Lebanon are governed by laws that prohibit damaging stories about the government, its leaders, or nations that are political allies. Accused journalists may be detained and prosecuted in a special publications court. Journalists have begun to challenge these restrictions, made more difficult to enforce by the wider range of media available today.

Though the Lebanese constitution declares women and men to be equal, and laws have been approved over the last decade to bring greater equality in education and other institutions, long-standing practices continue to stand in the way of women's advancement. The literacy rate for Lebanese women is 86%, and their life expectancy is 73 years. But women's participation in public life is limited, shown in Lebanon's low ranking of 113th for the numbers of women in national elective office. Women in the workplace have some benefits by law, including 7 weeks of maternity leave, and protection from being fired while on maternity leave or if more than 5 months pregnant.

Study Findings

Seven news companies – 2 newspapers, 2 television stations and 3 radio stations – participated in the study. Together they employ more than 800, including 250 women and 564 men.

Occupational status by gender

Men outnumber women by a ratio of more than 2:1 in the companies surveyed (See Table 1.5.1). This demonstrates women's lack of access to the profession in general. This pattern of men's dominance is also seen at every occupational level of the companies surveyed.

Particularly noticeable is women's severe under-representation in governance and top-level management levels (14.8% and 21.9%, respectively). With such a level of marginalization, women have no meaningful involvement in the policy-setting and highest management levels of these companies.

Women's presence is seen more substantially at the senior and junior professional levels, where participation is higher at 42.9% and 38.9%, respectively. Important news-reporting roles of junior and senior writers, editors, producers and correspondents are found in these two occupational levels.

Thus, women appear to have gained better access to the ranks of news reporting but less access to other roles in newsrooms, or to the positions comprising decision-making roles in the companies' hierarchies.

Women's representation is relatively lower in the junior professional level (38.9%), and in production and design (32.9%). Women's representation (48.8%) is nearly at parity with men (51.2%) in sales, finance and administration – a category of support roles in public relations, advertising and clerical. Women typically dominate in these jobs in most nations, but at the Lebanese companies surveyed even these are held mainly by men.

Table 1.5.1. Occupational level by gender in Lebanese news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	23	85.2	4	14.8
Top-level Management	25	78.1	7	21.9
Senior Management	25	71.4	10	28.6
Middle Management	27	64.3	15	35.7
Senior Level Professional	113	57.1	85	42.9
Junior-level Professional	124	61.1	79	38.9
Production and Design	53	67.1	26	32.9
Technical Professional	143	100.0	0	0.0
Sales, Finance & Administration	22	51.2	21	48.8
Other	9	75.0	3	25.0
Totals	564		250	

Annual salaries by occupational status and gender

Most of the Lebanese companies surveyed provided information about salaries for men and women across all but two occupational categories (See Table 1.5.2).

Data from a single company for salaries in the governance level show that women are paid the same as men in the average low range, but they receive substantially less than men in the average high range. This finding may not be generalized either to other companies in the sample, or to the journalism profession in Lebanese.

Despite women's low involvement in the profession, as demonstrated in the occupational status data, those women who do gain entrance appear to enjoy similar compensation to that of men at most occupational levels. In some cases, men's and women's salaries are identical, and in two instances, women's pay exceeds that of men.

For example, salaries are reported to be identical for both genders in middle management and senior-level professional ranks at both the average low and average high ends of the pay spectrum.

In the junior level professional level (e.g., assistant writers, producers and directors), women’s salaries exceed men’s slightly in both average low and average high ranges.

In sales, finance and administration, women’s average high salaries slightly exceed those of men in the average low range, but they significantly exceed men’s salaries in the average high range. This finding suggests that some women may have excelled in sales commissions, or that some supervisory level personnel in these ranks receive exceptionally high pay for their work. In either regard, this finding suggests women’s economic success in these companies may not be reliant on their higher status within the organization.

Table 1.5.2. Annual salary by gender and occupational level in Lebanese news companies.
(N = Number of companies responding to question.) [Missing data resulted from insufficient information to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$24,000.00	1	\$36,000.00	1	\$24,000.00	1	\$24,000.00	1
Top-level management								
Senior-level management	\$17,760.00	5	\$23,760.00	5	\$13,200.00	2	\$21,000.00	2
Middle management	\$15,900.00	4	\$34,200.00	4	\$15,900.00	4	\$34,200.00	4
Senior-level professional	\$9,700.00	6	\$20,900.00	6	\$9,700.00	6	\$20,900.00	6
Junior-level professional	\$8,760.00	5	\$18,240.00	5	\$9,960.00	5	\$19,440.00	5
Production & design	\$7,200.00	3	\$16,240.00	3	\$6,600.00	2	\$12,000.00	2
Technical professional								
Sales, Finance & Administration	\$7,200.00	3	\$18,400.00	3	\$8,700.00	4	\$43,200.00	4
Other	\$6,000.00	1	\$18,000.00	1	\$6,000.00	2	\$18,000.00	1

Terms of employment by gender

Nearly all of those employed – both men and women – in the news companies surveyed are in full-time jobs with benefits (See Table 1.5.3). These employment arrangements give women journalists the same degree of job security as their male colleagues.

Men appear to benefit more than women in full-time, regular employment (i.e., 69.6% vs. 30.4%). This anomaly results from men’s greater overall participation in the Lebanese journalistic workforce, as represented by the participating companies, rather than from women’s actual marginalization percentage-wise.

Table 1.5.3. Terms of employment by gender in Lebanese news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	488	69.6	213	30.4
Part-time, regular	40	66.7	20	33.3
Full-time, contract	3	23.1	10	76.9
Part-time, contract	0	0.0	0	0.0
Freelance	0	0.0	0	0.0
Other	8	100.0	0	0.0
Totals	539		243	

Company policies on gender

On the whole, newsroom policies on gender in the Lebanese companies surveyed do not show strong support for gender equality (See Table 1.5.4).

Only 1 of the 7 surveyed (14%) has a specific policy on gender equality, and only 2 (29%) have a policy on sexual harassment.

All companies comply with national law by having stated maternity leave policies, but only 1 (14%) has a similar policy on paternity leave. A large majority (86%) give women the same jobs they held prior to maternity leave. However, none offers child-care assistance.

All companies indicated they offer educational training toward advancement.

Table 1.5.4. Gender-related news company policies in Lebanon.

Company Policies	% Yes	% No	N
Has a policy on gender equality	14	86	7
Has a policy on sexual harassment	29	71	7
Has a policy on maternity leave	100	0	7
Do women get same jobs back?	86	14	7
Has a policy on paternity leave	14	86	7
Offers child-care assistance	0	100	7
Offers educational training	100	0	7

Summary

Lebanese women journalists comprise less than half of the workforce at news companies surveyed, demonstrating that women experience considerable difficulty gaining access to their profession. In addition, women are under-represented in every single job category except two – senior level management (42.9%) and sales, finance and administration (48.8%). Representation in other categories ranges mainly in the 20-30 percentiles.

In spite of women's low representation, Lebanese women journalists who do gain access to jobs at the companies surveyed enjoy fairly equal compensation with that of men at many occupational levels, and in some cases, women's pay was found to exceed men's. In addition, nearly all women are employed mainly in full-time jobs with benefits in the companies surveyed.

At present, most Lebanese news companies have not moved strongly toward gender equality in their policies. Few have adopted specific policies on gender equity, sexual harassment, paternity leave or child-care assistance. Most do have policies on maternity leave, returning women to the same jobs after pregnancy, and providing educational training to women.

MOROCCO

Overview of Nation

Morocco is located on the northwest coast of Africa. The nation's 32 million people are a diverse mix of cultures. While Arabic is the official language of Morocco, Berber dialects are also spoken, and French is generally the language of commerce.

Women's status in Morocco has been slow to advance. Literacy rates for women are low at 42%, and life expectancy is to age 61. Morocco ranks 124th among nations in terms of overall gender equality, 101st in terms of the numbers of women in national elected office and 91st in terms of wage equality with men.

Working women are afforded certain entitlements by law for maternity and child-rearing. For example, nursing mothers are allowed an hour of paid rest breaks each day. Women are also prohibited from working in jobs that require selling or transporting publications or images that are deemed contrary to moral standards.

In terms of press freedom, Morocco ranks near the bottom at 127th. The government exercises influence over media content, with media companies subject to strict official censorship under a media code adopted in May 2002. Article 41 of that code gives both the executive branch and judicial systems the right to suspend or close newspapers for defamation and journalists to be jailed. Defamation means publication of damaging information about the king or Islam.

Though Moroccans have a robust and varied media landscape, which reflects the nation's cultural diversity, low literacy rates mean the print media in particular are consumed mainly by a small elite population. The nation has a history of publications and some broadcast media are owned by political interests or by the government. Over the last decade, the Moroccan media have come to include private commercial print and electronic outlets, and with Internet available throughout the nation, many news companies have begun to publish online.

Study Findings

Eight Moroccan news companies – 5 newspapers, 1 television station and 2 radio stations – took part in the study. Together, they employ approximately 500 employees in their journalistic workforce, including 180 women and 315 men.

Occupational status by gender

Men outnumber women approximately 2:1 in these companies (See Table 1.6.1). Especially striking is the extremely low representation by women in the executive levels. Women number around a fourth (27.8%) in governance, and less than a fifth (16.7%) in top management. Such figures suggest that women have little meaningful involvement in board rooms or in management positions where key decisions about company financial, strategic and other policies are determined.

The serious under-representation of women in the decision-making and top management levels of news companies denotes the middle management level as the glass ceiling for Moroccan women journalists. In other words, women advance well to this level and then have difficulty breaking through.

Women are slightly more than half (53.6%) of those in middle management, which includes chief correspondents, design directors and other mid-level supervisory-level personnel.

Women also have fairly high standing in both junior- and senior-level professional areas (42.4% and 40.6%, respectively) – categories where the majority of the Moroccan journalistic workforce is found and where news is gathered, written and edited for distribution.

Women have fair (39.9%), though still less than equal, representation in senior management, for example, which includes directors of news, managing editors and other senior supervisory personnel.

Women are nearly equal in number to men in the sales, finance and administration level (46.3%), which contains many support jobs, some of which are clerical in nature and traditionally filled by women in many countries. In the Moroccan companies surveyed, these are slightly dominated by men (53.8%).

Table 1.6.1. Occupational level by gender in Moroccan news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	5	83.3	1	16.7
Top-level Management	13	72.2	5	27.8
Senior Management	17	60.7	11	39.3
Middle Management	13	46.4	15	53.6
Senior-level Professional	34	57.6	25	42.4
Junior-level Professional	76	59.4	52	40.6
Production and Design	47	67.1	23	32.9
Technical Professional	13	61.9	8	38.1
Sales, Finance & Administration	43	53.8	37	46.3
Other	54	94.7	3	5.3
Totals	315		180	

Annual salaries by occupational status and gender

Few Moroccan companies taking part in the study provided complete salary data, preventing an in-depth evaluation of women's economic standing in relation to men's in most of the news reporting and management occupations (See Table 1.6.2).

The scant data available suggest that men’s and women’s salaries are comparable in the sales, finance and administration occupational level – a category that contains support positions associated with public relations, marketing and clerical functions.

Men’s salaries appear to exceed those of women substantially at both average low and average high ranges in the production and design occupational level, which includes photographers, illustrators and graphic designers.

In contrast, women’s salaries appear to slightly exceed those of men in the average range of the junior professional level, which includes a range of assistant writers, editors, producers and others in newsgathering roles. At the average low salary range, men’s pay appears to slightly exceed women’s.

While women’s salaries greatly exceed those of men in the “other” category, these statistics are derived from a single company; neither is it possible to know what jobs are performed by the persons included in this designation.

Table 1.6.2. Annual salaries by gender and occupation in Moroccan news companies.

(N=number of companies responding to the salary question.)

[Missing data resulted from insufficient information to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management								
Middle management								
Senior-level professional								0
Junior-level professional	\$7,569.68	4	\$15,598.12	3	\$6,652.14	3	\$17,891.96	4
Production & design	\$7,110.91	3	\$8,945.98	3	\$4,817.07	1	\$4,817.07	1
Technical professional								
Sales, Finance & Administration	\$4,358.30	3	\$8,716.60	3	\$5,734.60	3	\$8,945.98	3
Other	\$1,376.30	1	\$1,376.30	1	\$11,010.44	1	\$11,010.44	1

Terms of employment by gender

The largest numbers of women journalists in Morocco are found in full-time, regular, or full-time contract employment in the companies surveyed. In both cases, women are near parity with men (See Table 1.6.3).

While a number of journalists are found in the part-time regular and freelance categories, these less secure terms of employment are held mainly by men.

The conclusion to draw is that the vast majority of Moroccan women journalists are employed in secure, full-time arrangements.

Table 1.6.3. Terms of employment by gender in Moroccan news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	211	54.5	176	45.5
Part-time, regular	53	100.0	0	0.0
Full-time, contract	18	56.3	14	43.8
Part-time, contract	0	0.0	0	0.0
Freelance	49	80.3	12	19.7
Other	3	100.0	0	0.0
Totals	334		202	

Gender-related company policies

Most Moroccan news companies are fairly progressive in policies related to gender, with nearly all (88%) having a policy on gender equity, all having a policy on maternity leave, and all assuring that women will be returned to the same jobs after that leave (See Table 1.6.4).

A strong majority (75%) of companies has sexual harassment policies and also provides educational training for women. However, only half (50%) have policies on paternity leave or provide child-care assistance.

Table 1.6.4. Gender-related news company policies in Morocco.
(N = Number of companies answering the question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	88	12	8
Has a policy on sexual harassment	75	25	8
Has a policy on maternity leave	100	0	8
Has a policy on paternity leave	50	50	8
Do women get same jobs back?	100	0	4
Offers child-care assistance	50	50	8
Offers educational training	75	25	8

Summary

The 8 Moroccan news companies participating in the study convey mixed messages about women's status in journalism.

Men outnumber women journalists by nearly 2:1 and women are seriously marginalized in the uppermost ranks of the profession, and, to a lesser degree, at some of the other occupational levels (i.e., senior management, technical professional and production and design).

The senior management level represents the glass ceiling for Moroccan journalists, signaling a point beyond which women have not advanced in any number.

However, in some occupational levels, women are near parity with or even surpass men, e.g., middle management where women are more than half.

While scant data do not allow for a clear determination of salary along gender lines, there is the suggestion of gender parity at some occupational levels. In addition, most Moroccan news companies surveyed have adopted policies favorable to gender equality.

Women's representation in the news reporting levels is low in all except for senior management, where women are just over half (53.7%).



Ethiopia correspondent Anita Powell, on assignment in Goma, Democratic Republic of Congo, interviews actor Ben Affleck on Nov. 20, 2008. (AP Photo/Karel Prinsloo)

2. SUB-SAHARAN AFRICA

REGIONAL TRENDS IN STUDY'S FINDINGS

Overview of the region

The Sub-Saharan region includes 15 nations – Cameroon, Democratic Republic of Congo, Ethiopia, Ghana, Kenya, Madagascar, Malawi, Mauritius, Mozambique, Namibia, Nigeria, South Africa, Uganda, Zambia and Zimbabwe. Though they share a common geography, these nations have their own distinct histories, cultures, politics, economies, media systems and gender relations.

Individual national reports consider these distinctions when interpreting the study's findings on women's status within the news industry. This introductory section summarizes the composite picture by aggregating data collected from 117 news companies in the 15 nations of the region. The goals are to identify patterns of gender in occupational status, salary and policies. Local researchers made every effort to obtain a mix of newspapers, radio and television news companies when collecting data. As Table 2.1.1 reveals, this was more easily accomplished in some nations than others.

Table 2.1.1. Media participation in study, by nation, in Sub-Saharan Africa region.
(N = Number of companies participating in the study.)

Nation	Newspapers	TV Stations	Radio Stations	N
Cameroon	3	0	2	5
Dem. Rep. Congo (DRC)	3	3	6	12
Ethiopia	4	1	1	6
Ghana	2	1	3	6
Kenya	3	1	1	5
Madagascar	4	1	4	9
Malawi	2	2	5	9
Mauritius	6	1	0	7
Mozambique	3	2	7	12
Namibia	5	1	3	9
Nigeria	3	1	4	8
South Africa	8	2	1	11
Uganda	2	2	4	8
Zambia	4	0	2	6
Zimbabwe	3	0	1	4
Totals	55	18	44	117

Study findings in the region

The presentation of findings will vary slightly in uniformity from one nation to another. The IWWMF's researchers collected data in the 6 nations of Cameroon, Ethiopia, Ghana, Kenya, Nigeria and Uganda. The IWWMF acquired data for an additional 9 nations from its partner organization Gender Links, which conducted its own Glass Ceilings study in the southern African region during a common time frame. These 9 nations include DRC, Madagascar, Malawi, Mauritius, Mozambique, Namibia, South Africa, Zambia and Zimbabwe (See <http://www.genderlinks.org.za/page/media-glass-ceiling-research>).

Two differences between the two studies were in the levels of detail each requested for occupational status and salary data. Findings for some occupational levels and salaries will be more generally explained for the Gender Links' nations than for those in nations surveyed by the IWWMF.

Definitions of terms

Table A provides the definitions for occupational levels that will be referred to for each nation, and Table B provides definitions for terms of employment.

Table A. Definitions for occupational levels.

Occupational level	Definition
Governance	Members of the governing board who vote on the most important decisions on policy and finances for this specific company.
Top-level Management	Report to board of directors. Includes the very top administrators, for example, Publisher, Chief Executive Officer (CEO), Director General (DG) and Chief Financial Officer (CFO).
Senior Management	Report to top-level managers. For example, Director of News, President of News, Editor-in-Chief, Managing Editor, Executive Editor, Director of Human Resources, Director of Administration, Bureau Chiefs, and similar titles.
Middle Management	Report to senior management. For example, Senior Editor, Chief of Correspondents, Design Director, Creative Director, and the more senior staff in Human Resources and Finance.
Senior Level Professional	Professionally qualified. Report to <u>senior-level</u> management, e.g., senior writers, editors, anchors, directors, producers, researchers, reporters, correspondents.
Junior-level Professional	Professionally qualified. Report to <u>middle-level</u> management, e.g., junior/assistant writers, producers, directors, anchors, reporters, sub-editors, correspondents, production assistants.
Production and Design	<u>In print</u> : graphics designers, photographers, illustrators. <u>In broadcast</u> : scene designers and construction workers, graphics designers, wardrobe designers, make-up artists, film/video editors
Technical Professional	Those who do specific technical work. For example, camera, sound and lighting technicians.
Sales, Finance & Administration	Marketing, sales, public relations, specialists, accountants, human resource staff, clerks, secretaries.
Other	Includes job titles not included elsewhere.

Table B. Definitions for terms of employment.

Terms of Employment	Definition
Full-time regular	Persons who work full time and are on the regular, continuing payroll of the organization
Part-time regular	Persons who work less than full time and are on the regular, continuing payroll of the organization.
Full-time contract	Persons who work full time on a fixed-term contract arrangement
Part-time contract	Persons who work part time on a fixed-term contract arrangement
Freelance	Persons paid per contribution (such as stories, footage, artwork, etc.) <u>at the present moment</u> .
Other terms of employment	Arrangements not covered by the above.

Sources of background information

National reports include certain background information to provide context for understanding the findings from the study.

Details about the societies and people (e.g., demographics, language, status of women and media systems) were obtained from authoritative data bases, and, in some cases, from local researchers in the study. Rankings on press freedom were obtained from the 2009 report of the World Press Freedom Index, published by Reporters Without Borders, which evaluated 175 nations along a number of criteria.

Literacy rates, life expectancies, and rankings for women in national office and for pay equity were obtained from the 2009 Global Gender Gap Report, published by the World Economic Forum. This study considered statistical measures of women's status in education, literacy, health, longevity, income and other areas for 134 nations.

Occupational status by gender in the region

Together, the 117 companies surveyed in the Sub-Saharan region employ approximately 22,100 journalists, including 9,215 women and 12,875 men (See Table 2.1.2).

Women's participation in the journalistic workforce is lower than men's overall, though the percentages vary considerably from nation to nation. For example, women's under-representation is especially pronounced in the Democratic Republic of Congo (15%), Malawi (27%) and Zimbabwe (27%). By contrast, in South Africa, women journalists slightly exceed the numbers of men.

Women's representation in the news reporting levels is low in all except for senior management, where women are just over half (53.7%). This level includes editors in chief, managing editors, and bureau chiefs, among others. This statistic is owed to South Africa's 75% figure for women in senior management, an anomaly against generally low representation in other nations' newsrooms surveyed.

Table 2.1.2. Occupational level by gender in Sub-Saharan Africa region.

Occupational level	# Men	% Men	# Women	% Women
Governance	282	71.8	111	28.2
Top-level Management	202	75.9	64	24.1
Senior Management	698	46.3	811	53.7
Middle Management	225	69.7	98	30.3
Senior-level Professional	1585	68.9	716	31.1
Junior-level Professional	1390	68.0	655	32.0
Production and Design	4555	54.0	3876	46.0
Technical Professional	1711	51.4	1621	48.6
Sales, Finance & Administration	1221	70.8	504	29.2
Other	1006	57.0	759	43.0
Totals	12,875		9,215	

Women’s greatest participation is otherwise seen in the creative and technical occupations, where, for example, women are 46.0% in production and design, and 48.6% in the technical professional level. In both cases, women are nearing parity with men in roles that are heavily male-dominated in many nations.

In these companies’ decision-making roles – governance and top level management – women are only around a fourth (28.2% and 24.1%, respectively).

In the reporting and editorial levels, women are approximately a third. For example, women are 32.0% of those in the junior professional level (e.g., junior correspondents and anchors) and 31.1% of those in the senior professional level (e.g., senior producers and reporters).

Women are 30.3% of those in middle management, which includes senior editors and chiefs of correspondents.

In most nations, women dominate the sales, finance and administrative category in which many support roles not directly related to news making are found. In the Sub-Saharan region, women’s representation is much lower at only 29.2%.

Annual salaries by occupational status and gender

Table 2.1.3 reveals average low and average high salaries for women and men in the six nations of Cameroon, Ethiopia, Ghana, Kenya, Nigeria and Uganda. The majority of the 38 companies in these 6 nations provided salary data, making it possible to derive a fairly clear view of their compensation by gender.

Table 2.1.3. Annual salary by occupational status and gender in news companies in Sub-Saharan Africa region.*
(N = Number of news companies responding to the question.)

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$7,836.89	5	\$20,130.09	5	\$7,440.58	4	\$11,989.44	4
Top-level management	\$16,426.37	20	\$32,071.19	20	\$16,040.19	14	\$28,300.34	15
Senior-level management	\$7,648.25	26	\$13,453.73	26	\$8,697.19	21	\$13,765.09	23
Middle management	\$4,686.71	25	\$8,125.27	25	\$4,478.99	17	\$6,951.43	18
Senior-level professional	\$3,456.84	32	\$6,588.19	33	\$3,787.12	27	\$6,985.65	27
Junior-level professional	\$2,466.31	22	\$5,722.12	22	\$2,324.63	25	\$5,203.44	25
Production & design	\$1,904.07	18	\$3,174.69	18	\$2,085.41	14	\$3,901.30	14
Technical professional	\$3,364.10	12	\$4,700.60	12	\$2,913.42	7	\$4,445.73	7
Sales, Finance & Administration	\$2,194.41	17	\$5,082.07	17	\$2,093.74	17	\$5,267.61	17
Other	\$1,266.42	9	\$2,900.55	9	\$1,155.65	8	\$2,472.51	9

*Salary data here includes only companies in the nations of Cameroon, Ethiopia, Ghana, Kenya, Nigeria and Uganda.

Men's and women's salaries are similar at the average low range across occupational levels of these companies. The same is true at the average high range in most of the occupational levels. The two exceptions occur in the decision-making ranks of top management and governance, where men's salaries are substantially more than women's in the average high range.

Terms of employment by gender

Across all 15 nations of Sub-Saharan Africa, the greatest numbers of men and women are employed in regular, full-time jobs. This category is typically more secure than other terms of employment, bringing benefits and stability.

Though the largest numbers of both genders are found in this category, women (78.5%) are the substantial beneficiaries.

Table 2.1.4. Terms of employment for journalists, by gender, at news companies in Sub-Saharan Africa region.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	8655	60.4	5680	39.6
Part-time, regular	673	82.6	142	17.4
Full-time, contract	712	57.1	536	42.9
Part-time, contract	188	64.2	105	35.8
Freelance	435	70.7	180	29.3
Other	2382	55.1	1941	44.9
Totals	13,045		8,584	

More men are found in the less secure arrangements of part-time regular, and both full- and part-time contract employment than women. In addition, the freelance category has more than twice the number of men as women.

The “other” category contains a fairly large number of men and women, with men slightly more than half. “Other” typically includes seasonal, project and other occasional employment.

Gender-related company policies

Although most (89%) of the newsrooms surveyed in the region have maternity policies, there is more variability on other issues.

Table 2.1.5. Gender-related policies at news companies in Sub-Saharan Africa.

Company Policies	% Yes	% No	N
Has a policy on gender equality	69	31	110
Has a policy on sexual harassment	67	33	107
Has a policy on maternity leave	89	11	101
Has a policy on paternity leave	37	63	96
Do women get same jobs back	24	76	64
Offers child-care assistance	19	81	108
Offers educational training	56	44	84

Approximately two-thirds have policies on gender equality and sexual harassment. Just over half (56%) provide educational training.

Considerably fewer companies surveyed have adopted policies on paternity leave (37%), returning women to the same jobs after maternity leave (24%) or providing child-care assistance (19%).

CAMEROON

Overview of Nation

Cameroon is located in West Africa. The population of more than 18 million is almost entirely indigenous African. Twenty four major African languages are spoken in Cameroon, with English and French being official languages, with local languages also spoken.

Although Cameroon passed the Freedom of Mass Communication Law in 1990, it is selectively applied, and censorship, seizure, suspension, ban, and sequestration of reporters by the police and military are still in existence. The government tightly controls the broadcast media with the state operating the only national TV and radio networks and provincial radio stations. Newspapers are the public's main source of news but these too are subject to official restrictions. Newspapers, most of which are published in French, have small circulations. These factors contribute to Cameroon's ranking of 109th (among 175 nations) for freedom of press.

Cameroonian women have a literacy rate of 60% and a relatively short life expectancy of 55 years. The nation ranks 82nd among nations for the number of women in national elective office, but higher at 49th for women's wage equality with men. National law provides for employed women to have 14 weeks of compulsory maternity leave.

Study Findings

Five Cameroonian news companies – 3 newspapers and 2 radio stations – participated in the study. Together, these employ a small workforce of fewer than 200 employees, including 40 women and 141 men.

Occupational status by gender

Male journalists outnumber women by a ratio of nearly 4:1 in these companies. In addition to difficulty gaining access to newsrooms surveyed, female journalists have little or no representation at some occupational levels, especially those with decision-making roles (See Table 2.2.1). Most striking is women's total absence from junior and senior management, and only a single individual (16.7%) in governance.

Women are also inadequately represented at other levels of the profession. As data show, women are only 22.7% of middle management, 23.3% of senior-level professional, and 41.7% of junior-level professional levels. In all cases, the actual numbers producing the statistics are very small.

Cameroonian newsrooms surveyed find women mainly in two categories. One of these is in sales, finance and administration, where women are 57.1%. The category includes a number of support roles not directly related to news reporting and production, which are performed by women in many nations (e.g., human resources, clerical). The "other" occupational category, has the largest actual numbers of women in Cameroonian

newsrooms surveyed. Men dominate in this category (79.3%), which may include freelance writers or project personnel in other roles.

Table 2.2.1. Occupational level by gender in Cameroonian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	5	83.3	1	16.7
Top-level Management	8	100.0	0	0.0
Senior Management	7	100.0	0	0.0
Middle Management	17	77.3	5	22.7
Senior-level Professional	23	76.7	7	23.3
Junior-level Professional	7	58.3	5	41.7
Production and Design	2	100.0	0	0.0
Technical Professional	20	90.9	2	9.1
Sales, Finance & Administration	6	42.9	8	57.1
Other	46	79.3	12	20.7
Totals	141		40	

Annual salaries by gender and occupational level

Data on salaries from news companies surveyed show an uneven pattern along gender lines (See Table 2.2.2). In addition, there was insufficient data in a number of occupational categories to allow any comparison to be made.

Though women have low representation in the middle management occupational level, they appear to be paid more than their male colleagues in both average low and average high ranges.

Women are also paid relatively more than men in the junior professional level at both low and high salary ranges. They are also paid relatively more than men at the average high salary range of the technical professional occupational level.

By contrast, men earn more than women in the average high range of both senior professional and sales, finance and administration levels.

Because the Cameroonian sample of news companies is small, with only 5 participating and not all contributing data evenly to salaries, these findings should be understood as tentative. Meanwhile, the comparable salaries between men and women in these instances may be considered within the larger context of Cameroon's relatively high global ranking of 49th in gender salary equity.

Table 2.2.2. Annual salary by occupational level and gender in Cameroonian news companies.
(N = Number of companies responding to question.) [Missing data resulted from insufficient data to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management								
Middle management	\$2,737.87	4	\$4,310.68	4	\$4,100.98	2	\$6,640.78	2
Senior-level professional	\$1,770.87	5	\$4,988.74	5	\$1,733.59	5	\$2,889.32	5
Junior-level professional	\$1,926.22	3	\$3,184.47	3	\$2,271.85	2	\$3,867.96	2
Production & design								
Technical professional	\$7,611.69	3	\$8,466.02	3	\$6,990.30	1	\$9,320.39	1
Sales, Finance & Administration	\$2,310.68	3	\$4,194.18	3	\$2,160.81	3	\$3,339.81	3
Other	\$914.57	2	\$1,549.52	2	\$914.57	2	\$1,543.69	2

Terms of employment by gender

The 4:1 ratio of men to women in the Cameroonian news companies surveyed reflects also in the ratio of men to women in full-time, regular employment (See Table 2.2.3). Women are only 21.1% of those with full-time regular employment with benefits.

The remainder are either employed through full-time contracts (i.e., without benefits) or in the “other” category, which suggests arrangements such as project consultancies, payment by the item, or something else.

Women are therefore both marginalized in Cameroonian news companies surveyed in terms of their low representation as well as by the terms of their employment.

Table 2.2.3. Terms of employment by gender in Cameroonian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	56	78.9	15	21.1
Part-time, regular	10	76.9	3	23.1
Full-time, contract	28	73.7	10	26.3
Part-time, contract	0	0.0	0	0.0
Freelance	7	87.5	1	12.5
Other	56	78.9	15	21.1
Totals	157		44	

Company policies on gender

The Cameroonian companies surveyed have adopted few policies related to gender equality (See Table 2.2.4). Three-fourths (75%) said they have a policy on maternity leave and on returning women to their same jobs after maternity leave has ended.

But only half (50%) have a policy on paternity leave, only a fifth (20%) offer educational training to women, and only a fourth (25%) offer child-care assistance. Most notable is that none has adopted a specific policy on gender equity or on sexual harassment.

Table 2.2.4. Gender-related policies at Cameroonian news companies.
(N = Number of companies responding to questions.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	0	100	5
Has a policy on sexual harassment	0	100	5
Has a policy on maternity leave	75	25	4
Has a policy on paternity leave	50	50	4
Do women get same jobs back	75	25	4
Offers child-care assistance	25	75	4
Offers educational training	20	80	5

Summary

Women journalists in Cameroonian companies surveyed are marginalized in terms of both their low participation and by the terms by which they are employed. The second of these indicates that men hold most of the full-time regular jobs in these companies. Because of higher overall participation, men also hold most of the jobs by all other terms of employment.

Women in journalism do show more of an advantage in pay scales, which suggest that they may be paid similar to or even higher than men in some newsroom jobs. The small number of companies surveyed make this finding a tentative one.

The companies surveyed show little inclination to adopt policies that would advance women in the profession.

DEMOCRATIC REPUBLIC OF CONGO

Overview of Nation

The Democratic Republic of Congo (DRC) is located in central sub-Saharan Africa. DRC's 68 million people represent more than 200 indigenous African groups, about half of which belong to one of three Bantu tribes. French is the national language, but multiple African languages are also spoken.

Women in the DRC have experienced sustained difficulties since the 1990s. Systemic gender disparity and human rights were addressed by DRC's women leaders in the form of a constitutional referendum organized and voted on just prior to adoption of a new constitution in 2006. The referendum, which included measures to expand gender equality, also inspired the new government to establish the Ministry of Gender, Family and Children to address women's status and other concerns.

Today, many workplaces, including media companies, offer maternity leave, with a lower proportion offering paternity leave. The literacy rate for Congolese women is 55% (slightly higher than men's), and life expectancy is 55 years.

The news (and other media) in DRC today operate in a context shaped by political and economic instability associated with protracted war and corruption dating from the 1990s. In 2003, governmental reorganization brought an end to state monopoly in the media, spurring substantial growth both in print and audio-visual sectors.

Today, the media in DRC are governed by the Ministry of Press and Communication, and regulated by a statutory body called La Haute Autorité Des Media (HAM). There is also a parallel self-regulatory body for media professionals called the Observatoire des Medias Congolais (OMEC) whose aim is to promote freedom of expression. Even so, the DRC is currently ranked near the bottom at 146th (among 175) nations in press freedom.

Study Findings

The findings are based on data collected from 12 news organizations – 3 newspapers, 3 television stations, and 6 radio stations – by the Gender Links organization as part of its Glass Ceilings study. Together, these companies employ just over 1,900 employees, including 254 women and 1,652 men (See Table 2.3.1).

Occupational status by gender

Women's representation in DRC companies is minuscule – about 15% overall – with men dominating women's presence nearly 7:1.

The most striking observation from viewing all of the occupational levels together is women's near absence from the top executive levels (where important decisions are made), as well as down through the rank-and-file levels of reporting.

Women’s greatest representation is in the senior professional level, where they are about a fifth (21.4%) of the journalists. This category includes senior writers, anchors and producers.

The majority of women are found in support roles not associated with reporting – those in sales, finance and administration, where they represent two-thirds (66.4%) of the employees.

Table 2.3.1. Occupational level by gender in DRC news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	23	82.1	5	17.9
Top-level Management	29	85.3	5	14.7
Senior Management	121	85.8	20	14.2
Middle Management*	0	0.0	0	0.0
Senior Level Professional	327	78.6	89	21.4
Junior-level Professional	334	96.5	12	3.5
Production and Design	420	96.6	15	3.4
Technical Professional	277	98.6	4	1.4
Sales, Finance & Administration	43	33.6	85	66.4
Other	78	80.4	19	19.6
Totals	1,652		254	

*Gender Links did not use this category in its Glass Ceilings study.

Annual salaries by gender and occupational level

Salary data for women and men in DRC media companies show similar disparities. Gender Links’ Glass Ceiling study noted that women journalists in DRC receive annual average salaries about half that of men – a comparison of \$2,737 for women to \$4,846 for men. There was no breakdown by occupational category, or for high and low averages.

Terms of employment by gender

The great majority of those – both women and men – at DRC news organizations surveyed are employed in regular, full-time jobs (See Table 2.3.2). Women employed in other arrangements with these companies are substantially fewer than men. In other words, the data from DRC news companies do not fall along any discernible gender pattern that would suggest women are disadvantaged by the terms of their employment.

Table 2.3.2. Terms of employment by gender at DRC news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	1372	78.7	372	21.3
Part-time, regular	115	87.8	16	12.2
Full-time, contract	83	70.3	35	29.7
Part-time, contract	51	82.3	11	17.7
Freelance	23	76.7	7	23.3
Other	2	100.0	0	0.0
Totals	1,646		441	

Company policies on gender

All or most DRC news companies surveyed have adopted policies that are favorable to women’s employment and advancement (See Table 2.3.3). All companies indicated they have a stated policy on gender equality, on sexual harassment, and on both maternity and paternity leave.

Most companies (86%) offer educational training to women, have policies on paternity leave (70%) and provide child-care assistance (64%).

Table 2.3.3. Gender-related policies at DRC news companies. (N = Number of companies responding to questions.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	100	0	11
Has a policy on sexual harassment	100	0	10
Has a policy on maternity leave	100	0	11
Has a policy on paternity leave	70	30	10
Do women get same jobs back*	0	0	0
Offers child-care assistance	64	36	11
Offers educational training	86	14	7

*Gender Links’ Glass Ceilings study did not ask this question.

Summary

Severe under-representation is the single most important finding in this nation’s data. Women journalists in the companies surveyed in the Democratic Republic of Congo have yet to gain access to the profession in any number. Men dominate these newsrooms by a 7:1 ratio.

Salaries also denote severe gender bias, with men making almost twice the annual pay of women within the profession. On the other hand, DRC companies appear to employ their women journalists in full-time jobs with benefits, and they have also adopted policies on gender equality that support women and their families.

In a nation where women have experienced profound structural discrimination for many years, these efforts show that media companies surveyed have begun to put some policies in place to address gender bias in this profession.

ETHIOPIA

Overview of Nation

Ethiopia is located in East Africa. The nation's 85 million people are primarily Oromo, Amhara and Tigrean in origin. The official language is Amharic, with other local African languages and English also spoken.

Education is not accessible to most of Ethiopia's people, resulting in a literacy rate of only 35% for women (and only slightly higher for men). Life expectancy for women is 58 years of age. Still, a considerable number of educated women do advance in Ethiopian society. For example, Ethiopia ranks 49th in terms of women in national elective office and 79th among nations on wage equality.

The constitution gives women the right to 90 days' maternity leave and prohibits employers from terminating women from jobs during pregnancy or while on leave to attend to other family matters.

With less than 50% of the population literate, radio is the medium of choice for most Ethiopians. The state controls most of Ethiopia's radio stations, as well as the sole national TV network.

Ethiopia has a press law but lacks a professional board or other mechanism to determine whether press content fits the bill's criteria for press responsibility and for legal penalties. As written, the law does not allow religious organizations or political parties to run their own radio stations. Such prohibitions, together with the absence of a free media tradition, contribute to Ethiopia's very low ranking of 140th (among 175 nations) in press freedom.

Study Findings

Six Ethiopian news companies – 4 newspapers, 1 television station and 1 radio station – participated in the study. Together they employ just over 1,000 employees, including 305 women and 718 men (See Table 2.4.1).

Occupational status by gender

Men outnumber women in the workforce in these companies by a ratio of more than 2:1. Women's marginalization occurs at every single occupational level except sales, finance and administration, where women are the great majority (81.9%). This is a support category, which includes a range of jobs (e.g., human resources, clerical) not directly involved in the news reporting or production. In many nations, these jobs are ones filled by women.

Table 2.4.1 suggests that the severe under-representation of women across the other journalistic occupational levels of these companies does not convey a glass ceiling effect as much as women's difficulty gaining access to any and all ranks of the profession.

This is evidenced at every level. For example, women participate at around a fourth or less in the junior and senior professional levels (21.9% and 22.3%, respectively), middle management (28.8%), senior management (22.4%), top management (27.3%) and governance (19%).

Women are similarly under-represented in production and design (25%) and technical professional (32.6%) levels, both crucial to the production and dissemination of news. The approximate one-third statistic in the second of these is relatively higher than in some other nations where the camera, sound and lighting technical roles are even more heavily dominated by men.

Table 2.4.1. Occupational level by gender at Ethiopian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	17	81.0	4	19.0
Top-level Management	8	72.7	3	27.3
Senior Management	38	77.6	11	22.4
Middle Management	74	71.2	30	28.8
Senior Level Professional	199	77.7	57	22.3
Junior-level Professional	185	78.1	52	21.9
Production and Design	45	75.0	15	25.0
Technical Professional	126	67.4	61	32.6
Sales, Finance & Administration	15	18.1	68	81.9
Other	11	73.3	4	26.7
Totals	718		305	

Annual salaries by gender and occupational level

Companies surveyed readily provided data on salaries. Table 2.4.2 indicates that while women are outnumbered by men more than 2:1 in these news companies, there does not appear to be serious gender inequality in salaries.

Women's salaries are either similar to or slightly higher than men's in the average low range for most occupational levels. At the average high ranges, women earn salaries similar to or even substantially higher than men's in some cases (i.e., in top-level management).

Men earn slightly more than women at the average high range in junior and senior management, production and design, and technical professional levels.

Table 2.4.2. Annual salary by occupational level and gender at Ethiopian news companies. (N = Number of companies responding to the question.) [Missing data resulted from insufficient data to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$3,987.15	4	\$4,041.45	4	\$8,282.35	3	\$8,282.35	3
Senior-level management	\$3,503.53	6	\$4,076.56	6	\$2,534.39	4	\$4,599.64	4
Middle management	\$3,076.13	5	\$3,691.00	5	\$2,043.26	4	\$3,410.23	4
Senior-level professional	\$1,309.14	6	\$2,581.54	6	\$1,322.93	5	\$2,067.04	5
Junior-level professional	\$1,050.79	5	\$1,589.00	5	\$1,070.95	6	\$1,250.50	6
Production & design	\$1,324.02	5	\$2,278.15	5	\$1,011.69	5	\$1,635.26	5
Technical professional	\$1,038.19	4	\$1,921.90	4	\$881.27	2	\$1,634.93	2
Sales, Finance & Administration	\$847.49	5	\$1,210.43	5	\$765.79	6	\$2,362.71	6
Other	\$516.84	3	\$1,895.63	3	\$615.38	3	\$615.38	3

Terms of employment by gender

Nearly all journalists at the Ethiopian news companies surveyed are employed in regular, full-time jobs with benefits – both women and men (See Table 2.4.3). This suggests a high level of job stability and security for women, even though they number many fewer than men.

Table 2.4.3. Terms of employment by gender at Ethiopian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	668	69.4	294	30.6
Part-time, regular	7	87.5	1	12.5
Full-time, contract	16	100.0	0	0.0
Part-time, contract	3	100.0	0	0.0
Freelance	7	58.3	5	41.7
Other	0	0.0	5	100.0
Totals	701		305	

Company policies on gender

Ethiopian news companies surveyed vary considerably in their adoption of gender-related policies (See Table 2.4.4). While all have a policy on maternity leave (in line with constitutional provisions), and all offer educational training toward women’s advancement, only two-thirds (67%) have a specific policy on gender equality, and only one-third (33%) have a policy on sexual harassment.

Only half (50%) have a policy on paternity leave, and only a fifth (20%) provide child-care assistance. Ethiopian news companies surveyed demonstrate an uneven commitment to the adoption of progressive policies with respect to gender equality.

Table 2.4.4. Gender-related policies in Ethiopian news companies.
(N= Number of companies responding to questions.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	67	33	6
Has a policy on sexual harassment	33	67	6
Has a policy on maternity leave	100	0	6
Has a policy on paternity leave	50	50	6
Do women get same jobs back	40	60	5
Offers child-care assistance	20	80	6
Offers educational training	100	0	6

Summary

Women are seriously under-represented in the 6 Ethiopian news companies surveyed, where they are outnumbered by men at a ratio of more than 2:1. Women are under-represented at all occupational levels, except sales and administration, which includes roles not involved in news production. These roles – clerical and other support jobs – are filled by women in many nations.

Findings show that companies surveyed have adopted few policies to support women’s advancement. While all had policies in place for maternity leave and educational training for women, fewer have adopted a specific policy on gender equity, sexual harassment, paternity leave, returning women to their same jobs, or providing child-care assistance.

There were two positive findings. Women journalists at the news companies surveyed do appear to be compensated at levels comparable to or, in some cases, higher than men in most occupational levels. In addition, women are typically employed in full-time jobs with benefits rather than in other, less secure, terms of employment.

GHANA

Overview of Nation

Ghana is located in West Africa on the Gulf of Guinea. Ghana's estimated 24 million people represent more than a hundred distinct groups, the largest being the Akan, Moshi-Dagomba and Ewe. The national language is English, though local languages are also spoken.

Ghanaian women have a life expectancy of 62 years, and a 50% literacy rate. The number of Ghanaian women in national elective office is also small, earning Ghana a ranking of 115th among nations.

The nation made efforts to address gender in salaries by adopting policies such as the recently passed Single Spine Salary Structure. This measure is intended to even pay scales between men and women with similar qualifications in related job categories. Ghana ranks 15th globally in wage equality between men and women.

Ghanaian women employed in the formal (i.e., employed) sector receive 12 weeks of maternity leave, with extensions under certain circumstances.

Article 162 of Ghana's 1992 constitution legalized private broadcasting, which was previously under state control. The constitution also reduced funding for state broadcasting, which today brings in most of its own revenues from commercial sources.

The shift from public to private financing of stations has been accompanied by upgrades to both technology and professional practices. Freedom of press was also given a boost with the recent repeal of the Criminal Seditious and Libel Law. Ghana is among the few African countries that enjoy a free press, illustrated by the nation's ranking of 27th among all nations in press freedom.

Study Findings

Six Ghanaian news companies participated in the study – 2 newspapers, 1 television station and 3 radio stations. Together they employ approximately 400 journalists, including 141 women and 251 men.

Occupational status by gender

As Table 2.5.1 shows, men outnumber women by almost a 2:1 ratio in these companies. Women's absence is seen most strikingly in governance (28%) and top management (15.8%) – two key executive levels where major company decisions are made and policies are set.

Women are approaching parity in most of the news reporting categories (e.g., senior management, junior and senior professional). However, the sharp drop in the numbers of women in the upper categories, however – those usually considered the executive ranks of

companies – identifies the senior management level as the glass ceiling for women in the news companies surveyed.

Women are also seriously under-represented in the technical professional level (15%), a category including camera and sound and lighting specialists who are not directly involved in news gathering or editorial tasks.

By contrast, women have achieved approaching parity with men in the junior- and senior-level professional levels (43.5% and 44.3%, respectively), and to a lesser degree in senior management (40.6%). These levels include the majority of the personnel directly involved with news gathering and editorial functions.

Table 2.5.1. Occupational level by gender in Ghanaian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	18	72.0	7	28.0
Top-level Management	16	84.2	3	15.8
Senior Management	19	59.4	13	40.6
Middle Management	18	66.7	9	33.3
Senior-level Professional	44	55.7	35	44.3
Junior-level Professional	26	56.5	20	43.5
Production and Design	34	68.0	16	32.0
Technical Professional	43	86.0	7	14.0
Sales, Finance & Administration	33	56.9	25	43.1
Other	0	0.0	6	100.0
Totals	251		141	

Annual salaries by gender and occupational level

Most of the Ghanaian news companies surveyed provided salary data (See Table 2.5.1).

Salaries for women and men are similar at the average low range in nearly all occupational levels. In many instances, women's salaries are slightly higher than men's, e.g., in top-level management, junior- and senior-level management, technical professional, and sales, finance and administration.

Women's salaries are also similar or slightly higher than men's at the average high range of the pay scales in senior management and in several other occupational levels.

By contrast, men's salaries are slightly higher than women's at the average high range in top management, and markedly higher than women's in governance. In these companies, therefore, women are not only seriously under-represented in the executive ranks of governance and top management, but they are also paid less than men.

Table 2.5.2. Annual salary by occupational level and gender in Ghanaian news companies.
(N = Number of companies responding to question.)

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$9,711.40	3	\$28,860.03	3	\$9,711.40	3	\$15,483.41	3
Top-level management	\$9,018.76	6	\$17,676.77	6	\$10,966.81	3	\$15,007.22	3
Senior-level management	\$4,458.87	6	\$9,610.39	6	\$6,132.76	6	\$9,668.11	6
Middle management	\$2,683.98	3	\$4,408.14	3	\$2,386.72	3	\$4,181.82	3
Senior-level professional	\$2,955.27	6	\$4,021.65	6	\$3,796.54	4	\$5,114.72	4
Junior-level professional	\$1,538.24	3	\$2,810.97	3	\$1,458.87	4	\$2,694.80	4
Production & design	\$1,722.94	4	\$3,257.57	4	\$1,722.94	4	\$3,257.57	4
Technical professional	\$3,141.19	4	\$5,422.08	4	\$3,608.17	3	\$5,339.11	3
Sales, Finance & Administration	\$4,015.88	6	\$7,893.22	6	\$4,495.24	5	\$8,990.48	5
Other								

Terms of employment by gender

While most journalists at the Ghanaian news companies surveyed enjoy the status of full-time jobs with benefits, men are the greater beneficiaries (See Table 2.5.3).

Men hold more than two-thirds (69.9%) of the regular, full-time jobs at Ghanaian news companies surveyed. Women hold most of the jobs with less secure terms of employment.

Table 2.5.3. Terms of employment by gender in Ghanaian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	225	69.9	97	30.1
Part-time, regular	9	52.9	8	47.1
Full-time, contract	1	50.0	1	50.0
Part-time, contract	1	50.0	1	50.0
Freelance	0	0.0	2	100.0
Other	17	32.7	35	67.3
Totals	253		144	

Company policies on gender

Ghanaian news companies show a mixed demonstration of commitment to gender equality in their policies (See Table 2.5.4). While all reported having a policy on maternity leave – a constitutional right – they do not have similar policies on paternity leave, or on returning women to their same jobs after they return from maternity leave.

Most (80%) offer educational training toward women's advancement.

Two-thirds (67%) of the companies surveyed have a policy on gender equity. Only half (50%) have a policy on sexual harassment and on providing some form of child-care assistance.

Table 2.5.4. Gender-related policies in Ghanaian news companies. (N = Number of companies responding to questions.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	67	33	6
Has a policy on sexual harassment	50	50	6
Has a policy on maternity leave	100	0	6
Has a policy on paternity leave	0	100	6
Do women get same jobs back	0	0	0
Offers child-care assistance	50	50	6
Offers educational training	80	20	5

Summary

Findings show that women are seriously under-represented in the Ghanaian news companies surveyed. In addition, most women tend to be employed in arrangements other than full-time jobs with benefits, which nearly all men in these companies have.

Ghanaian news companies have varying commitments to adopting policies to better ensure gender equity. Newsrooms surveyed have policies on maternity but not paternity leave. Most support women's educational training but few have policies for gender equity, child care or sexual harassment.

One positive finding was that female journalists in Ghana tend to find parity in salaries with men at several occupational levels. Ghana's rank of 15th among nations on pay equity offers a useful national context within the news profession, as represented by this study.

KENYA

Overview of Nation

Kenya is located in East Africa along the Indian Ocean. Kenya's population of 40 million is almost completely composed of indigenous African people. English and Kiswahili are the nation's official languages, with more than 40 other African languages also spoken.

The literacy rate for Kenyan women is 80% (nearly identical to men's), which is among the highest on the African continent. The life expectancy is age 59. In the workplace, women are guaranteed their full salaries for two months of maternity leave provided they agree to forfeit their annual leave for the same year.

Kenya is doing well in the area of wage equality, scoring a high rank of 13th among nations in parity between male and female compensation. The same is not true for political participation, with Kenya ranked 104th among nations for women in national elective office.

Kenyan media are regulated by the independent Media Council of Kenya, which was established by the Media Act of 2007. The council is also responsible for monitoring the conduct of journalists. The broadcast media in Kenya are still tightly controlled by the government, under two laws. The Kenya Broadcasting Corporation (KBC) Act of 1989 established the state-owned KBC network and the authority to license dealers who sell radio and television sets, produce and air programming, and manage other communication services. The Kenyan Communications Act of 1998 created the Communications Commission of Kenya, an agency responsible for licensing, regulating and coordinating the telecommunication industry. Among other things, these statutes give the central government maximum control over broadcasting content. This contributes to Kenya's rank of 96th among nations in press freedom.

Study Findings

Five news companies – 3 newspapers, 1 television station, and 1 radio station – were surveyed in Kenya. Together they employ over 500 journalists, including 147 women and 382 men (See Table 2.6.1).

Occupational status by gender

Men outnumber women more than 2:1 in the Kenyan news companies surveyed. Kenyan women journalists also experience uneven access to the various occupational levels.

Women have been able to advance into both decision-making roles at the top and into some senior supervisory-level roles by moderate degrees in a few other levels of the profession. Women hold around a third of the jobs in junior and senior management (32.1% and 34.6%, respectively), where important organizational and managerial decisions are made.

Women are also about a third of those in junior-level (30.7%) and technical professional (30.8%) levels. These include important news-gathering, production and dissemination functions in the newsroom.

At nearly all other levels, women represent less than a fourth of the journalistic workforce in the companies surveyed. Women's under-representation is especially pronounced in governance (20.8%), middle management (17.1%) and in production and design (12.5%).

Women are nearing parity with men in sales, finance and administration (41.9%), a category that contains many support positions with less direct bearing on news production and one whose jobs are traditionally filled by women. Examples include marketing, sales, accounting and secretarial roles.

Table 2.6.1. Occupational levels by gender at Kenyan news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	19	79.2	5	20.8
Top-level Management	17	65.4	9	34.6
Senior Management	91	67.9	43	32.1
Middle Management	34	82.9	7	17.1
Senior-level Professional	80	73.4	29	26.6
Junior-level Professional	52	69.3	23	30.7
Production and Design	35	87.5	5	12.5
Technical Professional	18	69.2	8	30.8
Sales, Finance & Administration	25	58.1	18	41.9
Other	11	100.0	0	0.0
Totals	382		147	

Annual salaries by gender and occupational level

Most of the Kenyan news companies surveyed provided salary data for the various occupational levels.

Findings show that in some instances, men's and women's salaries are similar or even identical at the average low and average high ranges (See Table 2.6.2). Such patterns are seen, for example, in the senior management level, where men and women are paid close to the same figure in both high and low ranges, with women's salaries even slightly exceeding men's.

Men's and women's salaries are comparable at the average low range in junior professional, production and design, and technical professional jobs. In the average high salary ranges of these same occupational levels, men make more than women, though noticeably so only in the junior professional level.

In these job levels, salary along gender lines would seem to follow the national norm of equity, as denoted by Kenya's 13th place globally.

In other occupational levels, there are serious disparities along gender lines. The most blatant example is in top-level management, where men make approximately 8 times more than women in both average low and average high salary ranges. In middle management, men make twice the salaries of women in both average low and average high ranges.

Table 2.6.2. Annual salary by occupational level and gender at Kenyan news companies.
(N = Number of companies responding to the question.) [Missing data resulted from insufficient information to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$5,025.13	2	\$7,035.18	2	\$628.14	1	\$1,507.54	1
Top-level management	\$23,415.93	4	\$49,594.73	4	\$3,046.48	2	\$6,281.41	2
Senior-level management	\$8,088.86	4	\$24,294.85	4	\$8,788.92	3	\$24,818.30	3
Middle management	\$5,304.95	4	\$16,040.00	4	\$2,448.80	2	\$7,596.72	2
Senior-level professional	\$2,856.50	4	\$7,815.97	4	\$3,515.70	2	\$11,393.66	2
Junior-level professional	\$2,783.18	3	\$13,183.07	3	\$2,150.20	4	\$10,201.37	4
Production & design	\$607.20	3	\$1,675.04	3	\$753.77	1	\$1,633.17	1
Technical professional	\$816.58	1	\$1,633.17	1	\$816.58	1	\$2,512.56	1
Sales, Finance & Administration								1
Other								

Terms of employment by gender

Few of the Kenyan news companies provided information about the terms of employment for their employees (See Table 2.6.3). The scant data they did provide show that most companies employ their journalists in other than regular or even contractual arrangements.

The "other" category might include, for example, special projects or payment per story, photo, or other item. These terms are the least secure in terms of job security and salary in the profession.

Table 2.6.3. Terms of employment by gender at Kenyan news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	30	65.2	16	34.8
Part-time, regular	0	0.0	0	0.0
Full-time, contract	10	100.0	0	0.0
Part-time, contract	0	0.0	2	100.0
Freelance	14	87.5	2	12.5
Other	58	58.0	42	42.0
Totals	112		62	

Company policies on gender

While they employ many fewer women than men, Kenyan news companies indicate they have adopted policies that support greater equity.

Table 2.6.4 indicates that all 5 companies surveyed have policies on maternity leave and paternity leave. They also have policies on returning women to their same jobs after maternity leave.

Nearly all (80%) have specific policies on gender equality and sexual harassment, and they offer educational training toward women's advancement. None offers assistance with child care.

Table 2.6.4. Gender-related policies at Kenyan news companies.
(N = Number of Companies responding to questions.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	80	20	5
Has a policy on sexual harassment	80	20	5
Has a policy on maternity leave	100	0	5
Has a policy on paternity leave	100	0	5
Do women get same jobs back	100	0	5
Offers child-care assistance	0	100	5
Offers educational training	80	20	5

Summary

Women journalists are greatly under-represented in the Kenyan news organizations surveyed, with men outnumbering women more than 2:1. Women's participation is most noticeably low in governance and middle management levels, as well as in production and design.

By contrast, women have made gains in senior and top-level management, where they hold about a third of the jobs.

Salaries vary widely along gender lines. In some instances, men and women are paid at comparable rates. In jobs at the very top of companies, however, men make as much as 8 times that of women.

The few companies reporting on the terms of employment indicate they hire journalists on some basis other than full-time, part-time, freelance or even contract employment – a situation suggesting job and income uncertainty for both women and men.

On a positive note, all or most of the Kenyan news companies surveyed reported they have adopted policies favorable to women's presence and advancement. These illustrate efforts to address some of the barriers that limit women's participation and mobility in the newsroom.

MADAGASCAR

Overview of Nation

The island nation of Madagascar is located off the southeast tip of Africa. Its population of 20 million is multicultural, including people of Malaysian, Indonesian, African, French and Indian descent. The national languages are Malagasy and French.

The status of Malagasy women is uneven. The literacy rate for women is 69% and the life expectancy is age 62, which is slightly higher than for men. The nation is ranked low at 105th in the number of women in national elective office. It holds a relatively higher place of 57th in pay equity.

Madagascar was the first Francophone nation in Africa to have a colonial radio station, a monopoly that lasted almost 30 years. National TV was introduced in 1967. A second radio station was established in 1991. Private radio stations today are required by law to transmit locally, but some achieve national coverage through affiliates in provincial towns.

In 1990, Law 90/031 was passed which assumes that communication services are open to all residents, regardless of their citizenship. Official censorship was abolished in 1992, followed by deregulation and liberalization of the airwaves. The Haut Conseil de l'Audiovisuel (HCA) has a supervisory function, supported by a technical committee of the Ministry of Telecommunication that is responsible for the allocation of frequencies. Requests for permits are rarely refused.

The media play a significant role in Madagascar. Radio, the most popular medium, serves as a means of citizen intervention through local ownership, as well as message delivery for younger politicians. Wealthier politicians have been known to purchase their own TV stations. In early 2009, the government tried to close one such station owned by the mayor of the capital city. Media professionals and citizens protested this ownership, as well as the government's increasing restrictions on opposition media. These protests led to the eventual resignation of the president. These activities have gained Madagascar the rank of 134th among nations for press freedom.

Study Findings

Nine Madagascar news companies – 4 newspapers, 1 television station and 4 radio stations – were surveyed by the Gender Links organization for its Glass Ceilings study. The IWWMF study defined occupational levels somewhat differently than Gender Links, resulting in an absence of data for the middle management category.

Occupational status by gender

Madagascar companies employ approximately 330, including 111 women and 218 men. Men outnumber women by more than 2:1 (See Table 2.7.1).

Women are near parity with men at the junior- and senior-level professional levels (46.2% and 46.3%, respectively), where the core reporters, editors and producers are located.

The glass ceiling for women in Madagascar news companies occurs at the senior professional level, above which women have not yet risen to any degree. Women are only 16.1% of those in senior management (e.g., news directors and managing editors).

More profoundly, women drop to single digits in both top management and governance (7.7% and 6.5%, respectively). These executive ranks include publishers, chief executive officers and members of governing boards – roles associated with steering companies’ policies and financial decisions.

Neither are women adequately represented in production and design (11.9%) or technical professional (28%) levels, where important creative jobs associated with formatting and disseminating news are located.

By contrast, women are slightly over-represented in sales, finance and administration (52.8%), which includes support jobs not directly bearing on news content. Many of these are traditionally filled by women.

Table 2.7.1. Occupational levels by gender at Madagascar news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	29	93.5	2	6.5
Top-level Management	12	92.3	1	7.7
Senior Management	26	83.9	5	16.1
Middle Management*	0	0.0	0	0.0
Senior Level Professional	36	53.7	31	46.3
Junior-level Professional	35	53.8	30	46.2
Production and Design	37	88.1	5	11.9
Technical Professional	18	72.0	7	28.0
Sales, Finance & Administration	25	47.2	28	52.8
Other	0	0.0	2	100.0
Totals	218		111	

*Gender Links did not use this category in its Glass Ceilings study.

Annual salaries by gender and occupational level

The news companies surveyed in Madagascar did not provide salary data.

Terms of employment by gender

The terms of employment in the companies surveyed fall along a discernible gender line. While the majority of men working in Madagascar media companies are employed in full-time, regular jobs with benefits, fewer than half of the women are (See Table 2.7.2).

In fact, women are primarily employed in the “other” category, which includes arrangements not definable by regular or contract terms. These might include payment by item contributed, special reporting assignments or seasonal employment.

Employment for women journalists in Madagascar appears to be unpredictable in availability and in ways less secure than for men.

Table 2.7.2. Terms of employment by gender at Madagascar news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	139	73.5	50	26.5
Part-time, regular	0	0.0	0	0.0
Full-time, contract	10	76.9	3	23.1
Part-time, contract	2	50.0	2	50.0
Freelance	0	0.0	0	0.0
Other	67	54.9	55	45.1
Totals	218		110	

Company policies on gender

Table 2.7.3 shows that Madagascar’s news company policies do not reflect particularly strong tendencies in support of gender equity.

While all companies surveyed have a policy on maternity leave and nearly all (89%) also have a policy on paternity leave, only about two-thirds (63%) have policies on gender equality or sexual harassment.

Even fewer, about half (56%), offer child-care assistance, and only a third (34%) provide educational training for women’s advancement.

Table 2.7.3. Gender-related policies in Madagascar news companies. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	63	37	8
Has a policy on sexual harassment	63	37	8
Has a policy on maternity leave	100	0	9
Has a policy on paternity leave	89	11	9
Do women get same jobs back*	0	0	0
Offers child-care assistance	56	44	9
Offers educational training	34	66	6

*Gender Links’ Glass Ceilings study did not ask this question.

Summary

Women have a difficult time negotiating the journalism profession in Madagascar, as revealed in these 9 companies. First, they are severely under-represented. News companies surveyed employ twice as many men as women. Second, the small numbers of women who do enter the profession find moderate access to occupations up to the senior professional level, which represents the glass ceiling they penetrate only in very low digits.

Women also have much less job security than men in these newsrooms. A great majority of men are employed in full-time jobs with benefits, but only about half of the women in the profession have this. The remaining number of women is relegated to occasional work in some form.

Companies have also been slow to adopt policies that might correct these serious gender disparities. Though all offer maternity leave, their adoption of policies on gender equity or child care, educational programs, paternity leave and other measures vary greatly.

MALAWI

Overview of Nation

Malawi is located in southern Africa between Zambia and Tanzania. Malawi's population of 15 million people includes numerous African groups, the largest being the Chichewa, Chinyanja, Chitumbuka and Chiyao. Both English and Chichewa are national languages.

Malawi's constitution of 1994 guarantees freedom of the press, but some restrictive laws on libel and other issues remain. The Communications Act of 1998 established the Malawi Communications Regulatory Authority (MACRA), which regulates the airwaves and protects the interests of consumers by promoting open access to information, encouraging competition and providing training in communication services.

Radio has remained the chief source of information for many Malawians even since the introduction of television in 1999. Government pressure on newspaper journalists contributes to Malawi's rank of 62nd (among 175 nations) for press freedom.

The literacy rate for women is 63%, notably lower than men's at 79%, but the life expectancy rate for both genders is the same at 52 years. Educated women in Malawi take an active part in public life, demonstrated by the nation's ranking of 51st for the number of women in national elective office.

Study Findings

Nine news companies participated in the data collection conducted by Gender Links for its Glass Ceilings study, including 2 newspapers, 2 television stations and 5 radio stations. The IWMMF study defined occupational levels somewhat differently than Gender Links, resulting in an absence of data for the middle management category. The following analysis is based on the best match between the two data sets.

Occupational level by gender

Together, these companies employ more than 1,000, including 235 women and 845 men. With the ratio of men to women more than 4:1, women's most serious problem in journalism is severe under-representation (See Table 2.8.1).

Women are severely under-represented at every level except one – technical professional – where they are near parity with men at 42.2%. This category includes camera, lighting and other personnel concerned with the creative aspects of news production but not the gathering or editing of news.

Women's absence is seen most keenly in junior and senior professional levels (14.1% and 16.2%, respectively), which contain the core teams of news reporters, correspondents, producers and anchors.

In the key executive ranks, women represent just over a fourth (27.1%) in governance, and less than a fifth (18.5%) in top management.

Women are only a fourth (26%) of those in senior management, which includes directors of news, managing editors and others in key roles to determine news assignments and content.

A substantial number of women are found in the sales, finance and administration level, but even here, they hold only around a fourth (22.7%) of the jobs. This category includes sales, accounting and clerical positions – roles usually filled by women.

Table 2.8.1 Occupational level by gender in Malawi news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	43	72.9	16	27.1
Top-level Management	22	81.5	5	18.5
Senior Management	54	74.0	19	26.0
Middle Management	0	0.0	0	0.0
Senior-level Professional	155	83.8	30	16.2
Junior-level Professional	146	85.9	24	14.1
Production and Design	168	70.9	69	29.1
Technical Professional	26	57.8	19	42.2
Sales, Finance & Administration	150	77.3	44	22.7
Other	81	90.0	9	10.0
Totals	845		235	

Annual salaries by gender and occupational level

Companies surveyed by Gender Links in Malawi reported that male journalists make an average annual salary of \$3,414 while women make \$2,960. This gives men a 14% advantage in compensation.

Terms of employment by gender

The vast majority of female (and male) journalists at Malawi companies are employed full time with benefits (See Table 2.8.2). Thus, those who find access to the profession enjoy job security.

Table 2.8.2. Terms of employment by gender in Malawi news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	721	76.6	220	23.4
Part-time, regular	2	100.0	0	0.0
Full-time, contract	35	92.1	3	7.9
Part-time, contract	24	100.0	0	0.0
Freelance	80	87.0	12	13.0
Other	28	84.8	5	15.2
Totals	890		240	

Company policies on gender

While all Malawi news companies surveyed report having a company policy on gender equality, they give mixed reports on other policies regarding equality (See Table 2.8.3).

Most (88%) have a policy on sexual harassment, but only about half (57%) have a policy on maternity leave, and few (13%) have a policy on paternity leave. About a third (34%) provide educational training toward women's advancement.

None offers child-care assistance.

Table 2.8.3. Gender-related company policies at Malawi news companies.

(N = Number of companies responding to questions.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	100	0	8
Has a policy on sexual harassment	88	12	8
Has a policy on maternity leave	57	43	7
Has a policy on paternity leave	13	87	8
Do women get same jobs back*	0	0	0
Offers child-care assistance	0	100	8
Offers educational training	34	66	9

*Gender Links' Glass Ceilings study did not ask this question.

Summary

The Malawi news companies surveyed do not represent an open environment for women journalists. Few women are hired into the profession, with men outnumbering women 4:1. Women's absence is most serious in the core reporting levels where junior and senior writers, producers, anchors and directors are found.

The few women who do gain access to the profession appear to enjoy full-time, regular employment. This was the brightest finding in the Malawi study.

All companies report having a policy on gender equality, but the lack of other policies to support gender equity and advancement make it questionable how the equality policy is actually applied. Most companies were found to have a policy on sexual harassment.

MAURITIUS

Overview of Nation

The nation of Mauritius is formed by a group of islands in the southwest Indian Ocean near Africa. The nation's multicultural population includes those of indigenous Mauritian, Indian, Chinese, French and other origins. English is the official language of Mauritius' 1.3 million inhabitants, though it is spoken by less than 1% of the population. Most speak Creole, Bojpoori or French.

Women in Mauritius are guaranteed equal rights and protection under the law. Sexual harassment is prohibited, and women are granted equality in education, wages and other aspects of public and private life. Still, inequalities exist. Mauritius ranks 68th among nations for the number of women in national elective office and 69th in terms of wage equality. Women in Mauritius have a literacy rate of 81% and a life expectancy of 78 years.

Mauritius' 1992 constitution guarantees freedom of expression and of the press, though radio and television stations generally reflected government perspectives until the liberalization of the airwaves in 2002. The Mauritius Broadcasting Commission, a statutory agency, is funded by advertising and television licensing fees. Daily and weekly newspapers have long complemented the broadcast news offerings with their often critical reporting on both the government and the opposition parties. Mauritius is ranked 51st (among 175 nations) in press freedom.

The nation has experienced media conglomeration in recent years, and today, two major corporations dominate the media landscape.

Study Findings

Seven news organizations – 6 newspapers and 1 television station – were surveyed by Gender Links' researchers in connection with the Glass Ceilings study. The findings presented here are based on data from that study. The IWMF study defined occupational levels somewhat differently than Gender Links, resulting in an absence of data for the middle management category and a fairly high report for the "other" category.

Occupational status by gender

The Mauritian news companies surveyed employ more than 800, including 539 men and 281 women (See Table 2.9.1). Women are outnumbered almost 2:1 in these companies.

While this ratio is low, the distribution of women within the newsroom hierarchies suggests women are making some strides.

Women's representation is nearing parity with men (41.2%) in the policy-setting level of governance, for example. In addition, women are nearing a third (30.8%) of those employed in top management. These two occupational levels constitute the executive

ranks in a news organization where company policy is set, financial decisions are made and other strategic events occur.

Women approach parity with men in the senior professional level (41.7%), where the higher-ranking editors, writers and producers are found. Though still less than parity, women have fairly strong participation in the gathering and production of news in these companies.

Women are best represented in the technical professional level (43.1%), where camera, sound, lighting and other specialists central to the dissemination of news are found.

At other occupational levels, women's under-representation is striking. Women are less than a fifth (17.6%) of those in senior management, where directors of news, managing editors, editors-in-chief and news bureau heads are found.

That representation is identical in production and design, where news stories are formatted and otherwise prepared for distribution.

Table 2.9.1. Occupational levels by gender at news companies in Mauritius.

Occupational level	# Men	% Men	# Women	% Women
Governance	10	58.8	7	41.2
Top-level Management	9	69.2	4	30.8
Senior Management	28	82.4	6	17.6
Middle Management*	0	0.0	0	0.0
Senior-level Professional	28	58.3	20	41.7
Junior-level Professional	27	62.8	16	37.2
Production and Design	164	82.4	35	17.6
Technical Professional	74	56.9	56	43.1
Sales, Finance & Administration	106	73.6	38	26.4
Other	93	48.4	99	51.6
Totals	539		281	

*Gender Links did not use this category in its Glass Ceilings study.

Annual salaries by gender and occupational level

Data on salaries obtained by Gender Links' researchers indicate that men make an average salary of \$6,172, while women make \$5,624 – a 9% difference. This relatively small differential in salaries is higher than the national trend.

Terms of employment by gender

As Table 2.9.2 shows, approximately half of the 280 women in the Mauritius news companies surveyed hold regular full-time jobs. This gives men in the profession a slight advantage in job security and the predictability of income that comes with it.

Women are almost equally likely to be hired in some arrangement categorized as “other” – e.g., paid by the item or by the project. These arrangements bring not only uncertainty about employment, but lower income as well.

Table 2.9.2 Terms of employment by gender at news companies in Mauritius.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	378	73.3	138	26.7
Part-time, regular	10	62.5	6	37.5
Full-time, contract	52	69.3	23	30.7
Part-time, contract	6	66.7	3	33.3
Freelance	6	66.7	3	33.3
Other	85	44.3	107	55.7
Totals	537		280	

Company policies on gender

Most of the companies surveyed in Mauritius indicated they have a policy on gender equality (86%) and on maternity leave (86%), and three-fourths (75%) have a policy on sexual harassment (See Table 2.9.3).

Few (14%) have a policy on paternity leave or have a policy on educational training toward women’s advancement (14%). None offers child-care assistance.

On the whole, news company policies in Mauritius do not provide a strong statement of commitment to gender equity.

Table 2.9.3. Gender-related company policies at news companies in Mauritius.
(N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	86	14	7
Has a policy on sexual harassment	75	25	7
Has a policy on maternity leave	86	14	7
Has a policy on paternity leave	14	86	7
Do women get same jobs back*	0	0	0
Offers child-care assistance	0	100	7
Offers educational training	17	83	6

*Gender Links’ Glass Ceilings study did not ask this question.

Summary

Though men outnumber women 2:1 in the Mauritian news companies surveyed, some signs point to women having broken through the glass ceiling. Their numbers in executive ranks (i.e., governance and top-level management) suggest women have some access to these important policy and management positions.

Women also approach parity with men in the senior professional level. At some other levels, however, they are seriously under-represented, most particularly in senior management and in production and design.

A positive finding is that women are paid annual salaries fairly close to those of men.

Company policies are varied in their support for gender equity, particularly in the lack of educational training for women's advancement, paternity leave and child-care assistance.

MOZAMBIQUE

Overview of Nation

Mozambique is located in southeast Africa. The nation's population of 23 million is composed of numerous African communities. Mozambique retains Portuguese as its official language, though local languages are also widely spoken.

Literacy levels are measured by the ability to speak the colonial language, Portuguese, which is also used in schools. With less than half of the population using Portuguese, women's literacy is measured at 40%.

Women who are able to obtain an education have succeeded in professional and public life, denoted by Mozambique's high rank of 14th among nations for women in national elective office, and moderately high rank of 52nd among nations for wage equality. Both genders in Mozambique have an average life expectancy of 48 years.

The Mozambican constitution, the 1991 Press Law, and the 1992 Rome Peace Accords guarantee freedom of the media. Still, there are restrictions on this freedom with the requirement for media to support Mozambique's foreign policy, national defense, human dignity and the constitution.

The government controls the largest circulating newspapers and public television stations. However, private commercial, as well as community radio and television stations, funded by both the government and by UNESCO, have been broadcasting since the early 1990s. Mozambique holds the rank of 82nd (among 175 nations) in press freedom.

Study Findings

Twelve media companies – 3 newspapers, 2 television stations and 7 radio stations – were surveyed by Gender Links for its Glass Ceilings study.

Occupational levels by gender

Mozambican companies employ just fewer than 300, including 198 men and 76 women (See Table 2.10.1). Men outnumber women by more than 2:1 in these companies.

In all of the occupational levels, women's presence is in very low numbers, mostly in the single digits. This severe under-representation occurs most starkly at the very top, in governance, where women are just 11.1% of those who sit on boards of directors.

Women are also greatly outnumbered in top management, where they are just a fourth (25%) of the publishers, chief executive officers and chief financial officers, i.e., those responsible for guiding major fiscal and other company policies.

Women's under-representation occurs at all of the levels associated with gathering, writing, editing and producing the news for print and broadcast.

Only in the support occupational levels not directly involved with news gathering does women’s participation rise above the 30 percentile. In sales, finance and administration, women are nearly half (46.2%), and in the technical professional level, women are between a third and a half (40%).

A significant number of both men and women are employed in non-traditional categories at the 12 companies surveyed. These were designated as “other” and typically include both freelance journalists and support positions. Men are more greatly disadvantaged in this situation, representing three-fourths (76.6%) of those designated “other.”

Table 2.10.1. Occupational levels by gender at news companies in Mozambique.

Occupational level	# Men	% Men	# Women	% Women
Governance	8	88.9	1	11.1
Top-level Management	9	75.0	3	25.0
Senior Management	15	65.2	8	34.8
Middle Management	21	75.0	7	25.0
Senior Level Professional	12	66.7	6	33.3
Junior-level Professional	9	75.0	3	25.0
Production and Design	36	72.0	14	28.0
Technical Professional	9	60.0	6	40.0
Sales, Finance & Administration	7	53.8	6	46.2
Other	72	76.6	22	23.4
Totals	198		76	

Annual salaries by occupational level and gender

Companies reported that men’s and women’s average annual salaries are very similar. Men earn an average \$5,206 per year and women earn an average \$5,090, a difference of 2%. While women are greatly under-represented, they do appear to be similarly compensated for their work.

Terms of employment by gender

Table 2.10.2 indicates that the great majority of the Mozambican news force is hired in arrangements other than full-time, regular employment at their companies. There is a distinct pattern denoted by gender in every category of employment.

Of those who are employed in full-time, regular jobs, men are the greater beneficiaries, holding nearly three-fourths (70.1%) of these more secure jobs, to women’s approximately one-fourth (29.9%).

Men also benefit by this same two-thirds advantage in part-time regular, as well as in full-time contract categories.

Overall, it should be noted that both men and women journalists in Mozambique experience problems with full-employment and job security.

Table 2.10.2. Terms of employment by gender in Mozambican news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	47	70.1	20	29.9
Part-time, regular	37	69.8	16	30.2
Full-time, contract	60	75.9	19	24.1
Part-time, contract	0	0.0	0	0.0
Freelance	8	88.9	1	11.1
Other	35	68.6	16	31.4
Totals	187		72	

Gender-related policies

A majority of Mozambican media companies that responded to questions about gender policies indicate they have adopted specific policies on gender equality, sexual harassment and maternity leave (See Table 2.10.3).

Only half (50%) offer education and training to women, and none has policies on paternity or child care.

Newsrooms in Mozambique have made a start toward developing women-supportive environments, but are not yet fully on board.

Table 2.10.3. Company policies on gender at Mozambican news companies.
(N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	86	14	7
Has a policy on sexual harassment	83	17	6
Has a policy on maternity leave	89	11	9
Has a policy on paternity leave	0	100	9
Do women get same jobs back*	0	0	0
Offers child-care assistance	0	100	9
Offers educational training	50	50	6

*Gender Links' Glass Ceilings study did not ask this question.

Summary

Men outnumber women more than 2:1 in Mozambican news companies surveyed. Men also dominate in every occupational level, particularly in governance, in top management, and in the important junior and senior professional occupations associated with news gathering, editing and production.

Men secure full-time jobs (both regular jobs and contract) at much higher percentages than their women colleagues. Companies have adopted gender-equality and sexual harassment policies for the most part, and most offer maternity leave. But they have not adopted other measures, such as paternity leave, child care and educational training.

One positive finding is that the few women who do gain access to the journalism profession receive approximately the same annual salaries as men.

NAMIBIA

Overview of Nation

Namibia is located in southern Africa. The nation's 2 million people are primarily indigenous Africans, but also include those of European and mixed ancestry. English is the official national language, though spoken only by a small percentage of the population. Most Namibians opt to speak their own local language, and a few speak the colonial languages of German or Afrikaans.

The nation's demographics also shape the media landscape, with print and electronic media in several languages. Namibia's constitution of 1990 provides for freedom of the press, and on the whole this is respected by the government. Broadcasters and the private press give coverage to the opposition, including views critical of the government. Namibia is ranked relatively high at 35th among nations on press freedom.

Women are guaranteed equal rights under the Namibian constitution, though that same constitution also left discriminatory laws on the books until repealed by parliament. National initiatives to encourage women's rights have included expanding participation in public life and the workforce, as well as improving housing conditions for rural women. Women in Namibia have a high literacy rate of 87% and life expectancy of 52 years. The nation ranks fairly high at 35th among nations for wage equality between men and women and 28th for the number of women in national elective office.

Study Findings

Nine news companies – 5 newspapers, 1 television station and 3 radio stations – participated in the study. Together they employ approximately 775, including 299 women and 472 men (See Table 2.11.1). The IWWMF study defined occupational levels somewhat differently than Gender Links, resulting in an absence of data for the middle management category and a fairly high report for the "other" category. The following analysis is based on the best match between the two data sets.

Occupational level by gender

As Table 2.11.1 shows, women are under-represented in the Namibian news companies surveyed, where they are roughly a third less in number than men. Women have been able to gain access to jobs of all ranks, though the percentages vary.

In governance, i.e., boards of directors and owners, women are just over a third (34.8%) – a figure that is higher than many other nations, though still obviously not near parity.

In top management, composed of publishers and chief executive officers, women are at parity (50%) with men. This significant finding should not go without notice.

Women are more than a third (36.1%) of those in senior management, where editors in chief and bureau chiefs, among others, are located; and about a third (32.3%) of those in the senior professional level.

Women are approaching parity (40.6%) in the production and design level, and have surpassed men (54%) in the technical professional level.

In other words, women in the Namibian news organizations surveyed have achieved substantial access to all levels of the profession, including participation in decision-making, management, news gathering, and news production aspects of the industry. This should not be confused with parity, which still has not been reached in most job categories. Still, substantial participation in the profession is a noteworthy finding.

A considerable number of both men and women are categorized as “other,” signifying their job descriptions did not fit into standard categories. Table 2.11.2 suggests that these may be primarily freelance journalists. Approximately three-fourths (70.7%) of those are men, the remaining fourth (29.3%) women.

Table 2.11.1 Occupational level by gender in Namibian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	15	65.2	8	34.8
Top-level Management	5	50.0	5	50.0
Senior Management	23	63.9	13	36.1
Middle Management*	0	0.0	0	0.0
Senior-level Professional	21	67.7	10	32.3
Junior-level Professional	17	73.9	6	26.1
Production and Design	205	59.4	140	40.6
Technical Professional	52	46.0	61	54.0
Sales, Finance & Administration	0	0.0	0	0.0
Other	135	70.7	56	29.3
Totals	473		299	

*Gender Links' Glass Ceilings study did not include this level.

Annual salaries by gender

Seven of the nine media companies surveyed provided salary data. On average, women earn \$18,379 a year to men's \$16,479 at these Namibian companies, according to Gender Links. Women's higher average earnings (across all newsroom job classifications) is a stronger showing in pay equity than the national trend.

The superior economic status that women hold over men appears to reflect the relatively higher standing that women journalists have in Namibian newsrooms, as compared to other nations in the region.

Terms of employment by gender

Three-fourths of the women (i.e., 223 of 297) employed in the Namibian news companies surveyed hold regular, full-time jobs with benefits (See Table 2.11.2).

Most of the remainder are employed in full-time contractual arrangements. A small number are employed on part-time contracts or freelance. These data show that most women employed in journalism in Namibia have security in their jobs.

Table 2.11.2. Terms of employment by gender at Namibian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	322	59.1	223	40.9
Part-time, regular	0	0.0	0	0.0
Full-time, contract	43	51.2	41	48.8
Part-time, contract	15	75.0	5	25.0
Freelance	88	77.9	25	22.1
Other	2	40.0	3	60.0
Totals	470		297	

Gender-related policies

As Table 2.11.3 shows, Namibia media companies have not been quick to adopt progressive gender policies.

Around two-thirds (78%) of the companies have policies on maternity leave. More than half (60%) have policies on sexual harassment.

Just over a third (38%) have general policies on gender equality. Approximately that same proportion (40%) provides educational training to women.

None offers child-care assistance, and few (14%) offer paternity leave.

Table 2.11.3. Company policies on gender in Namibia.

Company Policies	% Yes	% No	N
Has a policy on gender equality	38	62	8
Has a policy on sexual harassment	60	40	5
Has a policy on maternity leave	78	22	9
Has a policy on paternity leave	14	86	7
Do women get same jobs back*	0	0	0
Offers child-care assistance	0	100	8
Offers educational training	40	60	5

*Gender Links' Glass Ceiling study did not ask this question.

Summary

While still not at parity with men in Namibian media companies, women have made important achievements. Women are around a third in governance levels, and they are half of those in top management. They are in the 30 and 40 percentiles in most of the other job levels.

While under-represented numerically, women are making strides by having gained relatively good access to every level of the profession in the newsrooms surveyed.

Even more remarkable is that Namibian women journalists receive higher wages overall than men do.

Even so, few companies have adopted progressive gender policies to advance women to full equality and status.

NIGERIA

Overview of Nation

Nigeria is a West African nation bordering the Atlantic Ocean. Nigeria's estimated 155 million people comprise more than 200 distinct groups, with the largest and most influential the Hausa, Yoruba and Igbo. The national language is English, though many other local languages are also spoken. Nigeria's cultural and religious diversity shapes its gender relations and media landscape.

Gender disparities exist in Nigeria, with only 61% of the female population literate (as opposed to 76% of men). The life expectancy for both men and women is age 47. However, Nigeria is among the highest-ranking nations in wage equality – 4th among nations – with women accounting for just over half of the paid workforce in the nation and able to secure similar wages to men's.

Only a small percentage of women are involved in politics, however, earning Nigeria a ranking of 119th among nations for women in national elective office. Working women in Nigeria are entitled to six weeks of compulsory maternity leave, provided they were employed for at least six months prior to taking that leave. Fifty percent of wages are paid by the employer during an extended maternity leave period of 12 weeks.

Nigeria's media scene is one of the most vibrant in Africa. State radio and TV have near-national coverage and operate at both federal and regional levels. All 36 states run their own radio stations, and most of those states also operate TV stations. Private media ownership is subject to the approval of the president.

Cross-ownership and monopolies are controlled by law (Decree No. 30), which states that no owner can control shares in more than three of each of the broadcast sectors of transmission (e.g., radio and television stations). Radio remains the key source of information for Nigerians. International broadcasters, including the BBC, are popular; however, broadcasts of other foreign radio programs are banned. Legislation requires that locally produced programs must comprise 60% of transmissions.

While press freedom has improved in recent years, the national government imposes restrictive measures. The licensing process for stations, for example, has been described as discriminatory and secretive, contributing to Nigeria's rank of 135th among nations in freedom of the press.

Study Findings

Eight Nigerian news companies – 3 newspapers, 1 television station, and 4 radio stations – participated in the study. Together they employ approximately 750., including 288 women and 456 men.

Occupational level by gender

Men greatly outnumber women in these companies. Despite under-representation, women appear to have relatively good access to all jobs in the profession except for those at the top (See Table 2.12.1). Women are nearly absent from governance and top management (16.7% in both) – levels that comprise a company’s key decision-makers on matters of finances and policy.

However, at the junior professional level, where junior-ranking writers, editors and producers are found, women (41.9%) are nearing parity with men.

The percentages of women in middle and senior management levels (39.4% and 37.1%, respectively), and both junior and senior professional levels (37.1% and 41.3%, respectively) show women have begun to enter both the rank-and-file news-making jobs and the management positions. Though still a ways from parity with men, the percentages of women in all of these job categories suggests a degree of both access and mobility for women in Nigerian news companies.

The exception, as noted, is at the top-most levels where women’s participation is minuscule. The glass ceiling for Nigerian women journalists, therefore, is at the executive ranks of top management and governance.

Women (61.3%) exceed the number of men in sales, finance and administration, a grouping that includes many support and other functionary-type jobs not directly concerned with news gathering. These are occupational roles filled by women in many nations.

Table 2.12.1. Occupational level by gender at Nigerian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	15	83.3	3	16.7
Top-level Management	20	83.3	4	16.7
Senior Management	44	62.9	26	37.1
Middle Management	40	60.6	26	39.4
Senior-level Professional	163	62.9	96	37.1
Junior-level Professional	54	58.7	38	41.3
Production and Design	68	74.7	23	25.3
Technical Professional	9	64.3	5	35.7
Sales, Finance & Administration	36	38.7	57	61.3
Other	7	41.2	10	58.8
Totals	456		288	

Salaries by occupational level and gender

Data obtained from Nigerian companies show that women are paid salaries that are nearly identical to or even higher than those of men in every occupational level (See Table 2.12.2). In production and design – a job classification that typically has few women in many nations – Nigerian women journalists’ salaries are nearly double those of men’s at both the average low and average high ranges.

In the middle management level, women’s salaries are also noticeably higher in both average low and average high ranges.

This finding fits squarely with Nigeria’s exceptionally high ranking as 4th globally in terms of gender pay equality.

Table 2.12.2. Annual salary by occupational level and gender in Nigerian news companies. (N = Number of companies responding to the question.) [Missing data resulted from insufficient data to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$18,497.11	3	\$42,162.53	3	\$17,137.03	3	\$42,162.53	3
Senior-level management	\$7,834.07	5	\$11,751.10	5	\$9,928.59	3	\$11,980.45	4
Middle management	\$7,344.44	4	\$12,036.72	4	\$8,976.54	2	\$14,280.85	2
Senior-level professional	\$5,984.36	6	\$6,437.95	7	\$5,984.36	6	\$7,344.44	6
Junior-level professional	\$3,876.23	4	\$5,916.36	4	\$3,590.62	5	\$5,304.32	5
Production & design	\$2,937.78	5	\$4,325.06	5	\$4,080.24	3	\$8,568.51	3
Technical professional								
Sales, Finance & Administration	\$2,040.12	1	\$20,401.12	1	\$2,040.12	1	\$20,401.22	1
Other	\$1,428.08	2	\$2,040.12	2	\$408.02	1	\$2,040.12	2

Terms of employment by gender

Nigerian news companies appear to hire their journalists in full-time regular employment, rather than in some other arrangements (See Table 2.12.3). Women and men benefit equally from this practice, which contributes to secure employment and a stable journalistic workforce.

Table 2.12.3. Terms of employment by gender at Nigerian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	430	60.6	279	39.4
Part-time, regular	10	58.8	7	41.2
Full-time, contract	5	83.3	1	16.7
Part-time, contract	2	33.3	4	66.7
Freelance	6	66.7	3	33.3
Other	5	45.5	6	54.5
Totals	458		300	

Gender-related company policies

As Table 2.12.4 shows, the majority of Nigerian news companies surveyed have adopted policies on maternity leave and on returning women to their jobs after maternity leave.

In addition, most offer educational training to women toward advancement.

By contrast, few have adopted policies on gender equality, sexual harassment, paternity leave or child-care assistance.

The uneven nature of progressive gender policies in the companies surveyed may help to explain women's lack of access to jobs in most of the occupational categories.

Table 2.12.4. Gender-related policies at Nigerian news companies.
(N = Number of companies responding to the question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	13	87	8
Has a policy on sexual harassment	13	87	8
Has a policy on maternity leave	75	25	8
Has a policy on paternity leave	14	86	7
Do women get same jobs back	86	14	7
Offers child-care assistance	13	87	8
Offers educational training	75	25	8

Summary

While outnumbered by men in the profession, Nigerian women journalists have secured a third or more of the jobs at most occupational levels in the 8 news companies surveyed. This suggests a moderate level of access and job mobility for women within the profession.

The exception is in top management and governance levels – the glass ceiling for Nigerian women journalists – where their numbers hover just above 15%.

In line with the nation's 4th place global ranking for pay equity, Nigerian women and men journalists are paid equally or, in some cases, with women's salaries exceeding men's.

Women, like men, in the Nigerian newsroom enjoy the job security of full-time, regular employment.

Less positive was the mixed finding in gender-related company policies. Few companies have adopted a policy on gender equality, sexual harassment, paternity leave or child care.

SOUTH AFRICA

Overview of Nation

South Africa is located at the southernmost tip of the African continent. Three-fourths of South Africa's 50 million inhabitants are indigenous Africans, with the rest of European, Asian or mixed descent. These demographics also shape the nation's culture, with 11 official languages including the major ones, English, Afrikaans, Sesotho, Setswana, Xhosa and Zulu.

Women are granted equal rights under the constitution. The Promotion of Equality and Prevention of Unfair Discrimination Act of 2000 specifically prohibits discrimination in public and private life, including harassment and hate speech. The literacy rate for women (and men) in South Africa is 87%, with a life expectancy age of 52 years. The nation is ranked near the top at 2nd among nations for women in national elective office, but 67th among nations for wage equality between women and men.

The South African media landscape is one of the largest in the region and one also reflective of the nation's cultural diversity. The nation's largest broadcaster is a well-established public enterprise. Additional state-run and commercial TV networks broadcast nationally, and both satellite and cable pay-TV services operate to serve a large audience segmented by culture and language.

Deregulation in 1996 led to a proliferation of radio stations. The constitution provides for freedom of the press, and this is generally respected. Laws, regulation and political control of media content are considered to be moderate and there is little evidence of repressive measures against journalists, including those who publish reports and comment critical of the government.

South Africa is ranked 33rd among nations for press freedom.

Study Findings

Eleven news companies – 8 newspapers, 2 television stations and 1 radio station – were surveyed by Gender Links' researchers. The IWWMF study defined occupational levels somewhat differently than Gender Links, resulting in an absence of data for the middle management category and a slightly higher report for the "other" category.

Occupational status by gender

There are striking patterns along gender lines that emerge in the findings (See Table 2.13.1). Together, the 11 companies surveyed employ approximately 12,300, including 6,380 women and 5,920 men.

Women slightly outnumber men in these companies, meaning that they have not only reached but exceeded parity with men in terms of overall participation. An examination of the distribution provides more detail about women's location in South African newsrooms.

Substantial numbers of women are found in the upper-level occupations. Though still a ways from parity with men, women comprise well over a third (38.5%) of those in governance and a fourth (25%) of those in top-level management. Particularly remarkable is that women comprise well over two-thirds (79.5%) of those in senior-level management. These are key positions in which company policies, finances, strategies and (in the case of senior management) decisions about news content are made.

Women are also approaching parity with men in other areas of the South African newsroom. Women account for a high number of those in the senior professional (40.2%) and junior professional (44.7%) levels, which include those primarily engaged in news gathering, writing and editing.

Women surpass men in number in production and design (55.4%) and in technical professional (55.1%) levels. Though not specifically concerned with deciding the content of news, these specialists shape the presentation and dissemination of news, and their jobs are often paid more than rank-and-file journalists.

Table 2.13.1. Occupational status by gender at South African news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	40	61.5	25	38.5
Top-level Management	21	75.0	7	25.0
Senior Management	162	20.5	628	79.5
Middle Management*	0	0.0	0	0.0
Senior Level Professional	408	59.8	274	40.2
Junior-level Professional	389	55.3	314	44.7
Production and Design	3170	48.6	3348	51.4
Technical Professional	1019	44.9	1251	55.1
Sales, Finance & Administration	385	76.5	118	23.5
Other	326	44.0	415	56.0
Totals	5,920		6,380	

*Gender Links' Glass Ceilings study did not include this level.

Salaries by gender and occupational level

Women in journalism in South Africa earn an average annual salary of \$26,596 compared to men's \$31,802, according to Gender Links' data. Men's 17% advantage in income illustrates that despite women's strong showing of advancement in news companies at nearly every occupational level, they still lag behind in compensation. This finding also reflects the larger problem of wage inequity in the nation, as denoted by South Africa's 67th place global ranking on wage equality.

Terms of employment by gender

As Table 2.13.2 reveals, the majority of men and women in South African companies are employed in full-time, regular jobs with benefits. Women, however, have a slight advantage over men (51.3% to 48.7%, respectively).

However, women also dominate in the less secure employment arrangements. For example, women are nearly two-thirds (64.3%) of those in the part-time regular category. Women are more than half of those with full- and part-time contracts (54.3% and 59.1%, respectively). And, women are nearly two-thirds of the freelance writers. The numbers of employees for both genders in each of these categories are relatively small.

By contrast, women are fewer in percentage than men (44.6% and 55.4%, respectively) in the “other” category, which accounts for around a fourth of the total workforce in the South African news companies surveyed. Included in this category are those working on special projects, seasonal employment and other consultancies. These arrangements are less predictable and often paid less than the other terms of employment – in other words, they represent the least secure form of employment.

In terms of numbers in these varied terms of employment, women’s employment is relatively more secure than men’s in South African media companies.

Table 2.13.2 Terms of employment by gender at South African media companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	3519	48.7	3712	51.3
Part-time, regular	29	35.8	52	64.2
Full-time, contract	310	45.7	368	54.3
Part-time, contract	18	40.9	26	59.1
Freelance	21	35.0	39	65.0
Other	2024	55.4	1632	44.6
Totals	5,921		5,829	

Company policies on gender

Most South African news companies surveyed have policies favorable to women’s advancement (See Table 2.13.3).

More than two-thirds (78%) have a policy on gender equality, all have a policy on sexual harassment and nearly all (91%) have a maternity leave policy.

The vast majority (80%) provide educational training to women, and more than half (60%) have a policy on paternity leave.

Child-care assistance is offered by only 1 company (9%).

Table 2.13.3. Policies on gender at South African news companies. (N = Number of companies answering the question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	78	22	9
Has a policy on sexual harassment	100	0	10
Has a policy on maternity leave	91	9	11
Has a policy on paternity leave	60	40	10
Do women get same jobs back*	0	0	0
Offers child-care assistance	9	91	11
Offers educational training	80	20	5

*Gender Links' Glass Ceiling study did not ask this question.

Summary

Women have slightly surpassed men in number in South African newsrooms, representing higher percentages at most levels of the profession.

The lack of a glass ceiling for women in South African journalism reflects progressive gender policies in the nation's news companies surveyed, a mirror of women's advancement in other areas of the society. The larger context is provided by indicators such as South Africa's second-place global ranking for the numbers of women in public office.

Most women are employed in full-time jobs at South African media companies, signifying relatively higher job security and stability than men experience. These same companies pay women a slightly higher annual average salary than they do men.

South African women journalists have achieved much in their efforts to secure fair treatment and equality with men. The newsrooms that have responded to women's pushes for equality stand as examples to other newsrooms in all regions of the world.

UGANDA

Overview of Nation

Uganda is located in East Africa in a region marked by its ethnic and cultural diversity. Though the official language is English, Uganda's 33 million people speak numerous African languages, most commonly Kiswahili, Ganda, Luganda and Arabic. These are also used by Uganda's courts of law, school systems and mass media.

Women's status in Uganda is a mixed picture. Women's literacy is only 58% (to men's 77%), with life expectancy for women (and men) only to age 53. Uganda lawmakers have addressed women's rights by enacting several equality laws that govern women's employment. These include a mandatory four weeks of maternity leave, with 100% of wages paid for two months.

Gender discrimination is prohibited, and laws guarantee affirmative action for all women. As a result, women make up one-third of all local councils, and Uganda is ranked 20th among nations for women in national elective office.

Men and women are similarly compensated in the workplace, gaining Uganda an exceptionally high ranking of 8th among nations on wage equality.

Uganda's media industry is required to follow the principles and objectives of the 1995 constitution, which states that every person has the right to freedom of speech and expression, including that found in press and other media.

The Electronic Media Statute of 1996 guides the broadcast media, while the relevant laws and licenses of the Uganda Communications Commission (UCC) set forth issues of competition and development within the broader communication sector.

The country lacks a Freedom of Information Act, which journalists have sought with hopes of balancing the playing field between the government and the press and to assist them in their role of watchdog over government corruption. Uganda is ranked 86th (among 175 nations) in press freedom.

Study Findings

Eight news companies – 2 newspapers, 2 television stations and 4 radio companies – participated in the study. Together they employ approximately 550, including 306 men and 227 women (See Table 2.14.1)

Occupational status by gender

Men outnumber women by around 25%. In spite of women's moderate under-representation in the companies surveyed for this study, they have managed to gain substantial access to every level of the occupational scale.

There is no glass ceiling for women in the Ugandan newsroom. Women are at or near parity with men in nearly every occupational level.

In the executive ranks of governance and top management, women are at 48.4% and 50%, respectively. Women’s full participation at these levels suggests that they also may have the potential to influence policy and management decisions to bring about gender equality in the company.

Women are nearing parity with men in both middle and senior management (40% and 44.7%, respectively). This level of representation in the ranks of news directors, junior and senior producers, and news bureau chiefs, for example, would enable women to influence day-to-day matters that include hiring and defining news.

At junior and senior professional levels, women are nearing gender parity at 42.0% and 43.3%, respectively. These important categories contain the core reporting and editorial staff members who gather, write, edit and produce the news.

Women are under-represented in the creative category of production and design (e.g., photographers and illustrators), where they are less than a third (30.8%). In the support category of technical professional, which includes camera, sound and lighting technicians, women’s participation is higher at 40%.

Table 2.14.1. Occupational status by gender in Ugandan news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	16	51.6	15	48.4
Top-level Management	11	50.0	11	50.0
Senior Management	21	55.3	17	44.7
Middle Management	21	60.0	14	40.0
Senior-level Professional	59	56.7	45	43.3
Junior-level Professional	83	58.0	60	42.0
Production and Design	9	69.2	4	30.8
Technical Professional	3	60.0	2	40.0
Sales, Finance & Administration	0	0.0	0	0.0
Other	83	58.5	59	41.5
Totals	306		227	

Annual salaries by occupational status and gender

Ugandan companies surveyed provided incomplete data, allowing only a tentative picture of salaries to be assessed (See Table 2.14.2). These suggest there is fairly uniform gender parity in pay between men’s and women’s salaries in both average low and average high pay ranges at all occupational levels where data were obtained. This tentative finding comports with Uganda’s 8th ranking globally for gender equity in pay.

This pattern changes only in the average high range of top level management, where men make noticeably more than women; and in the average high range of the senior management level, where men make slightly more than women.

Table 2.14.2. Annual salary by gender and occupational level at Ugandan news companies.
[Missing data resulted from insufficient data to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$36,437.06	3	\$64,777.00	3	\$36,437.06	3	\$53,896.49	4
Senior-level management	\$15,910.85	5	\$22,348.07	5	\$15,910.85	5	\$19,635.53	6
Middle management	\$6,437.21	5	\$8,380.52	5	\$7,439.23	4	\$8,380.52	5
Senior-level professional	\$5,769.20	5	\$15,303.57	5	\$5,769.20	5	\$15,303.57	5
Junior-level professional	\$3,689.25	4	\$9,185.18	4	\$3,689.25	4	\$9,185.18	4
Production & design	\$4,250.99	1	\$6,072.84	1	\$4,250.99	1	\$6,072.84	1
Technical professional								
Sales, Finance & Administration								
Other	\$2,580.96	2	\$6,619.40	2	\$2,580.96	2	\$6,619.40	2

Terms of employment by gender

There are two important patterns to consider in Uganda's terms of employment data (See Table 2.14.3).

The first is that men and women are more or less equal in the terms by which they are employed. Women are between 40% and 48.3% in most of the full-time and part-time categories.

For example, women are 44.2% of the full-time regular staff, where men are 55.8%. Women and men are nearly equal in part-time regular employment (45.5% and 54.5%, respectively). Women are 48.3% of those in full-time contract employment, while men are 51.7%.

The second discernable pattern in the terms of employment is that the majority of Ugandan journalists represented in the study are employed less than full time.

Most newsroom personnel are hired in part-time and/or contractual employment arrangements.

The largest numbers are found in the freelance category, which is typically unpredictable both in the amount of work available and the payment for that work. Women are considerably fewer than men (32.6% and 67.4%, respectively) in the freelance category.

Women are also fewer than men in the “other” category (32.9% and 67.1%, respectively), which typically includes consultancies, project work, seasonal work and pay-per-item submitted.

Table 2.14.3. Terms of employment by gender in Ugandan news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	82	55.8	65	44.2
Part-time, regular	6	54.5	5	45.5
Full-time, contract	31	51.7	29	48.3
Part-time, contract	55	59.8	37	40.2
Freelance	126	67.4	61	32.6
Other	55	67.1	27	32.9
Totals	355		224	

Gender-related policies

Ugandan newsrooms surveyed have a mixed showing in their adoption of policies to advance gender equity. All have policies on maternity leave and on offering educational training to women.

Nearly all (87%) have policies on sexual harassment.

About two-thirds (63%) have specific policies on gender equality, paternity leave, and returning women to their same jobs after maternity leave. Only half (50%) provide some form of child-care assistance.

Table 2.14.4. Policies on gender at Ugandan news companies. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	63	37	8
Has a policy on sexual harassment	87	13	7
Has a policy on maternity leave	100	0	8
Has a policy on paternity leave	63	37	8
Do women get same jobs back	63	37	8
Offers child-care assistance	50	50	8
Offers educational training	100	0	7

Summary

Though women are slightly outnumbered by men in Ugandan newsrooms surveyed, they have managed to secure moderate to excellent access to all occupational levels. Women are half of those in top management and nearly half (48.4%) of those in governance. They are similarly well represented in middle and top level management and in the journalistic ranks of junior and senior professional levels.

Women's near equal participation across the 8 news companies surveyed suggests they have greater potential to influence organizational policy, management practices and news content with respect to women's interests.

Job security is hard to come by both for women and men in the companies surveyed. Most women and men are employed in other roles than full-time, regular jobs.

Most Ugandan news companies surveyed have adopted a range of policies to advance gender equality.

ZAMBIA

Overview of Nation

Zambia is located in the southern region of Africa. Nearly all of the nation's 13 million people represent indigenous African groups, including the Bemba, Tonga, Chewa, Lozi and Nsenga. English is the official language, though local languages are also widely spoken.

The literacy rate for women is only 60% (to men's 78). The life expectancy for both genders is 46 years. Zambia lags behind other nations in equality laws affecting women's employment.

Still, women working in paid occupations fare relatively well in Zambia, which is ranked 19th among nations for wage equality. Women are also fairly active in public life, demonstrated by Zambia 76th place among nations for women in national elective office.

State-run radio and television services dominate Zambia's broadcasting scene, with the Zambian National Broadcasting Corporation (ZNBC) the only television channel. Private radio stations and community newspapers complement television but offer little political reporting. Government authorities make use of libel and security laws to intimidate journalists, especially those who report on corruption. Laws make defaming the president a criminal offense. These measures and practices contribute to Zambia 97th rank among nations on freedom of the press.

Study Findings

Six news companies – 4 newspapers, and 2 radio stations – were surveyed by Gender Links' researchers in connection with the group's Glass Ceilings study. The IWWMF's study defined occupational levels somewhat differently than Gender Links, resulting in an absence of data for the middle management category and a slightly higher report for the "other" category in Zambia's occupational findings.

Occupational status by gender

The six companies in the study employ approximately 300 in their newsrooms, including 89 women and 202 men. Men outnumber women by more than 2:1 in these companies.

Table 2.15.1 shows that women are located most decidedly in the support roles in these companies. Women represent 55.8% of those in the technical professional jobs (e.g., camera and sound), and 58.3% of those in production and design (e.g., illustrators and wardrobe designers). These roles contribute to news production but not directly to content decisions, management or decision-making.

By stark contrast, women are least represented in higher ranks. They represent just over a fifth of those in both junior level and senior level professional jobs (22.2% and 21.4%, respectively), which together comprise the core news reporting staffs.

Women are around a fourth (25.8%) of the senior management personnel, which include bureau chiefs, news directors and others with supervisory roles over newsgathering staff.

In top level management, women's numbers are minuscule (11.1%), emphasizing how little women are involved in decision-making within these companies.

In governance, women fare slightly better at 30% representation. Governance includes owners and members of governing boards, and is the level at which financial, strategic and other decisions about the direction of companies are made. This is not a small percentage and yet its meaning is difficult to determine given women's severe under-representation in the media workforce overall, and most especially in the core levels of reporting and management.

Table 2.15.1. Occupational level by gender in Zambian media companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	14	70.0	6	30.0
Top-level Management	8	88.9	1	11.1
Senior Management	23	74.2	8	25.8
Middle Management	0	0.0	0	0.0
Senior-level Professional	11	78.6	3	21.4
Junior-level Professional	7	77.8	2	22.2
Production and Design	23	44.2	29	55.8
Technical Professional	5	41.7	7	58.3
Sales, Finance & Administration	90	81.8	20	18.2
Other	21	61.8	13	38.2
Totals	202		89	

Terms of employment by gender

As Table 2.15.2 shows, most of the 89 women employed in Zambian media companies hold full-time jobs with benefits. Though they represent many fewer than men, these women can count on security in their employment.

In part-time employment, women are slightly more than half (56%). However, they hold only around a third (37%) of freelance jobs, which are typically the least secure in terms of amount of work and pay received.

Though there are few numbers of women represented in this sample of Zambia media companies, women appear to fare well overall in their job security.

Table 2.15.2. Terms of employment by gender in Zambian media companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	137	69.2	61	30.8
Part-time, regular	0	0.0	0	0.0
Full-time, contract	28	90.3	3	9.7
Part-time, contract	11	44.0	14	56.0
Freelance	17	63.0	10	37.0
Other	9	90.0	1	10.0
Totals	202		89	

Gender-related company policies

All of the Zambian companies surveyed have adopted policies on gender equality and sexual harassment (See Table 2.15.3). Most (80%) have policies on maternity leave.

There is substantially less commitment to progressive gender policies on other issues. Few companies offer educational training (40%) or paternity leave (20%).

None of the companies responding to policy questions offers child-care assistance

Table 2.15.3. Gender-related company policies in Zambian media companies.
(N = Number of companies responding to the question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	100	0	5
Has a policy on sexual harassment	100	0	5
Has a policy on maternity leave	80	20	5
Has a policy on paternity leave	20	80	5
Do women get same jobs back*	0	0	0
Offers child-care assistance	0	100	5
Offers educational training	40	60	5

*Gender Links' Glass Ceilings study did not ask this question.

Summary

Zambian women media professionals suffer serious marginalization in the 6 companies surveyed. They are outnumbered by men 2:1, and they are consigned mainly to jobs in the technical occupational levels. This means that women have little participation in determining media content or in shaping decisions in company management.

Women do have a somewhat better showing (30%) in governance, yet their ability to influence policy and other decisions on women's behalf would be seriously in question because of gross under-representation at other levels of these companies.

In other areas, the findings are more positive for women.

Women are employed mainly in full-time regular jobs (as opposed to part-time or freelance). In addition, the companies they work for have adopted gender equity, sexual harassment and maternity leave policies.

These same companies have not shown strong commitment, however, in adopting educational training programs for women, paternity leave or offering child-care assistance.

ZIMBABWE

Overview of Nation

Zimbabwe is located in southern Africa. The nation's 13 million people include numerous indigenous African groups, the largest of which are the Shona and Ndebele, as well as a small number of people of European descent. English is Zimbabwe's official language, with local languages also spoken.

The status of women is a mixed one in this primarily agricultural nation. Literacy for women is around 85%, but life expectancy is only to age 44. Women who are employed tend to fair relatively well, shown by Zimbabwe's global ranking of 39th for wage equity.

While the Zimbabwe Constitution's Article 23 prohibits discrimination against women, it also contains an exclusion that allows "customary laws" to consider gender differences. Women play a fairly active role in politics, gaining Zimbabwe the rank of 76th among nations for women in national elective office.

Zimbabwe's Constitution guarantees all citizens freedom of expression. Yet, such freedom is difficult for citizens to achieve under the tight oversight that government has exercised in recent years. Both major newspapers and all broadcasters in Zimbabwe are state run.

Pro-government dailies are tightly controlled by the Information Ministry. Private publications, which are relatively vigorous in their criticism of the government, have come under severe pressure, with the government invoking a range of draconian laws and institutions, along with prison sentences to clamp down on critical comment. Journalists are required to register with the government, and risk imprisonment if they fail to do so. These circumstances have all contributed to Zimbabwe's nearly bottom rank of 136th among nations in press freedom.

In 2008, the government began to relent under pressure, allowing formation of the Zimbabwe Media Commission. Functioning under a power-sharing arrangement, the commission will lead media reforms, including the licensing of new press and broadcasting outlets.

Study Findings

Four media companies, including 3 newspapers and 1 radio station, were surveyed by Gender Links for its Glass Ceilings study. The IWMF defined occupational levels somewhat differently than Gender Links, resulting in an absence of data for the middle management category and a slightly higher report for the "other" category.

Occupational status by gender

Together, the 4 media companies surveyed reported occupational data for approximately 750 employees, including 155 women and 574 men (See Table 2.16.1). Men outnumber women in the journalism workforce by nearly 4:1—an overwhelming display of female marginalization in the profession.

Not only is women’s participation severely under-represented in these Zimbabwean companies, but those who do find their way into it are located mainly in support roles. Though they are only 15.7% of those in the sales, finance and administration level, for example, in terms of actual numbers, most women from these companies are in this occupational level, which includes jobs such as accountants, sales personnel and secretaries.

Similarly, women are nearly half (45.5%) of those in the technical professional level where camera, sound and lighting technicians are found.

Women are also around half (44%) of the “other” category, which is most likely to include those not directly involved in news gathering, writing or management roles.

While more than half of the men in this workforce also appear to be located in the same support roles of sales, finance and administration, they dominate in all of the other levels associated with news and editorial roles.

In the executive ranks, men are two-thirds (62.5%) to women’s one-third (37.5%) in governance, and they are nearly 90% of those in both senior and top level management.

By contrast, women’s numbers are minuscule – in the single digits – in junior and senior level professional ranks, which includes the core reporting and editorial functions.

Table 2.16.1. Occupational status by gender in Zimbabwean media companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	10	62.5	6	37.5
Top-level Management	7	87.5	1	12.5
Senior Management	26	89.7	3	10.3
Middle Management	0	0.0	0	0.0
Senior-level Professional	19	67.9	9	32.1
Junior-level Professional	19	73.1	7	26.9
Production and Design	139	82.2	30	17.8
Technical Professional	12	54.5	10	45.5
Sales, Finance & Administration	300	84.3	56	15.7
Other	42	56.0	33	44.0
Totals	574		155	

Annual salaries by gender

Zimbabwe companies reported that women in journalism make an annual salary of \$2,834, while men make an average annual salary of \$3,601, according to Gender Links. Men's salary advantage is approximately 25%.

Terms of employment by gender

Most men and women in the Zimbabwean companies surveyed are employed in full-time, regular jobs. It bears noting, however, that nearly half of the male workforce is employed in regular, part-time employment. Though minuscule by comparison in terms of total numbers, a larger percentage of women in newsrooms have job stability than do men in this nation.

Table 2.16.2. Terms of employment in Zimbabwean media companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	529	81.8	118	18.2
Part-time, regular	438	94.0	28	6.0
Full-time, contract	0	0.0	0	0.0
Part-time, contract	0	0.0	0	0.0
Freelance	32	78.0	9	22.0
Other	0	0.0	0	0.0
Totals	999		155	

Gender-related company policies

Only 3 of the 4 news companies surveyed in Zimbabwe provided data on their gender policies. Of these, all reported having adopted policies on gender equality, sexual harassment and maternity leave.

None has policies on paternity leave or child-care assistance. None of the 3 responded to the item on educational training.

Considered together, these responses suggest that companies recognize the need to take steps to address gender disparity, but their efforts are still only partial.

**Table 2.16.3. Gender-related policies at Zimbabwean media companies.
(N = Number of companies responding to the question)**

Company Policies	% Yes	% No	N
Has a policy on gender equality	100	0	3
Has a policy on sexual harassment	100	0	3
Has a policy on maternity leave	100	0	3
Has a policy on paternity leave	0	100	3
Do women get same jobs back*	0	0	0
Offers child-care assistance	0	100	3
Offers educational training**	0	0	0

*Gender Links' Glass Ceilings study did not ask this question.

**Zimbabwean companies did not respond to this question.

Summary

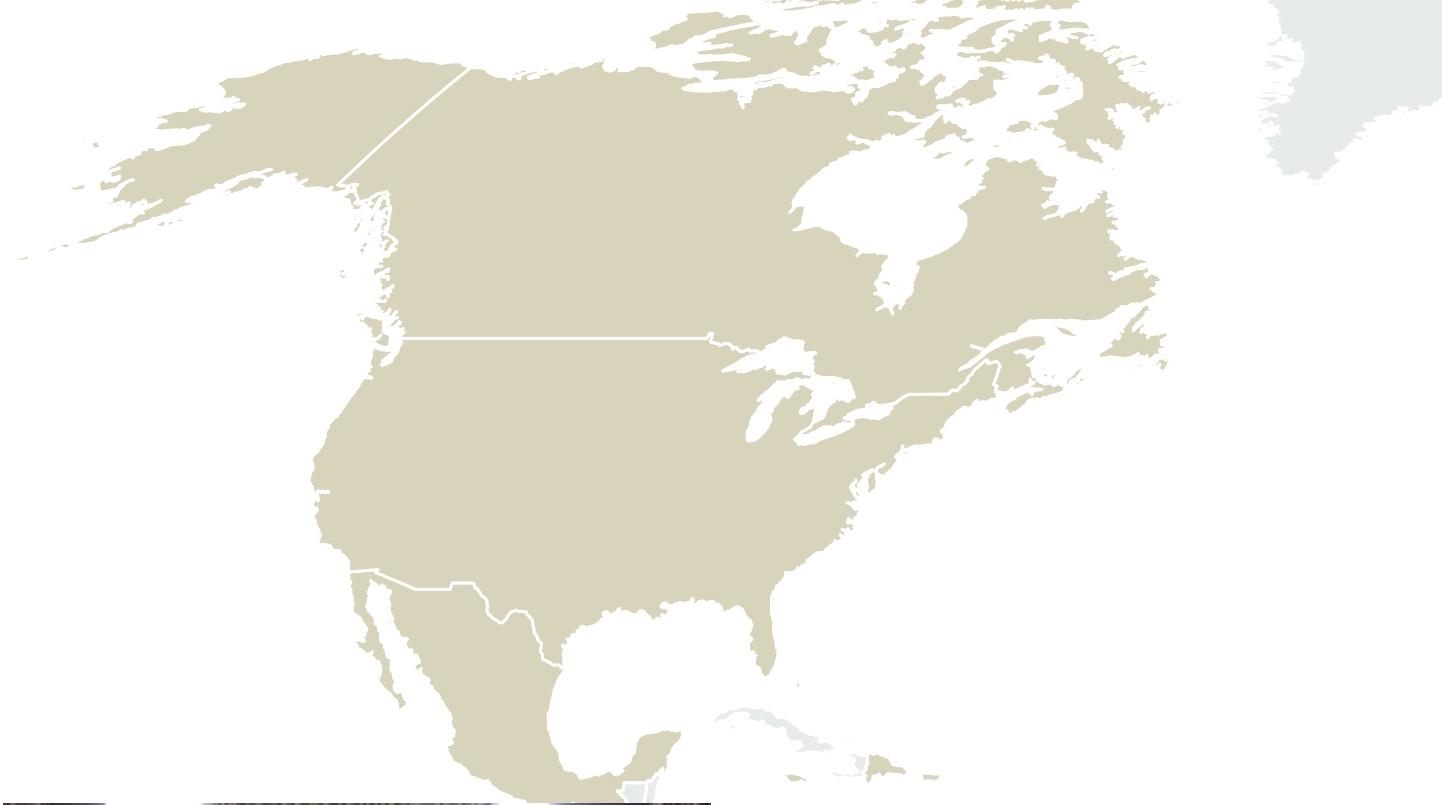
Men's dominance over the news-making operations in the Zimbabwean companies surveyed is indisputable.

Women have little participation in news operations in the Zimbabwe companies surveyed. Men outnumber them 4:1 overall. Men also dominate in all of the news reporting, editorial, management and governance roles. By contrast, the majority of women are pigeon-holed in support roles associated with sales, finance and administrative jobs, or in production and design.

Men's average salaries are also higher by a 25% margin.

Nearly all women and slightly more than half of the men in the newsrooms surveyed have full-time, regular employment. This indicates stronger job security for the few women who do gain entrance to the profession. A large percentage of men are also found in the regular part-time ranks.

Zimbabwe news companies have put some measures in place to advance women. They have adopted gender equity, sexual harassment and maternity policies, but dragged their feet on others such as paternity leave and child-care assistance.



Judy Woodruff interviewing former First Lady Nancy Reagan at the Beverly Hills Hotel for a documentary by MacNeil/Lehrer Production for PBS "Nancy Reagan: The Role of a Lifetime." (Photo by Marc Karaoglan)



In this region, women account for only a fifth (21.5%) of those in governance, and less than a third (30.5%) of those in top-level management.

3. AMERICAS

REGIONAL TRENDS IN STUDY'S FINDINGS

Overview of the region

The region of the Americas includes 13 nations: Argentina, Brazil, Canada, Chile, Costa Rica, Dominican Republic, Ecuador, Jamaica, Mexico, Puerto Rico, Peru, United States and Venezuela. There is considerable variation among these nations, in relation to history, culture, media systems, and status of women. Therefore, individual national reports that follow present findings by taking these variations into consideration.

This introductory section summarizes broader trends within the region by aggregating data collected from 121 news companies of varied sizes within the 14 nations of the Americas (see Table 3.1.1). Researchers who conducted the data collection made every effort to include a mix of newspapers, radio and television news companies, in line with the number of media companies designated for each nation. As Table 3.1.1 reveals, this was more easily accomplished in some nations than in others.

Table 3.1.1. Media participation in study, by nation, in the Americas region.
(N = Number of companies responding to the question.)

Nation	Newspapers	TV Stations	Radio Stations	N
Argentina	5	2	1	8
Brazil	12	3	0	15
Canada	5	3	3	11
Chile	5	2	2	9
Costa Rica	3	2	2	7
Dominican Republic	3	4	4	11
Ecuador	0	5	4	9
Jamaica	3	0	1	4
Mexico	1	4	5	10
Puerto Rico	5	0	1	6
Peru	4	2	5	11
United States	10	3	1	14
Venezuela	3	1	2	6
Totals	59	31	31	121

Definitions of terms

Definitions for occupational levels and terms of employment used in the study were identical for all nations. Table A provides the definitions for occupational levels that will be referred to, and Table B provides definitions for terms of employment.

Table A. Definitions for occupational levels.

Occupational level	Definition
Governance	Members of the governing board who vote on the most important decisions on policy and finances for this specific company.
Top-level Management	Report to board of directors. Includes the very top administrators, for example, Publisher, Chief Executive Officer (CEO), Director General (DG), and Chief Financial Officer (CFO).
Senior Management	Report to top-level managers. For example, Director of News, President of News, Editor-in-Chief, Managing Editor, Executive Editor, Director of Human Resources, Director of Administration, Bureau Chiefs, and similar titles.
Middle Management	Report to senior management. For example, Senior Editor, Chief of Correspondents, Design Director, Creative Director, and the more senior staff in Human Resources and Finance.
Senior Level Professional	Professionally qualified. Report to <u>senior-level</u> management, e.g., senior writers, editors, anchors, directors, producers, researchers, reporters, correspondents.
Junior-level Professional	Professionally qualified. Report to <u>middle-level</u> management, e.g., junior/assistant writers, producers, directors, anchors, reporters, sub-editors, correspondents, production assistants.
Production and Design	<u>In print</u> : graphics designers, photographers, illustrators. <u>In broadcast</u> : scene designers and construction workers, graphics designers, wardrobe designers, makeup artists, film/video editors
Technical Professional	Those who do specific technical work. For example, camera, sound and lighting technicians.
Sales, Finance & Administration	Marketing, sales, public relations, specialists, accountants, human resource staff, clerks, secretaries.
Other	Includes job titles not included elsewhere.

Table B. Definitions for terms of employment.

Terms of Employment	Definition
Full-time regular	Persons who work full time and are on the regular, continuing payroll of the organization
Part-time regular	Persons who work less than full time and are on the regular, continuing payroll of the organization.
Full-time contract	Persons who work full time on a fixed-term contract arrangement
Part-time contract	Persons who work part time on a fixed-term contract arrangement
Freelance	Persons paid per contribution (such as stories, footage, artwork, etc.) <u>at the present moment</u> .
Other terms of employment	Arrangements not covered by the above.

Stuffy Findings

The data from 121 companies represent approximately 41,300 employees, including 15,175 women and 26,085 men (See Table 3.1.2).

Occupational status by gender

Numerically, most of the journalistic workforce (both men and women) in the Americas region is found in two occupational categories: senior and junior professional levels (See Table 3.1.2). Women are 43.7% of those in the senior professional level – a figure approximating parity with men in the level where the higher-ranking writers, anchors and producers are found.

Women's representation is even higher – 45.8% -- in the junior-level occupational area, where assistant writers, producers and anchors are found. Higher percentages may suggest greater influence in shaping news and reporting decisions.

Women also fare well in the two management occupational levels across the region. Women are 46.4% in senior management – a figure nearly equal to that of men in a job category that includes news directors and editors in chief. Women are 40.5% in middle management, e.g., chief correspondents and senior editors. With such strong presence in these occupational levels, women have better potential to influence both news content and organizational decisions at their companies.

At other levels of news organizations, women's participation across the region is noticeably lower.

Women are most dramatically under-represented at the top of companies. For example, women account for only a fifth (21.5%) of those in governance, and less than a third (30.5%) of those in top-level management. Together, these represent the executive ranks where company policy is formulated and major strategic decisions are made.

Women's marginalization is also evidenced in the creative and technical aspects of news production. In production and design, women are only 23.1% of illustrators, designers and photographers. Among technical professionals, e.g., sound and lighting personnel, women are around a fourth (24.7%).

To be sure, women's representation in occupational rankings varies from nation to nation, particularly at the governance level. The minuscule 8.6% for women in governance at Chilean companies should not be equated to the 37.5% for women in Costa Rican companies, for example. Nor should the 21.4% of women in Argentine companies' top management level be equated to Venezuela's 43.5%, the second of which shows that women are nearing parity with men.

The variation in statistics in women's participation at different levels of their news companies demonstrate that women are breaking through glass ceilings and moving up in position within some nations, even though they remain marginalized in others.

Table 3.1.2. Occupational status by gender in news companies in the Americas.

Occupational level	# Men	% Men	# Women	% Women
Governance	303	78.5	83	21.5
Top-level Management	336	69.6	147	30.4
Senior Management	935	53.6	808	46.4
Middle Management	1211	59.5	823	40.5
Senior-level Professional	6561	56.3	5096	43.7
Junior-level Professional	2544	54.2	2154	45.8
Production and Design	3099	76.9	933	23.1
Technical Professional	2462	75.3	808	24.7
Sales, Finance & Administration	7205	65.4	3808	34.6
Other	1429	73.5	515	26.5
Totals	26,085		15,175	

Annual salaries by occupational status and gender

As Table 3.1.3 indicates, not all 121 companies participating in the study in the Americas region provided complete salary data on their employees. The comparison of women's and men's salaries in news companies is therefore tentative.

Salary inequities for women in the Americas appear to be greatest in governance, where men earn twice the salaries of women in both average low and average high ranges. In top level management (e.g., publishers and chief executive officers), women make salaries slightly higher than men in the average low range, but substantially less than men in the average high salary range.

Salaries by gender show an erratic pattern in several occupational levels.

For example, women's earnings jump ahead of men's at both low and high ranges in senior level management, but they drop noticeably again in the journalistic ranks of senior professional (e.g., senior writers, producers and directors).

Salaries are fairly equitable by gender in the junior professional level, which includes correspondents, production assistants and anchors. In production and design (e.g., illustrators, designers), women earn higher salaries than men in the low and high ends.

Salaries return to a pattern of similarity between men and women in technical professional (e.g., light technicians) and the traditional support positions that make up sales, finance and administration (e.g., public relations staff and accountants).

Table 3.1.3. Annual salary by occupational status and gender in news companies in the Americas.
(N = Number of companies responding to the question.)

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$46,548.89	18	\$69,660.64	18	\$28,554.23	11	\$35,421.18	12
Top-level management	\$68,457.22	37	\$115,934.37	34	\$76,768.60	27	\$89,242.23	29
Senior-level management	\$49,666.63	50	\$74,045.72	50	\$55,614.33	31	\$91,576.39	29
Middle management	\$36,288.15	48	\$67,050.35	45	\$33,445.26	49	\$56,749.38	47
Senior-level professional	\$23,191.03	76	\$85,023.93	74	\$20,402.69	66	\$65,780.00	67
Junior-level professional	\$18,591.51	64	\$38,706.88	62	\$17,419.25	65	\$39,169.38	63
Production & design	\$12,936.22	62	\$25,669.09	60	\$17,388.33	48	\$36,006.06	48
Technical professional	\$11,245.32	41	\$29,402.17	43	\$13,643.14	22	\$25,635.12	22
Sales, Finance & Administration	\$14,297.95	47	\$32,075.23	46	\$11,292.25	56	\$31,900.13	55
Other	\$9,825.50	39	\$19,977.00	40	\$16,726.42	33	\$23,071.38	34

Terms of employment by gender

While the great majority of those employed in newsrooms of the Americas appear to be in full-time jobs, men benefit more substantially (See Table 3.1.4).

Women are 39.1% of those in full-time regular employment and 41.1% of those in regular contract employment.

By contrast, women are found disproportionately in part-time jobs — 55.8% of part-time regular (i.e., with benefits and regular hours) and 70.7% in part-time contract.

Men experience some share of the less-secure arrangements. For example, men account for the vast majority (82.3%) of those in freelance jobs and for about two-thirds (61%) of those in the “other” category, which typically includes seasonal work and special project assignments.

Table 3.1.4. Terms of employment by gender in news companies of the Americas.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	12382	60.9	7953	39.1
Part-time, regular	432	44.2	546	55.8
Full-time, contract	707	58.9	494	41.1
Part-time, contract	39	29.3	94	70.7
Freelance	1557	82.3	335	17.7
Other	1078	61.0	690	39.0
Totals	16,195		10,112	

Gender-related company policies

With nearly all news companies surveyed in the Americas providing information on gender-related policies, it is possible to say with some confidence that these companies do not, on the whole, have policies that strongly favor gender equity (See Table 3.1.5).

Companies are especially weak overall on the most important guarantees of equality. Only about a third (38%) have an umbrella policy on gender equality and less than half (48%) have a policy on sexual harassment.

A number of nations in this region have national laws that specify provisions for parental leave and even for workplace allowances regarding the care and nursing of children. This is seen most clearly in the nearly universal adoption of maternity leave by the companies surveyed. However, only half (57%) have a similar policy on paternity leave. Still fewer (38%) offer child-care assistance.

Most (87%) companies provide educational training that contributes to women's advancement.

A two-thirds (68%) majority of companies return women to their same jobs after maternity leave.

Table 3.1.5. Gender-related policies at news companies in the Americas.
(N=Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	38	62	119
Has a policy on sexual harassment	48	52	119
Has a policy on maternity leave	93	7	119
Has a policy on paternity leave	57	43	119
Do women get same jobs back	68	32	101
Offers child-care assistance	35	65	119
Offers educational training	87	13	119

Summary

In terms of ratios of men to women, there is a pervasive pattern of women's under-representation across the region. In only one nation surveyed – Puerto Rico – did women journalists slightly outnumber men. By contrast, men outnumbered women by 2:1 in 5 nations – Argentina, Chile, Costa Rica, Dominican Republic and Ecuador. The ratios of men to women were more moderate in Canada, United States and Venezuela.

Four distinct patterns emerge along gender lines in relation to women's status in newsrooms of the Americas surveyed. First is women's general under-representation

across occupational levels of the newsroom. Peruvian companies, where men outnumber women by more than 2:1, was one example of this pattern of under-representation.

The second pattern along gender lines was that of a glass ceiling: the presence of a specific occupational level serving as an invisible barrier beyond which women advanced in only small numbers. Glass ceilings were especially noticeable in Canada, Dominican Republic, Jamaica, Puerto Rico and United States.

The third pattern in women's status along gender lines was that of moderate access to most or even all occupational levels of newsrooms. In this pattern, women may be fewer than men in the workforce overall, but they had achieved relatively even access to jobs in their companies. Costa Rica and Venezuela were examples of this pattern.

The fourth pattern was that of women's absence at the tops of companies in governance and top management levels. In governance, women's representation ranged from 8.6% in Chile to 37.5% in Costa Rica. It bears noting that women journalists in the U.S. and Puerto Rico are close behind those in Costa Rica (35.3% and 32.3%, respectively). This suggests that women are moving moderately into board rooms and other top policy posts in some nations' newsrooms of the region.

In top management levels, women's overall representation was noticeably higher than in governance. This ranged from 20% in Dominican Republic to 43.5% in Venezuela. Women in Ecuadoran newsrooms followed closely behind with 40.7%. In spite of glass ceilings – which tended to fall at the senior management level in several nations – women are advancing toward parity in the highest management roles of news companies of the Americas.

The predominant pattern in employment throughout the Americas for both women and men is regular, full-time jobs. This finding demonstrates a pattern of job security in employment in most newsrooms surveyed. The major exceptions occur in Costa Rica and Dominican Republic, where, in both cases, most journalists are hired in arrangements other than regular full-time, part-time or contractual labor.

ARGENTINA

Overview of Nation

Argentina is situated in the southern cone of South America. The population of 40 million is primarily European, with small numbers of indigenous communities. The national language is Spanish.

Argentina's media system is large, diverse and almost completely under private ownership. Media companies have undergone a process of conglomeration in recent years that has led to dominance by a few large parent companies. Public broadcasting does not play a major role in the nation, either in radio or television. Since the nation returned to democracy (from military rule) in 1983, journalists have generally been allowed to report freely. Still, Argentina ranks only 47th (out of 175 nations) in press freedom.

Women's status in Argentina is high in many respects. Literacy rates for women are 98%, and life expectancy is 68 years. The nation ranks near the top at 7th in terms of women in national elective office. On the economic scene, however, women still struggle for fair wages. Argentina ranks very low with a global ranking of 106th in terms of wage equality.

National law provides for 90 days of compulsory maternity leave, a period of time that can be extended up to 6 months under certain conditions. Women on leave receive full pay through family allowance funds from state and employer. Nursing mothers are allowed two daily 30-minute breast-feeding breaks for a full year after birth.

Study Findings

Eight companies – 5 newspapers, 2 television stations and 1 radio station – participated in the study. Together, they employ just over 2,000, including 1,393 men and 624 women.

Occupational status by gender

As Table 3.2.1 shows, men have a sizable advantage in these companies, outnumbering women more than 2:1.

Women have very little representation in governance (15.4%), top management (21.4%) or senior management (16.7%). These top echelons of policy making and management show a clear gendered pattern: Women are barely present on boards of directors, in chief executive offices, or in publishers' offices -- where news company strategies and policies are developed and carried out.

Women's absence is also strongly felt in the technical professional level (18.7%), where camera, sound and lighting specialists are found.

Men's dominance in Argentine newsrooms is also found at other levels. Women represent only around a fourth of those in middle management (26.2%), where senior editors and

correspondents are found. Women are only 26.8% of those in the senior professional levels of experienced writers, editors and directors.

Women’s presence in production and design (30.5%) and junior professional (40.7) levels is only slightly better than at other levels, though the second of these shows promise.

Table 3.2.1. Occupational status by gender in Argentine news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	11	84.6	2	15.4
Top-level Management	11	78.6	3	21.4
Senior Management	35	83.3	7	16.7
Middle Management	45	73.8	16	26.2
Senior-level Professional	251	73.2	92	26.8
Junior-level Professional	179	59.3	123	40.7
Production and Design	141	69.5	62	30.5
Technical Professional	78	81.3	18	18.7
Sales, Finance & Administration	257	54.1	218	45.9
Other	385	82.3	83	17.7
Totals	1,393		624	

Annual salaries by occupational status and gender

Only half of the companies participating in the study provided salary data, and even that was incomplete in some occupational levels, particularly for those at the top.

Data tentatively suggest that women who find access to the journalism profession in these newsrooms may receive higher salaries than men in both average low and average high ranges for some jobs.

As Table 3.2.2 shows, women reportedly earn substantially more money than their male counterparts in both high and low ranges in senior-level management and senior-level professional occupations.

Salaries are higher for men at the senior professional level (in both low and high ranges), but men and women make similar salaries at the junior professional level.

Women earn slightly more than men at low and high ranges in the technical professional and in sales, finance and administration levels. Because women are substantially fewer than men in the technical professional level, and just under half of those filling the sales, finance and administration level (See Table 3.2.1), the phenomenon of women’s slightly higher wages than men’s suggests an interesting line for future inquiry.

Table 3.2.2. Annual salary by occupational status and gender in Argentina.**(N = Number of companies responding to question) [Missing data resulted from insufficient data to compute.]**

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management	\$38,182.48	4	\$60,707.80	4	\$46,455.55	3	\$94,877.95	2
Middle management	\$41,659.14	4	\$100,412.23	4	\$43,236.20	3	\$116,789.68	3
Senior-level professional	\$17,996.62	6	\$47,565.80	6	\$11,252.86	4	\$34,780.91	4
Junior-level professional	\$12,749.81	5	\$21,003.35	5	\$11,804.93	5	\$21,147.73	5
Production & design	\$11,661.70	4	\$24,715.04	4	\$11,207.07	4	\$20,271.92	4
Technical professional	\$8,229.46	3	\$17,037.08	3	\$9,813.27	2	\$18,806.52	2
Sales, Finance & Administration	\$13,494.80	4	\$28,734.52	4	\$14,311.55	3	\$31,444.29	3
Other	\$8,697.23	3	\$36,671.54	3	\$9,142.67	3	\$13,090.93	3

Terms of employment

All but a small percentage of those in the journalistic workforce (both women and men) working at the 8 Argentine companies surveyed have full-time regular employment. Women are slightly more than half of those employed in other (i.e., non-full-time with benefits) arrangements.

Table 3.3.3 shows the distribution of employment terms by gender within Argentine news companies. The situation for the few women who enter the journalistic workforce in Argentina is relatively secure.

Table 3.3.3. Terms of employment by gender in Argentine news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	1133	68.2	528	31.8
Part-time, regular	0	0.0	18	100.0
Full-time, contract	31	57.4	23	42.6
Part-time, contract	2	3.0	52	97.0
Freelance	18	72.0	7	28.0
Other	56	78.9	15	21.1
Totals	1,240		643	

Gender-related company policies

Company policies do not support women's greater access to the profession or the advancement for those already employed in newsrooms.

None of the Argentine companies surveyed have policies on gender equality (See Table 3.2.4). Neither do the vast majority (87%) have policies on sexual harassment.

That same majority (88%) does have a policy on maternity leave, the most common form of gender-friendly employment policy. Half of the companies have a policy on paternity leave.

Companies with policies allowing women to return to their same jobs after maternity leave are also half and half. Nearly two-thirds (63%) provide child-care assistance of some kind.

Educational training for women is offered by two-thirds (63%) of the companies.

Table 3.2.4. Gender-related company policies in Argentina. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	0	100	8
Has a policy on sexual harassment	13	87	8
Has a policy on maternity leave	88	12	8
Has a policy on paternity leave	50	50	8
Do women get same jobs back	50	50	8
Offers child-care assistance	63	37	8
Offers educational training	63	37	8

Summary

News companies surveyed in Argentina demonstrate little progress toward gender equality. They employ few women, marginalize those they do hire in the lower occupational levels, and by and large do not adopt progressive policies aimed at greater access to jobs or advancement through the ranks for women already in their workforces.

The incomplete data provided for men's and women's salaries suggest a tendency toward fair or, in some cases, higher salaries for women. Further research is needed to verify these tentative findings on salary in newsrooms that otherwise show little commitment toward gender equality.

BRAZIL

Overview of Nation

Brazil is South America's largest nation, consuming the majority of the central and eastern continent. Its population of 192 million people is multicultural, including people of indigenous Amerindian, European, African and mixed descent. The official language is Portuguese, with Spanish, English and French also spoken.

Brazil's media system, one of the most extensive and diverse in the world, has also become increasingly conglomerated through a process of deregulation. Ownership among media companies is now concentrated in the hands of a few large corporations.

The constitution of 1967 guarantees Brazilians freedom of the press, yet the nation has struggled to fully realize those rights since military rule ended in the 1970s. Some of the problems today stem from political leaders and state officials still being full or part owners in some of the broadcast enterprises. Journalists have had difficulty gaining access to public information and some have been imprisoned for defamation of the state and government leaders. These factors contribute to Brazil's rank of 71st globally (out of 175 nations) in press freedom.

Indicators for women's status are mixed. Literacy rates for Brazilian women are at 90% and life expectancy is 62 years. However, the nation ranks low at 109th in women who hold national elective office, and even lower at 114th in wage equality.

Workplace laws provide women with 120 days of maternity leave without loss of job or salary, beginning a month before the expected date of birth. Leave can be extended under certain conditions. Fathers are granted 5 days. Adoption leave for women is also available, up to the child's first birthday. Nursing mothers are entitled up to one hour paid nursing break per day until the child is 6 months old. Employers with more than 30 female employees over the age of 16 are asked to install day nurseries; those who opt not to must reimburse nursing employees for outside child care. Employers are forbidden from dismissing pregnant women.

Study Findings

Data were collected from 15 participating Brazilian news companies – 12 newspapers and 3 television stations. Together, they employ approximately 4,500, including 2,724 men and 1,769 women.

Occupational status by gender

The dominant gendered employment pattern in the companies surveyed is one of women's marginalization by exclusion at most occupational levels. Men substantially outnumber women in these news companies.

Table 3.3.1 shows a pattern of women’s marginalization across nearly all occupational levels. Women have almost no presence (10.3%) in governance , the level where financial and other strategic company policies are set.

Women’s absence is also sizable in both the production and design (12.6%) and technical professional (5.7%) levels. These creative ranks include many specialists in lighting, photography, camerawork and sound – roles required for the production of both print and electronic news.

Women are severely under-represented in top-level management (26.5%) of Brazilian companies, i.e., in the executive ranks where many internal policies are set and carried out. Representation of women is similarly low in senior management (28.7%), where news is typically defined and reporting assignments are made.

Women’s representation is only moderate in middle management (36.4%), where senior editors, design directors and chiefs of correspondents are found.

The one bright finding is that women are nearing parity with men at both the senior professional (48.2%) and junior professional (43.1%) levels. The more robust participation of women in these important aspects of news gathering, editing, and other reporting roles should not be minimized. Yet neither should they be seen as representing significant breakthroughs for women’s greater access to the decision-making and administrative roles in their companies.

Women dominate (61%) the sales, finance and administrative category, which includes many support roles -- accountants, marketing and sales -- which are often filled by women.

Table 3.3.1. Occupational status by gender in Brazilian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	52	89.7	6	10.3
Top-level Management	61	73.5	22	26.5
Senior Management	82	71.3	33	28.7
Middle Management	178	63.6	102	36.4
Senior-level Professional	467	51.8	435	48.2
Junior-level Professional	341	56.9	258	43.1
Production and Design	643	87.4	93	12.6
Technical Professional	132	94.3	8	5.7
Sales, Finance & Administration	466	39.0	729	61.0
Other	302	78.4	83	21.6
Totals	2,724		1,769	

Annual salaries by occupational status and gender

Most of the 15 Brazilian news companies surveyed provided salary data, revealing an uneven pattern by gender.

Men earn substantially more than women in the highest positions of the company, governance and top management, both in the average low and average high ranges (See Table 3.3.2).

Men's salaries are slightly higher than women's at the average high range in most other occupational levels, most notably middle and senior management, and senior professional levels.

Men's and women's salaries are similar in the average low range of many occupational levels. For example, men's and women's salaries are similar at the average low end in both middle and senior management, and in the technical professional occupations. Men's and women's salaries are also comparable at the average high range in junior professional and in production and design occupational levels.

An anomaly is found in the junior professional level, where women reportedly earn more than three times the salaries of men. Several of the companies reported exceptionally high salaries for women in this occupational category, raising the overall average. The figure was generally lower for other companies reporting.

Table 3.3.2. Annual salary by occupation and gender in Brazil. (N = Number of companies responding to question)

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$97,736.35	7	\$130,134.78	8	\$67,418.07	3	\$77,596.19	3
Top-level management	\$73,620.74	13	\$106,403.39	12	\$66,237.34	8	\$72,647.28	6
Senior-level management	\$42,504.33	12	\$67,161.91	12	\$45,753.95	8	\$61,416.83	6
Middle management	\$23,641.85	8	\$52,580.55	8	\$26,379.13	10	\$46,377.42	10
Senior-level professional	\$13,323.76	12	\$47,707.90	12	\$13,253.78	12	\$39,486.24	12
Junior-level professional	\$10,747.77	8	\$19,340.51	7	\$12,039.11	8	\$62,132.22	7
Production & design	\$8,397.12	12	\$25,311.44	12	\$7,982.28	10	\$25,874.81	10
Technical professional	\$5,179.57	6	\$12,572.68	6	\$5,961.88	3	\$8,342.64	3
Sales, Finance & Administration	\$5,065.43	9	\$24,652.68	9	\$6,879.96	9	\$25,144.57	9
Other	\$2,896.52	8	\$14,942.57	8	\$5,145.31	6	\$20,388.15	6

Terms of employment by gender

The vast majority of women and men in the Brazilian journalistic workforce have full-time regular jobs, with men having an advantage over women in that category (57.5% and 42.5%, respectively).

The percentages of women (47.5%) and men (52.5%) are similar in part-time regular employment.

There are relatively few working under other terms of employment in the companies surveyed, as Table 3.3.3 shows. Thus, the profession offers stable employment for those who gain access.

Table 3.3.3 Terms of employment by gender in Brazilian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	2416	57.5	1783	42.5
Part-time, regular	198	52.5	179	47.5
Full-time, contract	5	33.3	10	66.7
Part-time, contract	0	0.0	0	0.0
Freelance	19	47.5	21	52.5
Other	137	62.6	82	37.4
Totals	2,775		2,075	

Gender-related company policies

The situation is much more mixed in relation to company policies addressing gender. As Table 3.3.4 shows, only 1 of the 15 news companies surveyed (6%) has a policy on gender equality, and only 2 of 15 (13%) have a policy on sexual harassment. These policies are understood as foundational in shaping workplace practices around gender equality.

By contrast, nearly all companies surveyed have policies on maternity leave (93%) and paternity leave (80%). Two-thirds (67%) have policies allowing women to reclaim their same jobs after maternity leave and also provide child-care assistance. These provisions are in line with the requirements of Brazilian law.

Most companies (87%) offer educational training for women wishing to advance.

Table 3.3.4. Gender-related company policies in Brazil. (N = Number of companies responding to questions.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	6	94	15
Has a policy on sexual harassment	13	87	15
Has a policy on maternity leave	93	7	15
Has a policy on paternity leave	80	20	15
Do women get same jobs back	67	33	15
Offers child-care assistance	67	33	15
Offers educational training	87	13	15

Summary

Women appear to have difficulty gaining access to the profession, illustrated by significant under-representation in the companies surveyed.

Women are particularly absent in the executive (i.e., governance) ranks where major organizational policies are determined, as well as in the senior management level where important routine decisions about news and employment practices are made.

Women's participation is greatest (and nearing parity with men) in junior and senior professional levels where many news-gathering, editing and other reporting jobs are located. Women are nearly two-thirds of those in the support roles associated with sales, finance and administration. These support roles are traditionally filled by women.

Salaries are comparable for men and women in some of the mid-range occupations, but overall, men earn considerably more than women.

Most Brazilian news companies have not adopted specific policies on gender equity, sexual harassment or some other pro-equality policies. They demonstrate greater tendencies to adopt policies on maternity and paternity leave and in offering education and training to women. Companies vary in whether women get their jobs back after maternity leave and whether the company assists with child care.

CANADA

Overview of Nation

Canada occupies the northern half of the North American continent. The nation's population of 33 million is mainly of European descent, with a smaller number of people of indigenous Amerindian, African and Asian descent. The nation is bilingual, with English and French as official languages.

This industrialized nation sees women in relatively high standing. Women have 100% literacy and a life expectancy to age 74. Canada ranks relatively high at 21st among nations in wage equality, but lower at 43rd in the numbers of women in national elective office.

Federal laws prohibit sex discrimination in the Canadian workplace. With regard to medical leave, federal laws apply only to those employed within the federal government. These allow women who have been employed 6 months or longer to take leave 11 weeks before birth and/or to end around 17 weeks after. Unpaid leave may be extended to 37 weeks and may be shared by both parents. All other laws regarding maternity leave and workplace benefits are regulated by the legislatures in each province and territory.

Canadians have a constitutional guarantee to freedom of the press and other media. Journalists face some government interference in photographing and reporting certain events, such as dead soldiers returning from Iraq and Afghanistan, and official efforts to force reporters to reveal their sources. Canada holds the rank of 19th (out of 175 nations) in press freedom.

Similar to many other nations, Canada's extensive media system has experienced conglomeration in recent years, with few companies today owning both electronic and print media companies. Canada also has a fully-developed public broadcasting system in English and French. The Canadian Broadcasting Act offsets an influx of foreign-produced television programming, particularly from the United States, by requiring both publicly and privately owned stations to carry a majority of Canadian productions.

Study Findings

Eleven Canadian news companies – 5 newspapers, 3 television stations, and 3 radio stations – participated in the study. They provided data on approximately 14,000 employees, including 7,538 men and 6,262 women (See Table 3.4.1).

Occupational status by gender

Overall, women are very close to the numbers of men in journalism, though a closer look at distribution across occupational levels by gender shows a more nuanced view of equality.

Canadian women journalists in the companies surveyed hit the glass ceiling in senior management. They represent a strong 55.1% of the employees in this important administrative level of executive editors, bureau chiefs and news directors.

Above the glass ceiling, women's numbers drop noticeably. Women are under-represented in the key executive roles of both governance (26.3%) and top-level management (39.4%) levels.

By contrast, women are at parity with (or even exceed) the numbers of men in the management and occupational levels below the glass ceiling.

Women in the middle-management level (e.g., senior editors and correspondents) are at 50%. In the junior professional level (e.g., producers, directors, writers), women are at 54.8%.

Women are nearly two-thirds of those in sales, finance and administration (61.7%), a level with many support jobs such as account managers, salesmen and secretaries – posts often filled by women.

The scene is much less bright for women in the production and design (e.g., photographers, scene designers) and technical professional (e.g., sound and lighting) levels, where they count only 23.6% and 13.1%, respectively.

Table 3.4.1. Occupational status by gender in Canadian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	14	73.7	5	26.3
Top-level Management	63	60.6	41	39.4
Senior Management	512	44.9	628	55.1
Middle Management	169	50.0	169	50.0
Senior-level Professional	3779	54.5	3149	45.5
Junior-level Professional	421	45.2	510	54.8
Production and Design	1168	76.4	361	23.6
Technical Professional	583	86.9	88	13.1
Sales, Finance & Administration	800	38.3	1289	61.7
Other	29	56.9	22	43.1
Totals	7,538		6,262	

Annual salaries by occupational status and gender

None of the participating companies included information about salaries at the governance levels. Most did provide salary figures for the other occupational levels (See Table 3.4.2).

Data show considerable variation in salary averages for women and men, particularly in the higher average ranges. In other words, men's and women's salaries are fairly similar in the

average low salary ranges at nearly all occupational levels. The differences along gender lines appear more clearly at the average high salary ranges.

Most of these differences show women at a disadvantage. For example, men make notably more than women in the average high salary range of top-level management, senior-level professional, junior-level professional, technical professional, and sales, finance and administration.

Men's and women's salaries are nearly identical at both average low and average high ranges in middle management and in production and design.

Table 3.4.2. Annual salaries by occupation and gender in Canadian news companies. (N=Number of companies responding to question.) [Missing data resulted from insufficient data to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$145,333.60	3	\$261,109.61	3	\$138,747.62	4	\$206,647.54	4
Senior-level management	\$95,931.30	6	\$131,698.47	6	\$84,487.89	4	\$125,954.13	4
Middle management	\$59,275.28	6	\$99,161.10	6	\$58,568.23	5	\$98,064.83	5
Senior-level professional	\$32,502.48	7	\$177,783.73	7	\$29,872.16	6	\$130,202.68	6
Junior-level professional	\$30,616.45	8	\$67,716.40	7	\$29,210.39	8	\$54,000.64	7
Production & design	\$35,449.44	5	\$67,419.28	4	\$34,986.96	5	\$69,014.10	4
Technical professional	\$28,042.49	4	\$72,400.12	4	\$33,342.34	3	\$66,161.77	3
Sales, Finance & Administration	\$51,639.53	4	\$72,376.75	4	\$25,279.36	5	\$62,973.47	5
Other								

Terms of employment

Most Canadian companies participating in the study did not provide information about terms of employment for their employees. Table 3.4.3 represents just over a third of the employees reported in the occupational levels (shown in Table 3.4.3).

Of these whose terms of employment are reported, nearly all (men and women) are in full-time regular jobs.

Approximately 10% of the total reported works in full-time contract arrangements, with a relatively even split between men and women. The tentative finding here, considering a lack of complete data, is that Canadian women journalists appear to be employed in full-time, regular jobs. This would suggest job security for those working in the field.

Table 3.4.3. Terms of employment by gender in Canadian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	1901	56.1	1488	43.9
Part-time, regular	40	22.6	137	77.4
Full-time, contract	180	52.3	164	47.7
Part-time, contract	10	33.3	20	66.7
Freelance	2	100.0	0	0.0
Other	50	39.1	78	60.9
Totals	2,183		1,887	

Gender-related company policies

Canadian news companies vary in their gender-related policies (See Table 3.4.4). Just over half (55%) have adopted a specific policy on gender equality.

Three-fourths (73%) of companies have policies on sexual harassment. All companies have policies on maternity leave, and all but one (91%) have policies on paternity leave.

While three-fourths (73%) of news companies have policies awarding women the same jobs when they return from maternity leave, only a fifth (18%) provide child-care assistance.

Three-fourths (73%) of companies make educational training available to female employees. On the whole, there is fairly strong evidence of commitment to gender equity in the Canadian news companies surveyed.

Table 3.4.4. Gender-related company policies in Canada. (N = Number of companies responding)

Company Policies	% Yes	% No	N
Has a policy on gender equality	55	45	11
Has a policy on sexual harassment	73	27	11
Has a policy on maternity leave	100	0	10
Has a policy on paternity leave	91	9	11
Do women get same jobs back	73	27	11
Offers child-care assistance	18	81	11
Offers educational training	73	27	11

Summary

The overall numbers of men and women in journalism at the 11 Canadian companies surveyed is very similar. The distribution by gender shows more of a mixed result. Women journalists experience a glass ceiling at the senior management level, where they are above parity with men. Their numbers are considerably lower in the governance and top-management levels of companies.

By contrast, they are either at parity or even surpassed men in representation in other levels of the profession. Women are either around or greater than 50% of those in newsgathering (junior and senior professional) and some decision-making (junior and senior management) roles.

Women are the great majority (nearly two-thirds) of those in support roles, e.g., sales, account management, secretarial. They are seriously under-represented in the production and technical levels, which are strongly male-dominated.

Men's earnings exceed women's most noticeably in the average high ranges in nearly all levels. The exception occurs in the middle management and in production and design levels, where men's and women's salaries are nearly identical at both average low and average high ranges.

Company policies vary in their degree of support for gender equality. In comportment with national law, companies have adopted maternity and paternity leave policies, and most have a sexual harassment policy. Most also offer educational training to women who want to move up. However, only about half of those surveyed have adopted a specific policy on gender equity, and few offer child-care assistance.

CHILE

Overview of Nation

Chile extends along the west coast of the South American continent. The nation is home to 17 million people, slightly more than half of whom are of European descent; the remainder is indigenous Amerindian, Afro-Chilean and mestizo (mixed ancestry). The official language is Spanish.

Chile's constitution provides for freedom of speech, though journalists occasionally still encounter some obstacles to reporting. Chile ranks 39th globally (out of 175 nations) in press freedom.

Chile's newspapers have gone through a conglomeration process over the past decade and today the major dailies are mainly under the control of two parent companies. A number of smaller regional papers also operate, and several presses are owned by political parties. Chile has an extensive and thriving electronic media, with broadcast radio being the most common medium because of its accessibility in remote rural areas.

Chile's high standard of living affords women a literacy rate of 96% and a life expectancy of age 70. Chile ranks fairly low at 78th among nations in terms of women in national elective office and near the bottom at 121st in wage equality with men.

National maternity laws apply to working women in both public and private sectors. The duration is 6 weeks before and 12 weeks after birth, a benefit that can be applied to fathers in cases of the mother's death. This leave can be extended when health-care concerns exist. Both parents are entitled to leave to care for sick children under age 1. Fathers receive about a week of paid paternity leave. Nursing mothers receive paid nursing breaks up to the child's second birthday, and employers with more than 20 women workers are required to have nursing facilities.

Study Findings

Nine Chilean news companies – 5 newspapers, 2 television stations and 2 radio stations – took part in the study. Together, they employ just over 3,700, including 2,385 men and 1,223 women (See Table 3.5.1).

Occupational status by gender

Men outnumber women in these companies by a ratio of 2:1. The gendered pattern is that of women's marginalization at nearly every occupational level in Chilean newsrooms. The pattern is illustrated most dramatically at the top, where women are all but completely absent in governance (8.6%) and in senior management (7.3%). These figures say that governing boards are either all male or nearly all male, as are the occupational roles of bureau chiefs, news directors and editors-in-chief.

Women's numbers are only slightly higher in top and middle management, where they are around a fourth (23.8% and 22.1%, respectively).

The situation is more positive in the senior professional level, where women (41.9%) are nearing parity with men. The experienced senior writers, anchors and editors found in this category are central to the news-making enterprise.

Women count a third (33.2%) of those in the junior professional level – another core reporting category. As in neighboring Brazil, these two categories (junior and senior professional) become the niches where the majority of women in the profession are found in Chilean companies.

Women's representation is minuscule (12.2%) in the technical professional level, where sound and lighting technicians are found, and only slightly better in the production and design level, where women fill only a fifth (20.6%) of the jobs that include scene designers, illustrators and other creative staff.

Only in the traditionally female support category of sales, finance and administration do women's numbers rise to around half (56.2%).

Table 3.5.1. Occupational level by gender in Chilean news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	32	91.4	3	8.6
Top-level Management	16	76.2	5	23.8
Senior Management	38	92.7	3	7.3
Middle Management	53	77.9	15	22.1
Senior-level Professional	364	58.1	262	41.9
Junior-level Professional	465	66.8	231	33.2
Production and Design	465	79.4	121	20.6
Technical Professional	512	87.8	71	12.2
Sales, Finance & Administration	389	43.8	500	56.2
Other	51	81.0	12	19.0
Totals	2,385		1,223	

Annual salaries by occupational status and gender

Men's salaries tend to be higher at both the average low and average high range in some occupational levels. Most dramatically, men's salaries are double those of women in both low and high ranges of top level management.

Men also earn substantially more than women in the average high range of middle management, in the junior professional levels, and in sales, finance and administration.

Salaries are noticeably low for both women and men in the governance level, suggesting that service on boards of directors may be mainly voluntary or paid by small honoraria.

Women are the higher earners in other occupational levels. For example, women earn slightly more than men in both high and low ranges at the senior professional level. Women also earn more in the low average range of middle management and technical professional level, as well as in the high range of production and design.

Most notably, women make substantially more than men in both the low and high ranges of the “other” category, which indicates that Chilean news companies employ women in high-paid capacities that do not fit the traditional occupational definitions.

Insufficient data at senior level management made computation of men’s and women’s salaries impossible.

Table 3.5.2. Annual salary by occupational levels and gender in Chilean news companies. (N = Number of companies responding.) [Missing data resulted from insufficient data to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$1,311.97	3	\$4,808.32	3	\$2,412.55	3	\$2,412.55	3
Top-level management	\$68,553.44	3	\$92,935.11	3	\$35,231.94	2	\$50,331.35	2
Senior-level management								
Middle management	\$30,749.72	7	\$69,729.68	6	\$36,903.73	6	\$57,134.16	6
Senior-level professional	\$13,802.11	8	\$46,284.52	8	\$17,928.84	7	\$49,617.17	7
Junior-level professional	\$10,556.89	7	\$38,014.19	6	\$9,530.93	8	\$28,175.56	8
Production & design	\$8,365.47	8	\$19,824.49	8	\$7,568.86	5	\$29,866.70	5
Technical professional	\$6,966.79	5	\$22,714.91	5	\$10,249.47	3	\$17,300.77	3
Sales, Finance & Administration	\$11,577.69	7	\$48,230.51	6	\$10,154.03	9	\$39,529.64	9
Other	\$7,382.00	5	\$17,878.01	5	\$27,266.07	2	\$44,888.45	2

Terms of employment

Nearly all Chilean journalists work in full-time, regular employment (i.e., with benefits and job security). Women hold fewer of the less secure jobs than men, as shown in Table 3.5.3. For example, there are more men percentage-wise than women in part-time employment, in full-time contract work, and in the “other” category. The last of these typically includes seasonal labor, pay-per-item submitted or project work.

Table 3.5.3. Terms of employment by gender in Chilean news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	2077	66.6	1042	33.4
Part-time, regular	38	76.0	12	24.0
Full-time, contract	152	69.1	68	30.9
Part-time, contract	1	100.0	0	0.0
Freelance	45	62.5	27	37.5
Other	153	58.0	111	42.0
Totals	2,466		1,260	

Gender-related news company policies

Only 1 of the 9 (11%) Chilean news companies surveyed has adopted a wide policy on gender equality, and less than half (44%) have adopted a policy on sexual harassment.

On other gender-related policies, the companies show a fairly strong demonstration of support for women employees (See Table 3.5.4). In line with national laws, all companies have a policy on maternity leave. Nearly all (89%) also have a policy on paternity leave.

Nearly all companies (89%) reported a policy to return women to the same jobs after maternity leave, and most (75%) offer some form of child-care assistance.

All companies offer women educational training toward advancement.

Table 3.5.4. Gender-related company policies in Chile. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	11	89	9
Has a policy on sexual harassment	44	56	9
Has a policy on maternity leave	100	0	9
Has a policy on paternity leave	89	11	9
Do women get same jobs back	89	11	9
Offers child-care assistance	75	25	8
Offers educational training	100	0	9

Summary

Women's representation is half that of men in the Chilean newsrooms surveyed. Women's absence is most dramatic in governance and senior management, but also at several other occupational levels.

Participation by women is strong in the junior professional level, which comprises many of the rank-and-file reporters. Women exceed men slightly in sales, finance and administration, a collection of support jobs that are typically filled by women.

Greater variation along gender lines exists in salaries. Men make substantially more than women in higher-ranking occupational levels, but women surpass men in average low and average high ranges at a number of other levels. These findings are not out of line with Chile's overall low showing of 121st in wage equality between men and women.

In spite of women's great level of under-representation in the news profession, they fare slightly better than men in their terms of employment. Most men and women in Chilean newsrooms are employed full-time with benefits. However, in other less secure categories of employment (e.g., full-time contract, part-time), men are found in higher percentages than women.

Most Chilean newsrooms are meeting their legal obligations on policies regarding maternity and paternity leave, and child-care assistance. In addition, they return women to the same jobs after maternity leave, and all offer educational training to women. In other ways, companies have been less enthusiastic toward equality. Most have not adopted a general policy on gender equality, and few have a policy on sexual harassment.

COSTA RICA

Overview of Nation

Costa Rica is situated in the middle of Central America, the isthmus that connects the North and South American continents. The population of 5.5 million is mostly of European or mestizo (mixed ancestry), with smaller numbers of indigenous Amerindian and African descent. The nation's official language is Spanish, but Creole-English is spoken along the Caribbean coast.

The Costa Rican constitution guarantees freedom of press, and the nation ranks 30th globally (out of 175 nations) in press freedom. Newspapers have long thrived in Costa Rica, but until 2009, the state controlled broadcasting. Telecommunications services have expanded since then and cable and broadcasting companies are diversifying in both ownership and offerings.

Certain laws tend to affect the way news is reported. For example, Costa Rica has stringent libel laws, as well as a "right of reply" law, the latter of which ensures individuals the right to respond when they are criticized in news stories. Defamation remains a criminal (rather than civil) offense, however, the courts have been overturning recent cases on these charges.

Costa Rican women have achieved much in terms of equality and opportunity. A bill for "Women's True Equality" was passed in 1990 providing for reform in six areas, including exercise of public office, social and economic rights, and protection during litigation in sexual abuse, removal of sexist content in educational materials, and establishment of a women's rights advocacy office.

Women have equal access to education and have a 96% literacy rate and life expectancy of age 69. Costa Rica ranks high at 19th among nations in terms of the numbers of women in national office, but only 75th in terms of wage equality with men. National law requires that women receive 4 months of paid maternity leave, and all women receive free hospitalization during childbirth.

Study Findings

Seven news companies – 3 newspapers, 2 television stations and 2 radio stations – employ just over 500, including 337 men and 177 women, as shown in Table 3.6.1.

Occupational status by gender

Women are greatly under-represented in Costa Rican news companies surveyed, where men outnumber women 2:1.

In spite of women's low representation, women have access to all occupational levels of these companies in fairly consistent numbers. Women exceed a third of those in governance (37.5%) and are nearly a third of those in top-level management (31.2%).

Women also exceed a third of those in middle and senior-level management (37.5% and 36.1%). The numbers of women in these four categories suggest that women may have a degree of influence in companies' decision-making and policy matters.

Women (43.6%) are approaching parity with men in the junior professional level where writers, producers, directors and reporters are found. Women exceed a third (36.8%) of those in senior professional roles, where senior writers, editors and researchers are found, as well as in production and design, where they are 34.6% of the photographers, videographers, designers.

Women's representation drops precipitously in technical professional roles (e.g., light and sound), where they number only 11.5%. Conversely, women are two-thirds (65.2%) of the sales accountants, secretaries, marketing and other support roles that make up the sales, finance and administration occupational level. This last category is typically dominated by women.

Table 3.6.1. Occupational level by gender in Costa Rican news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	5	62.5	3	37.5
Top-level Management	11	68.8	5	31.2
Senior Management	23	63.9	13	36.1
Middle Management	15	62.5	9	37.5
Senior-level Professional	43	63.2	25	36.8
Junior-level Professional	75	56.4	58	43.6
Production and Design	34	65.4	18	34.6
Technical Professional	46	88.5	6	11.5
Sales, Finance & Administration	16	34.8	30	65.2
Other	69	87.3	10	12.7
Totals	337		177	

Annual salaries by occupational status and gender

Costa Rican news companies provided incomplete salary data, resulting in findings that offer little reliable information about men's and women's earnings (See Table 3.6.2). Information suggests that men's and women's salaries are comparable or identical at the few occupational levels where any data exist. Given the nation's relatively low (75th) standing in wage equity, this finding requires substantiation through further research

Table 3.6.2. Annual salaries by occupational status and gender. (N = Number of companies responding to the question.)
[Missing data resulted from insufficient information to tabulate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$9,955.16	2	\$16,143.50	1	\$8,609.87	1	\$16,143.50	1
Senior-level management								
Middle management	\$10,152.47	3	\$15,067.26	3	\$10,152.47	3	\$15,067.26	3
Senior-level professional								
Junior-level professional								
Production & design	\$9,377.58	3	\$11,946.19	3	\$9,377.58	3	\$11,946.19	3
Technical professional								
Sales, Finance & Administration	\$6,457.40	1	\$8,523.77	1	\$6,457.40	1	\$8,523.77	1
Other	\$1,076.23	1	\$17,219.73	1	\$1,076.23	1	\$17,219.73	1

Terms of employment

Costa Rican companies surveyed report a range of arrangements used to secure services of their journalists.

As Table 3.6.3 shows, only about a fourth of the workforce (including men and women) are employed in full-time, regular jobs with benefits. Another tenth is employed through full-time contracts.

The greatest numbers are employed in various other ways – freelance, by the story, or some other consulting arrangement. This pattern suggests that journalism employment is not particularly stable or predictable in Costa Rica for either men or women.

Even so, women seem to fare moderately better than men in the profession. Approximately half of women hold full-time positions (i.e., regular and contract), while larger numbers of men are found in the less secure categories of “other” and freelance.

Table 3.6.3. Terms of employment by gender at Costa Rican news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	81	60.9	52	39.1
Part-time, regular	4	57.1	3	42.9
Full-time, contract	24	51.1	23	48.9
Part-time, contract	0	0.0	1	100.0
Freelance	20	74.1	7	25.9
Other	212	69.1	95	30.9
Totals	341		181	

Gender-related company policies

Most Costa Rican news companies surveyed have strong policies supporting gender equity, as illustrated in Table 3.6.4.

All have adopted policies on sexual harassment, maternity and paternity leave, returning women to their same jobs after maternity leave, and providing educational training toward women's advancement.

Three fourths (71%) of the companies surveyed have a specific policy on gender equity.

However, only 1 company (14%) reported offering some kind of child-care assistance.

Overall, it appears that Costa Rican news company policies comport with the national laws on gender equity.

Table 3.6.4. Gender-related company policies in Costa Rica. (N = Number of companies responding)

Company Policies	% Yes	% No	N
Has a policy on gender equality	71	29	7
Has a policy on sexual harassment	100	0	7
Has a policy on maternity leave	100	0	7
Has a policy on paternity leave	71	29	7
Do women get same jobs back	100	0	5
Offers child-care assistance	14	86	7
Offers educational training	100	0	7

Summary

Costa Rican news companies surveyed hire nearly twice as many men as women. Even so, women appear to have moderate access to all occupational levels, where they consistently represent a third or more. The notable exception is in technical professional jobs, e.g., camera, lighting and sound specialists, where women are barely above 10%.

Few companies provided salary data, making an accurate assessment of men's and women's salaries impossible. Job security is difficult for both women and men to find in the Costa Rican companies surveyed. Approximately half of the journalism workforce is hired in some arrangement other than full-time regular or contract employment.

Companies demonstrate a commitment to gender equity through their company policies, which comport well with recent national laws passed to advance women economically and in other ways. In other words, women who are able to gain access to jobs find a supportive work environment in terms of policies and benefits.

DOMINICAN REPUBLIC

Overview of Nation

Dominican Republic occupies the eastern two-thirds of the island of Hispaniola in the Caribbean Sea. The nation has a dense population of 10 million, three-fourths of which is multiracial, with the remaining one-fourth of European or African ancestry. The official language is Spanish, though Creole Haitian is spoken along the western border with Haiti.

Dominicans are guaranteed freedom of press by law. Even so, the nation ranks only 98th in press freedom among nations. Ownership of broadcast companies and newspapers is concentrated in the hands of a few economically and politically powerful groups, with a system of self-censorship seen in the avoidance of content about the Catholic Church and the military. Since the late 1990s, daily newspaper ownership has shifted to banks and large corporations. The Dominican government operates some television and radio networks, which also affects content.

Women in the Dominican Republic have a literacy rate of 89% and life expectancy of 62 years. The nation ranks 56th in women in national elective office, and 70th in wage equality. In the workplace, Dominican women are allowed 12 weeks' maternity leave, with extensions permitted for pregnancy-related illness.

Study Findings

Eleven news companies – 3 newspapers, 4 television stations and 4 radio stations – participated in the study. Together, these companies employ just over 700, including 457 men and 254 women (See Table 3.7.1).

Occupational status by gender

Findings show that men outnumber women nearly 2:1 in these newsrooms.

Women's marginalization is seen most clearly in the presence of a glass ceiling at the middle management occupational level. Women are slightly more than half (56%) of the workforce of senior editors and chief correspondents.

Above that level, women's numbers decline severely. Women are only 15.4% of those in senior management, 20% in top-level management and 17.2% in governance. These are the ranks where the important corporate financial, long-range strategy, personnel and major news content decisions are made.

Below the glass ceiling, however, women are well represented in the junior (44.4%) and senior (45.4%) occupational levels. Since most of the journalists in Dominican news companies appear to be at the senior professional level, this solid representation by women in these important news-gathering and editorial ranks is noteworthy.

Women dominate (82.5%) in the sales, finance and administrative level, where many support positions are typically housed. These are jobs in accounting, public relations and clerical functions often occupied by women.

Table 3.7.1. Occupational level by gender in Dominican Republic news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	24	82.8	5	17.2
Top-level Management	20	80.0	5	20.0
Senior Management	33	84.6	6	15.4
Middle Management	11	44.0	14	56.0
Senior-level Professional	107	54.6	89	45.4
Junior-level Professional	15	55.6	12	44.4
Production and Design	57	79.2	15	20.8
Technical Professional	109	96.5	4	3.5
Sales, Finance & Administration	18	17.5	85	82.5
Other	63	76.8	19	23.2
Totals	457		254	

Annual salaries by occupational status and gender

Table 3.7.2 shows that men and women in governance (i.e., ownership and policy-making) levels receive identical compensation. This should be seen as a tentative finding given the single company that it represents.

The striking finding to emerge from the salary data is the appearance of gross differences in pay between women and men who populate governance and top management levels, and those who fill jobs at other occupational levels in these companies. Salaries at the top are 8 to 10 times more than salaries at other occupational levels, both for men and for women.

Gendered patterns also emerge from the data. Women in senior level management earn substantially more than men in the average high range.

The reverse is true for women in top-level management (e.g., publishers, managing editors and chief financial officers), who earn substantially less than their male counterparts, both at the lower and higher mean salary levels.

Men's and women's salaries are similar at both low and high ranges in the senior-level professional level, and in the average low range for the junior-level professional.

Table 3.7.2. Annual salary by occupational status and gender in Dominican Republic news companies.
(N = Number of companies responding to question.)

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$67,567.57	1	\$101,351.35	1	\$67,567.57	1	\$101,351.35	1
Top-level management	\$37,162.16	3	\$69,369.37	3	\$20,270.27	1	\$57,432.43	1
Senior-level management	\$11,076.25	7	\$19,498.07	7	\$18,581.08	2	\$33,783.78	2
Middle management	\$13,063.06	3	\$17,567.57	3	\$9,769.14	6	\$12,302.93	6
Senior-level professional	\$4,410.66	9	\$8,273.27	9	\$4,476.35	8	\$7,238.18	8
Junior-level professional	\$4,560.81	2	\$9,290.54	2	\$4,283.78	5	\$6,108.11	5
Production & design	\$3,738.74	6	\$5,431.68	6	\$4,307.43	4	\$7,094.59	4
Technical professional	\$3,228.76	7	\$6,486.49	7	\$2,280.41	2	\$4,037.16	2
Sales, Finance & Administration	\$4,256.76	4	\$9,222.97	4	\$3,541.67	6	\$15,129.50	6
Other	\$13,282.40	8	\$20,694.26	8	\$16,756.04	6	\$26,542.79	6

Terms of employment

The great majority of men and women employed in the news companies surveyed in Dominican Republic work in employment arrangements other than full-time, regular jobs with benefits.

As shown in Table 3.7.3, only about a third work in full-time or part-time regular employment. The remainder appear in the “other” category, which might include payment by the story, or seasonal employment (e.g., for celebrations or special events), or similar consultancies.

When viewed together, the terms of employment and salary by occupational level tables suggest that women and men in Dominican journalism experience chronic low pay and job insecurity. Under-representation of women means they also encounter lack of access in general to the profession.

Table 3.7.3. Terms of employment by gender in Dominican Republic news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	86	48.9	90	51.1
Part-time, regular	33	62.3	20	37.7
Full-time, contract	0	0.0	0	0.0
Part-time, contract	5	100.0	0	0.0
Freelance	2	100.0	0	0.0
Other	338	69.0	152	31.0
Totals	464		262	

Gender-related company policies

Only one Dominican news company surveyed has a policy on gender equality, and none has a policy on either sexual harassment or child-care assistance (See Table 3.7.4).

All said they have policies on maternity leave and most (82%) have a policy on paternity leave. Most (82%) also give women their jobs back after maternity leave. However, none offers child-care assistance.

All companies offer educational training toward women's advancement.

Table 3.7.4. Gender-related company policies in Dominican Republic news companies. (N = Number of companies responding)

Company Policies	% Yes	% No	N
Has a policy on gender equality	9	91	11
Has a policy on sexual harassment	0	100	11
Has a policy on maternity leave	100	0	11
Has a policy on paternity leave (82	18	11
Do women get same jobs back	82	18	11
Offers child-care assistance	0	100	11
Offers educational training	100	0	11

Summary

Women journalists in Dominican Republic have difficulty gaining access to jobs and then advancing to the uppermost ranks.

There are twice as many men as women in the companies surveyed. Women are near parity with men up through middle management, the level which denotes a glass ceiling for women. Above this, women's representation in the higher management and governance ranks is one-fifth or less.

Women are also barely present in the technical professional level, which includes sound and camera specialists. By contrast, they dominate almost to the exclusion of men in the support category of sales, finance and administration.

These gendered patterns show marked concentration of women in the reporting levels and even into middle management, but then marginalized in other aspects of their news companies.

Women (like men in the profession) work mainly on arrangements other than full-time employment with benefits. This renders the journalism profession as one with considerable insecurity in terms of predictability and income.

Dominican news companies show a mixed commitment in their policies to remedy the situation. Only 1 company has a gender-equity policy, and none has a sexual harassment policy or offers child-care assistance.

Companies have adopted most other pro-equality policies, however, including those on maternity and paternity leave, returning women to their same jobs after maternity leave, and offering educational training toward women's advancement.

ECUADOR

Overview of Nation

Ecuador is situated along the northwest coast of South America. A nation of 13 million people, Ecuador's population is multicultural, with about two-thirds of mixed Spanish and indigenous ancestry, another quarter indigenous Amerindian, and the remainder of African heritage. The official language is Spanish, but Quechua, an indigenous language, is also widely spoken.

Ecuador ranks 84th among 175 nations in press freedom. All media are privately owned except for one government-controlled television station. Radio is the most widely available mass medium, with many stations broadcasting in indigenous languages. There is low readership of newspapers – an estimated 5-10% of the population, even though the national literacy rate (including that of women) is 91%. Article 81 of the constitution in Ecuador requires the media to promote educational, cultural and ethical values. These are enforced through a strict code of ethics that upholds certain cultural and moral standards and that limits certain content in broadcast.

Women in Ecuador have a life expectancy of 64 years. The nation is 17th in women in national office, but 80th in wage equality. National laws require that women receive 12 weeks of paid maternity leave, with extensions without pay of up to a year. All Ecuadoran women are entitled to free, quality health care during pregnancy, childbirth and the post-natal period through Social Security. Employers with more than 50 employees are required to have a nursery, and pregnant women may not be dismissed except in justified cases.

Study Findings

Ecuador data are drawn from 9 participating news organizations – 5 television stations and 4 radio stations – which together employ approximately 1,300. Of those, 826 are men and 470 are women.

Occupational status by gender

As indicated in Table 3.8.1, men outnumber women in the journalism profession in Ecuador by nearly 2:1. The pattern of strong and weak representation by women at various occupational levels does not suggest a glass ceiling effect (i.e., women rise to a level and then drop off in number at the higher levels) so much as a kind of unpredictable clustering.

Women's participation is markedly low in several of the occupational levels.

In the technical professional jobs, which include camera and sound technicians, women are barely present at 8.9%. Women are also only a fifth (20.8%) of those at the top in governance.

Women are also greatly under-represented in senior management, where they are just over a fourth (27.5%) of those in managing editor and news director jobs, among others.

Women’s presence is much higher in several of the occupational levels, most noticeably in the two containing the majority of the news-gathering and production staff. For example, women are just over half (53%) of those in the junior professional level, where many reporters, editors and anchors are found. Women’s representation is nearing half (45.5%) in the senior professional levels, which includes senior level writers, correspondents and others with supervisory responsibilities.

In top management, women are fairly strongly represented (40.7%), an important category of decision-makers that includes publishers, chief executive officers and chief financial officers.

Table 3.8.1. Occupational level by gender in Ecuadoran news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	19	79.2	5	20.8
Top-level Management	16	59.3	11	40.7
Senior Management	29	72.5	11	27.5
Middle Management	114	67.5	55	32.5
Senior-level Professional	59	54.6	49	45.4
Junior-level Professional	95	47.0	107	53.0
Production and Design	87	70.2	37	29.8
Technical Professional	72	91.1	7	8.9
Sales, Finance & Administration	296	63.2	172	36.8
Other	39	70.9	16	29.1
Totals	826		470	

Annual salaries by occupational status and gender

With few companies providing salary data, only a partial picture can be drawn about how women’s compensation compares to that of men. Some occupational levels had insufficient data to calculate comparable salaries.

The data tentatively suggest that women’s salaries are similar to or even exceed those of men’s in a number of instances. This is particularly noticeable in the production and design occupational level, where women reportedly earn approximately the same as men in the average low range but more than twice the salaries of men in the average high range.

By contrast, men earn approximately twice the salary of women in the average high range of top-level management.

Table 3.8.2. Annual salary by occupational level and gender in Ecuadoran news companies.
(N = Number of companies responding to question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$48,000.00	1	\$144,000.00	1	\$46,000.00	3	\$76,000.00	3
Senior-level management	\$28,200.00	2	\$40,800.00	2	\$30,000.00	1	\$42,000.00	1
Middle management	\$8,760.00	2	\$22,800.00	2	\$7,800.00	1	\$20,400.00	1
Senior-level professional	\$6,600.00	4	\$28,800.00	5	\$7,434.00	4	\$26,419.20	5
Junior-level professional	\$3,988.80	5	\$8,904.00	5	\$3,859.20	5	\$13,176.00	5
Production & design	\$4,064.00	3	\$23,076.00	3	\$4,824.00	1	\$51,456.00	1
Technical professional								
Sales, Finance & Administration	\$3,564.00	1	\$33,912.00	2	\$7,792.80	5	\$35,613.60	5
Other	\$3,696.00	1	\$28,344.00	1	\$2,652.00	2	\$22,344.00	2

Terms of employment by gender

Nearly all of those in journalism employment in Ecuador appear to be employed in full-time, regular jobs with benefits. Both men and women enjoy the predictability and income that come with this arrangement.

Table 3.8.3. Terms of employment in Ecuadoran news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	291	62.3	176	37.7
Part-time, regular	31	51.7	29	48.3
Full-time, contract	1	25.0	3	75.0
Part-time, contract	2	100.0	0	0.0
Freelance	9	64.3	5	35.7
Other	2	50.0	2	50.0
Totals	336		215	

Gender-related company policies

Ecuadoran news companies have not tended to adopt policies to further gender equality in the profession. None of the companies participating in the study has a general policy on gender equality, and only 1 (11%) has a policy on sexual harassment.

As Table 3.8.4 indicates, only around half have policies on maternity leave, paternity leave, or returning women to the same jobs after maternity leave. Only 1 (11%) offers child-care assistance.

The only bright sign on the horizon regarding policy is that most companies said they provide educational training to women who want to advance.

Table 3.8.4. Gender-related company policies in Ecuadoran news companies.
(N = Number of companies responding)

Company Policies	% Yes	% No	N
Has a policy on gender equality	0	100	9
Has a policy on sexual harassment	11	89	9
Has a policy on maternity leave	55	45	9
Has a policy on paternity leave	44	56	9
Do women get same jobs back	50	50	8
Offers child-care assistance	11	89	9
Offers educational training	89	11	9

Summary

In Ecuadoran newsrooms, men have nearly double the numbers of women in the journalism profession. Rather than a discernible glass-ceiling effect, Ecuadoran newsrooms are places where women are clustered at different occupational levels in a less predictable pattern.

Women are particularly low in governance, senior management and in technical production levels. Their representation is stronger at the junior and senior professional levels, where the bulk of the news-gathering staff is located. Insufficient salary data from companies make reliable conclusions impossible.

Though mostly outnumbered in most of the journalistic ranks, women in Ecuador have some other benefits. Like men, women in the profession tend to be employed in full-time jobs. In addition, they earn salaries similar to or possibly higher than men in some jobs. The salary data were very sparse, however, and this finding should be understood as inconclusive.

Newsrooms vary widely in their tendencies to adopt standard policies to further gender equality. The only policy that all participating companies have in place is education and training for women. About half have policies on maternity and paternity leave, and about half return women to the same jobs after maternity leave.

JAMAICA

Overview of Nation

Jamaica is an island nation in the Caribbean Sea. Jamaica's 3 million people are multicultural and multiracial, with people of African descent making up the great majority. Those of other ancestry include Indian, Chinese and European. English is the dominant language, with Patois (English and West African) also spoken widely.

Jamaica's media scene is a dynamic one that has undergone dramatic change since the early 1990s when the government granted new licenses for radio, television and cable providers. The proliferation of new stations has meant that many individual stations struggle to find sufficient audiences to garner advertising revenue to survive. In addition, Jamaica's media industry has followed the pattern of media consolidation, with the smaller, weaker companies being acquired by the larger, more powerful.

Women in Jamaica have a literacy rate of 91% and life expectancy of 66 years. Jamaica ranks 84th among nations in women in national elective office, and 82nd in wage equality. National law requires that women be given 12 weeks of maternity leave. With some exceptions, women are prohibited from being assigned work at night unless they are self-employed or work in a family-owned enterprise.

Study Findings

Four news companies – 3 newspapers and 1 radio station – participated in the study. Together, these companies employ nearly 400, including 193 men and 177 women (See Table 3.9.1).

Occupational status by gender

Women are nearly half of the journalistic workforce represented by these 4 companies. This apparent equality does not carry over into occupational status.

The glass ceiling for Jamaican women in journalism is in middle management, where women are nearly two-thirds (63.3%) of the employees who occupy jobs that include senior editor, directors of design, and others with considerable responsibility.

Similar good news is also found in junior and senior level professional levels (42.4% and 45.5%), and production and design (46.8%) where women are nearly half of the workforce.

By contrast, the numbers of women diminish markedly in the ranks above the glass ceiling of middle management. Women represent about a third of those in senior and top level management (33.3% and 37.5%, respectively). These percentages show only moderate participation by women in important administrative ranks that include news directors, editors in chief and publishers.

Women are only a fourth (26.1%) of those in governance, which includes ownership and/or other executive-level control of policy making and financial decisions.

By contrast, women are two-thirds (75.5%) of those in the sales, finance and administration level, which includes many support jobs such as account managers, sales and human resources staff.

Table 3.9.1. Occupational level by gender at Jamaican news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	17	73.9	6	26.1
Top-level Management	5	62.5	3	37.5
Senior Management	18	66.7	9	33.3
Middle Management	11	36.7	19	63.3
Senior-level Professional	12	54.5	10	45.5
Junior-level Professional	11	57.9	8	42.1
Production and Design	33	53.2	29	46.8
Technical Professional	29	64.4	16	35.6
Sales, Finance & Administration	23	24.5	71	75.5
Other	34	85.0	6	15.0
Totals	193		177	

Annual salaries by occupational status and gender

The 4 Jamaican companies surveyed provided spotty salary data, offering only a tentative glimpse at men’s and women’s salaries in journalism.

These data suggest that men and women are paid comparably in the average low spectrum across most occupational levels.

At the average high end, there appear to be obvious variations in men’s and women’s salaries. Such are most visible in the technical professional and in the production and design occupational levels – in both cases, men are shown to make considerably more than women in the average high salary range.

Men’s salaries also appear to substantially exceed women’s in the average high range of senior level management. Again, with so few companies contributing salary data, these findings should not be understood as reliable.

Table 3.10.2. Annual salary by occupational level and gender in Jamaican news companies.
(N = Number of companies responding to question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$28,686.17	1	\$51,635.11	1	\$28,686.17	1	\$51,635.11	1
Senior-level management	\$20,940.91	2	\$44,750.43	3	\$20,940.91	2	\$35,188.37	3
Middle management	\$18,072.29	2	\$24,383.25	2	\$14,056.22	2	\$21,992.73	3
Senior-level professional								
Junior-level professional	\$8,032.13	2	\$13,769.36	2	\$8,032.13	2	\$13,769.36	2
Production & design	\$4,482.69	3	\$11,015.49	3	\$4,482.69	3	\$8,567.60	3
Technical professional	\$7,871.49	2	\$29,259.90	2	\$6,138.84	2	\$20,654.04	2
Sales, Finance & Administration	\$4,436.79	3	\$11,176.13	2	\$3,404.09	3	\$11,176.13	2
Other	\$6,915.28	3	\$14,763.82	3	\$8,005.35	3	\$12,851.41	3

Terms of employment

Not all companies surveyed in Jamaica provided information about the terms by which their journalists are employed. The incomplete findings tentatively suggest that the vast majority of journalists, both women and men, are employed in full-time, regular jobs.

More men than women are subject to other, less secure arrangements. As Table 3.9.3 shows, nearly all in the freelance category are men, as are those in contract and part-time positions. Women enjoy a slightly more secure employment situation in Jamaican newsrooms.

Table 3.9.3. Terms of employment by gender at Jamaican news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	127	48.7	134	51.3
Part-time, regular	6	100.0	0	0.0
Full-time, contract	2	100.0	0	0.0
Part-time, contract	0	0.0	1	100.0
Freelance	27	84.4	5	15.6
Other	0	0.0	0	0.0
Totals	162		140	

Gender-related policies

Overall, Jamaican news companies do not have a particularly gender-friendly set of company policies. All companies indicated they have a policy on maternity leave and that they offer educational training toward women's advancement.

However, none has a policy on gender equity, on paternity leave, or on returning women to their same jobs after maternity leave. Only half (50%) have a policy on sexual harassment and on providing child-care assistance.

Table 3.9.4. Gender-related company policies in Jamaica. (N = Number of companies responding to the question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	0	100	4
Has a policy on sexual harassment	50	50	4
Has a policy on maternity leave	100	0	4
Has a policy on paternity leave	0	100	4
Do women get same jobs back	0	100	2
Offers child-care assistance	50	50	4
Offers educational training	100	0	4

Summary

Jamaican news companies surveyed hire approximately the same numbers of women and men. Women have relatively good mobility within the profession until they hit the glass ceiling in middle management. This is seen in sharp drops in women’s representation in the upper management ranks and in governance.

Women appear to enjoy a fair degree of both job security in their terms of employment, with most serving in full-time, regular jobs.

Women and men appear to be paid similarly in average low salary ranges, but men earn more in the higher ranges.

Newsrooms have been uneven in their adoption of progressive gender policies. None has a policy on gender equity, paternity leave or allowing women to return to the same jobs after maternity leave. All surveyed said they offer training to women, and half have policies on sexual harassment and child care.

MEXICO

Overview of Nation

Mexico is situated at the southern end of North America. Mexico's multicultural population of 106 million is primarily mestizo (Spanish and indigenous Amerindian mix), with smaller numbers of European and indigenous Amerindian people. The nation's primary language is Spanish, but several indigenous languages are also spoken.

Mexico's media system is a mix of privately owned commercial companies and federally funded radio and television networks. Regional governments fund additional local public television networks. The Mexican government closely regulates and monitors the media system. In addition, the government owns and operates the nation's main news agency, which circulates stories primarily within Mexico.

Until recently, Mexico's electronic media were linked to the dominant political party. The loosening of that party's power since the 1990s has brought greater editorial independence and the emergence of competition in journalism. Even with this progress, Mexico still places limits on journalists, a fact reflected in its global rank of 137th (out of 175 nations) on press freedom.

Women in Mexico have a 90% literacy rate and life expectancy to age 68. Mexico ranks 39th among nations in terms of women in national elective office and 115th in wage equality with men. Federal social security covers 12 weeks of maternity leave for all women workers, paid at 100% for those who are employed at least 30 weeks in the year previous to pregnancy. That leave may be extended another 6 weeks at 50% pay. Employers are required to cover these costs if a woman does not meet the 30-week requirement.

Study Findings

Ten news companies – 1 newspaper, 4 television stations and 5 radio stations – participated in the study. Broadcast companies represent a disproportionate percent of the Mexican sample.

Occupational status by gender

Together, these companies employ approximately 3,300, including 1,735 men and 1,542 women (See Table 3.10.1). Women and men are nearly equal in number at the Mexican news companies surveyed.

In addition, women have a degree of upward mobility within these companies.

In the key reporting ranks of junior and senior level professional, women hold more than 40% of the jobs, a figure nearing parity with men.

Women have also risen to a third or more of those in top and senior management levels (33.3% and 32.4%, respectively). Women also represent more than a third (39.5%) of

those in middle management. These are moderate percentages that show consistency in access to positions both within news reporting ranks, as well as those in management and decision-making roles.

Women exceed men in the technical professional jobs (53.2%), which includes camera and lighting specialists; and in sales, finance and sales (54.4%), a support category in which women typically dominate.

Women’s under-representation in Mexican companies surveyed is seen in governance, where they are only 29.4%, and in production and design, where women are only 17.5%. The second of these shows few women in creative jobs associated with news-making, e.g., wardrobe designers, illustrators and video editors.

Table 3.10.1. Occupational level by gender in Mexican news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	12	70.6	5	29.4
Top-level Management	25	67.6	12	32.4
Senior Management	18	66.7	9	33.3
Middle Management	46	60.5	30	39.5
Senior-level Professional	225	54.1	191	45.9
Junior-level Professional	226	58.5	160	41.5
Production and Design	99	82.5	21	17.5
Technical Professional	436	46.8	496	53.2
Sales, Finance & Administration	397	45.6	474	54.4
Other	251	63.5	144	36.5
Totals	1,735		1,542	

Annual salaries by occupational status and gender

Only a few companies provided complete salary data, making only tentative observations to be drawn about men’s and women’s salaries in Mexican newsrooms.

Table 3.10.2 shows that data were insufficient in several occupational levels, including governance, top management and middle management.

Men’s and women’s salaries appear to be comparable in the senior professional level. Women reportedly earn more than men in both the average low and the average high ranges of junior professional level.

Beyond that, findings are erratic in what they reveal, and the few number of companies (only a single company in some instances) reporting make observations unreliable.

Table 3.10.2. Annual salaries by occupational level and gender in Mexican news companies.
(N = Number of companies responding to question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management	\$27,996.27	1	\$51,193.17	2	\$23,996.80	1	\$60,791.89	1
Middle management								
Senior-level professional	\$50,437.72	6	\$247,655.87	6	\$51,037.64	6	\$244,322.98	6
Junior-level professional	\$71,217.17	4	\$131,849.09	4	\$93,409.77	3	\$168,866.37	3
Production & design	\$3,599.52	2	\$10,931.88	3	\$136,315.16	2	\$163,267.12	3
Technical professional	\$6,119.18	2	\$8,532.20	3	\$8,798.83	2	\$10,398.61	2
Sales, Finance & Administration	\$1,315.82	1	\$5,439.27	1	\$1,315.82	1	\$15,997.87	1
Other								

Terms of employment by gender

Most women and men at the Mexican companies surveyed are employed in regular, full-time jobs, as shown in Table 3.10.3. Of the few in other categories, only the freelance category has sufficient numbers to take note. Men are nearly two-thirds (61.2%) of those in the freelance category.

Table 3.10.3. Terms of employment by gender in Mexican news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	1269	61.1	809	38.9
Part-time, regular	3	10.7	25	89.3
Full-time, contract	0	0.0	0	0.0
Part-time, contract	1	33.3	2	66.7
Freelance	267	61.2	169	38.8
Other	5	38.5	8	61.5
Totals	1,545		1,013	

Gender-related company policies

Mexican companies demonstrate unevenness in their adoption of policies to increase gender equality in their newsrooms.

All have a policy on maternity leave and return women to the same jobs after that leave. But few (22%) have a policy on paternity leave, and few (33%) have a policy on child-care assistance.

Less than half (44%) have a general company policy on gender equality, and around half (56%) have a policy on sexual harassment.

A substantial number (89%) offer educational training toward women’s advancement.

Table 3.10.4. Gender-related company policies in Mexico. (N = Number of companies responding)

Company Policies	% Yes	% No	N
Has a policy on gender equality	44	56	9
Has a policy on sexual harassment	56	44	9
Has a policy on maternity leave	100	0	9
Has a policy on paternity leave	22	78	9
Do women get same jobs back	100	0	2
Offers child-care assistance	33	67	9
Offers educational training	89	11	9

Summary

Mexican women are nearly equal in number to men in the 10 companies surveyed, and they have relatively good access to jobs in the varied occupational levels of their companies.

Gender patterns by occupational status are also fairly positive.

Women exceed the number of men in the technical professional level, as well as in the support category of sales, finance and administration. Women are fairly well-represented (a third to nearly half) in the central news reporting levels of junior and senior professionals, and in middle, senior and top management levels.

Women do suffer marginalization in production and design, where they are less than a fifth, and in governance, where they are just over a fourth.

Most women enjoy job security in full-time, regular employment at Mexican news companies, as do men.

In spite of these positive findings, those same newsrooms have been slow to adopt progressive gender policies. They have put maternity policies into place, and they return women to their same jobs after maternity leave. Most provide educational training to women.

However, the great majority have not adopted a general gender equity, sexual harassment, paternity leave or child-care policies.

PERU

Overview of Nation

Peru is located in western South America. Peru's 29 million people are multicultural, including people of Amerindian, European, African and Asian descent. The nation's official languages are Spanish and Quechua.

The Peruvian media system consists of privately owned commercial companies, with one family having dominant ownership among radio and television stations. Journalists have experienced threats and violence for trying to cover government corruption. They can be charged with defamation and imprisoned for reporting on government officials. These problems contribute to Peru's rank of 84th globally (out of 175 nations) in press freedom.

Peruvian women have an 84% literacy rate and life expectancy of 62 years. The nation ranks fairly high at 27th in terms of women in national elective office, but low at 85th in wage equality with men.

Federal workplace laws forbid the dismissal of pregnant women in the 90 days before and 90 days after childbirth. Dismissal on the basis of sex discrimination may be reversed. Social Security benefits cover 100% of pregnancy and new-parent leave, as well as medical care for mothers and new babies. Nursing mothers may receive one hour of paid time for breastfeeding breaks each day until the child is a year old. Mothers with two nursing children are entitled to an extra hour of pay for feeding.

Study Findings

Eleven Peruvian news companies were surveyed, including 4 newspapers, 2 television stations and 5 radio stations. As Table 3.11.1 shows, these companies employ just over 1,800, including 1,249 men and 576 women.

Occupational status by gender

Men outnumber women more than 2:1 in the Peruvian companies surveyed. This low ratio contributes to the predominate gendered pattern of women's under-representation at all occupational levels, except for sales, finance and administrative, where women are strikingly dominant at 76.2%. This category contains support jobs traditionally assumed by women and, additionally, not directly involved with news-gathering or production.

In other newsroom occupations, women's highest level of participation is in the junior professional (40.7%) and senior professional (30.8%) levels, which are directly associated with gathering, writing and producing the news. Women's participation (30.9%) is similar in senior management, where news directors and managing editors are found.

Women's presence falls to a fourth or less in nearly all other occupational levels. Such absence in the governance ranks (e.g., boards of directors) and top management (e.g.,

publishers and chief operating officers) means that gender equality is less likely to be taken up in company policies, hiring and financial policies.

Table 3.11.1. Occupational status by gender in Peruvian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	41	77.4	12	22.6
Top-level Management	31	79.5	8	20.5
Senior Management	47	69.1	21	30.9
Middle Management	112	75.7	36	24.3
Senior-level Professional	352	69.2	157	30.8
Junior-level Professional	115	59.3	79	40.7
Production and Design	136	70.5	57	29.5
Technical Professional	231	80.8	55	19.2
Sales, Finance & Administration	20	23.8	64	76.2
Other	164	65.3	87	34.7
Totals	1,249		576	

Salaries by occupational status and gender

At first glance, salaries do not seem to fall along a clear gender pattern in Peruvian companies (See Table 3.11.2). Men and women earn similar salaries in both low and high averages in governance, junior professional, production and design, technical professional and “other” categories. Women earn slightly more than men in the average high salary range for sales, finance and administration.

Salary variation along gender lines is seen in other occupational levels where men’s earnings surpass those of women by a considerable margin.

Most dramatically, men’s salaries in top management are nearly three times those of women at the average low range, and nearly five times those of women in the average high range. Men’s salaries in senior management are double those of women in the average low range and more than four times as great in the average high range.

Salary findings for Peruvian companies would seem to be in line with the nation’s fairly low ranking of 85th globally in relation to pay equity.

There were insufficient data at the middle management to compute salary comparisons.

Table 3.11.2. Annual salary by occupational status and gender in Peruvian news companies.
(N = Number of companies responding to question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$11,746.01	7	\$16,172.83	6	\$9,259.26	4	\$16,735.33	5
Top-level management	\$41,071.94	7	\$97,113.40	8	\$15,370.37	2	\$18,796.27	4
Senior-level management	\$23,170.35	5	\$59,941.33	6	\$12,777.78	1	\$59,788.89	1
Middle management								
Senior-level professional	\$8,053.97	10	\$58,694.72	10	\$3,326.73	8	\$13,702.50	9
Junior-level professional	\$5,057.17	9	\$14,239.98	10	\$4,144.79	10	\$15,039.96	10
Production & design	\$5,252.59	5	\$18,554.05	5	\$5,155.54	5	\$18,031.11	5
Technical professional	\$3,408.95	5	\$14,771.46	6	\$2,226.12	2	\$13,561.07	2
Sales, Finance & Administration	\$5,274.06	5	\$11,711.10	6	\$6,109.71	6	\$16,268.75	7
Other	\$3,261.46	5	\$5,842.95	5	\$4,866.67	3	\$5,842.95	5

Terms of employment by gender

The greatest majority of men and women working in Peruvian news companies have full-time employment (See Table 3.11.3).

Still, men benefit more substantially from these secure terms of employment than women do in Peruvian companies. Men hold nearly three-fourths of the jobs in full-time regular employment, compared with women, who hold just over a fourth.

Men also benefit disproportionately in full-time contract employment, where they hold nearly two-thirds of the jobs compared to women, who hold just over a third.

Women have a slight advantage over men in the less secure categories of part-time employment, where they hold only around a third of part-time regular and just under half of the part-time contract jobs. Women also hold only around a third of the freelance and a fourth of the “other,” which are the least secure forms of employment.

Table 3.11.3. Terms of employment by gender in Peruvian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	850	71.4	340	28.6
Part-time, regular	13	61.9	8	38.1
Full-time, contract	265	61.6	165	38.4
Part-time, contract	5	55.6	4	44.4
Freelance	98	65.8	51	34.2
Other	34	77.3	10	22.7
Totals	1,265		578	

Gender-related company policies

Peruvian news companies have put few policies in place that might address women's under-representation or advancement. Only in two policy areas – maternity leave and educational training – have most newsrooms taken concerted action.

Three-fourths (73%) have policies on sexual harassment, but only half (55%) have a policy on gender equality. Only 1 company (9%) has a policy on paternity leave.

None of the companies have policies on returning women to their jobs after maternity leave or on child-care assistance.

Table 3.11.4. Gender-related company policies in Peruvian news companies. (N = Number of companies responding.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	55	45	11
Has a policy on sexual harassment	73	27	11
Has a policy on maternity leave	91	9	11
Has a policy on paternity leave	9	91	11
Do women get same jobs back	0	100	8
Offers child-care assistance	0	100	11
Offers educational training	91	9	11

Summary

Peruvian newsrooms are dominated by men in numbers and occupational status. There are more than twice as many men as women, and women are under-represented in virtually every job category except those associated with support roles (i.e., sales, finance and administration).

Women's absence is most noticeable at the top of the 11 companies surveyed, something that may contribute to the lack of policies that might help to address women's access and status within the profession.

Peruvian newsrooms also marginalize women in pay at some occupational levels. The most dramatic example is in senior management, where men earn more than five times the average high salaries of women. Women's and men's salaries are more comparable in some of the news-gathering ranks, e.g., junior professional, in governance and in technical professional.

Men have a slight advantage in job security, holding larger percentages of full-time regular and full-time contract positions than women.

PUERTO RICO

Overview of Nation

Puerto Rico is composed of one large and several small islands in the Caribbean Sea, just east of the Dominican Republic. The nation of 4 million is multicultural, with residents of Amerindian, African and European mixed heritage. Puerto Rico's official languages are Spanish and English.

Puerto Rico is a territory of the United States, with all of the rights guaranteed by the U.S. Constitution also fully applicable to Puerto Ricans. This relationship complicates Puerto Rico's media system, which operates within the parameters of U.S. laws and regulations, with broadcast and cable stations licensed by the U.S. Federal Communications Commission. Licensing arrangements, together with the integrated political economies of Puerto Rico and the United States, have resulted in many electronic media companies owned by parent companies in the U.S.

Puerto Rico citizens and media owners are entitled to rights of free speech and free press in line with the U.S. Constitution's First Amendment. Though free in concept, journalistic practices tend to be closely watched by Puerto Rican authorities and have also been subjected to curtailment through local libel laws and other regulations. Attacks on journalists have reportedly limited reporting. The nation ranks 108th out of 175 nations in press freedom.

Women in Puerto Rico have a high literacy rate of 94%, and a life expectancy of 84 years. Article II of the Puerto Rican constitution affirms employees' right to choose their occupation, to have a reasonable minimum salary, to have an 8-hour work day, and to receive added compensation for hours exceeding that.

The Working Mother Protection Act grants pregnant employees the right to maternity leave with full pay for 4 weeks before childbirth and 4 weeks after. Additional federal laws also apply, e.g., the Federal Family and Medical Leave Act of 1993, which regulates extensions of post-partum leave in some cases.

Study Findings

Six news companies – 5 newspapers and 1 radio station – participated in the study. Newspapers are disproportionately represented in the Puerto Rican sample. Together these companies employ just over 500, including 250 men and 258 women.

Occupational status by gender

As indicated by Table 3.12.1, women slightly exceed the numbers of men in Puerto Rico companies surveyed. Closer examination reveals that numeric equality does not fully translate into parity at all the occupational levels.

The glass ceiling for women in Puerto Rican newsrooms is at the middle management level, where they are slightly over half (51.7%) of the senior editors, chiefs of correspondence and design directors.

Above that level, women’s representation drops noticeably to around a third. Women account for 32.3% of those in governance and 30.8% of those in top-level management – occupational levels where company policies in finance and other matters are set and strategic plans are laid. These figures show that women have not yet advanced toward parity in top decision-making levels.

Women fare well below the glass ceiling in the traditional newsgathering and production jobs. They are two-thirds (66.4%) of those in the junior professional level, and well over half (55.8%) of those in the senior professional level.

Women are also more than two-thirds of those employed in sales, finance and administrative occupations (68.4%), a level of support workers in many jobs traditionally occupied by women.

In both production and design and technical professional levels, women’s presence drops markedly to 27.4% and 12.5%, respectively.

Overall, women have achieved a relatively high degree of access and position in Puerto Rican news companies.

Table 3.12.1. Occupational level by gender in Puerto Rican news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	42	67.7	20	32.3
Top-level Management	18	69.2	8	30.8
Senior Management	17	65.4	9	34.6
Middle Management	14	48.3	15	51.7
Senior-level Professional	19	44.2	24	55.8
Junior-level Professional	46	33.6	91	66.4
Production and Design	53	72.6	20	27.4
Technical Professional	7	87.5	1	12.5
Sales, Finance & Administration	31	31.6	67	68.4
Other	3	50.0	3	50.0
Totals	250		258	

Annual salaries by occupational level and gender

Approximately half of the companies surveyed in Puerto Rico provided salary data, making it possible to draw only a few tentative inferences about how women journalists’ salaries might compare to those of their male counterparts (See Table 3.12.2).

Men’s and women’s salaries seem to be similar at both average low and average high ends of the spectrum for senior-level management occupations, with women slightly better paid than men at the average high end.

At middle management, women’s salaries are lower than men’s in the average low end and substantially lower in the average high end of the spectrum.

They are identical at both average low and average high ends for junior-level professional, and nearly identical in production and design, technical professional occupations, and sales, finance and administration.

While seemingly positive in appearing to demonstrate almost equal pay to men and women journalists, these findings from Puerto Rican companies are based on sparse amounts of information and therefore tentative, requiring further substantiation.

Table 3.12.2. Annual salary by occupational status and gender in Puerto Rico.
(N = Number of companies responding to question.) [Missing data resulted from insufficient information to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management	\$51,466.67	3	\$118,000.00	2	\$57,200.00	2	\$118,000.00	2
Middle management	\$44,700.00	2	\$83,000.00	2	\$36,466.67	3	\$55,500.00	2
Senior-level professional	\$31,800.00	3	\$60,500.00	2	\$39,700.00	2	\$60,500.00	2
Junior-level professional	\$28,200.00	2	\$55,500.00	2	\$28,200.00	2	\$55,500.00	2
Production & design	\$21,466.67	3	\$44,000.00	2	\$22,200.00	2	\$44,250.00	2
Technical professional	\$19,700.00	2	\$35,500.00	2	\$14,400.00	1	\$36,000.00	1
Sales, Finance & Administration	\$19,800.00	3	\$68,000.00	2	\$19,700.00	2	\$68,000.00	2
Other	\$20,000.00	1	\$40,000.00	1	\$20,000.00	1	\$40,000.00	1

Terms of employment by gender

As shown in Table 3.12.3, the majority of Puerto Rican journalists – both women and men – at companies surveyed are employed in full-time regular jobs with benefits. Women have a slight advantage over men (51.1% to 48.9%).

Smaller numbers (60% women) work in regular part-time jobs with benefits. Quite a few (93 people, about 18%) work in some “other” employment arrangements. These may include, for example, payment per story, consultancy contracts or seasonal employment.

Overall, women journalists in Puerto Rican companies enjoy considerable job security that is on par with that of men.

Table 3.12.3. Terms of employment in Puerto Rican news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	177	48.9	185	51.1
Part-time, regular	16	40.0	24	60.0
Full-time, contract	2	66.7	1	33.3
Part-time, contract	1	33.3	2	66.7
Freelance	0	0.0	0	0.0
Other	55	53.4	48	46.6
Totals	251		260	

Gender-related company policies

Puerto Rican news companies surveyed generally demonstrate strong commitment to gender equality. All (100%) of those responding indicated having policies on maternity leave and on returning women to their same jobs after they return from maternity leave (See Table 3.12.4).

Nearly all (83%) have a policy on gender equality and sexual harassment, and they offer educational training toward women's advancement.

Half (50%) offer some form of child-care assistance. Relatively few (33%), however, have a policy on paternity leave.

Table 3.12.4. Gender-related company policies in Puerto Rico. (N = Number of companies responding)

Company Policies	% Yes	% No	N
Has a policy on gender equality	83	17	6
Has a policy on sexual harassment	83	17	6
Has a policy on maternity leave	100	0	6
Has a policy on paternity leave	33	67	6
Do women get same jobs back	100	0	2
Offers child-care assistance	50	50	6
Offers educational training	83	17	6

Summary

The outlook for women journalists in Puerto Rico appears to be good. Women have surpassed men numerically in the 6 companies surveyed (all but one of those being newspapers).

Though women face the glass ceiling in ranks above middle management, they have met or exceeded the numbers of men in that level and in the core reporting and editorial levels of junior and senior professionals.

Women's greatest under-representation is in the creative ranks of production and design, and in the technical professional levels, where they are around a fourth or less in both cases.

Though scant, salary data suggest that pay is relatively equitable along gender lines in many occupational levels. A majority of women enjoy steady employment in regular jobs with benefits.

These findings are in line with Puerto Rican news company policies, which by and large demonstrate solid commitment to gender equity.

UNITED STATES

Overview of Nation

The United States of America (U.S.) occupies the southern part of the North American continent. The nation of 309 million people is multiracial and multicultural. Though those of European ancestry are largest in number, the population also includes a historically large African-American population and a small number of indigenous Native Americans. Increasing numbers of Latin American, African, Asian, and South Asian people also make up U.S. society. The primary language is English, though Spanish is also spoken widely.

Commercial media enterprises dominate the communications landscape. Deregulation within the industry followed passage of the Telecommunications Act of 1996, which unleashed a wave of mergers and acquisitions. This period of conglomeration resulted in today's dominance by 8 parent companies that own the majority of the nation's newspapers, radio, television, cable, telephone, book publishing and other media companies.

The nation's public broadcasting system, which includes both radio and television stations, operates with some government funds, but the great majority of revenue comes from individual donations and corporate and foundation sources.

Journalists in the U.S. operate with a constitutional guarantee of freedom of speech and press, as well as freedom from licensing or other requirements to practice. Still, the government has blocked reporters' access to military information, forbid photography of torture victims and other proof of secret prisons, and used court action to obtain the names of sources in some published stories. These activities contribute to the U.S.'s global rank of 36th (out of 175 nations) in freedom of press.

Women in the U.S. generally enjoy a high standard of living, with literacy rates at 100% and a life expectancy of age 71. Still, the U.S. ranks fairly low at 70th among nations in women holding national elective office and 64th in wage equality.

The federal Family and Medical Leave Act entitles women and men to take leave for the birth and care of newborn children, adopted children, foster children, and immediate family members with serious illness. Private companies with 50 or more employees are required to provide maternity leave; female employees working for public agencies and public schools are covered regardless of the number of total employees.

Study Findings

Fourteen news companies in the United States – 10 newspapers, 3 television stations, and 1 radio station – participated in the study. Together, these companies employ approximately 3,000, including 1,703 men and 1,232 women (See Table 3.14.1).

Occupational level by gender

Women are slightly under-represented, totaling about 41% of the total workforce in this sample.

In addition, women have variable access to jobs at different occupational levels in the newsrooms surveyed.

The glass ceiling for women in U.S. newsrooms is at the senior management level, where their participation is 41.5%. Edging toward parity, women hold important numbers of higher-ranking roles as bureau chiefs, executive editors, managing editors, and directors of administration, among others.

Women's presence drops noticeably above the glass ceiling.

Women are less than a fourth (23.3%) of those in top-level management and only a moderate third (35.3%) of those in governance (i.e., company board rooms). Women are thus under-represented in the executive ranks of news companies where company financial matters and other policies are decided and enacted through administrative authority.

By contrast, women are nearing parity with men in the junior professional level (47.2%), and they have surpassed men in number at the middle management level (56.3%).

Women's representation also drops in the occupational levels associated with the technical roles of news production. They represent just over a third (35.7%) of those in the senior professional level, where the largest number of journalists among these U.S. companies is employed. Women are also notably under-represented in the production and design (36.1%) and technical professional (28%) levels.

Women are substantially over-represented in sales, finance and administration (73.4%), a level that includes many support jobs such as marketing, public relations and accounting. These are jobs that women traditionally fill.

Table 3.14.1. Occupational level by gender in United States news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	11	64.7	6	35.3
Top-level Management	46	76.7	14	23.3
Senior Management	62	58.5	44	41.5
Middle Management	121	43.7	156	56.3
Senior-level Professional	746	64.3	414	35.7
Junior-level Professional	444	52.8	397	47.2
Production and Design	163	63.9	92	36.1
Technical Professional	77	72.0	30	28.0
Sales, Finance & Administration	25	26.6	69	73.4
Other	8	44.4	10	55.6
Totals	1,703		1,232	

Annual salaries by occupational status and gender

Few of the U.S. companies surveyed provided salary data on employees, offering only a partial picture of how women are compensated as compared to men in journalism occupations.

The limited information (See Table 3.14.2) available suggests that women journalists at companies surveyed are paid similar to men only in the middle management and in the sales, finance and administration occupational levels.

Women's salaries are considerably lower than men's in both low average and high average ranges in top-level management, senior professional and technical professional levels.

Interestingly, they are paid more than men in both average low and average high ranges in the junior professional and technical professional occupational levels.

Table 3.14.2. Annual salary by occupational status and gender in United States. (N = Number of employees)
[Missing data resulted from insufficient information to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$109,650.00	4	\$203,000.00	2	\$138,218.40	5	\$159,298.40	5
Senior-level management	\$124,338.67	6	\$195,220.00	4	\$98,761.50	6	\$180,825.80	5
Middle management	\$70,400.13	8	\$123,036.00	6	\$65,337.14	7	\$123,682.00	5
Senior-level professional	\$78,587.71	7	\$224,379.17	6	\$59,946.00	5	\$165,087.50	4
Junior-level professional	\$29,511.11	9	\$60,613.00	9	\$38,320.00	5	\$71,555.60	5
Production & design	\$37,166.67	6	\$58,800.00	5	\$40,000.00	2	\$63,000.00	2
Technical professional	\$43,406.33	3	\$132,719.00	3	\$61,829.00	1	\$100,898.00	1
Sales, Finance & Administration	\$47,919.67	3	\$65,387.67	3	\$47,280.33	3	\$60,447.00	3
Other	\$46,553.00	1	\$60,999.00	1	\$77,463.50	2	\$76,448.00	1

Terms of employment by gender

While most of those in U.S. newsrooms – both men and women – surveyed in the study work in full-time regular jobs with benefits, men benefit somewhat disproportionately.

Table 3.14.3 indicates that women are just over a third (38.9%) of those in the full-time regular category compared to men, who hold two-third (61.1%) of those jobs. Women are nearly two-thirds (67.4%) of those in part-time regular employment. And, women are nearly three-fourths (71.2%) of those in the “other” category, which includes the least secure forms of employment, e.g., seasonal assignments, payment by the story, or other arrangements.

Men and women are approximately equal in both full- and part-time contract employment, and men hold the majority of freelance jobs. The numbers of people included in these categories, however, are small and do not balance the gendered pattern of men’s greater advantage in newsroom employment.

Table 3.14.3. Terms of employment by gender at U.S. news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	1573	61.1	1003	38.9
Part-time, regular	44	32.6	91	67.4
Full-time, contract	25	49.0	26	51.0
Part-time, contract	12	50.0	12	50.0
Freelance	34	59.6	23	40.4
Other	36	28.8	89	71.2
Totals	1,724		1,244	

Gender-related company policies

U.S. news companies show considerable inconsistency in their commitment to equality. Nearly all (93%) have a policy on sexual harassment, governed by federal workplace law as a requirement (See Table 3.14.4).

A smaller number, just over three-fourths (79%), have a specific policy on gender equality or on maternity leave (79% in both cases). Still fewer (71%) have a policy on either paternity leave or returning women to their same jobs after maternity leave (69%).

Only half (50%) offer educational training toward women's advancement, and only 1 company surveyed (7%) offers any kind of child-care assistance.

Table 3.14.4. Gender-related company policies in United States. (N = Number of companies responding to the question)

Company Policies	% Yes	% No	N
Has a policy on gender equality	79	21	14
Has a policy on sexual harassment	93	7	14
Has a policy on maternity leave	79	21	14
Has a policy on paternity leave	71	29	14
Do women get same jobs back	69	31	13
Offers child-care assistance	7	93	14
Offers educational training	50	50	14

Summary

Women have been successful in gaining access to U.S. news companies in numbers approaching those of men overall, but they are not yet at parity with men in their status across occupational levels.

Most vividly, women encounter a glass ceiling in senior management that prevents their upward mobility into top decision-making posts. Women are fewer than a fourth of those in top management, and only about a third of those in governance.

Women's representation is much better in occupational levels involving the gathering and production of news, as well as in middle management, where women actually exceed the number of men. These advances are positive and suggest that greater presence carries the potential to bring gender concerns into their news-making and management roles.

By contrast, women lag in the creative and technical jobs associated with news production, e.g., camera and sound technicians, and graphic designers. These occupations remain a men's domain in U.S. newsrooms.

Women also lag in their terms of employment. Fewer women have full-time regular employment with benefits than men, and women outnumber men in regular part-time

employment, as well as in the “other” category, which typically includes seasonal, occasional consultancies or project work.

Scant data on salaries suggest that women generally earn substantially less than men at all but a couple of occupational levels. This finding, though in need of further corroboration, would be in line with the nation’s 85th global ranking on pay equity.

U.S. companies show considerable ambivalence toward adopting policies to strengthen gender equity. While nearly all have a policy on sexual harassment (required by law), fewer have a policy on gender equality, maternity and paternity leave, educational training for women, or returning women to the same job after maternity leave.

VENEZUELA

Overview of Nation

Located on the northern coast of South America, Venezuela is a multicultural nation of 28 million people. Just over half are mestizo (mixed Spanish and Amerindian), with the remainder of European or Amerindian ancestry. Venezuela's official language is Spanish but more than 30 indigenous languages are also spoken.

An oligopoly of two families have dominated Venezuela's commercial television scene for more than two decades, a vantage point from which these families have been able to acquire many other kinds of media companies, including advertising and public relations firms and record labels. Many of the television stations feature national broadcasts that include "free" airtime funded by the Venezuelan government.

Venezuela keeps a tight rein on journalists, exercised both formally and informally. The National Commission of Radio and Television (CONATEL) regulates broadcast media, licenses stations and administers media-related law, including the national Law on Social Responsibility of Radio and Television.

Enforcement has included curtailing reporting by foreign reporters, requirements that domestic reporters sanitize their stories to eliminate criticism of the government, and refusal to renew some stations' licenses. Since 2005, the federal government has also run its own news agency to assure its point of view is widely disseminated. These contribute to Venezuela's low rank of 124th among 175 nations in press freedom.

Women in Venezuela have a high literacy rate of 93% and a life expectancy of 67 years. The nation ranks 60th in the numbers of women in national elective office and 83rd in wage equality with men. Compulsory maternity leave of 18 weeks is provided for working women in both private and public sectors, excluding domestic, temporary and occasional workers, except for most of those in the armed forces. This period may be extended in cases of illness. Those who adopt children may also apply for maternity leave, though only up to 10 weeks. An employer with more than 20 women workers must provide a nursery for children up to age 5.

Study Findings

Six Venezuelan news companies – 3 newspapers, 1 television station and 2 radio stations – took part in the study. Together they employ nearly 1,500, including 851 men and 611 women.

Occupational status by gender

Men outnumber women in Venezuelan companies surveyed, but not substantially (See Table 3.15.1)

Women’s representation is good to excellent in most occupational levels. The majority of the workforce is found in three occupational levels central to news gathering – junior and senior professional, and middle management levels. Women represent more than half of those in junior and senior professional (51.9% and 51.9%, respectively). In middle management, women represent fewer, just over a third (36.7%).

Women are nearing parity with men in senior and top management (41.7% and 41.7%), which includes important decision-making roles, e.g., editors-in-chief, publishers and bureau chiefs.

Governance (i.e., boards of directors) remains a male domain, with women’s representation only 17.9%. Another strong men’s domain is the technical professional category, where women are barely present at only 5.1% of the camera, lighting and sound technicians.

As in many other nations, gender roles are seen sharply in sales, finance and administration, with women filling nearly two-thirds (63.5%) of these support jobs that are typically female dominated.

Table 3.15.1. Occupational status by gender in Venezuelan news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	23	82.1	5	17.9
Top-level Management	13	56.5	10	43.5
Senior Management	21	58.3	15	41.7
Middle Management	322	63.3	187	36.7
Senior-level Professional	137	40.8	199	59.2
Junior-level Professional	111	48.1	120	51.9
Production and Design	20	74.1	7	25.9
Technical Professional	150	94.9	8	5.1
Sales, Finance & Administration	23	36.5	40	63.5
Other	31	60.8	20	39.2
Totals	851		611	

Annual salaries by occupational status and gender

Fewer than half of the companies surveyed provided salary data on employees, making accurate observations difficult (See Table 3.15.2). The scant data obtained suggest the unlikely possibility that women earn substantially higher salaries than men in top-level management.

At other occupational levels, figures are more plausible. Women and men are shown earning similar salaries in a number of levels, both at average low and average high ranges.

Women are shown to exceed men’s earnings slightly in average low and average high ranges at the junior and senior professional levels.

Further research is needed to gain a broader, more accurate picture of salaries in Venezuelan news companies.

Table 3.15.2. Annual salary by occupational level and gender in Venezuela. (N = Number of employees)
[Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management	\$12,433.12	2	\$16,034.57	2	\$27,906.98	1	\$58,899.68	2
Middle management	\$13,082.70	3	\$28,380.30	3	\$13,103.24	3	\$28,380.30	3
Senior-level professional	\$15,485.86	4	\$20,167.44	3	\$15,067.26	4	\$26,288.37	4
Junior-level professional	\$7,927.44	3	\$13,457.86	3	\$10,131.63	4	\$18,465.49	4
Production & design	\$6,697.67	2	\$15,502.88	2	\$5,383.67	2	\$13,616.23	2
Technical professional	\$10,520.93	2	\$23,631.63	2	\$16,744.19	1	\$16,744.19	1
Sales, Finance & Administration	\$6,814.88	2	\$8,148.84	2	\$4,543.26	3	\$8,148.84	2
Other	\$6,530.23	1	\$9,162.42	1	\$6,530.23	1	\$9,162.42	1

Terms of employment by gender

Approximately half of the companies surveyed provided details of their employees' terms of employment (See Table 3.15.3). The data show a clear – if incomplete – pattern. Nearly all of the employees at these companies hold jobs with full-time, regular status. And women are nearly as likely as men to be hired into those jobs.

A few employees hold contract and freelance positions. Men (64.5%) are more likely than women (35.5%) to hold contract jobs. Conversely, women hold most (54.1%) of the freelance jobs, which is typically the least secure of arrangements.

Women appear to enjoy comparable levels of job security as men in Venezuelan newsrooms.

Table 3.15.3. Terms of employment by gender in Venezuelan news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	401	55.4	323	44.6
Part-time, regular	0	0.0	0	0.0
Full-time, contract	20	64.5	11	35.5
Part-time, contract	0	0.0	0	0.0
Freelance	17	45.9	20	54.1
Other	0	0.0	0	0.0
Totals	438		354	

Gender-related company policies

Women and men work in generally progressive gender environments in the Venezuelan newsrooms surveyed. All have adopted policies on maternity and paternity leave, and on returning women to the same jobs after maternity leave. All provide women with education and training for advancement. Nearly all (80%) have a general policy on gender equality in place.

In contrast to this pro-equality trend, fewer (67%) companies offer child-care assistance, and fewer yet (20%) have a policy on sexual harassment.

Table 3.15.4. Gender-related policies in Venezuelan news companies.
(N=Number of companies responding to the question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	80	20	5
Has a policy on sexual harassment	20	80	5
Has a policy on maternity leave	100	0	6
Has a policy on paternity leave	100	0	6
Do women get same jobs back	100	0	6
Offers child-care assistance	67	33	6
Offers educational training	100	0	6

Summary

Study findings show that the situation for women in journalism in the Venezuela news companies surveyed is largely positive.

Women have found their way into these newsrooms in numbers approaching those of men. In addition, they have gained access to nearly all occupational levels of their companies except governance (where they are less than a fifth) and in technical professional jobs (where they are barely 5%).

Scant salary data from Venezuelan companies make it impossible to gain a reliable comparison of men's and women's earnings. Scant data suggest that men and women receive similar salaries at a number of levels, and that women's salaries may be higher in a few cases. These are inconclusive findings.

Women and men in the journalism profession work in newsrooms with progressive gender policies, and nearly all (both women and men) enjoy the benefits of job security with their full-time regular jobs.

**Men outnumber women 4:1 across
the Asia and Oceania region.**



AP Yangon, Myanmar, correspondent Aye Aye Win interviews cyclone victims who had taken refuge in a monestary in a northern Yangon suburb in May 2008. Cyclone Nargis struck southern Myanmar on May 2-3, killing more than 78,000 people, and leaving tens of thousands missing. (AP Photo)

4. ASIA AND OCEANA

REGIONAL TRENDS IN STUDY'S FINDINGS

Overview of the region

The region of Asia and Oceana includes 10 nations: Australia, Bangladesh, China, Fiji, India, Japan, New Zealand, Pakistan, Philippines and South Korea.

These nations vary considerably in history, culture, political systems, economic development, media systems and status of women. Individual national reports that follow consider the study's findings within each nation's context. This introductory section summarizes the broader picture formed by aggregating data for the 10 nations. The goals are to identify patterns in both similarities and differences with respect to gender in occupational status, salary and policies.

Study Findings

Researchers surveyed 82 news companies of varied sizes in the 10 nations of Asia and Oceana (See Table 4.1.1). These companies together employ more than 47,000 in their journalistic work force, including 9,742 women and 37,414 men (See Table 4.1.2).

Table 4.1.1. Media participation in study, by nation, in Asia & Oceana. (N=Number of companies in the study)

Nation	Newspapers	TV Stations	Radio Stations	N
Australia	2	2	2	6
Bangladesh	6	3	2	11
China	10	0	1	11
Fiji	1	0	2	3
India	10	6	1	17
Japan	4	3	1	8
New Zealand	0	1	2	3
Pakistan	4	5	1	10
Philippines	2	2	2	6
South Korea	5	2	1	8
Totals	43	24	15	82

Definitions of terms

The study standardized definitions both for occupational status and for terms of employment in all nations. Tables A and B provide these definitions for reference.

Table A. Definitions for occupational levels.

Occupational level	Definition
Governance	Members of the governing board who vote on the most important decisions on policy and finances for this specific company.
Top-level Management	Report to board of directors. Includes the very top administrators, for example, Publisher, Chief Executive Officer (CEO), Director General (DG), and Chief Financial Officer (CFO).
Senior Management	Report to top-level managers. For example, Director of News, President of News, Editor-in-Chief, Managing Editor, Executive Editor, Director of Human Resources, Director of Administration, Bureau Chiefs, and similar titles.
Middle Management	Report to senior management. For example, Senior Editor, Chief of Correspondents, Design Director, Creative Director, and the more senior staff in Human Resources and Finance.
Senior Level Professional	Professionally qualified. Report to <u>senior-level</u> management, e.g., senior writers, editors, anchors, directors, producers, researchers, reporters, correspondents.
Junior-level Professional	Professionally qualified. Report to <u>middle-level</u> management, e.g., junior/assistant writers, producers, directors, anchors, reporters, sub-editors, correspondents, production assistants.
Production and Design	<u>In print</u> : graphics designers, photographers, illustrators. <u>In broadcast</u> : scene designers and construction workers, graphics designers, wardrobe designers, makeup artists, film/video editors
Technical Professional	Those who do specific technical work. For example, camera, sound and lighting technicians.
Sales, Finance & Administration	Marketing, sales, public relations, specialists, accountants, human resource staff, clerks, secretaries.
Other	Includes job titles not included elsewhere.

Table B. Definitions for terms of employment.

Terms of Employment	Definition
Full-time regular	Persons who work full time and are on the regular, continuing payroll of the organization
Part-time regular	Persons who work less than full time and are on the regular, continuing payroll of the organization.
Full-time contract	Persons who work full time on a fixed-term contract arrangement
Part-time contract	Persons who work part time on a fixed-term contract arrangement
Freelance	Persons paid per contribution (such as stories, footage, artwork, etc.) <u>at the present moment</u> .
Other terms of employment	Arrangements not covered by the above.

Occupational status by gender

Men outnumber women 4:1 across the Asia and Oceania region. Such degree of general marginalization illustrates a pattern of severe gender disparity within newsrooms.

Women's absence is seen most profoundly at the top of companies in the key policy and decision-making positions. Women are only around a fifth (21.6%) of those in governance (i.e., boards of directors), and barely present (9.2%) in top management (i.e., publishers, chief executive officers and chief financial officers).

Women's representation is also minuscule (13.4%) in senior-level management, where decisions about hiring, story assignments, story content and other important decisions related to who will occupy journalistic positions are made. Women are similarly

under-represented (13.1%) in middle management, where senior editors and chiefs of correspondents are found.

The highest percentages of women in the region's newsrooms are found in the occupations associated with reporting and editing, namely senior-level (32.1%) and junior-level (24.3%) professional positions. But even here, men dominate.

Table 4.1.2. Occupational status by gender in news companies located in the Asia & Oceania.

Occupational level	# Men	% Men	# Women	% Women
Governance	291	78.4	80	21.6
Top-level Management	285	90.8	29	9.2
Senior Management	814	86.6	126	13.4
Middle Management	3526	86.9	533	13.1
Senior-level Professional	4645	67.9	2195	32.1
Junior-level Professional	9629	75.7	3084	24.3
Production and Design	2741	87.5	393	12.5
Technical Professional	2707	92.4	222	7.6
Sales, Finance & Administration	9125	80.0	2280	20.0
Other	3651	82.0	800	18.0
Totals	37,414		9,742	

While the general pattern is one of exclusion, there are important exceptions in some nations. In China, Fiji and New Zealand, women are either at parity with men, or even exceed the numbers of men, in some of occupational levels associated with reporting and decision-making. By contrast, Japanese companies, where women reporters have made a more recent entrée, employ five times the number of men as women.

Terms of employment by gender

Job security is generally strong for women in the region. Most women working in news companies surveyed are employed in regular full-time jobs with benefits (See Table 4.1.3).

Women are also the greater beneficiaries of regular part-time employment, holding two-thirds (65%) of those positions. Regular part-time employment is more predictable and may bring both higher pay and greater benefits than part-time contractual work.

Table 4.1.3. Terms of employment by gender in news companies located in Asia & Oceania.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	26289	78.9	7022	21.1
Part-time, regular	180	35.0	335	65.0
Full-time, contract	7092	82.4	1519	17.6
Part-time, contract	519	66.1	266	33.9
Freelance	1062	78.0	300	22.0
Other	1106	73.6	396	26.4
Totals	36,248		9,838	

Annual salary by occupational status and gender

Women's average low and average high salaries are often lower than those of men's in this region, particularly in governance, where men make nearly five times the average high salary of women (See Table 4.1.4).

In middle management, junior and senior professional levels, salaries are similar for men at both average low and average high pay ranges. Interestingly, salaries for women in the sales, finance and administration level – a group of support jobs not directly related to news reporting or production – are higher than for men.

Not all of the 82 companies surveyed in the region provided salary data, and so these figures should be understood as a partial picture. In addition, the region comprises both developed and developing nations with a range of standards of living, pay scales and participation of women in the professions. These variables affect salaries in journalism from nation to nation.

Table 4.1.4. Annual salary by occupational status and gender in news companies in the Asia and Oceania Region. (N = number of companies that responded to this question.)

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$27,346.42	12	\$170,563.40	12	\$23,661.37	11	\$36,759.86	12
Top-level management	\$26,626.52	21	\$35,422.14	21	\$16,405.14	5	\$41,986.59	5
Senior-level management	\$16,187.72	42	\$26,014.24	41	\$16,430.24	16	\$22,870.76	18
Middle management	\$15,083.23	50	\$29,429.55	51	\$13,889.31	38	\$28,234.08	39
Senior-level professional	\$14,056.86	45	\$31,919.38	45	\$13,611.04	41	\$27,993.41	41
Junior-level professional	\$9,540.66	47	\$23,890.52	47	\$9,894.10	46	\$22,434.17	46
Production & design	\$8,754.57	35	\$19,702.50	35	\$10,510.12	31	\$15,403.62	31
Technical professional	\$9,282.28	37	\$21,866.02	37	\$11,208.16	23	\$17,713.02	23
Sales, Finance & Administration	\$6,619.38	40	\$21,892.82	40	\$7,539.49	35	\$24,327.98	36
Other	\$10,441.31	22	\$15,751.62	22	\$8,814.18	22	\$20,919.19	21

Gender-related company policies

Company policies regarding gender are not encouraging when the region is viewed as a whole (See Table 4.1.5)

Most newsrooms (89%) appear to have policies guaranteeing maternity leave, and just over half (57%) also allow paternity leave. About half (55%) of the companies assure women will get the same jobs back after maternity leave.

Two thirds (67%) of companies prohibit sexual harassment, but only about half (51%) have some kind of broader policy guaranteeing gender equality.

While this is the composite picture in the region, there is considerable variation among nations. For example, Bangladesh and Chinese companies have adopted few policies to establish gender equality. By contrast, Fiji, Australia, India and Japan have made strong strides in adopting gender policies.

Table 4.1.5. Composite figures on gender policies in news companies in Asia and Oceania.
(N = Number of Companies responding to the question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	51	49	79
Has a policy on sexual harassment	67	33	81
Has a policy on maternity leave	89	11	82
Has a policy on paternity leave	57	43	82
Do women get same jobs back	55	45	80
Offers child-care assistance	17	83	81
Offers educational training	83	17	82

AUSTRALIA

Overview of Nation

Australia is a continent in the southern hemisphere between the Indian and South Pacific Oceans. Australia's population of 22 million is nearly all of European descent, originating mainly from England, Scotland and Ireland, with smaller groups of Italian, Greek, Chinese and other nationalities also represented. The estimated 3% of the nation's aboriginal population is believed to be undercounted and may be greater. The national language is English.

Australia's media system has followed that of Britain in development and organization. Since 2005, the Australian Communications and Media Authority, an independent federal agency, has been responsible for regulating broadcasting, radio and telecommunications, and the Internet. The nation also protects against the domination of foreign-made media content. Standards adopted in 1999 call for 55% of all programming to be Australian in creation or in content, though in some cases New Zealand-originated content may be counted as part of this percentage.

Though Australia has a tradition of free speech and press, there is no statutory guarantee of these. The Australian Press Council, a self-regulatory mechanism of the print media established in 1976, monitors press freedom and has been advocating for passage of an Australian bill of rights that would include freedom of press among its provisions. Even without it, Australia ranks a fairly high 16th (out of 175) among nations in press freedom.

A developed nation with a high standard of living, Australia's women have a literacy rate of 100% and life expectancy of age 74. The Sex Discrimination Act of 1984 establishes equality between the sexes as a fundamental principle, prescribes an end to discrimination and sexual harassment, and promotes equality across Australian institutions. The law also establishes a process for complaint through a Human Rights and Equality Opportunity Commission.

Australia has no statutory requirements that employers provide minimum maternity or paternity leave. As a result, most Australian women do not have paid maternity leave through their work places.

Australia ranks 30th among nations in the number of women in national elective office but only 60th in gender equality in wages. Laws assure maternity leave with pay, up to 52 weeks in some cases, as well as a one-time cash award for the birth of a child.

Study Findings

Six Australian news companies – 2 newspapers, 2 television stations and 2 radio stations – participated in the study. Together, these companies employ approximately 2,000, including 952 women and 1,019 men (See Table 4.2.1).

The glass ceiling for Australian women journalists is found at the senior professional level, where women are inching toward parity with men at 40.4%. This category includes senior writers, editors and anchors, among other experienced reporting personnel. Women's participation is slightly higher (46%) in the junior professional level, which includes junior writers and producers.

Few women are breaking through the glass ceiling.

Women are only a fifth (20%) of those in governance, and almost none (10%) in top-level management. These governance (i.e., boards of directors) and top management (e.g., publishers, chief executive officers) ranks are nearly all male domains.

The numbers of women in senior management (22.2%) and middle management (29.1%) are also low. These occupational levels include personnel (e.g., news directors, executive editors, and chiefs of correspondents, among others), who make news assignments and take part in other tasks associated with shaping news.

These same companies hire considerably fewer women in the various technical and creative ranks. Women are only around a third (34.2%) of those in production and design (e.g., graphics and scene designers) occupations, and even fewer (24.8%) of those in technical professional occupations (e.g., camera and sound staff).

Australian newsrooms surveyed hire the largest number of women (66%) in the support roles associated with sales, finance and administration. Women traditionally fill these positions in many nations.

Table 4.2.1. Occupational status by gender in Australian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	32	80.0	8	20.0
Top-level Management	18	90.0	2	10.0
Senior Management	14	77.8	4	22.2
Middle Management	39	70.9	16	29.1
Senior-level Professional	121	59.6	82	40.4
Junior-level Professional	214	54.0	182	46.0
Production and Design	152	65.8	79	34.2
Technical Professional	100	75.2	33	24.8
Sales, Finance & Administration	253	34.0	492	66.0
Other	76	58.5	54	41.5
Totals	1,019		952	

Annual salary by occupational status and gender

The pattern of gender disparity in these companies appears to be similarly reflected in salary data, though this is only a tentative interpretation based on sparse amounts of data from the companies surveyed (See Table 4.2.2).

Men make considerably more than women in the average high salary range in all of the occupational levels. Salaries for women and men are more similar in the average low pay ranges of other occupational levels.

Table 4.2.2. Annual salary by occupational status and gender in Australian news companies.
(N = Number of companies responding to the question. [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$7,475.00	1	\$1,391,025.64	1	\$8,317.95	1	\$8,317.95	1
Top-level management								
Senior-level management								
Middle management	\$65,984.69	1	\$110,959.84	2	\$48,076.92	1	\$89,536.22	3
Senior-level professional	\$41,948.67	5	\$94,304.78	5	\$41,490.73	5	\$82,302.96	5
Junior-level professional	\$25,117.33	5	\$53,344.83	5	\$26,080.22	5	\$57,426.25	5
Production & design	\$33,251.27	3	\$72,747.25	3	\$34,012.40	3	\$51,602.58	3
Technical professional	\$31,572.42	4	\$57,644.23	4	\$33,869.64	3	\$43,698.70	3
Sales, Finance & Administration	\$25,337.45	3	\$75,181.11	3	\$20,545.63	3	\$59,860.29	3
Other	\$22,115.39	2	\$30,448.72	2	\$22,115.39	2	\$33,653.85	2

Terms of employment by gender

The majority (63%) of Australian journalists, both men and women, represented in the study are employed in regular full-time positions (with benefits), as shown in Table 4.2.3. Even so, men outnumber women in this category (59.3% men to 40.7% women). By contrast, women outnumber men more than 4:1 in regular part-time jobs (82.8% vs. 17.2%).

Contract employment seems to be a less used employment arrangement among these companies, but freelance and "other" arrangements do account for significant numbers of people. In both of these latter categories, women and men are represented in comparable percentages.

Table 4.2.3. Terms of employment by gender in Australian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	825	59.3	566	40.7
Part-time, regular	36	17.2	173	82.8
Full-time, contract	54	63.5	31	36.5
Part-time, contract	1	16.7	5	83.3
Freelance	42	51.9	39	48.1
Other	208	48.3	223	51.7
Totals	1166		1037	

Gender-related company policies

All participating Australian news companies have policies on sexual harassment and gender equality, and most (83%) have both maternity and paternity leave policies.

Most companies (83%) allow women to reclaim their same jobs after maternity leave.

In other ways, however, there is more variation among companies surveyed. Only a third (33%) offer child-care assistance, while a majority (66%) offer women educational training toward job advancement.

Table 4.2.4 Gender-related policies in Australian news companies. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	100	0	5
Has a policy on sexual harassment	100	0	6
Has a policy on maternity leave	83	17	6
Has a policy on paternity leave	83	17	6
Do women get same jobs back	83	17	6
Offers child-care assistance	33	67	6
Offers educational training	66	34	6

Summary

The snapshot afforded by the Australian companies that took part in the Global Report study shows that the glass ceiling effect is much in evidence. Women gain moderate access to jobs in the junior and senior professional ranks (e.g., junior and senior writers, editors and producers), but are greatly marginalized in all levels of management and in governance.

Gender disparity is also reflected in salary data, which shows men make higher salaries than women in high ranges of occupational levels. Salaries are more similar for men and women in the low ranges for most occupational levels.

Most women working in Australian newsrooms are employed full time with benefits. Most companies surveyed have gender equity policies, though the effect of these is yet to be seen in women's occupational access, advancement or salary levels.

BANGLADESH

Overview of Nation

Bangladesh is a small nation in southern Asia, adjacent to Myanmar and India. The nation's 160 million people are Bengali by ethnicity. Bangla is the official language, though English is also spoken.

Bangladesh has a thriving print industry, both in newspapers and magazines, though readership for both is low. Larger numbers of Bangladeshis turn to the electronic media, particularly television. The majority of the nation's broadcast companies were owned by the state until recent years when privately owned FM stations began to be established. Most of these still have limited geographic reach. An additional factor affecting media is that all newspapers in Bangladesh are supposed to follow the salary structure set by the national government Wage Board, part of the Department of Film and Publications. The electronic media are exempt from this requirement.

Freedom of press is afforded by Bangladesh's constitution in Article 39(1); however, such freedom can be weakened by Article 39(2), which allows "reasonable restrictions" for security, decency, morality, defamation and other criteria. Over the last decades, the nation has also adopted laws that inhibit press freedom, some of them bringing prison time for violations. Journalists' work is also impeded by harassment from government and military officials, as well as others with political goals. Restrictions on the media were officially lifted in 1998, but the narrow advantage this affords can be seen in Bangladesh's place near the bottom of nations – 121st place (out of 175) – in press freedom.

Bangladeshi women have a constitutional guarantee of equal rights across social institutions, but class, family and religious practices are deeply entrenched and difficult for women to overcome in order to advance. Low literacy levels for women (47%) contribute to a lack of knowledge of their rights and limit their ability to seek assistance when those rights are violated.

Women's life expectancy is 53 years. Women in educated (higher) classes of this developing nation have been able to assert themselves in public life, and Bangladesh ranks 60th among nations in the numbers of women in national elective office. In women's wage equality with men, however, Bangladesh ranks close to the bottom at 118th. National law does provide for 12 weeks of maternity leave for employed women, and most workplaces with more than 50 women are required to provide on-site child-care facilities.

Study Findings

Eleven Bangladeshi news companies participated in the study, including 6 newspapers, 3 television stations, and 2 radio stations. Together they employ nearly 4,000, including 633 women and 3,144 men.

Occupational status by gender

As shown in Table 4.3.1, women's underrepresentation across these 11 companies is stark and pervasive across every occupational level. Men outnumber women more than 5:1.

Interestingly, women's representation is strongest at the top, in governance, where they account for slightly more than a fourth (26.8%) of those at this important policy-making level. This finding suggests further examination to learn why representation for women in media is highest at the top and whether those women have been able to exert any influence in other women's behalf.

This finding is also noteworthy because in Bangladesh some public radio and television stations do not have governing boards, something that raises the possibility that women in governance represented by this study may be at commercial, private companies.

By contrast, there is almost no representation by women in top and senior-level management occupations (5.6% and 3.8%, respectively). Women's representation at all other levels of these companies is also troublingly low.

Though not a comprehensive assessment of all news companies in Bangladesh, these findings suggest the journalism profession in Bangladesh is mainly a men's world that women enter only in limited numbers.

Table 4.3.1. Occupational status by gender in Bangladesh news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	41	73.2	15	26.8
Top-level Management	17	94.4	1	5.6
Senior Management	50	96.2	2	3.8
Middle Management	100	80.0	25	20.0
Senior-level Professional	259	85.5	44	14.5
Junior-level Professional	555	80.2	137	19.8
Production and Design	187	89.0	23	11.0
Technical Professional	290	93.2	21	6.8
Sales, Finance & Administration	346	84.8	62	15.2
Other	1299	81.1	303	18.9
Totals	3,144		633	

Annual salary by occupational status and gender

There was nearly full participation in the sharing of salary data by the 11 Bangladeshi news companies surveyed. That allows for a fairly accurate assessment of these companies' practices (See Table 4.3.2).

Companies do not appear to compensate those in governance capacities, which encompasses governing and other policy-setting boards.

In top management (e.g., publishers, chief executive officers), men’s salaries are more than twice that of women’s in both average low and average high ranges.

This pattern shifts at other occupational levels, where there is more variation. In middle management (e.g., chiefs of correspondents, senior editors), women’s salaries slightly exceed those of men at both average low and average high ranges.

Salaries are similar for men and women in the average low pay range for most other occupational levels.

However, the same is not true at the average high ranges of pay. For example, men earn considerably more than women in the average high ranges of the senior management level (e.g., news directors). They earn slightly more in the average high pay ranges for most of the remaining occupational levels.

The salary findings generally contradict the national trend of gross inequality in men’s and women’s pay, which gained Bangladesh its global ranking of 118th in pay equity by showing a pattern of similarities in many occupational levels, and even slightly higher salaries for women in one.

Table 4.3.2. Annual salary by occupational level and gender in news companies in Bangladesh.
(N = Number of companies responding to question.) [Missing data resulted from insufficient data to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$26,598.93	11	\$29,807.49	11	\$9,794.12	1	\$9,794.12	1
Senior-level management	\$8,037.43	11	\$11,019.79	11	\$7,279.41	2	\$7,279.41	2
Middle management	\$5,775.40	11	\$7,459.89	11	\$6,635.29	5	\$8,047.06	5
Senior-level professional	\$4,275.40	11	\$7,491.98	11	\$4,516.04	11	\$5,462.57	11
Junior-level professional	\$2,034.22	11	\$4,052.41	11	\$2,302.14	11	\$3,521.39	11
Production & design	\$2,294.12	11	\$4,686.10	11	\$2,455.88	6	\$3,367.65	6
Technical professional	\$1,917.11	11	\$4,532.09	11	\$2,558.82	6	\$3,132.35	6
Sales, Finance & Administration	\$1,828.88	11	\$5,237.97	11	\$1,952.21	8	\$3,463.24	8
Other	\$970.59	6	\$1,705.88	6	\$529.41	5	\$1,129.41	5

Terms of employment by gender

Table 4.3.3 reveals that the greatest proportion of women journalists in Bangladeshi companies surveyed hold regular full-time employment with benefits. A smaller number have regular part-time employment (an arrangement that is typically more predictable than contract work and also brings other benefits). These findings would seem to indicate a certain job security for women who are able to gain access to the journalistic work force.

Table 4.3.3. Terms of employment by gender in Bangladesh news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	1824	73.0	673	27.0
Part-time, regular	10	26.3	28	73.7
Full-time, contract	347	91.1	34	8.9
Part-time, contract	391	63.2	228	36.8
Freelance	318	88.8	40	11.2
Other	264	92.6	21	7.4
Totals	3,154		1,024	

Gender-related company policies

Bangladesh companies surveyed have adopted no policies related to gender equity with the exception of maternity leave, which three-fourths (73%) of the companies have in place. Since maternity leave is mandated by law, most companies have affirmed the national requirement.

The only other pro-equity effort demonstrated by these companies is in the provision of educational training to women, which all have in place.

Table 4.3.4. Gender policies in Bangladesh news companies (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	0	100	11
Has a policy on sexual harassment	0	100	11
Has a policy on maternity leave	73	27	11
Has a policy on paternity leave	0	100	11
Do women get same jobs back	0	100	11
Offers child-care assistance	0	100	11
Offers educational training	100	0	11

Summary

Women in Bangladesh face an extreme case of exclusion and marginalization in the journalism profession, as demonstrated by the 11 companies surveyed for the study. In addition, newsrooms are strongly men's domains, as demonstrated by dominance in all occupational levels and in higher salaries in many occupational levels. Men's dominance is reinforced by a lack of company policies that would support gender equality and open access to newsroom jobs.

CHINA

Overview of Nation

China occupies the easternmost part of Asia. The most populous nation in the world, China's 1.4 billion people vary widely in their ethnic makeup, with hundreds of distinct groups making up the Chinese population. The largest and most prominent of these is the Han. China has adopted Standard Chinese as its official language, itself a mix of Mandarin and Putonghua. Other dialects, including Cantonese, Shanghaiese, Fuzhou, and Hokkein-Taiwanese, are also spoken.

China's media system is thoroughly under government oversight. The state-owned television is essentially the nation's only network, and both electronic and print companies are state-monitored. Official regulations forbid private, independent publications. Unofficial pressure is also exerted on media companies through harassment, physical attacks against employees and other tactics. Foreign journalists are confined to certain areas and methods, with close governmental scrutiny. Underground presses circulate with funding sources a closely guarded secret. These conditions explain China's global rank of 168th (out of 175 nations) in freedom of press.

Women's status varies by social class, but literacy rates are relatively high at 90%, and women's life expectancy is 65 years. Chinese women have been able to enter public life; thus, China ranks 48th among nations in the number of women in national elective office. The nation holds a similar rank – 45th – in wage equality between men and women. National Social Security finances a 90-day maternity leave at 100% of the average monthly wage at the company where the woman is employed.

Study Findings

Eleven Chinese news companies participated in the study, 10 newspapers and 1 radio station. Together, these companies employ approximately 6,500, only 30% -- less than a third – of them women (See Table 4.4.1).

Study findings should be considered within a cultural context shaped by a value for non-hierarchical structure. Chinese researchers indicated that news companies are structured using a non-hierarchical model. Chinese researchers in the study indicated that occupational categories, salaries and other aspects of the IWWMF study were not always compatible with the reality of Chinese news companies. The findings presented here represent as close a match as possible to the study's requirements.

Table 4.4.1. Occupational level by gender in Chinese news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	14	73.7	5	26.3
Top-level Management	12	92.3	1	7.7
Senior Management	58	86.6	9	13.4
Middle Management	311	67.2	152	32.8
Senior-level Professional	1019	49.7	1033	50.3
Junior-level Professional	0	0.0	0	0.0
Production and Design	64	41.8	89	58.2
Technical Professional	48	87.3	7	12.7
Sales, Finance & Administration	2839	82.7	593	17.3
Other	126	63.0	74	37.0
Totals	4,491		1,963	

Few women in the Chinese news companies surveyed hold positions in governance (26.3%), top-level management (7.7%) or senior-level management (13.4%). That the actual number of men and women are both very low in these categories signals the uniqueness of organizational structures in Chinese news companies, which tend to be less hierarchical than other nations.

Structural uniqueness is further demonstrated by the location of most of the journalistic work force in a single occupational level, most closely matched to the study's senior level professional category. Women journalists comprise approximately half (50.3%) of those in this occupational level, which includes senior writers, editors, news directors, reporters and correspondents. This puts Chinese women journalists at parity with men in the news-gathering functions of the companies surveyed.

Women's representation (58.2%) exceeds that of men's in production and design, which includes photographers, graphic designers and other creative personnel.

Women's general under-representation in Chinese companies surveyed is seen at other occupational levels.

Women are approximately a third (32.8%) of those in middle management, an important category comprising chief correspondents, senior editors and others in positions to make news assignments.

Women are less than a fifth (17.3%) of those in the sales, finance and administration occupational level, another category with large numbers of men and women in the companies surveyed. This category contains a range of support roles not directly concerned with journalism, e.g., accounting specialists, human resource personnel, and secretaries. In most nations, these jobs are typically dominated by women.

Women comprise few (12.7%) of those in the technical professional category, which includes sound, lighting and camera technicians.

Executives interviewed for the study indicated that there are more female students than men in college journalism programs, which they see as an indicator of a larger pool of qualified women journalists in coming years.

Annual salaries by occupational status and gender

The study's findings indicate that women appear to earn comparable salaries to men in most occupational levels of Chinese companies (See Table 4.4.2). This reflects the uniqueness of Chinese career and salary structures within organizations, which tend to be less hierarchical than those of many other nations.

There are some exceptions worth noting. For example, in the senior professional level, men's salary exceeds that of women's in the average high range even though women are at parity with men in terms of numbers in this job category.

Women's salaries exceed those of men in the average high range of the sales, finance and administration level, even though women hold less than a fifth of those jobs.

Women also earn more than men – approximately three times more – at the high average range in the “other” category, which is primarily freelance type jobs. By contrast, men's salaries in the “other” category are nearly four times as much as those earned by women in the average low salary range. The reason for this anomaly should be explored in future research.

Table 4.4.2. Annual salary by occupational level and gender in Chinese news companies.
(N = Number of companies responding to this question. [Missing data resulted from insufficient data to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management	\$14,571.05	6	\$19,173.98	6	\$15,328.95	2	\$19,802.63	2
Middle management	\$10,978.65	6	\$14,117.54	6	\$9,697.95	6	\$13,937.72	6
Senior-level professional	\$6,959.06	9	\$26,471.73	9	\$6,959.06	9	\$17,699.81	9
Junior-level professional								
Production & design	\$5,135.96	4	\$7,798.25	4	\$5,161.40	5	\$7,291.23	5
Technical professional	\$11,140.35	2	\$12,894.74	2	\$11,140.35	2	\$12,894.74	2
Sales, Finance & Administration	\$6,912.28	5	\$22,877.19	5	\$6,912.28	5	\$29,035.09	4
Other	\$20,643.27	3	\$7,309.94	3	\$5,730.99	3	\$22,222.22	3

Terms of employment by gender

Men's jobs appear to be substantially more secure in the Chinese news companies surveyed. The majority of those working in these companies serve in full-time contract arrangements. Men hold three-fourth (75.3%) of those positions.

Men (58.2%) also fare better than women (42.8%) in regular, full-time jobs. Regular employment is typically the most secure of the various terms of employment, bringing more predictable schedules, higher salaries and certain other benefits. In the part-time regular employment category, which has few people, women hold most (66.7%) of the jobs.

Men hold most (67.3%) of the freelance positions, which are less unpredictable and typically paid at a lower rate than part-time or regular employment.

Table 4.4.3. Terms of employment by gender in Chinese news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	1061	58.2	763	41.8
Part-time, regular	11	33.3	22	66.7
Full-time, contract	3232	75.3	1060	24.7
Part-time, contract	0	0.0	0	0.0
Freelance	206	67.3	100	32.7
Other	20	52.6	18	47.4
Totals	4,530		1,963	

Gender-related company policies

Nearly all (91%) of Chinese news companies surveyed have a maternity leave policy, and about half (45%) have a similar policy on paternity leave. Less than half (40%) have a policy on returning women to their same jobs after maternity leave.

About two-thirds (64%) offer educational training to women.

None of the news companies have a general policy on gender equality, sexual harassment or some form of child-care assistance.

Table 4.4.4. Gender-related policies in Chinese news companies.

Company Policies	% Yes	% No	N
Has a policy on gender equality	0	100	11
Has a policy on sexual harassment	0	100	11
Has a policy on maternity leave	91	9	11
Has a policy on paternity leave	45	55	11
Do women get same jobs back	40	60	10
Offers child-care assistance	0	100	11
Offers educational training	64	36	11

Summary

News organizations in China tend to be less hierarchical in their structure, something that also shapes job descriptions within the newsroom. As a result, most of those who make up workforce in the companies surveyed are found in two occupational levels – senior professional, and sales, finance and administration. Women are at parity with men in the first, but are substantially outnumbered by men in the second.

Women's and men's salaries are similar in most occupational levels, though women earn considerably more than men in the average high range of the sales, finance and administration category. This suggests that even though women are fewer in number in this category, some may hold higher positions (or have greater seniority), thereby garnering higher salaries than men.

The Chinese newsrooms surveyed have adopted few policies that might encourage gender equality. None has a policy on equity, sexual harassment, or child-care assistance. Like nearly all other newsrooms across the world, they do have maternity leave policies, and about half have a corresponding paternity leave policy. Fewer than half return women to their same jobs after maternity leave.

FJI

Overview of Nation

The nation of Fiji, formed by an archipelago of more than 300 small islands, is located in the South Pacific. Fiji's 800,000 people are Polynesian in ethnicity. The national language is English, with Fijian and Hindustani also spoken.

Fiji has a small number of news companies, both print and electronic, that have strongly resisted military efforts to muzzle them through the years. Nonetheless, the nation ranks 152nd (out of 175 nations) in press freedom.

Women in Fiji have a literacy rate of 92% and a life expectancy of 61 years. A strong, well-organized women's rights movement dating from the 1980s has advocated for laws and policies to end discrimination and advance women in all social institutions. Laws passed in 2009 ensure gender equality in employment, mandate that women receive full pay during maternity leave, and require employers to adhere to the national sexual harassment policy in the workplace. The nation ranks 97th globally in the number of women in national elective office.

Study Findings

Three news companies – 1 newspaper and 2 radio stations – participated in the study. The small number of participants does not mean that findings should necessarily be considered unrepresentative of the broader landscape of the news industry in this nation, which has few numbers of newspapers and electronic media.

Occupational status by gender

Together the 3 companies participating in the study employ approximately 400, including 159 women and 236 men. Men outnumber women by about 30% in this sample.

There is no evidence of a glass ceiling in the newsrooms surveyed. Findings show that women have moderate access to all occupational levels except for the technical professional level, where numbers of women (9.5%) are low. In top level management, women are also under-represented at just under a fourth (23.1%).

Women are more than a third (35.7%) of those in governance (i.e., boards of directors) in the Fijian newsrooms surveyed. While still substantially below men in representation, women's presence in this important policy-setting role is substantially higher than most nations surveyed for the study.

The numbers of men and women are comparable in middle management and senior-level professional ranks, where women are near parity with men at 45% and 48%, respectively. This level of participation suggests that women have substantial input to determining news content in job categories that include managing editors, bureau chiefs, senior writers and producers.

Women also have good representation (40.4%) in the junior professional level, which includes sub-editors, anchors and other junior reporting staff.

Women dominate (53%) in sales, finance and administration, a support category comprising jobs not directly related to news reporting or production. Women typically hold these positions in human resources, public relations and clerical ranks in many nations.

Table 4.5.1. Occupational level by gender in Fiji news companies in.

Occupational level	# Men	% Men	# Women	% Women
Governance	9	64.3	5	35.7
Top-level Management	10	76.9	3	23.1
Senior Management	18	64.3	10	35.7
Middle Management	33	55.0	27	45.0
Senior-level Professional	17	51.5	16	48.5
Junior-level Professional	68	59.6	46	40.4
Production and Design	15	68.2	7	31.8
Technical Professional	19	90.5	2	9.5
Sales, Finance & Administration	23	46.9	26	53.1
Other	24	58.5	17	41.5
Totals	236		159	

Annual salaries by occupational status and gender

Only 2 companies participating in the study responded to questions of salary. Except for the governance level, where the average highest salaries for men are substantially more than those of women, average salaries appear to be comparable or identical in all occupational categories.

If these data have been reported accurately, they signal considerable equity in earnings for women who can enter and move up in the profession. Further research would be needed to determine the extent to which these figures represent other Fiji newsrooms.

Table 4.5.2. Annual salary by occupational status and gender in Fiji news companies.
(N = Number of companies responding to question.)

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$8,090.61	1	\$43,149.95	1	\$8,090.61	1	\$26,968.72	1
Top-level management	\$18,878.10	1	\$32,362.46	1	\$18,878.10	1	\$32,362.46	1
Senior-level management	\$8,090.61	2	\$15,641.86	2	\$7,011.87	2	\$15,641.86	2
Middle management	\$5,663.43	2	\$13,484.36	2	\$5,663.43	2	\$13,484.36	2
Senior-level professional	\$6,472.49	1	\$10,787.49	1	\$6,472.49	2	\$9,439.05	2
Junior-level professional	\$3,775.62	2	\$5,393.74	2	\$3,775.62	2	\$5,393.74	2
Production & design	\$6,472.49	1	\$8,090.61	1	\$6,472.49	1	\$8,090.61	1
Technical professional	\$5,393.74	2	\$9,439.05	2	\$5,393.74	2	\$9,439.05	2
Sales, Finance & Administration	\$8,090.61	2	\$19,417.48	2	\$8,090.61	2	\$19,417.48	2
Other	\$4,314.99	2	\$12,944.98	2	\$4,314.99	2	\$12,944.98	2

Terms of employment by gender

Within the companies reporting, nearly all women and men in journalism are employed as full-time, regular employees. Women therefore enjoy the same high level of job security as men at these companies.

Table 4.5.3. Terms of employment by gender in Fiji news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	189	61.4	119	38.6
Part-time, regular	0	0.0	0	0.0
Full-time, contract	1	10.0	9	90.0
Part-time, contract	0	0.0	0	0.0
Freelance	2	100.0	0	0.0
Other	45	91.8	4	8.2
Totals	237		132	

Gender-related policies

Fijian news companies surveyed have all adopted policies on gender equity, sexual harassment, maternity leave, and providing educational training to women.

They have not adopted corresponding policies on paternity leave, on returning women to their same jobs after maternity leave or on providing some form of child-care assistance. These are all in the realm of family-support policies that are associated with encouraging women's full participation in the profession.

On the whole, newsrooms show remarkable uniformity and a strong degree of commitment to gender equality in their policies.

Table 4.5.4. Gender-related policies in Fiji news companies.

Company Policies	% Yes	% No	N
Has a policy on gender equality	100	0	3
Has a policy on sexual harassment	100	0	3
Has a policy on maternity leave	100	0	3
Has a policy on paternity leave	0	100	3
Do women get same jobs back	0	100	3
Offers child-care assistance	0	100	3
Offers educational training	100	0	3

Summary

Study findings from 3 Fiji news companies show that women are somewhat under-represented in these newsrooms. Even so, they have good access to most occupational levels and are nearing parity with men in middle management and in senior professional levels.

Salaries are comparable for men and women in all occupational levels except governance, where the single reporting company indicates substantially higher salaries for men. Women also enjoy the same degree of job security that men do in these newsrooms.

Company policies show a uniformity, all having adopted policies on gender equity, sexual harassment, maternity leave, and educational training for women. They have not adopted policies on paternity leave, returning women to their jobs after maternity leave or child care.

INDIA

Overview of Nation

The subcontinent of India is a large land mass extending southward from the continent of Asia. India's burgeoning population of 1.2 billion is a highly pluralistic, multicultural, multilingual society. The Official Language Act designates both Hindi and English as compulsory languages for official purposes (e.g., administrative, public notices, contracts). There are 22 officially recognized languages, with additional local languages widely spoken.

The media in India are many in number and as diverse as the communities they serve. Journalism has long thrived, particularly print. Since national policy shifted away from state-dominated broadcasting in the 1990s, private broadcast and cable media have expanded greatly, leading to greater independence of editorial content in both radio and television. Recent laws expanding the number of media companies allowed to be owned by foreign-based enterprises have increased the numbers of both print and broadcast media, including the FM radio sector. As in other major nations, India's media companies have been going through a process of conglomeration resulting in concentrated ownership.

The Indian Constitution assures the right to freedom of speech and expression, but this right is subject to restrictions to protect sovereignty, public order and morality. India ranks 105th (among 175 nations) in press freedom.

Women's status in India varies greatly by social class. Literacy rates for women overall is 53%, and life expectancy only to age 54, but these percentages are higher or lower depending on social standing. Educated Indian women have long played an active role in politics and other aspects of public life. In spite of that history, as well as laws passed in recent years mandating more seats to women in local governments, India ranks 100th in the numbers of women in national elective office. India ranks 72nd among nations in wage equality.

Study Findings

Seventeen Indian news companies participated in the study – 10 newspapers, 6 television stations, and 1 radio station.

Occupational status by gender

Together, these companies employ approximately 13,000, including 2,405 women and 10,518 men. Men outnumber women in these companies by 4:1, as shown in Table 4.6.1.

The gendered pattern in these companies is one of women's under-representation across occupational categories. Women do not rise higher than around a fourth in any of the various levels, and their participation drops to the single digits in two.

Both governance and top management levels of Indian companies seem to be occupied by few select individuals, as shown in the low raw numbers for both. In the case of the

first, women's participation is approximately one-fifth (21%) of those in governance, which denotes roles on company boards of directors. Some company executives interviewed during data collection indicated that women's place on governing boards is often determined by their membership in families owning the company (i.e., mothers, wives, daughters, daughters-in-law, etc.), rather than their ability to secure these positions through advancement.

At the top management level, which includes publishers, chief executive officers and others responsible for running the company, women are exceptionally low at only 13.8%.

Women's representation is somewhat higher in the roles more directly associated with news reporting, editing and delivery. In senior management (e.g., news directors and editors-in-chief), women are around one fourth (23.3%). In middle management, which includes chiefs of correspondents and other senior-level news administrators, women are around a fifth (18.3%).

In junior and senior professional levels, which include the largest numbers of the journalistic workforce, women are 25.5% and 28.4%, respectively. Such low participation by women in these junior and senior writing, editorial and news producer ranks raises questions about women reporters' ability to influence overall news content.

Women in the Indian news companies surveyed have minuscule involvement in the creative or technical aspects of news production. They hold only 7% of the jobs in the technical production category (e.g., sound and camera specialists), and even fewer at 4.7% of those in production and design.

A support category in which women sometimes dominate in other nations – sales, finance and administration – sees women holding only 11.4% of the positions in the Indian companies surveyed.

A few companies surveyed indicated that it has not been customary to hire women into some jobs, e.g., where they might be the only female with a fairly large group of male colleagues, or for certain kinds of reporting, namely beats with violence or other danger associated with them. Some employers stated flatly that "there are no night shifts for women." Others indicated that while many women receive degrees in journalism, they opt out of entering the profession afterward for various reasons, thus lessening the numbers of women.

Table 4.6.1. Occupational level by gender in Indian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	79	79.0	21	21.0
Top-level Management	50	86.2	8	13.8
Senior Management	138	76.7	42	23.3
Middle Management	344	81.7	77	18.3
Senior Level Professional	1454	71.6	576	28.4
Junior-level Professional	3156	74.5	1082	25.5
Production and Design	1676	95.3	82	4.7
Technical Professional	211	93.0	16	7.0
Sales, Finance & Administration	2989	87.0	447	13.0
Other	421	88.6	54	11.4
Totals	10,518		2,405	

Annual salaries by occupational status and gender

Not all of the 17 Indian news companies provided information on salaries, as shown in Table 4.6.2. What was provided suggests considerable variation in average salaries for men and women from one occupational level to another.

At governance, top management, and senior management levels (where men greatly outnumber women), women receive correspondingly lower average salaries than men, both in the lower and higher pay ranges.

On the governance level, some companies surveyed indicated that women related to male owners of media companies (e.g., wives, mothers, sisters, etc.) may be eligible to serve on boards of directors. In these cases, women holding roles in governance would be based on family ties rather than career advancement through talent and effort. Less clear is whether family relationships affect women's compensation in these cases.

In both senior and top management levels, women are paid substantially less both at average low and average high ranges.

Women's salaries are more similar to men's in middle management and in junior professional levels, as well as in the technical professional level. There were insufficient data to determine comparable salaries by gender in the senior professional level.

Women are paid similarly to men at the average low range of production and design, but only half what men earn at the average high range of that occupational level.

Only in one occupational level – sales, finance and administration – does women's pay noticeably exceed that of men's. Though women hold few positions in this category, it appears that some receive salaries substantially high enough to increase the average earnings. These individuals could hold supervisory jobs or have more seniority.

Table 4.6.2. Annual salary by occupational status and gender in Indian news companies.
(N = Number of companies responding to the question.) [Missing data resulted from insufficient data to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$53,624.63	3	\$75,868.92	3	\$39,721.95	3	\$60,377.36	3
Top-level management	\$42,065.39	4	\$51,002.98	4	\$23,833.17	1	\$38,133.07	1
Senior-level management	\$20,114.95	8	\$42,865.65	7	\$31,300.89	3	\$37,576.96	3
Middle management	\$11,225.42	10	\$19,773.58	10	\$13,435.94	8	\$19,860.97	8
Senior-level professional								
Junior-level professional	\$3,924.53	10	\$9,541.21	10	\$3,996.03	10	\$8,897.72	10
Production & design	\$3,691.76	10	\$14,701.10	10	\$4,107.25	9	\$7,320.31	9
Technical professional	\$3,932.52	6	\$9,069.84	6	\$4,131.18	3	\$7,970.87	3
Sales, Finance & Administration	\$2,979.15	6	\$12,869.91	6	\$3,014.90	6	\$22,695.27	7
Other	\$2,651.44	4	\$3,624.63	4	\$2,651.44	4	\$3,624.63	4

Terms of employment by gender

The trend in Indian news companies surveyed is toward full-time employment with benefits for both women and men (See Table 4.6.3).

A substantial majority of those in the Indian sample fell into this category, both men and women. A smaller but noteworthy number are employed on a full-time contract basis. While women are only 20.1% of the full-time regular jobs (as shown in Table 4.6.3), this figure represents nearly all (i.e., 1,868 of 2,175, or 86%) of the women in the Indian workforce represented in the study.

Table 4.6.3. Terms of employment by gender in Indian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	7445	79.9	1868	20.1
Part-time, regular	17	54.8	14	45.2
Full-time, contract	2160	90.1	237	9.9
Part-time, contract	70	76.9	21	23.1
Freelance	396	93.4	28	6.6
Other	6	46.2	7	53.8
Totals	10,094		2,175	

Gender-related company policies

Most Indian news companies indicated they have adopted specific policies on gender equality and on sexual harassment in the workplace (See Table 4.6.4). The latter may reflect the Supreme Court of India's recent mandate for employers to adopt workplace policies on sexual harassment.

While all reported they also have maternity leave policies, only about one-fourth (29%) said women who take maternity leave are likely to get the same jobs back when they return

to work. Less than half of news companies (41%) have corresponding policies allowing paternal leave, and few (18%) offer some form of child-care assistance.

Most (88%) have policies on educational training for women.

Table 4.6.4. Gender-related policies in Indian news companies.
(N = Number of companies providing information to this question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	88	12	17
Has a policy on sexual harassment	82	18	17
Has a policy on maternity leave	100	0	17
Has a policy on paternity leave	41	59	17
Do women get same jobs back	29	81	17
Offers child-care assistance	18	82	17
Offers educational training	88	12	17

Summary

Women in journalism in India, as demonstrated by the 17 companies surveyed, work in a strongly male-dominant profession. Men outnumber women 4:1, with severe under-representation in every occupational level. Women number no more than 28% in any of the occupational levels of the companies surveyed; in the creative and technical jobs, that number dips to single digits.

Men also earn higher salaries than women in most of the occupational levels, particularly in the top management and governance levels. Women's and men's salaries are more similar in the news-reporting levels (e.g., junior professional); women's pay exceeds that of men's in sales, finance and administration.

Though there has been a trend toward more use of contracts to employ journalists in India in recent years, findings from the study show that a great majority of men and women in newsrooms surveyed still hold regular, full-time jobs.

Companies show mixed tendencies in adopting newsroom policies favorable to gender equality. Most said they have a company policies on sex equity and sexual harassment. All of the companies surveyed report having a policy on maternity leave. Most also report having a workplace education policy for women. On other policies – namely, paternity leave, child care, and returning women to their same jobs after maternity leave – there was considerable variation. This latter group of policies contributes to a family-supportive workplace, which many women need to remain employed and advance in their careers.

JAPAN

Overview of Nation

Japan is an archipelago of more than 6,800 islands, located in Asia. Japan's 128 million people are considered to be homogenous culturally, with the Yamato people dominant. Smaller numbers of ethnic Korean and indigenous Ainu also make up the society.

Freedom of press has been a part of Japan's modern history, though several forms of restrictions affect that freedom to some extent. Ownership is one factor. Law restricts cross-ownership but Japan's major newspaper groups hold a majority stake in their affiliated television networks, which has a monopolizing effect on information and also creates other privileges. For example, the "Press Club" system, an outcome of large corporate ownership, allows reporters who belong to have better access to government and industry sources than nonmembers, freelancers or foreign reporters.

The Ministry of Internal Affairs and Communications controls the licensing of broadcast companies and oversees compliance with laws requiring programs to be politically neutral. Such form of media governance, which features governmental control, has been the target of criticism but movements toward reform have yet to emerge. Japan has a relatively high global ranking of 33rd (out of 175 nations) in freedom of press.

The Constitution guarantees equality on the basis of sex, and the Civil Code (also adopted after World War II) sets forth specific rights. Women have entered higher education and the workplace in higher numbers in the years since, helping to advance women's overall status in Japan. Women today have a 100% literacy rate and life expectancy of 86 years. Gender stratification, however, is pronounced throughout the society. Efforts to address this by law can be seen in the 1986 Equal Employment Opportunity Law, which has opened doors for more women in the workplace. Still, women lag far behind men, both in access to jobs and in compensation, the latter gaining Japan a 99th place ranking globally for wage equality. Japan ranks 90th among nations in women who hold national elective office.

Study Findings

Eight news companies – 4 newspapers, 3 television stations and 1 radio station – participated in the study. Together these companies employ more than 13,000, including 11,217 men and 1,981 women (See Table 4.7.1).

Occupational level by gender

Of this sizable journalistic workforce, only 15% across all occupational levels are women. The ratio of men to women in Japanese newsrooms is 7:1.

In these eight companies, there are very few women in any occupational level. This dramatic under-representation is seen in low single digits in many occupational levels,

particularly those associated with management. Women comprise only 4.8% of those in senior management, and 1.4% in top management.

In governance, women comprise a slightly larger number (16%), but it is worth noting that minuscule numbers of individuals make up this level across the companies surveyed. The data suggest that companies are owned and otherwise governed by small, nearly all male groups.

Women's participation is also low in production and design (11.2%) and in technical professional (5.4%) occupational levels. These creative ranks of designers, illustrators, camera and sound personnel, for example, are not directly related to news reporting but rather important technical support personnel.

The great majority of women are concentrated in junior- and senior-level professional ranks where reporters, editors, producers, anchors and correspondents are located. Women make up 22% of the junior professional category, which includes reporters, anchors and directors; and 17.9% at senior professional, which includes editors-in-chief, bureau chiefs and senior correspondents.

Women also appear in slightly more significant numbers in sales, finance and administration (20%), another collection of support jobs that women traditionally fill in many nations.

While the explanations for women's under-representation is undoubtedly complex, one factor suggested by some company executives interviewed by researchers is the longstanding tradition of college graduates taking a job with a company, receiving additional training in the profession, and then staying with that company until retirement around age 60. This would presumably result in little turnover in personnel and it helps to explain the few numbers of women in the occupational ranks, particularly at the top.

Some executives indicated that this practice is changing slowly with new generations who prefer greater job mobility. Other companies indicated that those who are hired have good options for advancement within the country, which could benefit women entering the profession.

Table 4.7.1. Occupational level by gender in Japanese news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	21	84	4	16
Top-level Management	73	98.6	1	1.4
Senior Management	238	95.2	12	4.8
Middle Management	2141	94.3	130	5.7
Senior-level Professional	768	82.1	168	17.9
Junior-level Professional	3515	78.0	990	22.0
Production and Design	182	88.8	23	11.2
Technical Professional	1208	94.6	69	5.4
Sales, Finance & Administration	1796	80.0	440	20.0
Other	1103	88.4	144	11.6
Totals	11,045		1,981	

Annual salaries by occupational status and gender

Only 3 of the 8 Japanese companies participating in the study provided information about salary, as indicated in Table 4.7.2. As indicated, only a single company contributed information to most of the occupational levels.

The scant data show a fairly erratic pattern along gender lines, with men's earnings substantially higher in some cases and women's higher in others.

In one occupational level, junior professional, salaries are similar by gender in both average low and average high ranges.

These observations should be determined as inconclusive in their meaning. Further research is needed to assure a more substantial data pool on which to base statements about how men's and women's salaries compare in Japanese news companies.

Table 4.7.2. Annual salary by occupational status and gender in Japanese news companies.
(N = Number of companies providing information to this question.)
[Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management								
Middle management	\$59,657.22	2	\$127,148.33	3	\$20,525.45	1	\$143,678.16	1
Senior-level professional	\$30,788.18	1	\$164,203.61	1	\$87,233.17	1	\$123,152.71	1
Junior-level professional	\$31,516.83	3	\$131,277.37	3	\$35,437.19	3	\$103,992.20	3
Production & design	\$41,050.90	1	\$107,758.62	1	\$56,444.99	1	\$71,839.08	1
Technical professional	\$30,921.59	2	\$128,191.71	2	\$35,919.54	1	\$102,627.26	1
Sales, Finance & Administration	\$15,394.09	1	\$148,809.52	1	\$30,788.18	1	\$69,381.16	2
Other	\$25,656.81	1	\$112,889.98	1	\$18,934.73	2	\$164,203.61	1

Terms of employment by gender

Nearly all men and women employed by Japanese news companies surveyed serve in regular full-time positions with benefits (See Table 4.7.3).

Women total 14.8% of those in this full-time regular category, a statistic that reflects women's gross under-representation in the profession in general rather than marginalization as full-time regular employees in particular.

A small number of women serve in other arrangements.

Study findings suggest strong job stability in the journalistic profession for both women and men.

Table 4.7.3. Terms of employment by gender in Japanese news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	10395	85.2	1812	14.8
Part-time, regular	0	0.0	6	100.0
Full-time, contract	231	82.6	49	17.4
Part-time, contract	34	97.1	1	2.9
Freelance	93	50.5	91	49.5
Other	130	72.6	49	27.4
Totals	10,883		2,008	

Gender-related company policies

Only 3 of the 8 companies (38%) participating in the study reported having a specific policy on gender equality (See Table 4.7.4). On all other policies related to family support and women's advancement, companies surveyed were uniformly positive.

All of the companies have adopted policies on sexual harassment, and maternity and paternity leave. All return women to their same jobs after maternity leave.

Nearly all (88%) offer some form of child-care assistance. In addition, all provide educational training to women.

Table 4.7.4. Gender-related policies in Japanese news companies.
(N = Number of companies providing information to this question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	38	62	8
Has a policy on sexual harassment	100	0	8
Has a policy on maternity leave	100	0	8
Has a policy on paternity leave	100	0	8
Do women get same jobs back	100	0	8
Offers child-care assistance	88	12	8
Offers educational training	100	0	8

Summary

The pattern of women's severe marginalization in Japanese news companies surveyed is clear. Japanese news companies are overwhelmingly dominated by men, who outnumber women 6:1. Men also claim nearly all of the decision-making positions on governing boards and in top management.

The few women who do get into these companies are locked into the occupations of junior and senior professionals, reporting and editorial ranks where men also dominate in number.

On the other hand, women (like men) working in the companies surveyed benefit from regular full-time employment. In addition, companies have taken steps to encourage gender equity by adopting policies on newsroom equality, sexual harassment, women's workplace education and other issues.

NEW ZEALAND

Overview of Nation

Located in the South Pacific, the nation of New Zealand comprises two large islands and numerous smaller ones. The majority of New Zealand's 4.3 million people are of European descent, though the Maori and other Polynesian indigenous peoples also have a strong presence in the society and give the nation its distinctive multicultural character. This is seen, for example, in the nation's adoption of both English and Maori as official languages.

New Zealand has enjoyed a long tradition of freedoms of speech and press. Though laws restricting such freedoms (e.g., as related to defamation, contempt of court, breach of trust, reporting on Parliament and access to certain information) are in place, New Zealand maintains one of the most liberal journalism traditions in the world, garnering the nation a ranking of 13th (out of 175 nations) in press freedom.

New Zealand law enables foreign media owners to operate openly, resulting in one Canadian company's extensive holdings in both print and electronic media.

A highly developed nation, New Zealand has sought to extend equal status to both women and men across society through both laws and customs. Women have 100% literacy and a life expectancy of age 78. The nation ranks 15th globally in numbers of women in national elective office, and 16th in wage equality between the sexes. With respect to the Global Report study, a recent independent research by New Zealand's Business and Professional Women found the ratio between women and men employed in the news profession to be nearly 50-50, but women rose to become only a fifth of those in senior management. The New Zealand study found another area of concern to be with a lack of child care and other support for working parents.

Study Findings

Only three news companies participated in the study, including 1 television station and 2 radio stations. Together, they employ approximately 500, including 237 women and 252 men (See Table 4.8.1). Low participation by New Zealand companies suggests that all statements of findings should be taken as tentative in this nation with a well-developed media system.

Occupational status by gender

Women are well-represented at all levels in these companies. In fact, women are near or at parity with men in several occupational levels, and they exceed the number of men in two instances.

Those instances occur in the sales, finance and administration level, where women are more than three-fourths (76.6%) of the account representatives, secretaries, human resource staff and others in that category. This support category is not directly involved in

the making or production of news. In addition, these particular support jobs are typically filled by women in many nations.

At the junior professional level, women also dominate, being nearly two-thirds (62.1%) of the employees who include assistant-level writers, producers and editors.

Women have achieved parity (50%) at the senior professional level, which includes senior anchors, writers, editors and correspondents.

Parity is near for women in senior management (42.9%), an important category of decision-makers that includes news directors, editors-in-chief, bureau chiefs. Women's participation (41.7%) is also strong in production and design, a grouping of creative specialists that includes graphic designers, photographers and illustrators.

Women's representation is high (40.9%) in governance, i.e., boards of directors that are a company's highest policy-setting authority. In these 3 companies, women have the potential to exert some influence on company policies and major decisions through their role on boards.

By stark contrast to these positive findings on women's status within the participating companies, there are several more troubling signs. Women are largely absent (11.1%) from both the top-level management category, which includes publishers and chief executive officers. They are even fewer (10.6%) in the technical professional ranks of camera and lighting specialists. Women are only a fourth (25.8%) of middle management.

These serious patterns of parity, near parity and under-representation emphasize the need for additional research in New Zealand newsrooms to broaden the data base and better determine women's employment status with greater accuracy.

Table 4.8.1. Occupational level by gender in New Zealand news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	13	59.1	9	40.9
Top-level Management	8	88.9	1	11.1
Senior Management	16	57.1	12	42.9
Middle Management	23	74.2	8	25.8
Senior-level Professional	90	50.0	90	50.0
Junior-level Professional	39	37.9	64	62.1
Production and Design	7	58.3	5	41.7
Technical Professional	42	89.4	5	10.6
Sales, Finance & Administration	11	23.4	36	76.6
Other	3	30.0	7	70.0
Totals	252		237	

Annual salaries by occupational status and gender

Companies surveyed did not contribute complete information on salaries. The scant data received suggest that men and women are paid similarly at average low range, but there is more variation in the average high range for many of the occupational levels.

Women at the governance level, for example, make half as much as men do at the average high range.

Women in both junior and senior management levels make less at the average high range than their male counterparts. In occupational levels with only one company reporting, it is not possible to make reliable statements about salaries along gender lines.

Table 4.8.2. Annual salary by occupational status and gender in New Zealand news companies.

(N = Number of companies responding to the question.) [Missing data resulted from insufficient data to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$8,316.53	2	\$16,129.03	2	\$8,316.53	2	\$8,316.53	2
Top-level management								
Senior-level management	\$47,555.44	1	\$64,613.66	2	\$40,649.70	1	\$59,627.02	2
Middle management	\$28,377.02	2	\$49,154.74	2	\$26,204.64	2	\$40,112.15	2
Senior-level professional	\$16,871.64	3	\$47,474.63	3	\$17,133.23	3	\$51,378.02	3
Junior-level professional	\$11,189.52	2	\$21,912.30	2	\$11,189.52	2	\$21,368.95	2
Production & design								
Technical professional	\$18,870.97	1	\$62,670.36	1	\$23,012.60	1	\$27,670.87	1
Sales, Finance & Administration	\$18,613.91	1	\$27,184.98	1	\$17,920.36	1	\$52,419.35	1
Other	\$23,616.43	1	\$26,209.68	1	\$23,616.43	1	\$28,568.55	1

Terms of employment by gender

A substantial majority of both women and men employed at the 3 news companies surveyed serve in regular, full-time jobs with benefits, as indicated in Table 1.8.3. Women are nearly half (46.2%) of these. This suggests a tendency toward stability for the workforce in the companies surveyed.

Smaller numbers of employees in the journalistic workforce serve in other arrangements. Women exceed the number of men serving in part-time, regular jobs (58.8% and 41.2%, respectively).

Women also dominate as about two-thirds in the full-time contract category (63.6%). Women are about a third (37.5%) of those in part-time contract work. In these two instances, the numbers of individuals involved are very few.

Table 4.8.3. Terms of employment by gender in New Zealand news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	189	53.8	162	46.2
Part-time, regular	42	41.2	60	58.8
Full-time, contract	4	36.4	7	63.6
Part-time, contract	10	62.5	6	37.5
Freelance	3	100.0	0	0.0
Other	2	50.0	2	50.0
Totals	250		237	

Gender-related company policies

A sense of stability also emerges in relation to these 3 companies' gender policies.

As Table 1.8.4 shows, companies surveyed have uniformly adopted specific policies on gender equality, sexual harassment, both maternity and paternity leave, and assurances that women will be returned to their same jobs after maternity leave.

None, however, offers child-care assistance, and only two-thirds (66%) have a policy on educational training for women.

**Table 4.8.4. Gender-related policies in New Zealand news companies.
(N = Number of companies responding to the questions.)**

Company Policies	% Yes	% No	N
Has a policy on gender equality	100	0	3
Has a policy on sexual harassment	100	0	3
Has a policy on maternity leave	100	0	3
Has a policy on paternity leave	100	0	3
Do women get same jobs back	100	0	3
Offers child-care assistance	0	100	3
Offers educational training	66	34	3

Summary

Though 3 companies is an inadequate number on which to base any definitive conclusions about gender relations in the newsrooms of New Zealand, the findings tentatively offer several points worth considering.

Women journalists at the companies surveyed seem to gain access to many newsroom jobs, at levels at or nearing parity with men, including governing boards of their companies. Women have more difficulty gaining posts in top management and in certain other occupational levels.

These New Zealand newsrooms offer a stable environment for women who work there. Most women (and men) are employed in regular full-time jobs rather than in less secure arrangements, and company policies evince pro-equality approaches to maternity and other family support, to women's protection from harassment and other issues.

Clearer observations about men's and women's salaries, as well as the other points of the survey, await further research to obtain a larger data base and greater accuracy.

PAKISTAN

Overview of Nation

Pakistan, situated in South Asia, is a multicultural society of 169 million people. English is the nation's official language for government, business and law; but more than 60 other languages are also widely spoken, including Urdu, Punjabi, Sindhi and Pashtu.

The nation's strong emphasis on industrialization and economic expansion in recent years to address widespread poverty has included expansions within the telecommunications sector. Foreign companies have been involved in these developments to extend cable and Internet into both urban and rural areas. Pakistan also has a far-reaching press system, with newspapers and magazines typically divided along religious, language and socio-economic lines. For example, those in English serve the educated elite involved in urban government and professional sectors, while those in Urdu serve mainly Pakistanis living in suburban or village areas.

Print journalists in Pakistan follow in a tradition of strongly opinionated writers, which has created a contested relationship with a government that strives to curtail criticism of its activities. Official censorship and other forms of repression of journalists – jailing, torture and disappearance are common – has garnered Pakistan a global ranking of 159th (out of 175 nations) in press freedom. Still, both print and electronic journalism professionals have shown sustained courage to report their investigations. Though the government continues to exercise ownership over state TV stations, the electronic landscape has become more vibrant through expanded private cable and satellite company holdings.

The women's rights movement in Pakistan dates from the 1970s, and as a consequence, Pakistani women, particularly in educated classes, have asserted political and social influence. This has not been true across the urban-rural divide within Pakistan. An additional complication that women face is negotiating between Muslim family (sharia) law and democratic civil rights. Overall, women's literacy is only 40%, and life expectancy is to age 52. However, the progress that women have achieved in gaining national elective office puts Pakistan in 40th place among nations. Because many Pakistani women work in the lower-paid service occupations, the nation holds 102nd place in terms of wage equality between the sexes.

Study Findings

Ten news companies participated in the study, including 4 newspapers, 5 television stations, and 1 radio station (See Table 4.9.1). Approximately, 3,200 people serve in the journalistic workforce of these companies, including 362 women and 2,842 men. Men outnumber women nearly 5:1.

In spite of exceedingly low representation by women in journalism in these Pakistan newsrooms, women make a relatively strong showing (32.1%) in governance. Like in India, women hold membership on governing boards of Pakistani companies through their

family affiliations with male owners (i.e., wives, sisters, mothers). Such representation in governance, therefore, would not necessarily represent career advancement as other occupational roles in the company would.

The pattern of women's moderately high representation in governance does not hold in other occupational levels. The overwhelming gendered pattern is one of women's marginalization at every level of the newsrooms surveyed in Pakistan.

Women's existence is nearly missing altogether in the important decision-making role of top management, with only 2 of 50 (3.8%) individuals.

The majority of the women (in terms of numbers) are found at the junior professional level, which includes assistant editors, producers, anchors, sub-editors and reporters. Women are only 15.5% of those at this occupational level.

Few numbers of women are also found in other occupational levels, but their percentage of representation is equally small.

For example, women are only 13.6% of those in the technical professional level, which contains the second largest number of employees in the companies surveyed. This level contains a range of jobs not directly related to news reporting or editorial work (e.g., camera and sound technicians).

At middle and senior management levels, women's participation is 16.7% and 13.8%, respectively. Women's absence means that men fill nearly all the editor-in chief, bureau chief, managing editor and similarly important administrative posts.

Women are in the low single digits in two additional categories: technical professional, where they are only 3.8%, and in sales, finance and administration, where they are only 7.6%. Both of these are considered support categories, the second of which contains secretarial and other clerical jobs typically held by women in most nations. In Pakistan, even men dominate in these roles.

Table 4.9.1. Occupational level by gender in Pakistani news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	19	67.9	9	32.1
Top-level Management	50	96.2	2	3.8
Senior Management	81	86.2	13	13.8
Middle Management	135	83.3	27	16.7
Senior-level Professional	425	86.4	67	13.6
Junior-level Professional	622	84.5	114	15.5
Production and Design	380	86.4	60	13.6
Technical Professional	576	96.2	23	3.8
Sales, Finance & Administration	463	92.4	38	7.6
Other	91	91.0	9	9.0
Totals	2,842		362	

Annual salaries by occupational status and gender

The majority of Pakistani news companies in the study provided salary information, which allows a fairly reliable assessment of how gender affects incomes at most occupational levels. As Table 4.9.2 shows, some levels contained insufficient data for assessment.

Men's and women's salaries are similar at most levels in the average low range, but patterns vary at the average high levels.

Women working in senior-level management, for example, make one-third as much as men in the average high salary levels, but in the senior-level professional occupations, women make three times as much as men at the high range – just the reverse.

Women in governance roles receive identical lower average salaries, but at the upper pay ranges, they receive only 59% of what men receive. While Pakistan holds a low ranking among nations with respect to salary equity between men and women, journalists at these companies do not feel this so severely.

Table 4.9.2. Annual salary by occupational status and gender in Pakistani news companies.
(N = Number of questions responding to question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$27,016.89	5	\$70,544.09	5	\$27,016.88	4	\$41,613.31	5
Top-level management								
Senior-level management	\$6,660.52	7	\$12,003.10	6	\$4,284.18	3	\$4,558.35	4
Middle management	\$5,013.99	7	\$7,905.19	6	\$5,068.37	5	\$5,854.03	4
Senior-level professional	\$3,554.22	7	\$6,250.45	7	\$3,752.35	5	\$18,161.35	5
Junior-level professional	\$1,924.63	7	\$4,106.35	7	\$2,026.27	6	\$3,352.10	6
Production & design								
Technical professional	\$1,475.92	6	\$2,626.64	6	\$1,575.98	2	\$2,101.31	2
Sales, Finance & Administration	\$1,440.90	5	\$3,302.06	5	\$1,500.94	2	\$2,626.64	2
Other								

Terms of employment by gender

Women in Pakistani news companies surveyed have a fair degree of job security. More than half of the men (1,394 of 2,756) and women (225 of 334) are employed in full-time, regular employment.

Even so, women's generally severe under-representation in these companies makes their situation appear to be direr than it actually is with respect to terms of employment. For example, women are only 13.9% of those in full-time regular jobs compared to 86.1% of men.

Women are 6.5% of those in full-time contract jobs, i.e., those not typically including benefits. A considerably smaller number of people are employed in this category.

Women are 9.5% of those found in the "other" category, which may include seasonal work or project work. The total number of employees in this category is about 10% of the total workforce.

Table 4.9.3. Terms of employment by gender in Pakistani news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	1394	86.1	225	13.9
Part-time, regular	2	50.0	2	50.0
Full-time, contract	997	93.5	69	6.5
Part-time, contract	1	100.0	0	0.0
Freelance	0	0.0	0	0.0
Other	362	90.5	38	9.5
Totals	2,756		334	

Gender-related policies

Pakistani news companies surveyed do not demonstrate strong initiatives to adopt policies favorable to women in their workplaces (See Table 4.9.4).

Approximately a fifth (22%) have a specific policy on gender equity. None has a policy on sexual harassment.

Fewer than half (44%) have a policy on maternity leave, and none has a corresponding policy on paternity leave. Around a fifth (22%) provide some form of child-care assistance.

None has a policy to return women to their same jobs after maternity leave. These particular policies are considered as offering family-oriented support that encourages women in their career development and advancement.

Most companies (80%) do have a policy on educational training for women.

Table 4.9.4. Gender-related policies in Pakistani news companies.
(N = Number of companies providing information to this question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	22	78	9
Has a policy on sexual harassment	0	100	9
Has a policy on maternity leave	44	56	9
Has a policy on paternity leave	0	100	9
Do women get same jobs back	0	100	8
Offers child-care assistance	22	78	9
Offers educational training	80	20	10

Summary

News companies in Pakistan appear to present an unwelcoming workplace for women journalists.

Few are getting in, with men outnumbering them 5:1. Those who are hired there find themselves in tiny numbers at all levels of the organization. Neither can women look to company policies to assure their day-to-day well-being. Few companies surveyed have a gender equity policy, none has a sexual harassment policy, and fewer than half have a maternity leave policy.

The one positive finding is that most of those few women on the inside are able to secure full-time jobs with benefits. In addition, salaries appear to be fairly comparable in the average low ranges, though less so in the average high range (where men's salaries are higher).

PHILIPPINES

Overview of Nation

The Philippines is a nation composed of more than 7,000 islands that form an archipelago in the western Pacific Ocean. The Philippines' 92 million people are a diverse composite of many Asian groups, including those of Tagalog, Austronesian, Malayo-Polynesian, Taiwanese, Chinese, Korean, Japanese and other ancestry. The nation's diversity is also reflected in the adoption of two official languages (Tagalog and English), and eight dialects. There are many additional languages spoken across the islands.

The Philippines has seen a vibrant media scene emerge in the decades since the 1980s (when the Marcos regime fell), with television and radio stations springing up all over and print media flourishing. In recent years, there has been a move to convert the remaining state broadcasting system to public-interest broadcasting. Cable, satellite and Internet technologies have also expanded.

The constitution limits media ownership to Filipino citizens and corporations. Even so, through deregulation of the industry that lifted ownership limits, the 1990s witnessed the nation's commercial-based media system go through a process of conglomeration with one wealthy Filipino family emerging the major stakeholder.

There are no licensing requirements for practicing journalists in the Philippines, but certain official measures make the profession difficult and dangerous. Press freedom is guaranteed by Article III of the 1987 Constitution, but those provisions were suspended during a state of emergency in 2006 after an attempted coup d'état. A year later, the Human Security Act (an anti-terrorism measure) was passed with its article 7 allowing the government to wiretap and put journalists under surveillance. International journalists' advocacy groups have protested the harassment, intimidation and murder of journalists in years since, as well as the failure of the government to bring the perpetrators to justice. Women journalists have been among those targeted. The Philippines ranks 122nd (among 175 nations) in press freedom.

The Philippines has a tradition of strong women who assert themselves in family and public life. As a result, women enjoy a generally high status, with the literacy rate at 92% and life expectancy at age 62. The nation has a ranking of 53rd in women in national elective office, and is 22nd among nations for wage equality with men. A major law – the Magna Carta of Women – was passed in 2009 to provide comprehensive prohibitions against sex discrimination.

Women are guaranteed maternity leave for 60 days (and longer in some situations), if they have worked for an employer for six consecutive months. There is an additional 60 days' extension for government employees.

Study Findings

Six news companies – 2 newspapers, 2 television stations, and 2 radio stations – participated in the study. Together these companies employ approximately 800, including 328 women and 469 men (See Table 4.10.1).

In terms of overall representation in the profession, as seen through these companies, women would seem to be inching toward parity with men. Looking closely at the various occupational levels provides a more nuanced assessment of women's status.

Women (50%) are at parity with men in middle management, which includes senior editors and chiefs of correspondence. Women are also close to parity in junior and senior level professional levels (45.7% and 44.2%, respectively). The latter ranks include junior and senior anchors, reporters and producers.

While it is a positive finding that women are at or near equal in numbers to men in these important news-making roles, the middle management level must also be identified as the glass ceiling for women in Philippines newsrooms surveyed. Women's participation drops substantially above that level.

For example, women are only at 35.5% in senior management and 34.5% in top-level management. While both of these figures may be seen as a "moderate" level of participation for women, they also show that women have had difficulty accessing jobs in the same robust percentages as in the news-making levels of the newsroom hierarchy.

Women's near absence (10.3%) in governance demonstrates the impenetrability of male-dominated company board rooms.

Women are totally missing in the technical professional level (e.g., camera and sound technicians), and substantially marginalized in production and design jobs, where they are only 17.9% of illustrators, graphic artists and video editors, among others.

By contrast, women (48%) are nearly equal in percentage to men in sales, finance and administration, a group of support jobs not directly involved in writing or producing the news and additionally ones often filled by women.

Table 4.10.1. Occupational levels by gender at Philippine news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	35	89.7	4	10.3
Top-level Management	19	65.5	10	34.5
Senior Management	20	64.5	11	35.5
Middle Management	48	50.0	48	50.0
Senior-level Professional	91	55.8	72	44.2
Junior-level Professional	107	54.3	90	45.7
Production and Design	32	82.1	7	17.9
Technical Professional	39	100.0	0	0.0
Sales, Finance & Administration	77	52.0	71	48.0
Other	1	6.3	15	93.8
Totals	469		328	

Annual salaries by occupational status and gender

The small amount of data on salary collected from less than half of the Philippine news companies participating in the study offer insufficient information on which to base accurate statements. These scant data suggest that men's and women's salaries may be comparable at nearly all levels in the few companies represented. Such a conjecture would be supported by the nation's relatively high international standing (22nd place) in wage equality.

Table 4.10.2. Annual salary by occupation and gender in Philippines news companies.

(N = Number of companies responding to the question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$14,760.15	2	\$64,821.65	2	\$14,760.15	2	\$64,821.65	2
Senior-level management	\$13,712.42	2	\$23,036.84	2	\$11,862.24	2	\$21,746.80	2
Middle management	\$5,272.65	3	\$34,572.74	3	\$6,741.70	3	\$35,846.66	3
Senior-level professional	\$4,894.71	2	\$14,619.93	2	\$4,615.62	2	\$14,011.48	2
Junior-level professional	\$4,176.63	1	\$10,849.20	1	\$3,690.04	1	\$11,117.10	1
Production & design	\$4,739.98	1	\$9,322.02	1	\$6,056.58	1	\$8,460.02	1
Technical professional								
Sales, Finance & Administration	\$2,800.74	2	\$8,655.60	2	\$2,800.74	2	\$8,831.24	2
Other								

Terms of employment by gender

The great majority of those in the journalistic workforce of the Philippines companies studied are found in full-time regular employment, both men and women (See Table 4.10.3). Women's representation in full-time employment is just below half (43.9%), a figure approximating parity with men.

Smaller numbers of women are found in part-time regular employment or the other categories, as shown in Table 4.10.3. These figures indicate that women journalists enjoy a level of security in their profession within this nation.

Table 4.10.3. Terms of employment by gender in Philippine news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	344	56.1	269	43.9
Part-time, regular	60	66.7	30	33.3
Full-time, contract	5	62.5	3	37.5
Part-time, contract	10	76.9	3	23.1
Freelance	0	0.0	0	0.0
Other	28	58.3	20	41.7
Totals	447		325	

Gender-related company policies

None of the Philippine companies surveyed has a specific policy on gender equality, something that may be unnecessary with a national-level law like the Magna Carta on Women, passed in 2009 (See Table 4.10.4).

By contrast, all but one of the companies (83%) has a policy on sexual harassment.

Additionally, all have adopted maternity and paternity leave policies, as well as a policy to return women to the same jobs after maternity leave. Only two-thirds (67%) offer some form of child-care assistance.

Nearly all (83%) provide educational training toward women's advancement.

Table 4.10.4. Gender-related policies in Philippine news companies.
(N = Number of companies providing information to this question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	0	100	5
Has a policy on sexual harassment	83	17	6
Has a policy on maternity leave	100	0	6
Has a policy on paternity leave	100	0	6
Do women get same jobs back	100	0	6
Offers child-care assistance	67	33	6
Offers educational training	83	17	6

Summary

Women journalists in Philippine news companies surveyed for this study would seem to have a level of professional equity and stability in their profession. They are at or nearly at parity with men in the news-making roles associated with junior and senior professional levels, as well as in senior editorial ranks of the middle management level.

Still, women hit a glass ceiling in these newsrooms is at the middle management level. In higher occupational levels, women's percentages drop noticeably. They are all but completely absent in governance, and only around a third in senior and top management levels. Women are also few in number in several of the nonreporting roles of the technical professional and production and design levels.

In terms of job security, the great majority of women and men alike in the Philippine newsrooms surveyed have full-time regular jobs with benefits.

Extremely scant data on salaries offers the suggestion that women enjoy comparable salaries with men, but this needs verification through further research.

The Philippine newsroom is generally one with strong pro-equality policies on maternity, paternity, sexual harassment and other conditions.

SOUTH KOREA

Overview of Nation

South Korea is situated in East Asia at the southern end of the Korean Peninsula. Most of Korea's 50 million people are of Korean ancestry. The nation's official language is Korean, though English is also fairly widely spoken.

Newspapers have historically been privately owned enterprises, with several families dominating. Both television and radio, however, remained under government control until 1989 and they operated as public corporations. In 1991, private broadcasting was established. The National Assembly passed laws in 2009 relaxing ownership rules, allowing cross ownership between newspapers and broadcast properties. Mergers and acquisitions are occurring at a fast rate in this new climate of deregulation.

Media companies operate in a larger political framework influenced by the nation's history. Even before Korea returned to civilian rule in 1993, the nation had taken steps to democratize its media. The media-government relationship over freedom of press has continued to be a contested one, with official efforts to curtail reporters' criticism of the administration. South Korea ranks 69th globally (among 175 nations) in terms of press freedom.

Women's status has risen through the process of industrialization since World War II. South Korean women have entered the workforce in larger numbers over time and have begun to assert themselves in public life and political affairs. South Korea ranks 83rd among nations in the numbers of women in national elective office.

Literacy among South Korean women is 99% and life expectancy is to age 71. Though national law prohibits discrimination on the basis of sex and mandates equal pay for equal work, South Korea ranks 109th among nations in terms of equality in pay between men and women. Law mandates employers provide 30-60 days of maternity leave with pay.

Study Findings

Eight South Korean news companies participated in the study, including 5 newspapers, 2 television stations and 1 radio station. Together these media employ approximately 4,000, including 722 women and 3,226 men (See Table 4.11.1).

Men outnumber women in the South Korean newsrooms surveyed by nearly 6:1. In addition to having very low overall representation within the journalistic workforce, South Korean women journalists in the companies surveyed also appear to be employed mainly in the junior ranks of news-gathering operations and in the technical and creative operations.

Women are just over a fifth (21.9%) in junior-level professional (assistant producers, writers, directors) and just over a fourth (28.1%) in production and design (graphic

designers and video editors). Women are around a fifth (20.9%) in the technical professional level (lighting and sound specialists).

There are virtually no women in governance or top-level management of the companies surveyed.

A relatively large number of men and women are categorized as “other” in the South Korean companies, indicating that job descriptions either did not fit into the standardized job descriptions of the study. Women represent about a fourth (22.4%) of these.

Table 4.11.1. Occupational level by gender in South Korean news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	16	100.0	0	0.0
Top-level Management	28	100.0	0	0.0
Senior Management	181	94.3	11	5.7
Middle Management	352	93.9	23	6.1
Senior-level Professional	401	89.5	47	10.5
Junior-level Professional	1353	78.1	379	21.9
Production and Design	46	71.9	18	28.1
Technical Professional	174	79.1	46	20.9
Sales, Finance & Administration	248	76.8	75	23.2
Other	427	77.6	123	22.4
Totals	3,226		722	

Annual salary by occupational status and gender

Most of the companies surveyed for the study provided salary data, allowing for a fairly reliable assessment of compensation by gender.

Table 4.11.2 indicates that men and women are paid similarly within journalism in South Korean companies at the average low range in several occupational levels, including junior professional; production and design; and sales, finance and administration. Men earn slightly more than women at only two occupational levels – junior professional and “other.” In all other instances, men earn substantially more than women in the newsrooms surveyed.

Table 4.11.2. Annual salary by occupational status and gender in South Korean news companies.**(N = Number of companies responding to question on salary.)****[Missing data resulted from insufficient information to calculate.]**

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management	\$41,068.28	5	\$50,331.90	5	\$32,513.98	1	\$32,513.98	1
Middle management	\$34,701.63	6	\$42,769.11	6	\$30,207.31	5	\$33,588.76	5
Senior-level professional	\$31,768.33	6	\$42,297.11	6	\$19,573.42	3	\$33,944.60	3
Junior-level professional	\$19,845.45	6	\$38,017.30	6	\$17,892.34	6	\$36,732.78	6
Production & design	\$17,923.98	4	\$29,105.87	4	\$15,458.97	5	\$22,354.01	5
Technical professional	\$16,611.18	3	\$31,570.86	3	\$11,093.34	3	\$18,142.80	3
Sales, Finance & Administration	\$13,303.42	4	\$38,073.87	4	\$12,096.76	5	\$28,116.14	5
Other	\$16,405.25	3	\$24,661.64	3	\$16,373.17	3	\$22,173.67	3

Terms of employment by gender

Nearly all journalists in South Korean news companies, both men and women, are employed in full-time regular positions (See Table 4.11.3). Though fewer in number compared to men, women journalists appear to have stable employment arrangements within their companies.

Table 4.11.3. Terms of employment by gender in South Korean news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	2889	82.3	622	17.7
Part-time, regular	2	100.0	0	0.0
Full-time, contract	26	66.7	13	33.3
Part-time, contract	2	50.0	2	50.0
Freelance	2	50.0	2	50.0
Other	0	0.0	0	0.0
Totals	2,921		639	

Gender-related company policies

Just over half of the South Korean companies in the study have adopted a specific policy on gender equality (See Table 4.13.4).

All companies have adopted policies on sexual harassment, maternity and paternity leave, and returning women to the same jobs when they return from maternity leave. Less than half (43%) offer some form of child-care assistance.

Nearly all (86%) offer educational training to women, useful for advancement.

Table 4.13.4. Gender-related policies in South Korean news companies. (N) Number of companies participating in study.

Company Policies	% Yes	% No	N
Has a policy on gender equality	57	43	7
Has a policy on sexual harassment	100	0	7
Has a policy on maternity leave	100	0	8
Has a policy on paternity leave	100	0	8
Do women get same jobs back	100	0	8
Offers child-care assistance	43	57	7
Offers educational training	86	14	7

Summary

South Korean women began to pursue the journalism profession more actively in recent years, demonstrated by the higher number of women in the assistant level and creative ranks and fewer in higher-ranking jobs within news organizations.

Company executives interviewed for the study indicated openness to women's participation, which is shown in the relatively uniform adoption of progressive gender policies by newsrooms surveyed. Women and men both enjoy regular full-time employment with benefits, with few hired in other arrangements.

Salaries for men and women are fairly comparable in many instances, particularly in the average low range. Men earn substantially more than women in many of the higher ranges, which could be explained by their longer tenure in the profession.

Women's greatest representation in Eastern Europe is in the news reporting and editorial categories of junior and senior professionals (59.9% and 56.4%, respectively).



AP Romania chief correspondent Alison Mutler, standing, and AP Bucharest newswoman Alina Wolfe Murray interview Mircea Geoana, the chairman of Romania's Social Democracy Party, Nov. 26, 2008. (AP Photo)

5. EASTERN EUROPE

REGIONAL TRENDS IN STUDY'S FINDINGS

Overview of the region

Eight nations from the region of Eastern Europe are represented in this study: Bulgaria, Estonia, Hungary, Lithuania, Poland, Romania, Russia and Ukraine. Although diverse ethnically and culturally, these nations share a political history. Prior to 1990, Estonia, Lithuania, Russia and Ukraine were part of the Soviet Union. Between the end of World War II and the end of the 1980s, Bulgaria, Hungary, Poland and Romania were part of the Eastern European communist bloc.

In the past two decades, these nations have transitioned at different speeds from totalitarianism to democracy. Currently, all except Russia and Ukraine are members of the European Union.

Examining the journalistic histories of the 8 nations can provide a useful background for this study. Journalism was practiced across the Soviet Union and the Eastern European communist bloc as a function of the state – heavily monitored, officially censored and generally expected to purvey the views and interests of central authoritarian governments. The anti-totalitarian upheavals in the region led not only to the transfer of political power from the communist to more democratic political leaders but also to dramatic changes in media structures.

Movements toward democracy brought a new role for journalists, many of whom began to advocate for the independence of the media from the state and for social and political reform. Both men and women journalists have strived to reshape the profession, with women playing a strong, in some cases a dominant, role in these changes, as findings in the study illustrate. However, such problems as corruption and lack of transparency are still common for the journalistic profession in the region, as the low global rankings for press freedom in some nations reveal.

Reflecting on gender issues regarding these 8 nations is also significant for this study. Under communism, nations espoused social and political equality for all regardless of gender and ethnicity. Gender inequalities became hidden rather than absent, as women were being granted access to education and encouraged to work outside the household.

Women's status has surfaced today as something needing to be addressed, particularly within nations that have strived to be integrated into the European Union. The EU requires its member states to agree to enact gender equality measures in employment and elsewhere.

Table 5.1.1. News company participation in study, by nation, in Eastern Europe.
(N = Number of companies responding to question.)

Nation	Newspapers	TV Stations	Radio Stations	N
Bulgaria	4	4	2	10
Estonia	4	3	3	10
Hungary	1	3	4	8
Lithuania	4	3	3	10
Poland	2	4	3	9
Romania	2	5	3	10
Russia	8	2	4	14
Ukraine	5	5	4	14
Totals	31	27	27	85

Definition of Terms

The definitions for occupational levels and terms of employment were identical for all nations. Table A provides the definitions for occupational levels that will be referred to for each nation, and Table B provides definitions for terms of employment.

Table A. Definitions for occupational levels.

Occupational Level	Description
Governance	Members of the governing board who vote on the most important decisions on policy and finances for this specific company.
Top-level Management	Report to board of directors. Includes the very top administrators, for example, Publisher, Chief Executive Officer (CEO), Director General (DG), and Chief Financial Officer (CFO).
Senior Management	Report to top-level managers. For example, Director of News, President of News, Editor-in-Chief, Managing Editor, Executive Editor, Director of Human Resources, Director of Administration, Bureau Chiefs, and similar titles.
Middle Management	Report to senior management. For example, Senior Editor, Chief of Correspondents, Design Director, Creative Director, and the more senior staff in Human Resources and Finance.
Senior Level Professional	Professionally qualified. Report to <u>senior-level</u> management, e.g., senior writers, editors, anchors, directors, producers, researchers, reporters, correspondents.
Junior-level Professional	Professionally qualified. Report to <u>middle-level</u> management, e.g., junior/assistant writers, producers, directors, anchors, reporters, sub-editors, correspondents, production assistants.
Production and Design	<u>In print</u> : graphics designers, photographers, illustrators. <u>In broadcast</u> : scene designers and construction workers, graphics designers, wardrobe designers, make-up artists, film/video editors
Technical Professional	Those who do specific technical work. For example, camera, sound and lighting technicians.
Sales, Finance & Administration	Marketing, sales, public relations, specialists, accountants, human resource staff, clerks, secretaries.
Other	Includes job titles not included elsewhere.

Table B. Definitions for terms of employment.

Terms of Employment	Definition
Full-time regular	Persons who work full-time and are on the regular, continuing payroll of the organization
Part-time regular	Persons who work less than full-time and are on the regular, continuing payroll of the organization.
Full-time contract	Persons who work full-time on a fixed-term contract arrangement
Part-time contract	Persons who work part-time on a fixed-term contract arrangement
Freelance	Persons paid per contribution (such as stories, footage, artwork, etc.) <u>at the present moment.</u>
Other terms of employment	Arrangements not covered by the above.

Sources of background information

National reports include certain background information to provide context for understanding the findings from the study.

Details about the societies and people (e.g., demographics, language, status of women and media systems) were obtained from authoritative databases, and, in some cases, from local researchers in the study. Rankings on press freedom were obtained from the 2009 report of the World Press Freedom Index, published by Reporters Without Borders, which evaluated 175 nations using multiple criteria.

Literacy rates, life expectancies and rankings for women in national office and for pay equity were obtained from the 2009 Global Gender Gap Report, published by the World Economic Forum. This study considered statistical measures of women's status in education, literacy, health, longevity, income and other areas for 134 nations.

Study Findings

Eighty-five companies in Eastern Europe took part in the study, including 31 newspapers, 27 television stations and 27 radio stations (See Table 5.1.1).

Occupational status by gender

Together, news companies surveyed employ just over 11,602, including 5,592 women and 6,057 men (See Table 5.1.2).

Women are very close to parity with men in terms of overall numbers in the newsrooms surveyed in the region. In addition, they have moderate to excellent participation in all occupational levels, even exceeding the numbers of men in some of the news-reporting levels. Even so, there are important gendered patterns that emerge from a closer reading of the descriptive data.

Women's greatest representation in Eastern Europe is in the news-reporting and editorial categories of junior and senior professionals (59.9% and 56.4%, respectively). In both instances, women's presence is dominant – a rarity among nations surveyed in the various regions of the world. Women are also approximately half (49.8%) of those in middle management, which includes senior editors, design directors and chiefs of correspondents.

Above this occupational category, women's representation is more variable. Women comprise 40.9% of those in senior management, 43.4% of those in top-level management and 32.9% of those in governance.

Compared to other regions surveyed, these percentages are fairly high – particularly in top-level management where women are nearing parity with men. Within the region itself, however, where women dominate in other occupational levels, these same figures reveal women's slight under-representation (i.e., below parity) at the tops of their companies.

Women's under-representation is more strongly evident in the technical and creative job levels in Eastern Europe. In production and design, women are only 37.3% of the scene designers, photographers and video editors that compose the production and design category. In the technical professional level, which includes camera and sound specialists, among others, women are only a fifth (20.5%).

Women's participation is highest (69.4%) in the support roles associated with sales, finance and administration. Human resources personnel, account managers, advertising salespeople and secretaries are some of the jobs this level comprises. These are often jobs filled by women the world over.

The glass ceiling is found in some nations of this region, but not others. The glass ceiling denotes the point at which women's advancement to higher roles in the hierarchy stalls. Variation in the Eastern European nations at the top finds women's representation in governance ranging from 13.3% in Hungarian companies to 41.7% in Russian companies.

In the senior management level, women's representation varies from 21.4% in Estonian companies to 48.9% in Russian companies. In both cases, Russian companies are considerably ahead of other nations in the presence of women in positions of policy and decision-making.

Table 5.1.2. Occupational status by gender in news companies in the Eastern European region.

Occupational level	# Men	% Men	# Women	% Women
Governance	112	67.1	55	32.9
Top-level Management	142	56.6	109	43.4
Senior Management	272	59.1	188	40.9
Middle Management	471	50.2	468	49.8
Senior-level Professional	1,220	43.6	1,576	56.4
Junior-level Professional	577	40.1	862	59.9
Production and Design	1,024	66.1	526	33.9
Technical Professional	1,455	79.5	375	20.5
Sales, Finance & Administration	581	30.6	1,318	69.4
Other	203	63.8	115	36.2
Totals	6,057	52.0	5,592	48.0

Annual salaries by occupational status and gender

The Eastern European newsrooms surveyed provided ample data on employee salaries, making it possible to arrive at fairly reliable comparisons of men's and women's earnings (See Table 5.1.3).

The dominant pattern across occupational levels is one of relative similarity in salaries along gender lines, with men and women earning comparable pay in both average low and average high ranges.

There are some instances in which men earn slightly more than women at the average high range, e.g., in senior and top-level management. This is most notable in senior and top-level management levels.

There is one dramatic instance of men's average high salary being greater than women's. In governance, this skew occurs due to some exceptionally high men's salaries in Ukraine. As Table 5.1.3 shows, the figure for men is 12 times that of women in the average low range, and nearly 14 times as great as women's in the average high range. These statistics do not represent the other 7 Eastern European nations in the study.

Table 5.1.3. Annual salary by occupational level and gender at news companies in Eastern Europe region.
(N = Number of companies responding to the question on salary.)

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$153,279.38	21	\$199,189.12	16	\$12,990.83	14	\$14,332.67	11
Top-level management	\$23,777.45	31	\$30,251.27	29	\$21,690.84	30	\$27,300.28	27
Senior-level management	\$17,486.87	51	\$25,059.76	47	\$16,603.86	53	\$20,095.33	49
Middle management	\$12,027.12	51	\$18,583.77	47	\$12,482.16	54	\$17,679.09	53
Senior-level professional	\$8,627.28	68	\$15,169.29	64	\$7,700.73	73	\$14,260.75	71
Junior-level professional	\$5,365.03	46	\$12,923.27	46	\$5,092.11	50	\$12,389.06	50
Production & design	\$6,691.28	48	\$11,097.36	47	\$6,078.95	41	\$10,878.18	37
Technical professional	\$5,369.37	46	\$9,681.40	45	\$3,683.73	30	\$7,760.88	30
Sales, Finance & Administration	\$5,864.56	32	\$12,343.91	30	\$5,683.51	52	\$10,115.39	50
Other	\$7,770.97	7	\$14,965.24	8	\$7,660.85	8	\$13,122.05	6

Terms of employment by gender

Women's job security in the companies surveyed is strong. The great majority of both women and men in Eastern European newsrooms are employed in regular, full-time jobs. Women represent close to half (48.8%) of these (See Table 5.1.4).

Smaller numbers of journalists hold regular part-time positions, with women representing nearly two-thirds (62.6%) of these.

Women are also slightly over-represented in the other less secure employment arrangements, including full- and part-time contract, where women are 49.4% and 50.1%, respectively, and freelance, where women are 50.3%. The numbers of people in these categories, however, is many fewer than in the full-time regular category.

Table 5.1.4. Terms of employment by gender at Eastern European news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	4264	52.7	3826	47.3
Part-time, regular	276	37.4	462	62.6
Full-time, contract	261	50.6	255	49.4
Part-time, contract	173	49.9	174	50.1
Freelance	327	49.7	331	50.3
Other	108	50.2	107	49.8
Totals	5,409	51.2	5,155	48.8

Gender-related company policies

Nearly all of the 85 companies surveyed in this region appear to have well-established policies for maternity leave (88%), but only about two-thirds (68%) have corresponding policies on paternity leave. National laws that regulate maternity leave establish employer guidelines in many nations, making company policies unnecessary.

In the 85 companies surveyed, about two-thirds of the companies (69%) of women return to their same jobs after maternity leave. Only about a third of the companies (32%) offer some form of child-care assistance.

Nearly three-fourths (71%) of these companies offer women some form of educational opportunities.

On other pro-equality issues associated with women's professional advancement, these newsrooms show less progress.

Very few (16%) of the companies have a broad policy on gender equity, and only 7 companies (9%) have a policy on sexual harassment.

Table 5.1.5. Gender-related policies in news companies in Eastern Europe.
(N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	16	84	85
Has a policy on sexual harassment	9	91	85
Has a policy on maternity leave	88	12	85
Has a policy on paternity leave	68	32	85
Do women get same jobs back	69	27	81
Offers child-care assistance	32	68	85
Offers educational training	71	29	85

Summary

The 85 companies surveyed in 8 Eastern European nations show strong tendencies toward gender egalitarianism. Women are well-represented in nearly all occupational levels, even exceeding men in the key news-gathering and production roles in the junior and senior professional level. Women are in a particularly strong position in Russia, nearing parity in top management and being around a third in governance.

Across the region, women are most seriously under-represented in the technical roles associated with production and design and technical professional levels – these remain men's occupational domains in the newsrooms surveyed.

Men's and women's salaries are comparable across occupational levels for the most part, with men's being slightly higher than women's in a few occupational levels. The anomaly

of men's dramatically higher salary than women's in governance at the regional level is a skew produced by a few companies in Ukraine reporting exceptionally high salaries for male executives.

Women's job security is excellent in the Eastern European companies surveyed, with most newsroom employees (both men and women) serving in regular full-time jobs. It bears noting, however, that of the approximately one-fourth of the journalistic workforce not holding regular, full-time jobs, women are in the majority. These include part-time, contract and freelance terms of employment.

Most companies surveyed in the region have adopted policies on maternity and paternity leave, and on returning women to the same jobs after maternity leave. Most companies also offer educational training for women. In contrast, few have policies on gender equality or child care.

BULGARIA

Overview of Nation

Bulgaria is located in the Balkan region of Eastern Europe. The majority of the nation's 8 million people are primarily of Bulgarian ethnicity, but there are also several minority groups. The nation's official language is Bulgarian, but Turk and Roma are also spoken.

Under rule of the Soviet Union until the late 1980s, Bulgaria's constitution today guarantees freedom of press. In 1991, the nation formalized rights of speech and freedom of information. Even so, there are several barriers to an open media system. The nation's electronic media system is largely owned and controlled by the state. In addition, the government practices criminal prosecution of journalists for their writings. Such problems contribute to Bulgaria's rank of 68th among 175 nations in press freedom.

Women in Bulgaria have a 98% literacy rate and a life expectancy of 67 years. Bulgaria ranks 47th among nations in the number of women in national elective office, but only 94th in wage equality with men.

Women's payment during maternity leave is established at 90% of their salaries, and this benefit is received for a period of 135 days commencing 45 days before the expected date of childbirth. Further paid child-care leave can be granted to the mother or the father until the child reaches the age of two, however, the father may only take this leave if the mother has given up her own right to the leave.

Findings of the Study

Ten news companies in Bulgaria – 4 newspapers, 4 television stations, and 2 radio stations – participated in the study.

Occupational status by gender

Together these news companies employ approximately 2,300, including 1,252 women and 1,034 men. The newsrooms surveyed see a rare scenario in global journalism, with women's presence dominant in terms of overall numbers and also, in numerous instances, in occupational status (See Table 5.2.1).

The news reporting functions associated with junior and senior professional and middle management levels are strongly women's domains. Women are 63.9% of those in junior professional, 68.6% of those in senior professional, and 74.7% of those in middle management level. The last of these includes senior editors, chiefs of correspondents and others in positions to define overall news content.

Women (45%) are nearing parity with men in senior management, and they surpass parity (53.5%) in top management. These levels include news directors, managing editors, and publishers.

In governance, women's presence is moderate – well under parity with men – at 39.3%.

Women's greatest level of under-representation is in the technical professional level, at only 30%. This category includes sound, camera and lighting technicians. Though nearing parity, women are also slightly under-represented in production and design (42.2%), which includes scene designers, video and film editors, photographers and illustrators – personnel involved in the production of news.

Women's overwhelming dominance (90%) in the sales, finance and administration category merits discussion. This collection of support-oriented jobs (e.g., human resource personnel, public relations specialists, secretaries) is not directly related to news gathering or production and in many nations these roles are filled by women. Still, in these Bulgarian newsrooms, women hold these jobs almost exclusively, exhibiting strong gender delineation in occupation.

Table 5.2.1. Occupational status by gender in Bulgarian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	17	60.7	11	39.3
Top-level Management	33	46.5	38	53.5
Senior Management	22	55.0	18	45.0
Middle Management	40	26.3	112	73.7
Senior-level Professional	190	31.4	416	68.6
Junior-level Professional	73	36.1	129	63.9
Production and Design	144	57.8	105	42.2
Technical Professional	450	69.8	195	30.2
Sales, Finance & Administration	19	9.5	180	90.5
Other	46	48.9	48	51.1
Totals	1,034		1,252	

Annual salaries by occupational status and gender

Men's and women's salaries are similar in nearly all occupational levels, both in the average low and average high ranges of the Bulgarian companies surveyed.

Women's salaries slightly exceed those of men in junior professional; production and design; and sales, finance and administration levels.

Men's salaries slightly exceed women's in the average high range of senior and top management levels.

On the whole, salary structures in these newsrooms are egalitarian at all occupational levels.

Table 5.2.2. Annual salary by occupation status and gender in Bulgarian news companies.
(N = Number of companies responding.)

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$16,640.15	6	\$19,804.43	5	\$17,321.97	5	\$18,392.20	3
Top-level management	\$16,692.85	8	\$23,513.39	9	\$14,676.06	7	\$22,050.27	7
Senior-level management	\$9,959.99	5	\$21,604.57	5	\$10,185.52	7	\$15,181.82	6
Middle management	\$10,285.71	5	\$17,265.97	5	\$9,213.31	8	\$17,149.67	8
Senior-level professional	\$5,886.23	10	\$9,470.70	10	\$5,828.47	10	\$9,660.91	10
Junior-level professional	\$4,692.63	9	\$7,845.01	9	\$4,718.61	9	\$8,231.16	9
Production & design	\$4,975.88	7	\$8,531.35	7	\$5,490.90	6	\$9,233.76	6
Technical professional	\$3,736.92	7	\$6,667.89	7	\$3,665.67	7	\$6,799.25	7
Sales, Finance & Administration	\$4,137.66	6	\$6,883.11	6	\$4,039.82	9	\$7,296.97	9
Other	\$4,929.57	3	\$8,927.08	3	\$4,714.28	2	\$8,096.10	1

Terms of employment

Nearly all professionals (both women and men) in the companies surveyed are employed in regular, full-time jobs. Fewer numbers are scattered in other categories, the largest of these being in freelance. Women are more than half (53.7%) of those performing freelance work.

Findings show that women in the Bulgarian journalism workforce of companies surveyed have a strong degree of job security.

Table 5.2.3. Terms of employment by gender in Bulgarian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	887	44.7	1096	55.3
Part-time, regular	22	33.8	43	66.2
Full-time, contract	72	50.7	70	49.3
Part-time, contract	9	24.3	28	75.7
Freelance	120	46.3	139	53.7
Other	0	0.0	0	0.0
Totals	1,110		1,376	

Gender-related policies

In spite of women's exceptionally high occupational standing, the Bulgarian newsrooms surveyed show mixed tendencies in adoption of gender-related policies. Nearly all (90%) of the companies surveyed have a policy on maternity leave and all report giving women their same jobs back after maternity leave. But, fewer than half (40%) of these companies have a policy on paternity leave.

Fewer than half (40%) of these companies have a policy on gender equality, and only around a third (30%) has a policy on sexual harassment.

Just over half (60%) have a policy to provide educational training for women.

Table 5.2.4. Gender-related policies in Bulgarian news companies. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	40	60	10
Has a policy on sexual harassment	30	70	10
Has a policy on maternity leave	90	10	10
Has a policy on paternity leave	40	60	10
Do women get same jobs back?	100	0	9
Offers child-care assistance	40	60	10
Offers educational training	60	40	10

Summary

Bulgarian newsrooms surveyed stand apart from most others across this and other regions for women's exceptionally high occupational standing. Women are dominant in all levels concerned with news-gathering and editing, as well as in some levels associated with management and decision-making. In the sales, finance and administration level, women claim nearly all of the jobs.

Women are less well represented at the top of these companies, where they are well over a third but still under parity with men. Representation by women is also lower in technical and production job levels.

Salary data illustrate a pattern of egalitarianism in compensation for men and women across the occupational levels. Even instances where one gender earns slightly more than the other are few. Nearly all those in the workforce of these companies are employed in regular, full-time jobs.

In spite of robust demonstration of women's presence and authority, these same Bulgarian companies have not uniformly adopted pro-equality policies.

ESTONIA

Overview of Nation

Estonia is situated east of the Baltic Sea. The majority of Estonia's 1.5 million people are of Finnic ethnicity (closely related to Finnish). The national language is Estonian, although some minority languages are also spoken.

Estonia's media system has undergone rapid transformation in several ways since the nation's independence from the Soviet Union in 1991. Most of the electronic media have shifted from state to private ownership. Some cultural periodicals remain under public financing, although with their own independent editorial policies. Newspapers and electronic media also have editorial independence. Estonia's rapid conversion to a free press has been sustained, bringing the nation the global rank of 6th among 175 nations in press freedom. The nation has also moved quickly to extend new technologies nationally, something that enabled Estonia to hold the world's first national elections for parliament using the electronic vote ("e-vote") in 2007.

Estonian women have a 99% literacy rate and life expectancy of 69 years. The nation ranks 51st among nations in the number of women in national elective office and 98th in wage equity.

In the workplace, women receive paid maternity leave of 100% of their income up to 140 calendar days. During maternity leave, the father is entitled to 14 days of parental leave. Pregnant women are not allowed to work at night or to work overtime. Further child-care leave is also provided to the parents until the child reaches the age of 3. Parental child care leave may be divided between the parents according to their wishes. Paid nursing breaks and certain other maternal benefits are also provided by national law.

Findings of the Study

Ten news companies in Estonia – 4 newspapers, 3 television stations, and 3 radio stations – participated in the study. Together, they employ approximately 370, including 178 women and 187 men (See Table 5.3.1).

Occupational status by gender

Men and women are approximately equal in number across all of these newsrooms. Along gender patterns, women's participation is strong in most occupational levels. The small numbers of people represented in the Estonian sample suggest the usefulness of emphasizing numbers as well as percentages when assessing women's standing in some instances. Also noted is that companies surveyed reported fewer numbers of employees in the occupational levels (Table 5.3.1) than they did for terms of employment (Table 5.3.3).

The two exceptions to women's full participation are both in the upper ranks of the companies. Only 1 of 6 (16.7%) in governance is a woman, and only 3 of 14 (21.4%) in senior management are women.

Women are near parity or even surpass men in other levels of the companies surveyed. In top management, women are 8 of 14 (57.1%).

Women dominate at 63% in the junior professional level, which includes assistant-level writers, producers and directors of news. In the senior professional level, which includes more senior writers and editors, women are half (50.3%) of the workforce. The largest numbers of individuals in the Estonian sample are found in the latter grouping.

In middle management, women are nearing parity with men at 43.5%.

In the creative and technical categories, women's representation is also nearing or at parity. Women are 42.9% of those in production and design (photographers and illustrators), and half of those in the technical professional level, which includes sound and lighting technicians.

As in many nations, women dominate (73.8%) the support jobs falling into the sales, finance and administration level.

Table 5.3.1. Occupational level by gender in Estonian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	5	83.3	1	16.7
Top-level Management	6	42.9	8	57.1
Senior Management	11	78.6	3	21.4
Middle Management	13	56.5	10	43.5
Senior-level Professional	72	49.7	73	50.3
Junior-level Professional	10	37.0	17	63.0
Production and Design	24	57.1	18	42.9
Technical Professional	10	50.0	10	50.0
Sales, Finance & Administration	11	26.2	31	73.8
Other	25	78.1	7	21.9
Totals	187		178	

Annual salaries by occupational status and gender

Salary data for the Estonian news companies surveyed were greatly insufficient, allowing only tentative observations for a few occupational levels. Despite nearly equal gender representation in these companies, men fare slightly better economically (See Table 5.3.2).

In governance, men's salaries are higher than women in both average low and average high ranges.

By contrast, women's salaries are reportedly higher than men's in middle management, both at average low and average high ranges. This pattern is also true in production and design.

Salaries are nearly identical for men and women in the senior professional category.

It bears noting that men earn slightly more than women in the average high range of sales, finance and administration. This suggests that men receive the higher paid jobs in this strongly (73%) women-dominated occupational level.

Table 5.3.2. Annual salary by occupation status and gender in Estonian news companies.
(N = Number of companies responding to the question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$31,045.76	3	\$39,215.68	1	\$18,750.00	4	\$31,862.74	2
Senior-level management								
Middle management	\$14,705.88	4	\$15,931.37	4	\$22,875.81	3	\$26,143.79	3
Senior-level professional	\$15,980.39	8	\$20,644.25	7	\$15,171.57	8	\$20,931.37	8
Junior-level professional								
Production & design	\$17,377.45	4	\$21,241.83	3	\$15,441.17	4	\$17,320.26	3
Technical professional								
Sales, Finance & Administration	\$16,993.46	3	\$19,607.84	2	\$16,421.57	4	\$16,993.46	3
Other	\$14,705.88	1	\$29,411.76	1	\$11,274.51	2	\$29,411.76	1

Terms of employment by gender

Nearly all employees in the Estonian news companies surveyed – men and women alike – are employed in regular, full-time jobs. A few work on freelance arrangements, with nearly all of these (83.3%) of these men. Women in these news companies enjoy a high level of job security.

Table 5.3.3. Terms of employment by gender in Estonian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	207	49.3	213	50.7
Part-time, regular	0	0.0	5	100.0
Full-time, contract	0	0.0	0	0.0
Part-time, contract	0	0.0	1	100.0
Freelance	25	83.3	5	16.7
Other	0	0.0	0	0.0
Totals	232		224	

Gender-related company policies

Estonian companies surveyed have all uniformly adopted newsroom policies on maternity and paternity leave, and on returning women to the same jobs after maternity leave. Similarly, they have all adopted policies on providing educational training for women.

None reported having policies on gender equality, sexual harassment or child-care assistance.

Table 5.3.4. Composite figures on gender policies in news companies in Estonia.

(N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	0	100	10
Has a policy on sexual harassment	0	100	10
Has a policy on maternity leave	100	0	10
Has a policy on paternity leave	100	0	10
Do women get same jobs back?	100	0	10
Offers child-care assistance	0	100	10
Offers educational training	100	0	10

Summary

Women at the 10 news companies surveyed in Estonia enjoy a high degree of equality in their newsrooms. The numbers of men and women are nearly the same for the nation. In relation to occupational status, women have achieved close to parity with men in many occupational levels and surpassed men in several. Only in governance and senior management levels are women few in number, but the actual numbers (on which the percentages are based) of both men and women in these occupational levels are minuscule.

There is a relatively strong equity in salaries for the newsrooms surveyed as well, though men earn slightly more than women in a few instances.

Job security is high, with nearly all women and men employed having regular full-time jobs at these companies. Companies have uniformly adopted policies on maternity and paternity and on providing education for women, but none of the companies surveyed has a policy on gender equity, sexual harassment or child-care assistance.

HUNGARY

Overview of Nation

Hungary, a nation of 10 million people, is located in central Europe. The majority of the population is of Hungarian ethnicity, although there are several minority populations. The official language is Magyar (Hungarian), with minority languages also spoken.

Like elsewhere across Eastern Europe, Hungary's media system is a mix of private and state-run enterprises. Newspapers are all privately owned, some by foreign investors. The broadcast system of television and radio is a combination of privately owned and publicly financed companies. Hungary ranks 26th among 175 nations in press freedom.

Women in Hungary have a literacy rate of 99% and life expectancy is to age 68. Hungarian women have made their way only slowly into public life, earning Hungary a ranking of 95th among nations for women in elective office. The nation also holds a low global ranking of 113th in wage equality.

In the workplace, women receive maternity compensation at 70% of their average earnings, payable for 4 weeks before and 20 weeks after the expected date of childbirth. In the absence of earnings, the current minimum wage is used for calculating the compensation. Parents are entitled to paid child-care leave until the child is 3 years old. This allowance is 70% of earnings until the child is 2 and a fixed sum in the last year. Further paid child-care leave is offered to parents having three or more children. Parents are also allowed leaves of absence for child care from the ages of 3-12. Nursing mothers are allowed breaks of 2 hours a day for the first 6 months, and an hour a day through the 9th month.

Findings of the Study

Eight news companies – 1 newspaper, 3 television stations and 4 radio stations – participated in the Global Report study. Together, these companies employ approximately 1,100, including 431 women and 677 men.

Occupational status by gender

As indicated in Table 5.4.1, the overall gendered pattern in the Hungarian companies surveyed is one of women's under-representation. This pattern is evidenced in all but three occupational levels, and these exceptions are substantial.

Women dominate the numbers of junior level professionals at 58.9%, making up more than half of the junior writers, directors, producers and anchors in these companies. In the senior professional level, women are near parity with men at 46.7%. This level includes executive editors, editors-in-chief and managing editors. The junior and senior professional levels are key news-reporting and editorial categories, and women's high representation signifies their substantial involvement in the Hungarian companies surveyed.

In addition, women are nearly two-thirds (63.9%) of those in sales, finance and administration. This category, which includes support roles in human resources, public relations and accounting, is typically dominated by women across nations.

In other occupational categories, women are noticeably marginalized in these same companies. They are only 2 of 15 individuals (13.3%) in governance, and only 7 of 21 (33.3%) in top-level management. While the most important policy-setting and decision-making levels in companies, these figures also indicate how few individuals are actually involved (either men or women) in the companies surveyed.

Women's participation is also low in middle and senior management (22.1% and 29.6%, respectively). These categories include those in the news-making enterprise typically having the greatest authority to define news content.

Participation by women is minuscule (7.5%) in the technical professional level, with roles related to camera, sound and lighting being men's domains in these companies.

Table 5.4.1. Occupational levels by gender in Hungarian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	13	86.7	2	13.3
Top-level Management	14	66.7	7	33.3
Senior Management	19	70.4	8	29.6
Middle Management	53	77.9	15	22.1
Senior-level Professional	130	53.3	114	46.7
Junior-level Professional	101	41.1	145	58.9
Production and Design	58	77.3	17	22.7
Technical Professional	221	92.5	18	7.5
Sales, Finance & Administration	48	36.1	85	63.9
Other	20	50.0	20	50.0
Totals	677		431	

Annual salaries by occupational status and gender

Companies surveyed provided incomplete data for salaries, making it difficult for definitive comparisons of men's and women's salaries.

The uneven data available show rather erratic patterns along gender lines.

Women's salaries are similar to men's in most of the average low ranges. For example, men earn substantially more than women in the average low range of senior management, and in production and design.

Men also earn substantially more in the average high range of senior and top management, junior professional, and in the “other” category (which is often seasonal or project personnel).

By contrast, women earn noticeably more than men in the average high range of both middle management and in production and design.

Table 5.4.2. Annual salary by occupation status and gender in Hungarian news companies.
(N = Number of companies responding to the question.) [Missing data resulted from insufficient data to compute.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$38,840.86	5	\$62,516.45	5	\$48,094.41	5	\$56,630.95	5
Senior-level management	\$40,394.13	5	\$60,449.87	5	\$29,569.31	2	\$41,525.60	2
Middle management	\$16,156.24	5	\$37,394.82	5	\$29,335.86	4	\$45,734.31	4
Senior-level professional	\$12,497.42	3	\$49,327.20	3	\$10,703.63	5	\$28,725.51	5
Junior-level professional	\$8,171.28	6	\$36,755.61	6	\$6,680.46	6	\$19,589.73	6
Production & design	\$11,296.96	5	\$27,444.01	5	\$8,927.36	2	\$37,231.57	2
Technical professional	\$7,314.94	6	\$17,484.29	6	\$7,919.40	1	\$27,054.60	1
Sales, Finance & Administration								
Other	\$16,970.21	1	\$51,424.89	1	\$16,970.21	1	\$25,712.44	1

Terms of employment by gender

Women have a fair degree of job security in the companies surveyed.

Approximately two-thirds of those in these 8 companies are employed in regular, full-time jobs. Women occupy just over a third (36.3%) of these, with men the greater beneficiary of this most secure form of employment.

The remainder of the workforce is found in other terms of employment, the largest category of which is “other.” This may include seasonal, project or pay-per-piece workers. Women are approximately half (49.5%) of those in “other.”

Smaller numbers are found in part-time, contract and freelance employment. Women are three-fourths (76.5%) of those in part-time regular jobs, and about half (50.8%) of those in full-time contract. Women are 2 of the total 12 (16.7%) of the freelance workers.

Table 5.4.3. Terms of employment by gender in Hungarian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	551	63.7	314	36.3
Part-time, regular	4	23.5	13	76.5
Full-time, contract	31	49.2	32	50.8
Part-time, contract	4	100.0	0	0.0
Freelance	10	83.3	2	16.7
Other	106	50.5	104	49.5
Totals	706		465	

Gender-related company policies

All companies surveyed have adopted policies on maternity and paternity leave, and on returning women to the same jobs after maternity leave (See Table 5.4.4).

Two thirds (63%) have a policy on educational training for women.

Only a fourth (25%) have adopted a specific policy on gender equality, and none has a policy on sexual harassment.

A small number (13%) offer child-care assistance.

Table 5.4.4. Gender policies in Hungarian news companies. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	25	75	8
Has a policy on sexual harassment	0	100	8
Has a policy on maternity leave	100	0	8
Has a policy on paternity leave	100	0	8
Do women get same jobs back?	100	0	8
Offers child-care assistance	13	87	8
Offers educational training	63	37	8

Summary

Though outnumbered by men in the 8 newsrooms surveyed, women have been able to secure substantial percentages of jobs in news-making ranks. They dominate in the junior professional level and are near parity with men in the senior professional level. Women also comprise most of those in sales, finance and administration – support roles often filled by women.

In other occupational levels of these newsrooms, women are substantially under-represented. In the strongly male-dominated technical professional level, for example, women's participation drops to the single digits.

Despite under-representation, most women in these Hungarian newsrooms are in secure jobs, with regular full-time terms of employment.

While companies have uniformly adopted policies on maternity and paternity leave, and on returning women to the same jobs after maternity leave, fewer have followed suit with other pro-equity measures that might serve to encourage access to and advancement within occupational ranks.

LITHUANIA

Overview of Nation

Lithuania is located in the southernmost part of the Baltic region. The nation has a population of 4.4 million people, most of whom are ethnic Lithuanian, with smaller numbers of Poles, Russians and Belarusians. Languages correspond to these groupings, with Lithuanian the official language.

The media system since Lithuania's independence from the Soviet Union in 1990 has been transformed from state-controlled operations to private, commercial companies free of government control. Lithuania's Fund for the Support of the Press, Radio and Television, financed through the national budget and public revenues, provides some subsidies to some media companies. Because the nation has no laws on monopoly or other regulation of ownership, cross-ownership among companies and monopoly are legal in Lithuania. As a result, one owner dominates large numbers of media companies in Lithuania. Lithuania ranks 10th among 175 nations in freedom of press.

Literacy rates for women in Lithuania are 99% and life expectancy is 68. The nation ranks 64th in the numbers of women in national elective office, and 88th in wage equality. In 1998, the Lithuanian parliament passed the Law on Equal Opportunities for Women and Men, prohibiting direct and indirect discrimination against either sex, and implementing equal opportunities for both in education, consumer rights, employment and other social arenas.

Maternity benefits are provided 70 calendar days before and 56 calendar days after expected childbirth. In addition, either parent may take official leave from employment for up to one year to care for a new baby and receive child-care benefits equal to 60% of wages. Further child-care leave can be taken until age 3. Certain other benefits also apply, such as paid breast-feeding breaks for new mothers.

Findings of the Study

Ten news companies in Lithuania, including 4 newspapers, 3 television stations, and 3 radio stations, participated in the study. Together, these companies employ approximately 1,100, just over half women (See Table 5.5.1).

Occupational status by gender

Though women have surpassed parity with men in overall numbers, their participation in the varied occupational levels of newsrooms is uneven.

The dominant gender pattern is a concentration of women in two occupational categories, both associated with news reporting and production. Women are more than three-fourths (78.5%) of those in the junior professional level, which includes anchors, reporters and sub-editors. Women are just under three-fourths (70.6%) in the senior professional level, which includes news directors and bureau chiefs.

Women also occupy just over half (55.7%) of the positions in production and design, a classification for those involved in the creative aspects of production, e.g., wardrobe designers, illustrators and photographers.

Women also dominate (70.8%) in sales, finance and administration, a support category that may include public relations personnel and clerical workers – jobs often filled by women.

At two occupational levels, women are nearing parity with men. Women are 44.4% of the senior editors and correspondents in the middle management level, and 41.3% of the executive editors and news directors on the senior management level.

In governance (i.e., boards of directors), women are 4 of the 13 individuals (30.8%); and in top level management (e.g., publishers, directors general), women are just over a fourth (28.6%). Women are also few (21.1%) of the technical professional level, which contains a sizable number of the total workforce in these companies.

Table 5.5.1. Occupational level by gender in Lithuanian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	9	69.2	4	30.8
Top-level Management	10	71.4	4	28.6
Senior Management	27	58.7	19	41.3
Middle Management	25	55.6	20	44.4
Senior-level Professional	84	29.4	202	70.6
Junior-level Professional	23	21.5	84	78.5
Production and Design	27	44.3	34	55.7
Technical Professional	213	78.9	57	21.1
Sales, Finance & Administration	40	29.2	97	70.8
Other	85	72.0	33	28.0
Totals	543		554	

Annual salaries by occupational status and gender

Insufficient data in governance and top-level management prevent assessment of these decision-making levels within the companies surveyed (See Table 5.5.2). There is a general pattern of pay equity in the newsrooms surveyed.

Men's and women's salaries are similar in both average low and average high ranges in many of the occupational levels. The exceptions occur in the junior professional level, where women earn slightly more than men in the average high range, and in the technical professional level, where men earn more than twice that of women in the average high range.

Table 5.5.2. Annual salary by occupational status and gender in Lithuanian news companies.
(N = Number of companies responding to the question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management	\$17,013.00	8	\$24,744.25	8	\$20,303.65	10	\$23,076.95	10
Middle management	\$12,418.67	3	\$22,795.33	3	\$12,321.75	4	\$23,469.25	4
Senior-level professional	\$9,930.20	9	\$17,559.20	9	\$8,226.67	9	\$16,840.44	9
Junior-level professional	\$7,101.60	5	\$11,520.60	5	\$7,313.60	5	\$14,712.20	5
Production & design	\$7,476.00	7	\$11,108.14	7	\$5,530.60	5	\$11,408.80	5
Technical professional	\$10,815.29	7	\$14,100.29	7	\$4,084.00	3	\$6,686.67	3
Sales, Finance & Administration	\$8,617.20	5	\$13,674.60	5	\$6,461.00	9	\$12,118.63	8
Other	\$3,966.00	2	\$4,034.67	3	\$4,113.00	3	\$5,170.67	3

Terms of employment by gender

Job security for women in companies surveyed is strong.

Nearly all men and women employed in these newsrooms hold jobs with full-time, regular terms of employment.

Fewer numbers are employed as freelancers, with women holding slightly more than half (57.1%) of these jobs.

Women are less than half of part-time regular employees and contract employees.

Table 5.5.3. Terms of employment by gender in Lithuanian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	478	47.9	520	52.1
Part-time, regular	45	66.2	23	33.8
Full-time, contract	11	55.0	9	45.0
Part-time, contract	3	100.0	0	0.0
Freelance	70	42.9	93	57.1
Other	2	40.0	3	60.0
Totals	609		648	

Gender-related company policies

All newsrooms surveyed report having a policy on paternity, and nearly all (90%) have policies on maternity leave and on returning women to the same jobs after maternity leave (See Table 5.5.4).

About three-fourths (70%) offer educational training to women. Fewer (40%) offer child-care assistance, and only 1 of the 10 newsrooms (10%) has a policy on gender equality.

None has a policy on sexual harassment.

Table 5.5.4. Gender-related policies in Lithuanian news companies. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	10	90	10
Has a policy on sexual harassment	0	100	10
Has a policy on maternity leave	90	19	10
Has a policy on paternity leave	100	10	10
Do women get same jobs back?	90	10	10
Offers child-care assistance	40	60	10
Offers educational training	70	30	10

Summary

Most women in the Lithuanian news companies surveyed are aggregated in two occupational categories, junior and senior level professional, where their participation is noticeably dominant at around three-fourths. Women also fill the great majority of support roles in the sales, finance and administration level.

Women are nearing parity with men in middle and senior management levels, important decision-making categories in the newsroom.

In other job levels, women are under-represented, most importantly in top management and governance.

Most women in the Lithuanian newsrooms surveyed have secure employment with full-time, regular terms. Those same newsrooms have been slower to adopt pro-equity policies, with all or most reporting they have policies related to maternity and paternity, but not on sex equity or sexual harassment.

POLAND

Overview of Nation

A large nation in central Europe, Poland has a burgeoning population of 38 million people. The majority of the inhabitants of Poland are of Polish ancestry, and Polish is the nation's official language. However, there are several minority groups that speak their own languages in addition to Polish.

Since the break-up of the Eastern bloc, Poland's media system has changed from state control to independence, particularly benefiting journalists. Change is seen in the emergence and development of many privately owned print and, more recently, electronic media. The Polish media system has also become increasingly globalized, with Polish versions of many foreign periodicals making their way into the market, and advertisers for global products pursuing Polish audiences and consumers. Poland has freedom of press, though laws against ridiculing the nation and government are still on the books and enforced. Poland ranks 37th among 175 nations in press freedom.

Polish women have a 98% literacy rate and life expectancy of 76 years. The number of women in national elective office puts Poland 54th among nations. Even though the Polish constitution guarantees men and women equal pay for equal work, there are considerable differences in pay levels, with the nation ranking near the bottom at 124th in pay equity.

Maternity benefits equal 100% of earnings and are payable for 16 weeks for the birth of the first child, 18 weeks for the second child, and 26 weeks for all subsequent children. Maternity benefits are followed by a parental child-care benefit of 24 months (extended for single parents or if the child is disabled), with a fixed payment each month. Until the child is 4 years old, either parent can take unpaid leave.

Findings of the Study

Nine Polish news companies – 2 newspapers, 4 television station, and 3 radio stations – participated in the study. Together, these companies employ approximately 5,000, including 2,214 women and 2,726 men.

Occupational status by gender

Women are fairly close to parity with men in the Polish news companies surveyed (See Table 5.6.1).

Closer scrutiny of the distribution of employees by gender in the newsroom hierarchy shows a glass ceiling for women at the level of senior management. Women are nearing half (41.9%) of the editors-in-chief, news directors and other high-ranking administrators making up this job level. Women's participation above this level, however, is extremely low.

Above the glass ceiling, women's under-representation reveals itself clearly. In governance, women are only 29.5% of those who sit on boards of directors. In top management, women are only a fourth (25%) of publishers, chief executive officers and other top-ranking managers with authority to direct news organizations.

By contrast, women's strongest participation is in the news-reporting levels of junior professional, where they are nearly more than half (58.8%). Women thus substantially dominate in the ranks of writers, producers, anchors, directors, sub-editors and correspondents.

Women are near parity with men in the senior professional level (45.6%) and in the middle-management level (43.8%). Both categories are directly involved with news-gathering and editorial functions.

In the support ranks of sales, finance and administration, women fill nearly two-thirds (65.8%) of the jobs. These include public relations, accounting, human resources and other functions not directly related to news reporting and, additionally, roles typically filled by women.

Women's representation (28.4%) is low in production and design, but all but absent (3.7%) in the technical professional level. The last of these defines camera, sound and lighting roles as men's domains across the companies surveyed.

Table 5.6.1. Occupational level by gender in Polish news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	31	70.5	13	29.5
Top-level Management	36	75.0	12	25.0
Senior Management	111	58.1	80	41.9
Middle Management	250	56.2	195	43.8
Senior-level Professional	563	54.4	471	45.6
Junior-level Professional	250	41.2	357	58.8
Production and Design	712	71.6	283	28.4
Technical Professional	343	96.3	13	3.7
Sales, Finance & Administration	408	34.2	785	65.8
Other	22	81.5	5	18.5
Totals	2,726	55.2	2,214	44.8

Annual salaries by occupational status and gender

As Table 5.6.2 shows, not all companies provided complete salary data. The partial picture suggests that salaries for men and women in both average low and average high ranges are similar throughout the occupational levels.

The notable exception is in the senior management level where women earn considerably more than men in both average low and average high ranges. Women also earn slightly more than men in the high range of middle management.

Men earn slightly more than women in the low range of sales, finance and administration.

Overall, however, there are no great variations along gender lines in the compensation received among the companies that shared salary data.

Table 5.6.2. Annual salary by occupational status and gender in Polish news companies.
(N = Number of companies responding to the question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$33,432.45	7	\$33,432.45	7	\$34,982.97	4	\$34,982.97	4
Senior-level management	\$36,286.81	6	\$40,743.85	6	\$38,256.05	6	\$41,828.10	6
Middle management	\$21,986.49	7	\$31,015.77	7	\$21,540.41	7	\$27,931.96	6
Senior-level professional	\$13,542.18	8	\$25,617.72	8	\$12,687.96	8	\$27,301.50	8
Junior-level professional	\$9,559.99	5	\$29,066.87	5	\$9,559.99	5	\$28,412.92	5
Production & design	\$7,697.85	3	\$22,737.10	3	\$7,697.85	3	\$22,737.10	3
Technical professional	\$3,065.90	2	\$20,879.26	2	\$3,065.90	2	\$20,879.26	2
Sales, Finance & Administration	\$4,715.98	7	\$26,013.82	7	\$5,352.64	8	\$23,988.25	8
Other								

Terms of employment by gender

The greatest majority of the workforce (both women and men) is found in full-time, regular employment in the Polish companies surveyed. Still, men are the greater beneficiaries, holding well over half (59.1%) of these jobs.

The other category of employment with substantial numbers of employees is part-time regular. Women hold two-thirds (64.6%) of these.

Smaller numbers of men and women are scattered through other terms of employment. Women comprise fewer of these in all cases – less than half (46.9%) in full-time contract, less than half in part-time contract (42.9%), and few (16%) in freelance.

Women's job security overall is relatively high in the Polish companies surveyed.

Table 5.6.3. Terms of employment by gender in Polish news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	1460	59.1	1012	40.9
Part-time, regular	156	35.4	285	64.6
Full-time, contract	85	53.1	75	46.9
Part-time, contract	112	57.1	84	42.9
Freelance	21	84.0	4	16.0
Other	0	0.0	0	0.0
Totals	1,834		1,460	

Gender-related company policies

Polish newsrooms surveyed have a mixed showing on gender-related policies (See Table 5.6.4).

All have adopted policies on returning women to the same jobs after maternity leave and on providing educational opportunities to women.

Most have a policy on paternity leave (89%) and providing child-care assistance (78%). However, fewer than half (44%) have a policy on maternity leave and only a third (33%) a policy on gender equality.

Only 1 (11%) out of the 9 companies has a policy on sexual harassment.

Table 5.6.4. Gender-related policies in Polish news companies. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	33	67	9
Has a policy on sexual harassment	11	89	9
Has a policy on maternity leave	44	56	9
Has a policy on paternity leave	89	11	9
Do women get same jobs back	100	0	8
Offers child-care assistance	78	22	9
Offers educational training	100	0	9

Summary

Though fairly close to parity with men in terms of numbers, women experience a glass ceiling in the senior management level of the Polish newsrooms surveyed. Above that glass ceiling, in top management and governance, women are minuscule numbers. By contrast, women's robust participation in the news-making ranks finds them dominant in junior professional jobs, and nearing parity with men in senior professional and middle management.

Women also are dominant in the support roles associated with sales, finance and administration. Conversely, they are noticeably fewer in the creative and technical levels associated with news production.

Though salary data were incomplete in some occupational levels, findings tentatively show a pattern of similarity in pay for men and women. Variations in this pattern were moderate.

Most women and men are employed in regular full-time jobs, though men are slightly higher in representation. More women hold part-time employment than do men.

Workplace policies favor family support such as maternity and paternity leave, and giving women their jobs back after maternity leave. They are more variable on other issues.

ROMANIA

Overview of Nation

Romania is located in Eastern Europe on the Black Sea. There are approximately 22 million people in this nation, the majority of Romanian ethnicity. There are also several minority populations, including Hungarians, Roma, German and Ukrainian. Romanian is the official language, but other languages are also spoken.

The nation has a robust print media industry, as well as a developing electronic media industry. Public funding, collected through licensing fees, is provided for one television station and for some of the radio stations. However, there is a mixture of state and private ownership of the media. The nation has also experienced the encroachment of foreign influence and ownership in recent years, with Swedish and North American corporations purchasing some of the larger media enterprises. The Romanian constitution upholds freedom of expression but forbids defamation against the nation or government. Romania is ranked 50th among 175 nations in press freedom.

In Romania, literacy among women is 97% and life expectancy is 76 years. Though the nation ranks only 93rd in the number of women in elective office, it ranks higher at 51st in wage equality with men.

Women's employment is affected by maternity laws, with paid maternity leave granted for 63 days before and 63 days after childbirth. Monthly pay is at 85% during this leave. Paid paternal leave for child care is available up to a child's third birthday. Maternity and paternity leave are also available for parents who adopt. Following the maternity leave, either parent can be granted paid child-care leave with 85% of the salary until the child reaches age 2. Employers provide space for nursing mothers, who are allowed two hour-long breaks in the first year.

Findings of the Study

Ten Romanian news companies – 2 newspapers, 5 television stations, and 3 radio stations – participated in the Global Report study. These companies employ just over 600, more than half of those women (See Table 5.7.1).

Occupational status by gender

Women have already surpassed men in numbers at the newsrooms surveyed. Women's participation surpasses parity in several instances.

The news-reporting ranks are dominated by women, who represent more than half (53.5%) of those in the junior professional level and more than two-thirds (69.6%) of those in the senior professional level. Together, these occupational levels comprise junior and senior level writers, anchors, correspondents and producers.

Women also dominate (59.7%) in middle management, which includes design directors, chiefs of correspondents and senior editors.

In higher occupational levels, women's participation is lower. In senior management, women are just over a third (37%), and in top-level management, women are nearing parity (45.5%).

The dramatic departure from women's strong representation in the other ranks of the companies surveyed is in the technical professional level. Though this occupational category contains the greatest numbers within these news organizations, women comprise only 14.9% of the employees. Camera, sound and lighting technicians are examples of the job roles in this level.

Two occupational levels contain no data, as Table 5.7.1 shows. Romanian companies surveyed have a structure that places governance external to (rather than integrated into) the companies' operations. With this structure, companies surveyed provided no data for governance. Employees performing functions associated with this study's category of sales, finance and administration are integrated into other levels of the newsroom in Romanian companies.

Table 5.7.1. Occupational status by gender in Romanian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	0	0.0	0	0.0
Top-level Management	6	54.5	5	45.5
Senior Management	29	63.0	17	37.0
Middle Management	29	40.3	43	59.7
Senior-level Professional	76	30.4	174	69.6
Junior-level Professional	33	46.5	38	53.5
Production and Design	15	34.9	28	65.1
Technical Professional	103	85.1	18	14.9
Sales, Finance & Administration	0	0.0	0	0.0
Other	0	0.0	0	0.0
Totals	291		323	

Annual salaries by occupational status and gender

Salaries are similar for men and women in many occupational levels, particularly at the average low range (See Table 5.7.2).

One exception to this is found in senior management, where women earn more than men at both the average low and average high salary ranges. Women also earn more than men at both low and high ranges in the technical professional level.

This second exception is especially attention-getting in that this is the occupational level at which women have the lowest representation in the companies surveyed (as shown in Table 5.7.1).

Men earn slightly more than women at the average high salary range in production and design.

Table 5.7.2. Annual salary by occupational status and gender in Romanian news companies.
(N = Number of companies responding to the question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management	\$16,240.53	8	\$25,443.78	6	\$21,099.40	9	\$29,581.60	6
Middle management	\$13,355.89	8	\$16,621.48	8	\$13,691.60	7	\$19,269.43	7
Senior-level professional	\$7,669.69	8	\$13,422.46	8	\$7,133.99	10	\$12,671.62	10
Junior-level professional	\$3,668.64	6	\$6,804.73	6	\$4,006.76	7	\$6,804.73	6
Production & design	\$5,325.44	4	\$10,650.88	4	\$5,266.27	6	\$7,100.59	5
Technical professional	\$5,767.13	8	\$9,493.89	8	\$6,568.05	4	\$11,538.46	4
Sales, Finance & Administration								

Terms of employment by gender

Job security is excellent in Romanian news companies, both for women and men. Nearly all of those in the journalistic workforce of the Romanian companies surveyed are employed in regular, full-time jobs.

Few are employed in other terms of employment, as Table 5.7.3 shows.

Table 5.7.3. Terms of employment by gender in Romanian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	276	47.8	302	52.2
Part-time, regular	15	51.7	14	48.3
Full-time, contract	1	25.0	3	75.0
Part-time, contract	3	30.0	7	70.0
Freelance	10	38.5	16	61.5
Other	0	0.0	0	0.0
Totals	305		342	

Gender-related company policies

Romanian newsrooms surveyed have all adopted policies on maternity and on returning women to the same jobs after maternity leave. Nearly all (80%) have also adopted paternity leave policies (See Table 5.7.4).

National laws regulate parental leave and child-care assistance, with workplace provisions serving to either reinforce or supplement these. The small number of companies (30%) that reported offering child-care assistance could be interpreted as “reinforcing or supplementing” what is required by law.

Less than half report having policies in place on gender equity, sexual harassment, offering training opportunities to women.

Table 5.7.4. Gender-related policies in Romanian news companies. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	40	60	10
Has a policy on sexual harassment	30	70	10
Has a policy on maternity leave	100	0	10
Has a policy on paternity leave	80	20	10
Do women get same jobs back?	100	0	10
Offers child-care assistance	30	70	10
Offers educational training	40	60	10

Summary

Women are the dominant gender in the 10 Romanian newsrooms surveyed, particularly in the news-reporting occupational levels. Women’s participation is greater than half of the journalists in junior professional roles, and more than two-thirds of those in senior professional roles. In middle management, women’s representation is more than half. Their representation is somewhat lower – around a third and less than half – in senior and top management, respectively.

In the technical categories, women dominate in production and design roles but are very few in the technical professional level. The last of these sets apart jobs in sound, camera and lighting as men’s occupations in these Romanian newsrooms.

Job security is very strong, with nearly all those in the journalistic workforce of these news companies serving in regular, full-time employment. Gender patterns were more obvious in salaries, where there is similarity in men’s and women’s pay in the average low ranges of most job levels, but distinct differences at the higher ranges. In one case, women earn more than men in an occupational level where men dominate, and, conversely, men earn more than women in an occupational level where women dominate.

Romanian news companies represented in the study respond to national laws in their policies, regarding maternity and paternity leave, returning women to the same jobs after maternity leave, and on child care. There was more variation on other issues, with fewer than half having policies on gender equality, sexual harassment or offering educational training for women.

RUSSIA

Overview of Nation

Russia, the world's largest country, spans part of Europe between the Baltic Sea and North Pacific Ocean, and extends into Asia. The nation has 149 million inhabitants, 80% of whom are ethnic Russians, and the remainder belonging to more than 150 ethnic groups. The official language is Russian, but other languages are also spoken.

Russia emerged from the breakup of the Soviet Union in 1989, adopting a new constitution in the ensuing years and instituting numerous media reforms. Today, Russia has a mixed media system that includes both privately-owned and government-owned companies, with the latter seen particularly in broadcasting. Some Russian television channels are either state run or have close ties to the government. While official state censorship of Soviet days is no longer used, some vestiges remain in the form of pressures on news organizations. These contribute to Russia's rank of 153rd (among 179 nations) in press freedom.

Russian women have a literacy rate of 99%, with educational levels that exceed those of men; women's life expectancy is 74 years. Russia ranks 81st among nations in the number of women in elective office and 68th in wage equality with men.

Russian law grants women 70-84 calendar days of pregnancy leave before childbirth and 86 days after, with possible extensions in cases of health. Women on maternity leave receive 100% of their wages. Parental child-care leave is also available for up to 18 months. Paid leave for child care may also apply in cases of adoption.

Findings of the Study

Fourteen companies – 8 newspapers, 2 television stations, and 4 radio stations – participated in the study. Together these companies employ just over 500, including 291 women and 218 men (as shown in Table 5.8.1). The number of women surpasses that of men by approximately 25% across the Russian companies in the study.

Without the usual barriers associated with under-representation or glass ceiling to inhibit women's advancement, the major gendered pattern across the occupational ranks is that of women's dominance in these companies.

Occupational status by gender

Women have high participation rates in all occupational levels of the Russian news companies surveyed. They are near parity with or have surpassed the numbers of men in many of these levels.

In the news-reporting ranks associated with junior and senior level professional, women are 51.2% and 64.9%, respectively. Women are also dominant in the middle management

(55.6%), and in the senior management (48.9%) level – the supervisory ranks of the news-making operation that determine news assignments and editorial content.

Women are well over half (58.5%) of the top-level management – personnel that include publishers, directors general and chief financial officers.

In governance, women are a substantial 41.7% of those who own and/or sit on company boards of directors.

Women’s representation is also strong in the creative and technical occupations, including more than half (55.2%) of the technical professionals (sound and camera staff), and nearly half (47.1%) of the production and design staff (illustrators and wardrobe designers).

As in many other nations, women are dominant in the sales, finance and administrative level, where their participation is 77.3%. Numerous support roles not directly related to news operations make up this level, e.g., human resources and public relations personnel.

Table 5.8.1. Occupational level by gender in Russian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	21	58.3	15	41.7
Top-level Management	18	41.5	24	58.5
Senior Management	24	51.1	23	48.9
Middle Management	30	44.4	38	55.6
Senior-level Professional	33	35.1	61	64.9
Junior-level Professional	42	48.8	44	51.2
Production and Design	20	52.9	19	47.1
Technical Professional	13	44.8	16	55.2
Sales, Finance & Administration	15	22.7	51	77.3
Other	2	100.0	0	0.0
Totals	218		291	

Annual salaries by occupational status and gender

Men’s and women’s salaries are fairly comparable in most occupational levels at Russian companies surveyed.

There are two exceptions worth noting. Women earn a slightly higher compensation in the average high range of the governance level; and they earn about a third more than men in the average high range of the junior professional level.

This strongly egalitarian pattern in men’s and women’s pay scales is exemplary within the region, indeed, across regions.

Table 5.8.2. Annual salary by occupational status and gender in Russian news companies.
(N = Number of news companies responding to the question.)

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$12,360.10	9	\$13,660.23	5	\$13,642.34	6	\$15,431.49	5
Top-level management	\$10,273.68	8	\$11,405.89	7	\$9,258.89	10	\$10,660.40	9
Senior-level management	\$8,290.83	7	\$9,968.17	7	\$7,789.55	10	\$8,638.28	10
Middle management	\$6,625.49	8	\$7,156.63	6	\$5,411.09	10	\$6,273.24	10
Senior-level professional	\$5,580.95	11	\$6,017.44	8	\$4,138.44	11	\$5,665.67	9
Junior-level professional	\$4,151.28	8	\$4,570.74	8	\$4,092.70	10	\$13,177.42	11
Production & design	\$4,159.79	10	\$4,260.43	10	\$4,109.82	8	\$4,528.81	6
Technical professional	\$3,546.37	7	\$4,361.12	7	\$2,590.63	7	\$4,600.69	7
Sales, Finance & Administration	\$4,495.26	5	\$4,495.26	5	\$2,985.66	13	\$4,748.15	13

Terms of employment by gender

Despite women's greater numbers in the companies surveyed, men are favored over women in their terms of employment (See Table 5.8.3).

Men (50.8%) are slightly more than half in the ranks of regular, full-time employment.

The majority of women in these companies work in arrangements other than full-time, regular jobs.

In addition, women represent the great majority in all of the other categories of employment arrangements: 66.7% of those in part-time regular, 65.4% of those in full-time contract, 68.8% of those in part-time contract, and 59.4% of those in freelance categories.

Table 5.8.3. Terms of employment by gender in Russian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	127	50.8	123	49.2
Part-time, regular	30	33.3	60	66.7
Full-time, contract	20	36.4	35	63.6
Part-time, contract	11	33.3	22	66.7
Freelance	39	40.2	58	59.8
Other	0	0.0	0	0.0
Totals	227		298	

Gender-related company policies

Newsroom policies related to gender equality vary considerably in these companies (See Table 5.8.4).

Nearly all (86%) of these companies have adopted policies on maternity leave and on offering women educational training. Stipulations on maternity leave are specified by national law. Few (29%) have established policies on paternity leave.

Half (50%) of these companies provide child-care assistance.

Only a third (30%) of the newsrooms have a policy on returning women to the same jobs after maternity leave.

None has adopted a policy on either gender equality or sexual harassment.

Table 5.8.4. Gender-related policies in Russian news companies in Russia.
(N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	0	100	14
Has a policy on sexual harassment	0	100	14
Has a policy on maternity leave	86	14	14
Has a policy on paternity leave	29	71	14
Do women get same jobs back	31	69	13
Offers child-care assistance	50	50	14
Offers educational training	86	14	14

Summary

In Russia's news profession, as represented in the companies participating in this study, women's progress can be seen in their overall numbers as well as dominance across occupational levels. Particularly noteworthy is women's strong showing of well over half of the publishers and chief executive officers in top management. Women are also nearing parity with men in governance.

Similarly, with few exceptions, women's and men's salaries are comparable in the companies reporting. In their terms of employment, men have a slight advantage in holding just over half of the full-time jobs and occupying many fewer positions than women in the contract and part-time categories. In general, however, this pattern provides an exemplary case of egalitarianism in the journalism profession – both within the Eastern European region and across other regions of the study. It bears mentioning that this finding also stands as an exception to Russia's rather low global ranking of 68th in pay equity.

Despite women's dominance in newsrooms, and the pattern of comparable salaries, men have the greater advantage in their terms of employment. Women hold less than half of the full-time regular jobs and dominate in all of the other categories bringing less job security or benefits.

Newsrooms surveyed have a mixed showing on pro-equality policies. None has adopted policies on gender equality or sexual harassment, and less than half have policies on paternity leave. Half offer child-care assistance. By contrast, most have policies in place on maternity leave and in offering educational training to women.

UKRAINE

Overview of Nation

Ukraine is situated north of the Black Sea in Eastern Europe. The nation's 49 million people are primarily of Ukrainian ethnicity, with Russians the largest minority group. The nation's official language is Ukrainian, with about a fourth of the people also speaking Russian, Romanian, Polish, Hungarian or other local languages.

Media reforms have been slow to come in Ukraine since independence from the Soviet Union in 1990. Some of Ukraine's broadcasting system is still state-owned, and Ukraine's media enterprises are all still heavily regulated. Article 11 of the Ukrainian Press Law requires all printed media for mass distribution to be subject to state regulation. Both media ownership and the practice of journalism are influenced by politics, e.g., political leaders own many of the broadcast licenses. Ukraine ranks 89th in press freedom among 175 nations.

Women in Ukraine have a 99% literacy rate and life expectancy of 74 years. Though the constitution gives equal rights to men and women in economic, political, social and cultural realms, women still fall behind men in employment opportunities, leadership and other areas where gains are measured. Ukraine ranks 114th among nations in women in national elective office and 77th in wage equality with men.

Maternity-leave benefits are payable to employed women at 100% of earnings for 70 calendar days before and 56 days after the expected date of childbirth. Further child-care-leave benefits are payable to employed women at 100% of the minimum wage until the child is 3 years old. Maternity and child-care benefits are payable to unemployed women at 50% of the minimum wage until the child is 2. Law forbids pregnant women and women with young children to work at night, to work overtime or on weekends, or to travel with their jobs out of town. Employers are required to allow paid breaks for breastfeeding, and they are prohibited from dismissing pregnant women or women with children.

Findings of the Study

Fourteen news companies in Ukraine participated in the study, including 5 newspapers, 5 television stations, and 4 radio stations (See Table 5.9.1).

Occupational status by gender

Together, these companies employ 730, including 349 women and 381 men. Men only slightly outnumber women in this workforce.

Even so, there is evidence of a glass ceiling for women in the Ukrainian companies surveyed. This occurs at the middle-management level.

Women’s participation is particularly high – at parity with men or just surpassing them – in the journalistic ranks of junior and senior professional (51.6% and 47.4%), as well as in middle management (53.3%).

In the hierarchy above that, women’s representation drops noticeably. Women are 40.8% of those in senior management and just over a third of those in top management and governance levels (36.7% and 36.0%, respectively).

In production and design -- an occupational level that includes photographers, video editors and scene designers -- women have a strong presence at 47.8%.

In the technical professional level (sound and lighting staff), women are fewer, around a third (32.0%).

As often the case in many nations, women at the Ukrainian companies dominate (69%) in the category of sales, finance and administration, which includes support roles not directly related to news reporting or production.

Table 5.9.1. Occupational level by gender in Ukrainian news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	16	64.0	9	36.0
Top-level Management	19	63.3	11	36.7
Senior Management	29	59.2	20	40.8
Middle Management	31	47.0	35	53.0
Senior-level Professional	72	52.6	65	47.4
Junior-level Professional	45	48.4	48	51.6
Production and Design	24	52.2	22	47.8
Technical Professional	102	68.0	48	32.0
Sales, Finance & Administration	40	31.0	89	69.0
Other	3	60.0	2	40.0
Totals	381		349	

Annual salaries by occupational status and gender

Gender patterns in salaries show a tilt toward men’s favor in the companies surveyed. Most dramatic is the governance salary, which is significantly higher than women’s – 12 times so at the average low range, and 14 times higher in the average high range. This skew in the governance level was produced by a small number of Ukrainian news companies that reported an exceptionally high salary for male executives.

In general, men’s salaries show a pattern of slightly exceeding those of women’s in most occupational categories, both at average low and average high ranges. This occurs most markedly in senior level management, and, to a lesser degree in middle management and senior professional levels.

Women's pay exceeds men's at the average high range in both production and design and in sales, finance and administration.

Table 5.9.2. Annual salary by occupational status and gender in Ukrainian news companies.
(N = Number of companies responding to the question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$501,297.52	6	\$503,283.78	6	\$4,469.24	3	\$8,441.76	3
Top-level management								
Senior-level management	\$8,106.06	11	\$10,396.82	9	\$5,178.55	8	\$7,142.84	8
Middle management	\$6,628.55	10	\$8,333.33	9	\$5,928.57	10	\$7,428.67	10
Senior-level professional	\$3,818.17	11	\$5,922.07	11	\$3,047.61	12	\$4,761.90	12
Junior-level professional	\$2,428.57	7	\$3,285.71	7	\$2,339.15	8	\$3,303.57	8
Production & design	\$2,591.81	7	\$3,692.43	7	\$2,926.90	6	\$4,807.85	6
Technical professional	\$2,682.49	9	\$4,642.85	8	\$2,357.07	6	\$2,999.98	6
Sales, Finance & Administration	\$2,214.27	6	\$3,371.40	5	\$5,968.24	9	\$4,281.74	9
Other								

Terms of employment by gender

Men are the greater beneficiaries of the securest forms of employment in the Ukrainian companies surveyed, i.e., full-time regular and contract employment (See Table 5.9.3).

The greatest number of professionals – men and women – at these companies is employed in regular, full-time jobs. Of these, women are just under half (46.9%).

Fewer individuals are employed by other terms. For example, a small number of professionals serve in regular, part-time jobs. Women represent the great majority (82.6%) of these.

Women are also over-represented when comparing those who hold full-time and part-time contracts. Men hold the majority (56.9%) of full-time contracts, while women hold slightly more than half (50.8%) of the part-time contracts.

Men represent the majority (69.6%) of the freelancers.

Table 5.9.3. Terms of employment by gender in Ukrainian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	278	53.1	246	46.9
Part-time, regular	4	17.4	19	82.6
Full-time, contract	41	56.9	31	43.1
Part-time, contract	31	49.2	32	50.8
Freelance	32	69.6	14	30.4
Other	0	0.0	0	0.0
Totals	386		342	

Gender-related company policies

All companies surveyed but 1 (93%) have a policy on maternity leave, and three-fourths (77%) have a policy of returning women to the same jobs after maternity leave.

Beyond these issues, Ukrainian news companies have done little to put pro-equality policies into place. None of the companies surveyed has a policy on gender equity, and only 1 of the 14 surveyed (7%) has a policy on sexual harassment and on child-care assistance. Half (50%) have a policy on providing opportunities in educational training to women.

Table 5.9.4. Gender-related policies in Ukrainian news companies. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	0	100	14
Has a policy on sexual harassment	7	93	14
Has a policy on maternity leave	93	7	14
Has a policy on paternity leave	43	57	14
Do women get same jobs back?	77	23	13
Offers child-care assistance	7	93	14
Offers educational training	50	50	14

Summary

Although the numbers of men and women are relatively equal across the 14 news companies surveyed in Ukraine, patterns of employment tend to favor men.

Women experience a glass ceiling in middle management, above which women's participation drops noticeably. At other occupational levels, women have good to excellent access, even surpassing men in two – junior professional and middle management. Both are important news-reporting and editorial ranks in the newsroom.

There is a major tilt toward men at the governance level in salaries, where men make enormous amounts compared to women. This skew, produced by exceptionally high

men's salaries at two companies, is not representative of other newsrooms. Men's and women's salaries are more comparable at other occupational levels.

Men are favored slightly in their terms of employment at the Ukrainian companies surveyed, holding somewhat higher percentages of the more secure jobs in full-time regular and full-time contract arrangements than women.

Newsrooms have not shown a strong inclination to establish pro-equality policies. The exception to this is in relation to women's maternity leave and returning them to the same jobs after that leave.

Most of the Nordic nations have extensive laws against discrimination. These promote gender equality in the workplace and let people combine employment and parenthood. Yet institutional practices allow men to prevail within the news industry.



United Nations chief weapons inspector Hans Blix, right, is interviewed by AP U.N. correspondent Edie Lederer as he leaves United Nations headquarters in New York, Wednesday, Jan. 15, 2003. Blix was traveling to Europe en route to Iraq. (AP Photo/Frank Franklin II)

6. NORDIC EUROPE

REGIONAL TRENDS IN STUDY'S FINDINGS

Overview of the Region

The region of Nordic Europe includes four nations in this study: Denmark, Finland, Norway and Sweden. Together, these nations have a population of 24.8 million people and are similar politically, economically and culturally. The four countries have a high level of literacy and a high level of newspaper readership, though Internet use as a news source is challenging older media formats.

All of the Nordic countries have well-developed media systems and correspondingly high degrees of press freedom, with most sharing the global ranking of 1st (out of 175) among nations. Women enjoy 100% literacy, their life spans extend into their mid 70s, and they are near parity with men in national elective office.

Women also enjoy strong measures of equality in other ways, with the notable exception of pay equity, where women in all of the Nordic nations still lag behind men. Gender legislation in the region's nations has sought to address this by requiring larger companies to monitor salaries for men and women on a regular basis to determine whether salary differences are directly or indirectly associated with gender. Current reports show a high degree of equality in pay between men and women, with only a small percentage of difference due to gender disparity. With specific respect to journalism, pay differences between men and women may be due to age differences and job longevity rather than discrimination. Most women in journalism fields in the region are relatively young.

Denmark ranks 43rd, Finland 47th, Norway 27th, and Sweden 41st in terms of pay equity. These facts provide an important context within which to evaluate the data collected for the Global Report study. Individual nation reports specify relevant laws on gender equity and discrimination that specifically help to explain the study's findings in the national context.

Thirty-two Nordic news companies, including 22 newspapers, 6 television stations and 4 radio stations, took part in the study (See Table 6.1.1).

Table 6.1.1. Media participation in study, by nation, in Nordic Europe.

Nation	Newspapers	TV Stations	Radio Stations	N
Denmark	5	1	1	7
Finland	6	2	1	9
Norway	5	1	1	7
Sweden	6	2	1	9
Totals	22	6	4	32

Definition of Terms

The study used standardized definitions for occupational levels and terms of employment for all nations. Table A provides the definitions for occupational levels that will be referred to for each nation, and Table B provides definitions for terms of employment. These will be referred to in all findings presented in the report.

Table A. Definitions for occupational levels.

Occupational level	Definition
Governance	Members of the governing board who vote on the most important decisions on policy and finances for this specific company.
Top-level Management	Report to board of directors. Includes the very top administrators, for example, Publisher, Chief Executive Officer (CEO), Director General (DG) and Chief Financial Officer (CFO).
Senior Management	Report to top-level managers. For example, Director of News, President of News, Editor-in-Chief, Managing Editor, Executive Editor, Director of Human Resources, Director of Administration, Bureau Chiefs, and similar titles.
Middle Management	Report to senior management. For example, Senior Editor, Chief of Correspondents, Design Director, Creative Director, and the more senior staff in Human Resources and Finance.
Senior-level Professional	Professionally qualified. Report to <u>senior-level</u> management, e.g., senior writers, editors, anchors, directors, producers, researchers, reporters, correspondents.
Junior-level Professional	Professionally qualified. Report to <u>middle-level</u> management, e.g., junior/assistant writers, producers, directors, anchors, reporters, sub-editors, correspondents, production assistants.
Production and Design	<u>In print</u> : graphics designers, photographers, illustrators. <u>In broadcast</u> : scene designers and construction workers, graphics designers, wardrobe designers, makeup artists, film/video editors
Technical Professional	Those who do specific technical work. For example, camera, sound and lighting technicians.
Sales, Finance & Administration	Marketing, sales, public relations, specialists, accountants, human resource staff, clerks, secretaries.
Other	Includes job titles not included elsewhere.

Table B. Definitions for terms of employment.

Terms of Employment	Definition
Full-time regular	Persons who work full time and are on the regular, continuing payroll of the organization
Part-time regular	Persons who work less than full time and are on the regular, continuing payroll of the organization.
Full-time contract	Persons who work full time on a fixed-term contract arrangement
Part-time contract	Persons who work part time on a fixed-term contract arrangement
Freelance	Persons paid per contribution (such as stories, footage, artwork, etc.) <u>at the present moment</u> .
Other terms of employment	Arrangements not covered by the above.

Sources of background information

National reports include certain background information to provide context for understanding the findings from the study.

Details about the societies and people (e.g., demographics, language, status of women and media systems) were obtained from authoritative databases, and, in some cases, from

local researchers in the study. Rankings on press freedom were obtained from the 2009 report of the World Press Freedom Index, published by Reporters Without Borders, which evaluated 175 nations using multiple criteria.

Literacy rates, life expectancies and rankings for women in national office and for pay equity were obtained from the 2009 Global Gender Gap Report, published by the World Economic Forum. This study considered statistical measures of women’s status in education, literacy, health, longevity, income and other areas for 134 nations.

Findings of the Study

Together, the 32 news companies in Nordic Europe employ approximately 7,300, including 3,147 women and 4,098 men (See Table 6.1.2). Overall for the region, women’s representation in the profession is approaching parity with men.

Occupational status by gender

Women have access to jobs at all levels of the newsroom in the Nordic companies surveyed. In two levels, they are nearing parity with men, and in one level they surpass men.

Women are nearing parity (43.3%) in the senior professional level (e.g., senior writers, editors, reporters, producers and researchers), a level where more than half the workforce is found in the Nordic newsrooms surveyed. Women are also nearing parity (42.6%) in middle management (e.g., chief of correspondents, senior editors). However, variations exist within individual nations, e.g., Denmark and Norway both have many fewer women in the senior professional level (34% and 35%, respectively) than Finland and Sweden (51% and 49%, respectively).

Table 6.1.2. Numbers and percentages of employees in the Nordic Europe region by gender and occupational level.

Occupational level	# Men	% Men	# Women	% Women
Governance	110	64.3	61	35.7
Top-level Management	120	63.2	70	36.8
Senior Management	142	63.7	81	36.3
Middle Management	406	57.4	301	42.6
Senior-level Professional	2152	56.7	1643	43.3
Junior-level Professional	337	60.5	220	39.5
Production and Design	407	59.5	277	40.5
Technical Professional	93	75.6	30	24.4
Sales, Finance & Administration	218	35.3	400	64.7
Other	113	63.8	64	36.2
Totals	4,098		3,147	

Women represent more than a third (35.7%) of those in governance, i.e., membership

on boards of directors. This finding includes all of the nations except Denmark, whose companies provided no information in this category or for top-level management.

Women are also more than a third of those in top management and in senior management (36.8% and 36.3%, respectively), as shown in Table 6.1.2%. Still a way from parity with men, these figures represent moderate representation at the upper levels of the news hierarchy in the companies surveyed. Of course, variation is found among the nations. While Danish companies provided no data on women in governance or top-management levels, companies surveyed in Finland, Norway and Sweden show more than a third in these categories.

Only in the lower administrative levels of sales, finance and administration do women dominate in the Nordic region.

Annual salaries by occupational status and gender.

Nordic news companies participating in the study provided a fairly robust amount of data on salaries, particularly in the middle-range occupations where most of the journalistic workforce is employed.

The study found that men appear to be paid more than women at every occupational level except in the junior professional and in the production and design levels, where salaries are similar or a bit higher in both the average low and average high ranges. One explanation for the difference in salaries is that women in the journalism profession in the region are usually younger than the men, and senior professionals usually receive higher salaries due to more experience.

In the senior- and middle-management levels, men's and women's salaries are similar in the average low range, but men make considerably more in the average high ranges.

In top-level management, men's salaries are higher than women's at both low and high average ranges.

It bears noting that national legislation across the region requires larger companies to monitor salary differences on a regular basis to determine whether pay differentials between men and women are directly or indirectly associated with gender. Current reports on salary associated by gender in media companies show that only a very small percentage of the wage differences are due to gender.

Table 6.1.3. Annual salary by occupational status and gender in Nordic Europe. (N=number of companies responding)

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$332.74	1	\$998.22	1	\$33.27	1	\$665.87	2
Top-level management	\$122,676.86	9	\$158,353.19	9	\$84,995.57	7	\$105,512.08	8
Senior-level management	\$115,089.61	23	\$168,642.17	22	\$112,144.54	17	\$109,239.20	16
Middle management	\$58,227.84	23	\$90,432.08	22	\$59,498.00	22	\$84,539.80	21
Senior-level professional	\$41,973.92	27	\$86,487.52	27	\$41,012.73	27	\$71,230.66	27
Junior-level professional	\$23,977.31	3	\$51,794.05	3	\$22,352.32	3	\$57,816.12	3
Production & design	\$41,982.04	20	\$58,837.22	19	\$41,970.29	19	\$55,236.32	19
Technical professional	\$44,391.61	10	\$65,748.03	8	\$38,233.30	5	\$53,736.94	5
Sales, Finance & Administration	\$39,097.46	10	\$68,736.41	10	\$33,408.30	12	\$58,029.34	11
Other	\$38,831.57	7	\$98,136.86	7	\$26,936.21	5	\$38,590.51	5

Terms of employment by gender

The vast majority (4,535, or 73%) of Nordic journalism employees – both men and women – represented in the study have full-time, regular employment. However, women account for considerably fewer than men in this category (41.2%). By contrast, women make up the vast majority of those in all other categories – about 15% of the total journalism workforce in the Nordic region.

Table 6.1.4. Terms of employment by gender in Nordic region news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	2665	58.8	1870	41.2
Part-time, regular	48	28.7	119	71.3
Full-time, contract	125	35.1	231	64.9
Part-time, contract	4	33.3	8	66.7
Freelance	69	57.5	51	42.5
Other	524	51.9	486	48.1
Totals	3,435		2,765	

Gender-related company policies

Most of the Nordic nations have extensive laws against discrimination and that especially promotes gender equality at the workplace and aims for people to be able to combine employment and parenthood. Yet institutional practices allow men to prevail within the news industry.

Just over half (57%) of the companies surveyed have policies on gender equality, and about half (49%) have policies on sexual harassment.

However, all have adopted policies on maternity and paternity leave, and they also assure women return to the same jobs as before maternity leave.

In addition, 12% of companies surveyed offer child-care assistance. Workplace policies on child care supplement the child care for children provided by local governments. In the Nordic countries, these services are based on the principle that all children have a right to care, which should be offered where the child lives, not where their parents work.

Among companies surveyed, one Norwegian media company operates a preschool that is actually financed by the local community. Three additional cases come from Finland where some companies offer extra child care apart from that offered by the local government; for example, nanny services are provided if a child gets sick and the journalist has to be at work.

Table 6.1.5. Gender-related company policies in Nordic region.

Company Policies	% Yes	% No	N
Has a policy on gender equality	57	43	32
Has a policy on sexual harassment	49	51	31
Has a policy on maternity leave	100	0	32
Has a policy on paternity leave	100	0	32
Do women get same jobs back	100	0	32
Offers child-care assistance	12	88	32
Offers educational training-women	94	6	32

Summary

The Nordic region has been strongly shaped by active labor movements and legislative histories that provide an unusually well-developed system of laws and other mechanisms for women’s equality in the workplace. Understanding the findings from this study requires consideration of these macro-level factors.

The 32 Nordic companies participating in the study together demonstrate a relatively high degree of gender equality at the occupational level. Women are nearing parity with men in the news reporting and production occupations of newsrooms, and they have moderate (above a third) representation in the management and governance levels. The last of these – women’s participation at the top of companies – was possible to determine in all nations except Denmark, which provided no information in this category.

The great majority of the journalistic workforce, both men and women, in the Nordic region has secure employment, holding regular, full-time jobs with benefits. Still, men benefit somewhat better than women, both in the full-time category and in most other categories of less-secure employment. These include part-time and contract employment, both of which include larger numbers of women.

Study findings might suggest that Nordic news company policies show an uneven commitment to gender equity. For example, about half of the companies surveyed have

adopted gender equality and sexual harassment policies. In fact, national laws provide strong prohibitions of discrimination based on gender, including sexual harassment, and some companies have not adopted separate guidelines.

Similarly, the wide availability of publicly funded child-care facilities explains why few companies provide additional support for these. Companies uniformly comply with national laws by specifying maternity and paternity policies, including returning women to their former jobs after maternity leave.

DENMARK

Overview of Nation

Denmark, located on the peninsula at the northernmost tip of Western Europe, also comprises many small islands, including the Faroes and Greenland in the Baltic and North Seas. The nation's 5.46 million people are nearly all of Danish ancestry, with a smaller number of immigrants from other nations and their descendents. Danish is the official language, with English as a predominant second language in schools, and a few additional languages (e.g., German, Faroese and Greenlandic) spoken in some areas.

Danes are avid consumers of news, aided by wide availability of both electronic and print publications. In addition, all newspapers have regularly updated online versions for regular subscribers. Broadcast and other electronic media are regulated by the independent Radio and Television Board, which licenses broadcast stations, and monitors legal obligations and public interest requirements. The nation's public broadcast system operates two television networks, funded through license fees. Commercial stations are available through cable and satellite. The nation's long commitment to open communication is evidenced in its global ranking of 1st (among 175 nations) in freedom of the press.

The status of women in Denmark is among the highest in the world. Women's literacy rate is 100% and they have a life expectancy of 71 years. Danish women enjoy a high degree of equality with men politically, ranking 8th among nations in the number of women in national elective office. Economic equality has been harder for women to achieve.

The nation passed a consolidated labor law mandating equal treatment of men and women in employment in 1998, yet the nation ranks only 43rd today in women's wage equality. The law allows women up to 4 weeks of leave before childbirth and 14 weeks after birth. Men are allowed two weeks' leave during the first 14 weeks after birth. Beyond, parents can share 32 weeks of leave. But only 32 weeks of this is with allowances from the state. Furthermore, most Danish journalists are paid full wages during maternity and paternity leave, part of the union agreement. Denmark has a wide range of possibilities for child care, provided by the authorities. Children can be looked after by professionals by the age of 6 months.

Study Findings

Seven news companies, including 5 newspapers and 2 television stations, participated in the study. Together, these companies employ just over 1,500, including 551 women and 986 men.

Occupational status by gender

Men outnumber women in the companies surveyed by nearly 2:1. Researchers were not able to obtain information on employees that fit within a number of the study's job descriptions (See Table 6.2.1). It is therefore not possible to compare gender representation in the key decision-making roles of governance and top-level management,

or for the creative and support roles in the categories of technical professional or for sales, finance and administration (See Table 6.2.1).

Job classifications within the Danish companies surveyed fall primarily into the management and professional levels, with a few in production and design. In most cases, women's representation is just over a third. This is moderate representation but well under parity with men.

Women represent 37% of those in senior management, a higher level of responsibility that includes presidents of news, editors-in-chief, and news directors.

Women are 35.7% of those in middle management, which includes chief correspondents, design directors and others overseeing news-making functions.

Among junior professionals (e.g., assistant-level writers, sub-editors, correspondents and anchors), women are 38.3%.

Women represent just over a fourth (28.6%) of those in production and design, e.g., photographers, graphic designers and video editors.

Table 6.2.1. Numbers and percentages of employees in Denmark by gender and occupational level.

Occupational level	# Men	% Men	# Women	% Women
Governance	0	0.0	0	0.0
Top-level Management	0	0.0	0	0.0
Senior Management	34	63.0	20	37.0
Middle Management	108	64.3	60	35.7
Senior-level Professional	515	65.8	268	34.2
Junior-level Professional	324	61.7	201	38.3
Production and Design	5	71.4	2	28.6
Technical Professional	0	0.0	0	0.0
Sales, Finance & Administration	0	0.0	0	0.0
Other	0	0.0	0	0.0
Totals	986		551	

Annual salaries by occupational status and gender

Data for salaries from Danish companies was sparse, making it difficult for a reliable comparison of women's and men's compensation (See Table 6.2.2).

Findings show that women may be paid substantially more than men in both middle and senior management levels. Men's and women's salaries appear to be more similar at other occupational levels.

Again, the data offer only a glimpse of a few companies and suggest the need for additional research to obtain a more complete picture.

Table 6.2.2. Annual Salary by occupational status and gender at Danish news companies.
(N = Number of companies answering question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management	\$78,174.67	3	\$161,630.67	3	\$108,688.00	1	\$213,395.00	1
Middle management	\$62,263.50	4	\$88,818.75	4	\$83,175.67	3	\$115,761.00	3
Senior-level professional	\$51,496.80	5	\$93,169.20	5	\$52,398.60	5	\$87,113.40	5
Junior-level professional	\$32,163.68	2	\$54,243.68	2	\$33,211.63	2	\$59,474.50	2
Production & design	\$54,895.00	1	\$82,053.00	1	\$59,113.00	1	\$79,081.00	1
Technical professional								
Sales, Finance & Administration								
Other								

Terms of employment by gender

Most (about two-thirds) of the Danish journalists, both women and men, represented in this survey enjoy full-time regular employment (See Table 6.2.3). Nearly all of the remainder is employed in some “other” arrangements than regular or contractual work. Such jobs are typically seasonal or project hires, or pay-per-item arrangements. Women are just over a fourth (29.4%) in this category.

Table 6.2.3. Terms of employment in news companies in the Nordic region.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	491	63.7	280	36.3
Part-time, regular	2	25.0	6	75.0
Full-time, contract	1	100.0	0	0.0
Part-time, contract	0	0.0	0	0.0
Freelance	0	0.0	0	0.0
Other	207	70.6	86	29.4
Totals	701		372	

Gender-related company policies

None of the Danish news companies indicated having policies on gender equality, sexual harassment or child-care assistance. The first two of these are covered by national law, rather than individual workplace policy.

All participating companies have policies on maternity and paternity leave, which comport with requirements of national law.

All indicated having additional policies that return women to the same jobs as pre-maternity leave, and they provide educational training toward women’s advancement. None of the companies offers child care, a service publicly funded and available in local communities.

Table 6.2.4. Gender-related company policies in Denmark

Company Policies	% Yes	% No	N
Has a policy on gender equality	0	100	7
Has a policy on sexual harassment	0	100	6
Has a policy on maternity leave	100	0	7
Has a policy on paternity leave	100	0	7
Do women get same jobs back	100	0	6
Offers child-care assistance	0	100	7
Offers educational training-women	100	0	7

Summary

Men dominate in the 7 Danish companies surveyed, outnumbering women 2:1. Most of the roles within these companies fit the study’s definitions within the news-gathering and production occupational levels, but not those in governance, top management, technical professional or sales, finance and administration. Data for occupational levels are therefore uneven.

Findings tentatively show that women have moderate access to most occupational levels, representing about a third or more in the news-reporting and editorial roles associated with junior and senior professional, as well as with middle and senior management occupational levels.

In production and design (photographers, wardrobe designers) women are seriously under-represented at only about a fourth.

Both women and men tend to be employed in regular, full-time jobs. Fairly scarce salary data suggest that women and men earn similar compensation in the news-reporting roles, but that women may actually earn higher salaries than men in the management levels. More research is needed to confirm these tentative findings on salary.

Danish newsrooms have been uneven in their adoption of gender-related policies. All have policies on maternity and paternity leave, and they all return women to the same jobs after maternity leave. Additionally, all provide educational opportunities for women. By contrast, none has a policy on gender equity, sexual harassment or child care – the first two covered by law, the third a state-supported service available to Danish families.

FINLAND

Overview of Nation

Finland lies in the far north of Europe between Sweden and Russia. The nation's 5.29 million people are nearly all Finnish in origin, with smaller numbers of Sami and other indigenous groups. There are two national languages, Finnish and Swedish, with Sami (Lapp) and Russian spoken in some communities.

Finns are among the largest consumers of media in the world. Finland has an extensive network of daily newspapers. In electronic media, the nation has a mixed system of public and private broadcasting, with two public service television stations and two private stations, as well as nearly 200 radio stations. In recent years, Finnish media policy has opened competition, resulting in a growing tendency toward concentration of ownership in media industries. In 2004, the Act on the Exercise of Freedom of Expression in Mass Media was approved, defining media regulation, offering broad protections to editors and publishers to maintain anonymity of sources, and mandating corrections when errors occur. The nation's longstanding history of press freedom brings its current global ranking to 1st position (among 175) nations.

Finnish women have a literacy rate of 100% and a life expectancy of 74 years. Finland ranks 5th among nations in women in elected office. The Act on Equality between Men and Women, passed in 1987, prohibits discrimination between the sexes and aims to improve women's status, particularly in employment. The act was expanded in 1992 to prohibit discrimination on the basis of pregnancy and to require employers to offer training programs to help advance women.

According to Finnish law, parents have the right to stay home and care for children until the age of 3. During the first three months after childbirth, both parents are entitled to leave, with salary paid time pursuant to collective labor agreements. Parents also receive a stipend under national social security. Laws mandate a monetary allowance to parents for child care and encourage employers to allow employees to work part time until children reach age 7.

Finland has a strongly unionized workforce across professions and national laws that outlaw discrimination based on sex. Measures adopted in 1995 include a quota system to assure gender parity in employment and certain other protections for equality. The ban on discrimination covers hiring, wages other working conditions, and termination. An Ombudsman for Equality monitors equality in employment. Despite such progressive laws and practices, Finland ranks 47th among nations in terms of wage equality between men and women.

Study Findings

Nine Finnish news companies were surveyed, including 6 newspapers, 2 television stations and 1 radio station (See Table 6.3.1).

Occupational status by gender

Together, these 9 companies employ approximately 2,000, including slightly more than 1,000 men and slightly fewer than 1,000 women. Taken together, women and men are nearly equal in number in these newsrooms. Gender parity is a pattern through most of the findings for this nation.

Women are found in greater numbers than men in several occupational levels associated with news reporting and production. Women represent 51.2% in the senior professional level, and 59.4% in the junior professional level.

Women (84.1%) significantly exceed men in the sales, finance and administration level – a support category made up of human resource, clerical and other roles traditionally filled by women.

Women are fairly close to parity in middle management (43.9%), as well as in production and design (48.6%).

Women have moderate participation in the top decision-making roles of these companies, though they remain a ways from parity. Women comprise 37% of those in governance (i.e., on boards of directors), and just over a third in both senior and top-level management (34.3% and 34.7%, respectively). Researchers for this nation indicated that those in higher-ranking positions also often perform the tasks associated with news production, extending women's presence through the news hierarchy in ways not noticeable in statistics alone.

Only in the technical professional level are women (28.6%) noticeably lagging behind men.

Table 6.31. Numbers and percentages of employees in Finland by gender and occupational level.

Occupational level	# Men	% Men	# Women	% Women
Governance	51	63.0	30	37.0
Top-level Management	49	65.3	26	34.7
Senior Management	44	65.7	23	34.3
Middle Management	133	56.1	104	43.9
Senior-level Professional	506	48.8	531	51.2
Junior-level Professional	13	40.6	19	59.4
Production and Design	183	51.4	173	48.6
Technical Professional	45	71.4	18	28.6
Sales, Finance & Administration	7	15.9	37	84.1
Other	6	24.0	19	76.0
Totals	1037		980	

Annual salaries by occupational status and gender

Salary data from the companies surveyed was variable. Companies provided no information about compensation in governance, explaining that most serve without compensation from the media company (See Table 6.3.2).

Insufficient data by gender in the top management and junior professional levels also made it impossible to discern gender patterns in salaries in these categories. Researchers in Finland indicated that salaries for some of the positions included in this category may be reflected in other occupational levels in that employees work at responsibilities in more than one level.

Information is more complete at several other occupational levels, allowing a comparison of gender patterns in men's and women's earnings. These show that women's and men's salaries are similar in the average low range of middle management, production and design, and technical professional levels.

Men's salaries are considerably higher at the average high range in both junior and senior management, senior professional, and production and design. Men's salaries are also considerably higher in both the average low and average high ranges of the sales, finance and administration category. The last of these indicates that while women far outnumber men in sales, finance and administration roles (as shown in Table 6.3.1), men earn more money. In other words, though few in number in this grouping of support jobs, men are able to secure higher-paying jobs.

By contrast, women earn more than men in the technical professional level, both in the average low and average high ranges.

Table 6.3.2. Annual salaries by occupational status and gender in Finnish news companies. (N = Number of companies responding to question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management	\$105,312.69	7	\$184,237.85	6	\$80,960.71	6	\$117,108.94	5
Middle management	\$56,633.99	9	\$95,238.43	8	\$56,473.59	9	\$83,846.48	8
Senior-level professional	\$33,513.62	8	\$91,194.23	8	\$33,455.64	8	\$78,102.50	8
Junior-level professional								
Production & design	\$37,620.90	9	\$63,035.80	8	\$36,820.50	8	\$58,717.99	8
Technical professional	\$31,872.41	3	\$63,164.13	2	\$34,125.90	3	\$79,739.04	2
Sales, Finance & Administration	\$44,972.54	3	\$62,188.84	3	\$31,794.36	4	\$54,401.35	3
Other	\$24,510.77	1	\$66,290.37	2	\$29,657.16	2	\$38,450.57	2

Terms of employment by gender

Most of the Finnish journalistic workforce – both women and men – represented in this study hold regular, full-time, employment (See Table 6.3.3). Women comprise 46.1% of those in that full-time, regular category.

While women tend to be employed in regular full-time jobs, they also greatly outnumber men in the less secure categories of part-time regular, and in contract work. Women are two-thirds of those in part-time regular jobs, as well as in of those in full-time contract jobs (66.2% and 68.8%).

More men slightly outnumber women in freelance work as well as in the “other” category (57.7% and 57.2%). The second of these may include seasonal and project employment, as well as pay per item contributed.

Table 6.3.3. Terms of employment, by gender, in Finnish news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	712	53.9	610	46.1
Part-time, regular	26	33.8	51	66.2
Full-time, contract	87	31.2	192	68.8
Part-time, contract	0	0.0	4	100.0
Freelance	56	57.7	41	42.3
Other	91	57.2	68	42.8
Totals	972		966	

Gender-related company policies

News company policies appear to strongly favor women journalists in Finland.

The study found that all companies have policies on gender equality, maternity and paternity leave, and on offering educational training to women.

Two-thirds have a policy on sexual harassment. In the category of child-care assistance, only a third (34%) of the companies have adopted policies, common in a nation where public facilities are available.

Table 6.3.4. Gender-related company policies in Finland.

Company Policies	% Yes	% No	N
Has a policy on gender equality	100	0	9
Has a policy on sexual harassment	66	34	9
Has a policy on maternity leave	100	0	9
Has a policy on paternity leave	100	0	9
Do women get same jobs back	100	0	9
Offers child-care assistance	34	66	9
Offers educational training-to women	100	0	9

Summary

Newsrooms surveyed are very favorable to women in Finland, a nation with a highly unionized workforce in journalism and other occupations and national laws that set standards for gender equality.

Women have substantial access to all levels of the Finnish companies surveyed and are either near parity with men or exceed the number of men in several occupational levels. For example, women's representation is well above half in the key reporting roles at the junior and senior professional levels. However, women's presence in governance and management levels, which have authority to set and carry out policy, is much lower, at around a third.

There was insufficient data to compare men's and women's salaries in the management and governance categories, with the explanation that most serve without direct compensation from the media company.

In other occupational levels, the findings suggest that women and men earn similar annual salaries in the average lower ranges, but men's salaries tend to be higher in the average high ranges.

Most men and women in Finnish newsrooms tend to occupy regular, full-time jobs. However, it should also be noted that those who hold the less secure part-time and contract employment are mainly women, with one exception – more men were found in the freelance category.

News companies demonstrate very strong commitment to gender equality at the policy level, where all have adopted policies on sex equity, maternity and paternity benefits, returning women to their same jobs after maternity leave, and education and training. Finland is the only Nordic country where some of the media companies offer extra child care, apart from the locally provided child care.

Fewer have adopted sexual harassment policies. This may reflect the presence of national legislation that mandates employer guidelines, making it unnecessary for individual companies to adopt their own.

NORWAY

Overview of Nation

Norway is situated in the northernmost region of Europe between the Atlantic Ocean and Sweden. Norway's population of 4.9 million is nearly all of Norwegian ancestry, with smaller numbers of Sami and Finnish peoples. Languages follow these same patterns, with Norwegian by far the dominant language, but several minority languages also spoken. Because English is taught widely in school, most Norwegians speak English as a second language.

Norway has several laws governing print media, and few governing the Internet. However, the nation does have more specific legislation that applies to broadcasting, film and cinema. Norway's public broadcaster NRK monopolized the airwaves until the early 1990s, when the local commercial radio and television stations became more plentiful. Today, the nation's electronic media system is completely digital.

Norwegians still prefer print to electronic media, as the largest consumers of newspapers in the world with a readership that also supports a prosperous magazine market. Television is the most popular medium, but Norwegians watch much less TV than those in other developed nations. Norway ranks 1st among 175 nations in press freedom.

Norwegian women have a 100% literacy rate and a life expectancy of 74 years. Women enjoy a high level of equality in Norway, ranking 12th among nations in numbers of women elected to office, and 27th in terms of wage equality with men. The Norwegian parliament has adopted a number of equality laws through the years that benefit women in the workplace.

For example, Norwegian law treats maternity, paternity and parental leave under a single category of "parental leave" with 46 weeks of parental leave with full pay or 56 weeks with 80% pay. The law provides for 6 weeks of compulsory leave after childbirth, with additional time off for breast-feeding without pay at the mother's request. Breast-feeding is also allowed up to an hour per day, without pay, once the mother returns to work.

Study Findings

Researchers surveyed 7 news companies in Norway— 5 newspapers, 1 television station and 1 radio station. Together, these represent approximately 1,400 employees, approximately two-thirds of them men and a third women.

Occupational status by gender

Men outnumber women nearly 2:1 in the companies surveyed. The predominant gendered pattern in the workforce, therefore, is one of women's under-representation. A second pattern to note is that women have consistent but moderate access at around a third in nearly all occupational levels, as shown in Table 6.4.1.

In governance, women's presence is moderately high at 37.5%. In top management, women are at 33.3%. These are considered to be the company's policy-setting levels, including board of directors (governance) and publishers, chief executive officers and directors general (top management).

Similarly, women represent around a third (31.6%) of those in senior management, which includes editors-in-chief, managing editors and presidents of news.

Most in the journalistic workforce of these companies (both men and women) are found in the senior-level professional jobs that include senior-level writers, editors, reporters. Women are just over a third (34.7%) of these professionals.

Women are in higher numbers only in one occupational level – sales, finance and administration – where they slightly exceed men at 53.7%. This level typically comprises support jobs, which may include clerical personnel and salespersons who work on commission.

Norwegian news companies do not have job descriptions that coincided with the study's junior professional or technical professional levels.

Table 6.4.1. Numbers and percentages of employees in Norway by gender and occupational level.

Occupational level	# Men	% Men	# Women	% Women
Governance	5	62.5	3	37.5
Top-level Management	18	66.7	9	33.3
Senior Management	26	68.4	12	31.6
Middle Management	47	66.2	24	33.8
Senior Level Professional	559	65.3	297	34.7
Junior-level Professional	0	0.0	0	0.0
Production and Design	31	66.0	16	34.0
Technical Professional	18	100.0	0	0.0
Sales, Finance & Administration	87	46.3	101	53.7
Other	95	86.4	15	13.6
Totals	886		477	

Annual salaries by occupational status and gender

As indicated in Table 6.4.2, information for salaries provided by the participating Norwegian news companies is fairly scattered.

The partial picture arising from the incomplete data collected suggests that women are compensated at salaries substantially lower than men's, both at the lower and higher averages, in all job categories except one – production and design – where salaries seem to be on par. Researchers in the region noted that when the mandatory salary balancing (using a weighted system) has been performed, there was almost no wage difference

based on gender at the media companies surveyed. The Norwegian Union of Journalists reports show gender discrepancy variations between 0.96 and 1.04, according to this study's researchers.

Table 6.4.2 Annual salary by occupational status and gender in Norwegian news companies.
(N = Number of companies responding to question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management	\$84,401.58	5	\$121,124.73	5	\$77,648.53	3	\$87,293.01	3
Middle management	\$83,675.79	3	\$123,130.42	3	\$75,702.43	3	\$100,332.21	3
Senior-level professional	\$53,775.40	6	\$93,930.40	6	\$54,040.25	6	\$59,495.89	6
Junior-level professional								
Production & design	\$57,390.84	4	\$62,279.89	4	\$57,390.84	4	\$62,011.45	4
Technical professional								
Sales, Finance & Administration	\$49,874.06	3	\$82,943.74	3	\$44,552.61	3	\$69,195.90	3
Other	\$44,724.64	4	\$124,677.07	3	\$20,513.89	2	\$30,740.88	2

Terms of employment by gender

Nearly all of the Norwegian journalists— both women and men – at companies in the study are employed full time with benefits (See Table 6.4.3). Thus, while seriously under-represented in terms of numbers, women employed at these companies appear to enjoy job security.

It should be noted, however, that women account for the majority of the few who are employed in less secure terms. Women are the great majority of those in part-time regular (82.9%) employment, and nearly all of those in full-time and part-time employment (with the last two of these being minuscule in actual numbers).

More men are the majority in the freelance and “other” categories, but again, the actual numbers of employees are very small.

Table 6.4.3. Terms of employment, by gender, in Norwegian news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	640	69.5	281	30.5
Part-time, regular	7	17.1	34	82.9
Full-time, contract	3	37.5	5	62.5
Part-time, contract	0	0.0	1	100.0
Freelance	13	56.5	10	43.5
Other	20	74.1	7	25.9
Totals	683		338	

Gender-related company policies

National laws on gender equality help to explain Norwegian news companies' mixed showing on their own gender policies (See Table 6.4.4).

All have adopted newsroom policies on maternity and paternity leave, on returning women to the same jobs after maternity leave, and on providing educational training for women.

But less than a third (29%) have policies on gender equity or sexual harassment. Norwegian workplaces are required to comport with the terms of the national Discrimination Act that provides companies with strict guidelines to achieve gender equality. Some companies have adopted their own policies within these guidelines, but others follow national laws.

The 1 company (14%) that provides child care is a preschool operated by the news company with financing by local public government.

Table 6.4.4. Gender-related company policies in Norway.

Company Policies	% Yes	% No	N
Has a policy on gender equality	29	71	7
Has a policy on sexual harassment	29	71	7
Has a policy on maternity leave	100	0	7
Has a policy on paternity leave	100	0	7
Do women get same jobs back	100	0	7
Offers child-care assistance	14	86	7
Offers educational training-women	100	0	7

Summary

Norwegian newsrooms seem not to be a welcoming environment for women. Men outnumber women in the companies surveyed by nearly 2:1. While women find access to most occupational levels, it is only in moderate numbers – around a third. Interestingly, women's representation is higher (37.5%) in governance – better than in many other nations. Women surpass men only in one occupational level – sales, finance and

administration – a collection of support roles that are often filled by women. Women’s under-representation in the news profession stands in contrast to the nation’s otherwise high status for women.

Scattered, incomplete salary data provided by companies to this study’s researchers suggest that men may earn substantially more than women at nearly all levels. However, the gender salary monitoring required by law shows very little difference based on gender after longevity, responsibilities and other variables are taken into account, according to the Norwegian Union of Journalists.

Both men and women in Norwegian news companies tend to enjoy job security with regular, full-time employment. Among the fewer in the less secure part-time and contract employment, women are in greater numbers. Men dominate in the freelance category.

Policies – or lack of – may contribute to the marginalization of women journalists in Norwegian companies. Just over a fourth of the companies surveyed have gender equity or sexual harassment policies in addition to their mandatory work on gender equality. All reported having policies on maternity and paternity leave, on returning women to their same jobs after maternity leave, and on providing education to women.

SWEDEN

Overview of Nation

Situated between Norway and Finland in Nordic Europe, Sweden is the region's most populous nation. Nearly all of Sweden's 9.15 million people are indigenous Swedes, with smaller numbers of ethnic Sami and Finns, and about 20 percent foreign-born residents. The official language is Swedish, and there are five minority languages including Sami and Finnish also spoken in their respective communities.

Sweden's history of press freedom dates to the 1700s and is constitutionally guaranteed. Sweden ranks 1st (among 175 nations) in press freedom. The nation has an extensive system of large and small newspapers, magazines and electronic media. Public broadcasting dominated television until private commercial channels were permitted in the early 1990s. Public radio still dominates in that medium, though numerous private commercial stations also exist.

Swedish women in this highly developed nation have a 100% literacy rate and a life expectancy of 75 years. Sweden ranks 1st among nations in the number of women in elected office. Swedish laws greatly benefit women in the workplace, entitling parents (of both sexes) 480 days of paid leave at 80% (which can be used up to the time of the child's eighth birthday). Pregnant women's working conditions are regulated to assure the health of mother and fetus.

In addition, the Swedish Discrimination Act requires employers with more than 25 employees to maintain an updated plan for gender equality that includes equal pay, forms of recruitment and working conditions free from sexual harassment and other barriers to equality. Discrimination, including the use of gender preferences, is forbidden by law. In spite of such laws, institutional practices persist in some places, seen, for example, in Sweden's ranking of 41st in wage equity between women and men.

Study Findings

Findings from the study in Sweden are based on surveys with 9 news companies – 6 newspapers, 2 television stations and 1 radio station.

Occupational status by gender

Together, these companies employ just over 2,300, with nearly equal numbers of men and women (See Table 6.5.1). Though at parity with men in terms of overall numbers, women's location within the various occupational levels shows less equality in position.

Women are only moderately represented in both governance (34.1%) and top-level management (39.8%), which are companies' policy-setting and top administrative ranks.

Women are closer to parity with men in the occupational levels more closely associated with news reporting and production. Women are nearly half (48.9%) of those in middle management and a bit lower (40.9%) in senior management.

Swedish news companies configure their job descriptions such that the senior and junior professional levels overlap significantly; the collapsing of these jobs into a single category is reflected in Tables 6.5.1 and 6.5.2. Women are well-represented at nearly half (48.9%) of those in the senior professional level, which includes senior anchors and editors.

In contrast, women are under-represented in production and design (31.4%) and in technical professional (28.6%) levels, which are creative ranks that include photographers, designers, camera personnel and sound specialists.

In sales, finance and administration, a job category that includes many in support roles often filled by women, women are more than two-thirds (67.9%).

Table 6.5.1. Numbers and percentages of employees in Sweden by gender and occupational level.

Occupational level	# Men	% Men	# Women	% Women
Governance	54	65.9	28	34.1
Top-level Management	53	60.2	35	39.8
Senior Management	38	59.4	26	40.6
Middle Management	118	51.1	113	48.9
Senior-level Professional	572	51.1	547	48.9
Junior-level Professional	0	0.0	0	0.0
Production and Design	188	68.6	86	31.4
Technical Professional	30	71.4	12	28.6
Sales, Finance & Administration	124	32.1	262	67.9
Other	12	28.6	30	71.4
Totals	1,189		1,139	

Annual salaries by occupational status and gender

Swedish news companies surveyed varied in the amount of salary data they provided.

As Table 6.5.2 shows, there are two patterns along gender lines. The first is that women's and men's salaries appear to be comparable at a number of occupational levels in the average low range. Such similarities are seen in junior and senior management; production and design, and sales, finance and administration levels.

The second and more significant pattern is that men appear to earn substantially more than women in nearly all of the average high ranges of the various occupational levels. In both senior and top-management levels, for example, men earn approximately twice the annual salaries of women in the average high range. These findings are based on only 3 companies' data in the instance of governance, and therefore may not apply to all.

However, the finding for top management was based on 8 companies' information and is representative of their practices.

The amount by which men's salaries exceed those of women's is smaller in other occupational categories.

Some findings were interesting but did not represent a pattern. For example, women earn noticeably less than men at the average low range in the top management level, but more than men in the technical professional level in the companies surveyed.

Table 6.5.2. Annual salaries by occupational status and gender in Swedish news companies.
(N = Number of companies responding to question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$89,618.45	3	\$214,973.38	3	\$66,653.94	3	\$120,022.62	3
Senior-level management	\$156,667.54	8	\$189,273.12	8	\$154,151.34	7	\$98,144.06	7
Middle management	\$47,064.70	7	\$71,847.44	7	\$46,294.20	7	\$65,183.48	7
Senior-level professional	\$35,631.32	8	\$72,022.58	8	\$31,683.00	8	\$63,233.18	8
Junior-level professional								
Production & design	\$36,099.08	6	\$47,074.72	6	\$35,699.19	6	\$42,103.22	6
Technical professional	\$36,852.81	4	\$62,272.62	4	\$44,394.41	2	\$36,402.21	3
Sales, Finance & Administration	\$26,608.69	4	\$62,991.59	4	\$28,012.87	5	\$53,506.21	5
Other	\$34,205.85	2	\$90,173.02	2	\$34,338.95	1	\$54,569.65	1

Terms of employment by gender

The great majority of those in the journalistic workforce of companies surveyed are employed in full-time, regular jobs. Still, men fare slightly better than women in this category, which has the greatest job security and, often, the higher paid work.

As Table 6.5.3 shows, women comprise 46% of those in full-time regular employment, while men comprise 54%. The only other category with substantial numbers of individuals is "other," a catch-all category that often includes seasonal and project workers. Women dominate at nearly two-thirds (61.2%) of those in the "other" category.

Table 6.5.3. Terms of employment, by gender, in Swedish news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	822	54.0	699	46.0
Part-time, regular	13	31.7	28	68.3
Full-time, contract	34	50.0	34	50.0
Part-time, contract	4	57.1	3	42.9
Freelance	0	0.0	0	0.0
Other	206	38.8	325	61.2
Totals	1,079		1,089	

Gender-related company policies

Swedish news companies show an encouraging uniformity in their pro-equality progress, as Table 6.5.4 shows.

All companies surveyed have adopted policies on gender equality, sexual harassment, maternity and paternity leave, and returning women to their same jobs after maternity leave. Three-fourths (75%) offer educational training for women. Researchers indicated that some companies answering “no” have other workplace development, such as leadership programs.

None of the companies reported offering child-care assistance, something commonly provided by local communities in Sweden and other Nordic nations.

Table 6.5.4. Gender-related policies in Swedish news companies. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	100	0	9
Has a policy on sexual harassment	100	0	9
Has a policy on maternity leave	100	0	9
Has a policy on paternity leave	100	0	9
Do women get same jobs back	100	0	9
Offers child-care assistance	0	100	9
Offers educational training-women	75	25	9

Summary

The 9 Swedish news companies surveyed together hire approximately equal numbers of women and men. Women’s access to all levels of the news profession, however, is less equal than the overall numbers might suggest.

Women are only around a third of those in governance and top-management levels. Gender parity is more evidenced in top level management, junior and senior professional levels – all ranks where news is defined and reported. Women’s representation is markedly lower, between a fourth and a third, in the technical and creative occupational

levels. Not atypically for news companies, women are over-represented in the support jobs associated with sales, finance and administration.

The two patterns to emerge in salaries are fairly similar pay scales for women and men at the average low pay ranges of most occupational levels, but men's considerably greater earnings in the average higher pay ranges. In jobs at the top, men earn approximately twice the pay of women in the average high range, though these particular findings are based on few companies' data.

While most Swedish journalists (both women and men) enjoy secure employment, with nearly all having full-time regular jobs, men fare slightly better in this category. By contrast, more women tend to be found in the lesser-secure job arrangements, including part-time regular jobs and in the "other" category, which tends to be seasonal or project employment.

Swedish companies have adopted nearly all of the gender-equity policies measured by the study, except for child care. The last of these is explained by the Nordic nations' model of offering child care at the community level with local government financing.

Men in Western European newsrooms hold nearly two thirds (64.1%) of the full-time, regular jobs, and more than half (53.3%) of the full-time contract positions. By contrast, women make up the vast majority (81.1%) of part-time, regular positions, and two-thirds (66.7%) of the part-time contract positions.



AP Television News (APTN) Rome, Italy, producer Trisha Thomas interviews actor George Clooney at a tent camp near the earthquake-destroyed town of Sant'Eusanio on the outskirts of L'Aquila, July 9, 2009. (AP Photo/Luca Bruno)

7. WESTERN EUROPE

REGIONAL TRENDS IN STUDY'S FINDINGS

Overview of the region

The region of Western Europe includes France, Germany, Spain and the United Kingdom (including England, Scotland, Wales and Northern Ireland). All of these are fully developed industrialized nations with high standards of living. In other ways, however, there is considerable variation among them in terms of history, culture, politics, economic development and media systems.

With regard to the status of women, it bears noting that all 4 of the Western European nations included in the study are members of the European Union, which has adopted policies on gender equality for its member states. The EU's "Roadmap for Equality" for the years 2006-10 sets goals that include economic equality, gender parity in political bodies, the elimination of gender stereotypes in media, and an end to gender-based violence and trafficking.

Individual national reports that follow try to consider each nation's specific context when interpreting the findings on women's status within the news industry. This introductory section provides the broader picture by aggregating data collected from 47 news companies in these nations. The goals are to identify patterns in similarities and differences with respect to gender in occupational status, salary and policies.

Researchers made every effort to obtain a mix of newspapers, radio and television news companies in each nation, in line with the goals for that nation. As Table 7.1.1 reveals, this was more easily accomplished in some than in others.

Table 7.1.1. Media participation in study, by nation, in the Western Europe region.
(N = Number of companies responding to question.)

Nation	Newspapers	TV Stations	Radio Stations	N
France	5	0	3	8
Germany	5	5	2	12
Spain	4	4	3	11
United Kingdom	7	7	2	16
Totals	20	12	15	47

Definition of Terms

The definitions for occupational levels and terms of employment were identical for all nations. Table A provides the definitions for occupational levels that will be referred to for each nation, and Table B provides definitions for terms of employment.

Table A. Definitions for occupational levels.

Occupational level	Definition
Governance	Members of the governing board who vote on the most important decisions on policy and finances for this specific company.
Top-level Management	Report to board of directors. Includes the very top administrators, for example, Publisher, Chief Executive Officer (CEO), Director General (DG) and Chief Financial Officer (CFO).
Senior Management	Report to top-level managers. For example, Director of News, President of News, Editor-in-Chief, Managing Editor, Executive Editor, Director of Human Resources, Director of Administration, Bureau Chiefs, and similar titles.
Middle Management	Report to senior management. For example, Senior Editor, Chief of Correspondents, Design Director, Creative Director, and the more senior staff in Human Resources and Finance.
Senior Level Professional	Professionally qualified. Report to <u>senior-level</u> management, e.g., senior writers, editors, anchors, directors, producers, researchers, reporters, correspondents.
Junior-level Professional	Professionally qualified. Report to <u>middle-level</u> management, e.g., junior/assistant writers, producers, directors, anchors, reporters, sub-editors, correspondents, production assistants.
Production and Design	<u>In print</u> : graphics designers, photographers, illustrators. <u>In broadcast</u> : scene designers and construction workers, graphics designers, wardrobe designers, makeup artists, film/video editors
Technical Professional	Those who do specific technical work. For example, camera, sound and lighting technicians.
Sales, Finance & Administration	Marketing, sales, public relations, specialists, accountants, human resource staff, clerks, secretaries.
Other	Includes job titles not included elsewhere.

Table B. Definitions for terms of employment.

Terms of Employment	Definition
Full-time regular	Persons who work full time and are on the regular, continuing payroll of the organization
Part-time regular	Persons who work less than full time and are on the regular, continuing payroll of the organization.
Full-time contract	Persons who work full time on a fixed-term contract arrangement
Part-time contract	Persons who work part time on a fixed-term contract arrangement
Freelance	Persons paid per contribution (such as stories, footage, artwork, etc.) <u>at the present moment</u> .
Other terms of employment	Arrangements not covered by the above.

Study Findings

Together, the 47 news companies surveyed employ approximately 32,400, including 14,020 women and 18,340 men (See Table 7.1.2).

Occupational status by gender

Women are 43% of the workforce in these companies – fairly close to parity with men. Closer scrutiny of women’s occupational location within companies reveals a more nuanced view of women’s progress.

Women are making considerable headway in the junior and senior professional levels. In the first of these, which includes correspondents, writers, sub-editors, producers, anchors, directors and production assistants, women (48.5%) are nearly at par with men. In the

senior professional level (e.g., senior writers, producers and anchors), women (41.8%) hit the glass ceiling, which impedes their advancement into higher ranks.

Women are in fewer numbers above that glass ceiling.

For example, women's presence is only moderate in middle management (32.2%), senior management (22.7%), top management (26%) and governance (29.8%) levels.

Women are also under-represented in the technical professional level (29.7%), e.g., camera and lighting specialists, which employs many of the total journalistic workforce in the four nations of this region.

The one occupational category in which women surpass men is that of sales, finance and administration, a job category not directly involved with news production and, also, typically includes many support positions traditionally held by women.

While these are the trend, there are variations. For instance, women within the profession are relatively better off overall in France and the United Kingdom, in terms of occupational status, than they are in Germany and Spain.

Table 7.1.2. Occupational levels by gender in news companies in the nation of Western Europe.

Occupational level	# Men	% Men	# Women	% Women
Governance	153	70.2	65	29.8
Top-level Management	131	74.0	46	26.0
Senior Management	502	77.3	147	22.7
Middle Management	886	67.8	420	32.2
Senior-level Professional	4934	58.2	3549	41.8
Junior-level Professional	3419	51.5	3220	48.5
Production and Design	1028	61.0	658	39.0
Technical Professional	3254	70.3	1372	29.7
Sales, Finance & Administration	2034	43.4	2657	56.6
Other	1999	51.5	1886	48.5
Totals	18,340		14,020	

Annual salaries by occupational status and gender

Approximately half of the companies surveyed provided salary data (See Table 7.1.3). Findings should therefore be understood as a tentative picture of men's and women's salaries in the region.

In the average low salary range across all occupational levels, women and men are paid similar salaries in all but the top management level, where women earn a slightly higher figure than men.

By contrast, men are paid higher or substantially higher than women in the average high salary ranges in all occupational levels but two. In sales, finance and administration, women earn slightly more than men. Women also earn a moderately higher salary than men in the “other” occupational category, which includes freelance and varied other jobs that do not fit standard definitions.

Looking more specifically at individual nations, women journalists are more likely to be paid wages on a par with men’s in Germany and Spain than in the UK or France.

The greatest disparities in salary are in governance and top management, i.e., in the executive ranks, where women are also the most seriously under-represented.

More complete salary data across the nations studied is clearly needed to assess the economic situation of women journalists in greater depth and accuracy.

Table 7.1.3 Annual salary by occupational status and gender in news companies of the Western Europe region. (N = Number of companies responding to question.)

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$193,282.64	2	\$314,936.63	3	\$183,776.93	2	\$264,258.56	2
Top-level management	\$251,469.70	9	\$486,906.06	9	\$280,845.48	8	\$374,324.69	8
Senior-level management	\$98,159.67	12	\$184,251.33	13	\$101,592.88	10	\$163,761.68	11
Middle management	\$67,911.00	20	\$132,443.78	20	\$65,447.22	20	\$110,165.37	19
Senior-level professional	\$45,362.86	26	\$109,165.56	23	\$43,249.72	22	\$108,049.53	22
Junior-level professional	\$27,315.39	15	\$62,044.96	14	\$26,184.87	15	\$55,695.68	14
Production & design	\$30,652.48	12	\$71,577.30	11	\$34,425.53	10	\$66,666.35	9
Technical professional	\$30,787.54	16	\$62,336.98	13	\$30,385.41	15	\$54,368.59	12
Sales, Finance & Administration	\$27,216.14	18	\$61,574.46	14	\$26,095.95	18	\$64,247.31	14
Other	\$28,871.11	5	\$51,449.25	5	\$28,941.87	4	\$56,463.55	4

Terms of employment by gender

Most of the news companies surveyed provided information about the terms of employment for journalism personnel (See Table 7.1.4). Findings show that job security is relatively low for everyone in Western European newsrooms, but women have measurably less job security than men.

More men serve in full-time regular jobs (those with benefits and greater job security) in the Western European newsrooms surveyed than women. Men hold nearly two-thirds (64.1%) of the full-time, regular jobs, and more than half (53.3%) of the full-time contract positions.

By contrast, women comprise the vast majority (81.1%) of part-time, regular positions, and two-thirds (66.7%) of the part-time contract positions. Part-time positions – particularly

those on contract – carry the disadvantage of receiving less pay and often having less assurance of continuation than full-time regular employment.

Approximately a third of the Western European journalistic workforce is found in freelance and other categories. Men (52.6%) represent slightly more than half of those in freelance work, with women (47.4%) close behind. Germany’s freelance workforce is notably higher in this category than any of the other nations.

Men (61%) hold nearly two-thirds of the jobs in the “other” category (e.g., seasonal work, project or short-term consulting), a category that also contains a substantial number of employees, with women just over a third (39%). Spain’s figures in this category are substantially higher than any of the other nations.

Table 7.1.4. Terms of employment by gender in news companies of Western Europe.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	8231	64.1	4609	35.9
Part-time, regular	237	18.9	1019	81.1
Full-time, contract	940	53.3	822	46.7
Part-time, contract	67	33.3	134	66.7
Freelance	3018	52.6	2715	47.4
Other	1978	61.0	1263	39.0
Totals	14,471		10,562	

Gender-related company policies

The EU’s specific policies on gender equality have filtered down unevenly to the news companies surveyed for this report (See Table 7.1.5).

Nearly all of the 47 companies in Western Europe reported having policies on maternity and paternity leave, and said that they return women to their same jobs after maternity leave.

Overall, three-fourths (78%) offer educational training toward women’s professional advancement. However, this finding varied considerably by nation, ranging from 50% in Germany to 100% in France.

Surprisingly, only two-thirds (69%) have a specific company policy on gender equality. Only the UK companies were 100% on board with this policy.

Approximately half (53%) offer some form of child-care assistance.

Sexual harassment is the company policy that the least number (47%) have adopted. This varied widely, from only 8% in Germany to 100% in the UK.

Table 7.1.5. Gender-related policies at news companies in Western Europe.
(N=Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	69	31	47
Has a policy on sexual harassment	47	53	47
Has a policy on maternity leave	98	2	47
Has a policy on paternity leave	96	4	47
Do women get same jobs back	96	4	42
Offers child care assistance	53	47	47
Offers educational training	78	22	47

Summary

Women are nearing numerical parity with men in the 47 newsrooms of the 4 Western European nations surveyed. There is particularly strong representation in the junior and senior professional categories that include the major news gathering, editorial and production jobs.

The glass ceiling for European women journalists is at the senior professional level, illustrated by their limited representation in higher-ranking jobs associated with management and top decision-making roles.

Women's low representation is particularly acute in top management and governance levels (i.e., where company financial and other major decisions affecting both news and gender relations are made), where women number only around a fourth. This same phenomenon arises in most other regions, as well.

Men have greater job security than women in the companies surveyed. More than half the women in the region's journalistic workforce are employed in some arrangement other than full-time with benefits. Part-time regular or contract arrangements are the most common. By contrast, most men are employed in full-time, regular jobs with benefits.

Company policies are not uniformly supportive of gender equality in the nations surveyed. While nearly all companies comply with EU requirements for maternity leave and certain other protections, only two-thirds of the companies have a specific policy on gender equity, and fewer than half have a sexual harassment policy.

FRANCE

Overview of Nation

Centrally located in Western Europe, France has a population of 65 million, including recent immigrants from Africa and Asia. The official language is French.

The French media landscape – particularly telecommunications – has changed greatly over the last 30 years. In 1982, the French state monopoly over broadcast ended with the passage of the Loi Fillioud, allowing the development of independent television stations. Subsequent passage of laws guaranteeing freedom of communication (in 1986), establishing public television (in 1989), and providing for public sector television administration (in 2000), created a new, modern statutory framework for media operations.

That framework also assures the French government a central role in the national media marketplace, not just as a regulator but also a competitor to independent enterprises. As a consequence, France's telecommunications system has been less vulnerable to external influences (e.g., foreign purchases and conglomeration) than some of its neighbors.

French broadcast content is distinctive, with a commitment to political pluralism and the protection of minors from violence and explicit pornographic material. In addition, advertising is limited to 12 minutes per hour. France protects the dominance of its language by establishing quotas for domestically produced programming. In addition, the nation has an extensive Internet system, with at least 69% of the French population using the Internet on a regular basis.

French women have a literacy rate of 99% and a life expectancy of 75 years. France has made efforts to expand its statutory provisions for gender equality in response to EU guidelines. In 2000, France adopted a constitutional change aimed at increasing women in national office, and the present government has expanded appointments of women to official posts. Despite this, only about a fifth of those in the National Assembly are women, gaining France the rank of 63rd among nations for women in national elective office.

French laws supporting families are generous and benefit working women. By law, French women are allowed 16 weeks of maternity leave, which increases to 26 weeks by the third child. Women and men are both entitled to three years of unpaid parental leave to care for children. Publicly supported child-care centers are open 11 hours a day, 11 months a year. France adopted a national law against sexual harassment in the workplace in 1992.

Despite these provisions, French working women make only 75 cents to men's dollar, gaining the nation a low global rank of 123rd on wage equality.

Study Findings

Eight news companies – 5 newspapers and 3 radio stations – participated in the study. Together, these employ approximately 1,500, including 690 women and 826 men.

Occupational level by gender

Women constitute nearly half of the workforce in the French companies surveyed. As Table 7.2.1 shows, women's representation is highest in the junior and senior level professional categories (46.9% and 44.1%, respectively), where they are approaching parity with men. These occupational levels include the junior and senior ranking writers, editors and producers involved in news operations.

Women also have a fairly strong showing in middle management (40.2%), a category with senior editors, correspondents and others with certain decision-making responsibilities.

However, women's presence declines markedly above middle management, which represents the glass ceiling for French women journalists. For example, women's participation hovers around one-third in both senior management (35.9%) and top management (33.3%) levels. Their inclusion in governance is minuscule (16.7%). Women are not likely to exert much influence in financial, strategic or other executive-level decision-making with these numbers.

Women's dominance (71.4%) is more noticeable in production and design, where they comprise nearly three-fourths of the graphic designers, photographers, wardrobe designers and others involved in the creative aspects of news production.

Though women also dominate in sales, finance and administration (61.5%), these jobs are not directly involved with news-gathering or production; they are support positions filled mainly by women.

Table 7.2.1. Occupational levels by gender in French news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	5	83.3	1	16.7
Top-level Management	8	66.7	4	33.3
Senior Management	25	64.1	14	35.9
Middle Management	110	59.8	74	40.2
Senior-level Professional	414	55.9	326	44.1
Junior-level Professional	154	53.1	136	46.9
Production and Design	2	28.6	5	71.4
Technical Professional	27	79.4	7	20.6
Sales, Finance & Administration	70	38.5	112	61.5
Other	11	50.0	11	50.0
Totals	826		690	

Annual salaries by occupational status and gender

Few of the 8 French companies surveyed provided salary data, making it difficult to draw reliable conclusions on how women are compensated in comparison to men. The scant data in Table 7.2.2 tentatively suggest that in senior-level professional and middle-management occupational levels, women may be paid at higher salaries than men both in average low and in average high ranges.

The matter of salaries at French companies requires further research to verify this (particularly in light of the national trend of gender inequity in pay), as well as to collect sufficient data to evaluate the other occupational levels.

Table 7.2.2. Annual salary by occupational status and gender in French news companies.
(N = Number of companies responding to the question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$171,102.66	1	\$171,102.66	1	\$190,114.07	1	\$190,114.07	1
Top-level management	\$36,882.13	2	\$85,551.33	2	\$95,678.07	2	\$199,619.77	2
Senior-level management	\$79,721.17	2	\$134,073.51	2	\$88,593.16	2	\$112,547.53	2
Middle management	\$66,543.98	5	\$91,762.74	5	\$65,783.52	5	\$97,592.90	5
Senior-level professional	\$47,318.97	6	\$80,259.57	5	\$11,406.84	2	\$88,394.42	5
Junior-level professional								
Production & design								
Technical professional	\$11,406.84	2	\$22,813.69	2	\$11,406.84	2	\$22,813.69	2
Sales, Finance & Administration	\$42,179.97	2	\$65,627.38	2	\$37,008.87	2	\$52,851.71	2
Other								

Terms of employment

The great majority -- about 85% of the approximately 1,500 journalists -- at the French companies surveyed hold regular full-time jobs with benefits (See Table 7.2.3).

Men benefit more substantially than women. Men hold two-thirds (64.4%) of the full-time regular jobs (those with benefits) while women hold one-third (34.6%).

Women are more likely to be found with terms of employment that bring less income and less security. They hold more of the full-time contract positions than men (53.4% and 46.6%, respectively), as well as most of the part-time contract positions (86.3%).

Men and women hold approximately the same number of freelance jobs, another category with limited predictability in work and income.

Table 7.2.3. Terms of employment by gender in French news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	858	64.4	475	35.6
Part-time, regular	7	13.7	44	86.3
Full-time, contract	27	46.6	31	53.4
Part-time, contract	0	0.0	0	0.0
Freelance	59	49.2	61	50.8
Other	18	85.7	3	14.3
Totals	969		614	

Gender-related company policies

French news companies surveyed indicate relatively progressive policies toward gender equality.

All reported having policies on maternity and paternity leave, for example (See Table 7.2.4), in line with EU guidelines. All said they return women to their same jobs after maternity leave, and all offer educational training toward women's advancement.

They vary on other policies.

Two-thirds (63%) have a general policy on gender equality, and only a fourth have a policy on sexual harassment. The second of these may be explained by the presence of a national law (with workplace guidelines and remedies) on sexual harassment, which covers women in all occupations.

Only half of the companies surveyed offer child-care assistance, which would augment child care available at government-supported centers.

Table 7.2.4. Gender-related policies at French news companies surveyed.
(N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	63	37	8
Has a policy on sexual harassment	25	75	8
Has a policy on maternity leave	100	0	8
Has a policy on paternity leave	100	0	8
Do women get same jobs back	100	0	8
Offers child-care assistance	50	50	8
Offers educational training	100	0	8

Summary

Women in France's newsrooms have made important progress in gaining access to the profession. They are relatively close to men in terms of overall numbers, but their status varies considerably by occupational level. For example, they are near parity with men in

the occupations up to middle management, but they are underrepresented at higher levels, particularly in executive ranks of senior management and governance.

Men have somewhat greater job security than women in French news companies, holding two-thirds of the full-time regular jobs. Women hold more part-time and contract jobs than men do.

French companies vary on their gender policies. All have maternity and paternity leave policies and offer educational training. Most have an umbrella equality policy (as EU guidelines require), but few have a sexual harassment policy and only half provide child-care assistance.

While few companies shared salary information, making it difficult to be definitive about the ways in which French women journalists are paid in relation to men, it is possible to take some cues from the national picture. France's ranking of 123rd on gender equality suggests that French women journalists may well face economic disparity, in addition to the other roadblocks to progress.

GERMANY

Overview of Nation

Located in central Europe, Germany has a population of 82 million, the vast majority of whom are of indigenous German (Deutsche) descent, with fewer numbers of persons Turkish, Italian or other European ancestry. The official language is German, with English and French also spoken.

Freedom of expression in the mass media is based on Article 5 of Germany's 1949 Basic Law. Goals of the article are to protect the young from certain violent and obscene content and to generally assure press freedom for individual citizens. The Interstate Broadcasting Agreement was adopted in 1991, stipulating that television broadcasters shall reserve the greater part of total time scheduled for the transmission of feature films, television plays, series, documentaries and comparable productions for European works in accordance with European law. Nevertheless, there are no official quotas to which the broadcasters must adhere.

Publishers and audiovisual enterprises are guaranteed freedom of competition by provisions of laws dating to 1957. More recent legislation has brought German laws regulating competition into line with those in the other European states. Today, the nation is known for its diversity of opinion and information, earning Germany a ranking of 18th among nations in freedom of the press.

The German Constitution guarantees men and women equal rights, and the nation has recently instituted measures to advance the status of women in line with European Union policies. Women have a literacy rate of 100% and a life expectancy of 74 years in Germany. Women, including home workers, are entitled to generous maternity benefits. German women enjoy active participation in political and social life, demonstrated by Germany's rank of 18th among all nations in women in national elected office.

In other ways, the nation still lags in gender equality. The gap in pay between men and women has widened since the 1990s; today, Germany, ranks 101st among nations in wage equity.

Study Findings

Twelve German news companies participated in the study, including 5 newspapers, 5 television station and 2 radio stations. Together, these employ approximately 7,200, including 3,133 women and 4,030 men (see Table 7.3.1).

Occupational status by gender

Women make up about half of Germany's journalistic workforce. A closer look reveals that women's distribution across the various occupational levels is uneven, with strong representation in some levels but only minuscule in others.

The glass ceiling for women journalists in Germany is at the senior professional level, where women are 41.2% of the work force – a number nearing parity with men. Above that, in the middle management level (e.g., senior editors and chiefs of correspondence), women have noticeably smaller representation (32.3%).

Even starker is women’s extremely limited participation at the top of German news companies. They are less than a fourth (23.7%) in governance, around a fifth (20.5%) in top management, and well under a fifth (15.4%) in senior management. These key ranks are those in which news company policies are set and other organizational decisions are made.

Below the glass ceiling, women have fairly good access to jobs. They represent two-thirds (64.9%) of those in the junior professional level, which includes news writers, producers and anchors.

Women are just over half (51.9%) in production and design, and near parity with men (41.2%) in the senior professional category, which includes senior writers, researchers and reporters.

Women are also more than half (59.5%) of those in sales, finance and administration – support roles important to operations, though not directly involved with production of news.

A particularly striking finding among German news companies is in the large number of women (47.6%) – and men (52.4%) – journalists who are categorized in the “other” occupational level. As Table 7.3.3 indicates, these appear to be primarily freelance workers without regular employment.

Table 7.3.1. Occupational levels by gender at news companies in Germany.

Occupational level	# Men	% Men	# Women	% Women
Governance	61	76.3	19	23.7
Top-level Management	35	79.5	9	20.5
Senior Management	241	84.6	44	15.4
Middle Management	308	67.7	147	32.3
Senior-level Professional	762	58.8	535	41.2
Junior-level Professional	68	35.1	126	64.9
Production and Design	78	48.1	84	51.9
Technical Professional	1090	63.3	631	36.7
Sales, Finance & Administration	498	40.5	731	59.5
Other	889	52.4	807	47.6
Totals	4,030		3,133	

Annual salaries by occupational status and gender

Few German news companies surveyed provided data on their journalists' salaries, making it impossible to be definitive on how women are paid in comparison to men. The scant data (See Table 7.3.2) suggest that salaries are identical for men and women at every occupational level.

In light of the disparity in men's and women's salaries nationwide (shown in the nation's 101st ranking), and the serious under-representation of women in decision-making roles within these specific companies, these data raise some skepticism. The salary issue in German news companies will require further research to determine accuracy.

Table 7.3.2 Annual salary by occupational status and gender at German news companies.
(N = Number of companies responding to the question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management								
Senior-level management	\$70,722.43	2	\$117,870.72	2	\$70,722.43	2	\$117,870.72	2
Middle management	\$49,302.92	2	\$70,025.35	2	\$49,302.92	2	\$70,025.35	2
Senior-level professional	\$41,007.60	4	\$67,082.38	4	\$41,007.60	4	\$67,082.38	4
Junior-level professional	\$18,550.06	3	\$40,625.26	3	\$18,550.06	3	\$40,625.26	3
Production & design	\$4,182.51	1	\$7,224.33	1	\$4,182.51	1	\$7,224.33	1
Technical professional	\$27,418.67	3	\$51,626.53	3	\$27,418.67	3	\$51,626.53	3
Sales, Finance & Administration	\$27,376.43	1	\$54,752.85	1	\$27,376.43	1	\$54,752.85	1
Other	\$32,699.62	2	\$65,399.24	2	\$32,699.62	2	\$65,399.24	2

Terms of employment by gender

Findings indicate that the journalism profession in Germany is not a particularly secure one, either for women or men. Men, however, fare substantially better than women.

Men outnumber women in jobs where the terms of employment associated with benefits and greater predictability of work are involved. Women represent only around a third (34.7%) of those in full-time, regular jobs, compared to men (65.3%). Women are also fewer in number than men in full-time contract employment (57.5% and 42.5%, respectively).

Women represent the majority of those in part-time jobs (both contract and regular).

Especially striking is the finding that most German journalists are employed as "freelance" workers, which means that they do not serve in regular jobs with benefits (See Table 7.3.3). Women (47.2%) are nearly half of this category. Freelance workers market their pieces once written, or they "pitch" ideas for stories and receive the go-ahead to do

the story and submit them for consideration. Freelance work is the least secure form of employment.

Table 7.3.3. Terms of employment by gender in German news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	2092	65.3	1112	34.7
Part-time, regular	156	20.4	607	79.6
Full-time, contract	364	57.5	269	42.5
Part-time, contract	20	17.7	93	82.3
Freelance	1868	52.8	1673	47.2
Other	36	69.2	16	30.8
Totals	4,536		3,770	

Gender-related company policies

German news companies surveyed were variable in their gender-related policies. All or nearly all have adopted policies on maternity and paternity leave and on returning women to their same jobs after maternity leave (See Table 7.3.4).

Surprisingly, however, given the EU's guidelines on gender equality for member states, only 1 of the 12 German news companies surveyed has adopted a policy on sexual harassment.

In addition, German companies have been slow to adopt broader policies on gender equity (58%) or to offer educational training to women (50%). Most (71%) offer child-care assistance.

Table 7.3.4. Gender-related policies in German news companies. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	58	42	12
Has a policy on sexual harassment)	8	92	12
Has a policy on maternity leave	100	0	12
Has a policy on paternity leave	92	8	12
Do women get same jobs back	92	8	12
Offers child-care assistance	71	29	12
Offers educational training	50	50	12

Summary

The number of women in German newsrooms approaches parity with men. However, they have difficulty moving beyond the level of senior professional, which represents the glass ceiling for women in this nation.

Women have penetrated that ceiling into higher-ranking jobs in top management and governance only in very small numbers. This means limited influence in company policies or other decisions.

At other occupational levels, women journalists have fared moderately or very well. They are two-thirds of those in junior professional jobs, e.g., producers and anchors, and more than half in production and design, which include creative roles like photographers and illustrators.

Women are nearing parity with men in the ranks of senior writers, researchers and reporters (senior professional occupations).

The German news industry appears to be strongly reliant on freelance and contract employees, a majority of whom are women. Therefore, while both men and women in the profession suffer uncertainty associated with less than full-time employment, women experience the greater uncertainty.

Scant data gathered on salaries make it difficult to make reliable statements on how women in the news profession are paid in German companies.

SPAIN

Overview of Nation

Spain is located on the Iberian Peninsula. The nation's 45 million people are nearly all native Spaniards, encompassing several distinct communities of Basques, Catalans, Galicians and Castilians. Spain's estimated 10% foreign-born population includes immigrants from Morocco and various Latin American nations. The nation's primary language is Castilian Spanish.

The Spanish Constitution of 1978 provides protection for the freedom of expression, conscience and professional secrets as basic rights. Broadcast media, but not print, remain subject to national laws. Legislation passed in 1983 allows autonomous communities to set up their own publicly funded radio and television broadcasting operations. In 1990, government broadcast policy permitted private television stations, breaking 33 years of public television monopoly and greatly altering changing the Spanish communications landscape. In 2000, the electronic media regulation was moved to the Secretary of Telecommunications and Information Society, part of the Ministry of Industry, Tourism and Trade. Spain ranks 44th globally in freedom of speech.

Women in Spain have a 96% literacy rate and a life expectancy of 75 years. Spanish law affords women 16 weeks of compulsory maternity leave, and a cash benefits program for those enrolled in the social security system. In line with European Union goals for advancing women's equality, Spain adopted the Gender Equality Act in 2007 and a second law in 2009 aimed at achieving gender balance in government. Spain ranks 11th globally in women in national elective office.

In other ways, Spain has moved slower. The gap between men's and women's pay, for example, has gained the nation the low rank of 120th in wage equality.

Study Findings

Eleven news companies – 4 newspapers, 4 television stations, and 3 radio stations – participated in the study. Together they employ approximately 12,000, including 4,855 women and 7,055 men (See Table 7.4.1).

Occupational level by gender

Women are less than half (40%) of the Spanish journalistic workforce, evidence that while women have substantial access to the profession they are just below parity with men.

Women's placement in the occupational hierarchy reveals more specific ways that women are marginalized in the profession. Spanish women journalists hit the glass ceiling at the senior professional level, where they represent nearly half (44%) of a sizable population of senior writers, editors and producers.

Women’s numbers in higher occupational levels are minuscule by comparison. In the executive ranks of governance and top-level management, women represent only a fifth or less (17.6% and 20%, respectively) of those filling these important policy- and decision-making roles.

Women also number only a fifth (19.7%) of those in senior management. Women’s notably low representation in these top levels signals their relative lack of power in the news companies surveyed.

Women’s moderate representation at the junior professional level (34.6%) suggests there may be a diminishing pool of qualified women developing experience and qualifications necessary for advancement into higher ranks. Women’s participation is somewhat better in production and design (40.4%), an important category of news production.

However, women’s participation is noticeably low in the technical professional level (26.8%), e.g., lighting, camera and other production specialists.

By contrast, women comprise half or more of those in sales, finance and administration (52.3%), which includes a range of support personnel important to operations but without direct connection to news production. Women typically fill many of these positions.

A substantial number of staff – half of those women (50.3%) – in Spanish news companies occupy jobs “other” than those specifically defined by this study.

Table 7.4.1. Occupational level by gender in Spanish news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	14	82.4	3	17.6
Top-level Management	28	80.0	7	20.0
Senior Management	57	80.3	14	19.7
Middle Management	317	73.0	117	27.0
Senior-level Professional	1764	56.0	1384	44.0
Junior-level Professional	640	65.4	339	34.6
Production and Design	431	59.6	292	40.4
Technical Professional	1903	73.2	698	26.8
Sales, Finance & Administration	911	47.7	1000	52.3
Other	990	49.7	1001	50.3
Totals	7,055		4,855	

Annual salaries by occupational status and gender

Salary data provided by participating news companies was sparse in the higher-ranking occupational levels. Therefore, observations will focus mainly on the categories for which data were more complete (See Table 7.4.2).

Women's and men's salaries at Spanish news companies are fairly similar at both average low and average high ranges in occupational levels below and including middle management. There is variation, but the gaps are not large. For example, men are paid a few thousand dollars more in both the low and high salary ranges for middle management and in the technical professional levels. However, women are paid more at the average high range of the senior-level professional.

On the whole, salaries do not suggest gross disparities along gender lines for the occupational categories for which data were available. If accurate, this finding would contradict the national norm of women receiving significantly lower pay in the workplace.

Offering additional background, Spanish researchers in the study were able to document certain mechanisms in many companies that do not show up on salary scales. These include, e.g., bonuses for weekend and night duty, and for longevity in the company. These practices, they said, benefit men more than women in the profession.

More complete data in the higher ranking levels of senior and top level management and governance are required to allow a comprehensive view of how women journalists at Spanish news companies are compensated in comparison to men.

Table 7.4.2. Annual salary by occupational status and gender in Spanish news companies.
(N = Number of companies responding to question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance	\$215,462.61	1	\$386,853.61	2	\$177,439.80	1	\$338,403.04	1
Top-level management								
Senior-level management	\$85,340.09	3	\$187,475.73	4	\$87,452.47	1	\$163,291.13	2
Middle management	\$80,297.99	7	\$154,341.83	6	\$77,491.54	7	\$148,115.59	6
Senior-level professional	\$45,219.23	9	\$110,146.33	6	\$44,421.46	9	\$119,637.25	6
Junior-level professional	\$32,785.00	6	\$55,673.75	5	\$31,560.24	6	\$51,794.92	5
Production & design	\$42,498.27	6	\$97,934.84	5	\$42,936.38	6	\$88,100.87	5
Technical professional	\$36,419.00	8	\$71,434.97	5	\$34,751.23	8	\$60,872.99	5
Sales, Finance & Administration	\$28,405.98	8	\$78,666.03	4	\$26,548.72	8	\$78,543.41	4
Other	\$78,543.41	4	\$66,476.55	2	\$28,390.37	1	\$46,768.06	1

Terms of employment by gender

Approximately half of the approximate 12,000 journalists in the Spanish news companies surveyed are employed in regular full-time jobs with benefits (See Table 7.4.3). This suggests that both men and women in the profession experience instability in their occupational lives.

Women, however, experience a greater degree of insecurity in work and income. Men hold the majority (63.8%) of the full-time regular jobs. Women fill the vast majority (87.6%) of the part-time regular jobs.

Men and women are fairly equal in filling jobs in other terms of employment, as Table 7.4.3 shows.

Table 7.4.3. Terms of employment for journalists in Spanish news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	3889	63.8	2203	36.2
Part-time, regular	34	12.4	241	87.6
Full-time, contract	506	51.8	471	48.2
Part-time, contract	44	55.7	35	44.3
Freelance	857	50.3	848	49.7
Other	1873	60.8	1210	39.2
Totals	7,203		5,008	

Gender-related company policies

Spanish news companies surveyed demonstrate strong commitment to gender equality in some ways, but not in others.

Nearly all (91%) have company policies on maternity and paternity leave and on returning women to their same jobs after maternity leave. Most (73%) offer educational training toward women's advancement. In these ways, they mirror the guidelines and goals of EU gender policies.

However, only about half (55%) have policies on gender equality or sexual harassment, and few (27%) offer child-care assistance. The first of these would seem to miss a major intent of the EU's call for institutional policy aimed at gender equality.

Table 7.4.4. Gender-related policies in Spanish news companies. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	55	45	11
Has a policy on sexual harassment	55	45	11
Has a policy on maternity leave	91	9	11
Has a policy on paternity leave	91	9	11
Do women get same jobs back	91	9	11
Offers child-care assistance	27	83	11
Offers educational training	73	27	11

Summary

Women journalists at Spanish news companies appear to face a glass ceiling at the senior professional level that limits their advancement into management and decision-making roles.

Women are also notably fewer in the junior professional level (e.g., assistant writers, producers and directors), where they are only around a third. The lack of a strong

contingent of women in these junior news-reporting ranks suggests there may be an inadequate pool of qualified female journalists for more senior jobs in coming years.

As in many nations, women fill the majority of the jobs in sales, finance and administration, support roles that are not directly involved with news production.

Findings on salaries were positive in some respects, with men's and women's compensation fairly similar in the occupational levels below and including middle management. Spanish companies provided almost no salary data for occupational levels above middle management, making it impossible to assess whether there is pay equity in the executive ranks of their companies.

Substantially more men than women have full-time jobs with benefits. Women are more likely to be found in part-time jobs in Spanish news companies surveyed.

Spanish news companies seem to have uniformly adopted maternity- and paternity-related guidelines, benefits called for by the European Union. They have been much slower to adopt policies on gender equity, sexual harassment and other terms necessary to assure equal treatment.

UNITED KINGDOM

Overview of Nation

The United Kingdom of Great Britain (UK) includes the island countries of England, Scotland, Wales and Northern Ireland. The UK's population of 62 million is predominantly indigenous European, with smaller numbers of Africans, South Asians and Asians. The official languages are English and Gaelic (with Welsh, Scottish and Irish versions of the latter).

The UK broadcasting system is a mix of independent commercial and independent government-funded television and radio stations. Countries forming the UK are actively involved in determining local content, some of it in local languages. Under the Broadcasting Acts of 1990 and 1996, both broadcast license holders and digital terrestrial license holders are allowed to promote equality of opportunity in employment between men and women and between persons of different racial groups. The Communications Act of 2003 limits content produced outside the UK within the entire UK broadcast and digital systems.

Though the UK has no constitutional or statutory guarantees of free speech and press, the nation's longstanding tradition of open debate gains a ranking of 20th among nations on press freedom.

Women generally enjoy a high standard of living in the UK. Literacy levels are near 100% for women and life expectancy is 82 years. Pregnant women have to up to 52 weeks of maternity leave, with all benefits, excluding wages or salary.

Still, the UK lags in other indicators. The nation ranks only 57th in women in national elective office. Women's pay is behind men, with the UK ranked 78th among nations on wage equity. Relevant to this study, women have been found to encounter specific problems in the workplaces of UK television industries, including difficulty getting hired after they have had children, career advancement and equal pay.

Study Findings

Sixteen news companies – 7 newspapers, 7 television stations and 2 radio stations – participated in the study. Together they employ approximately 11,800, including 5,342 women and 6,429 men (See Table 7.5.1).

Occupational level by gender

Women represent nearly half (45%) of the combined workforce for these companies, putting them near parity with men. A closer look at women's location within UK news companies, however, reveals a more ambiguous story (See Table 7.5.2).

There is no apparent glass ceiling for women in the UK companies surveyed. Rather, the pattern is one of general under-representation of women at nearly all occupational levels.

The one exception occurs in the junior professional level (50.6%), which is staffed by junior-ranking writers, producers and sub-editors – important to the gathering of news but not typically in defining news or shaping company decisions.

The weightier roles are held by those at the senior professional level, where women are moderately represented (39.5%), as well as in management and governance, where women are around a third (30.2% and 36.5%, respectively).

Women represent just over a third (35.2%) of the journalists in middle management, and fewer – just over a fourth (29.5%) – at senior management level.

Statistically, women show only a moderate level of advancement at these levels. In all of these instances, their numbers (in the 30th percentile) also suggest they may have limited influence within their ranks.

The one occupational level where women dominate is in sales, finance and administration (59.5%) – an important support level but one with little direct involvement in news-gathering or production. These jobs may also be clerical in nature – the kind traditionally held by women.

Table 7.5.2. Occupational level by gender in UK news companies.

Occupational level	# Men	% Men	# Women	% Women
Governance	73	63.5	42	36.5
Top-level Management	60	69.8	26	30.2
Senior Management	179	70.5	75	29.5
Middle Management	151	64.8	82	35.2
Senior-level Professional	1994	60.5	1304	39.5
Junior-level Professional	2557	49.4	2619	50.6
Production and Design	517	65.1	277	34.9
Technical Professional	234	86.7	36	13.3
Sales, Finance & Administration	555	40.5	814	59.5
Other	109	61.9	67	38.1
Totals	6,429		5,342	

Annual salaries by occupational status and gender

Approximately half of the companies surveyed in the UK provided salary data. The partial picture derived from the information suggests that women are paid similar to or even slightly more than men in the average low range of most occupational levels (See Table 7.5.2).

By contrast, they are paid substantially less than men in the average high ranges. For example, at the junior professional level, where women have reached parity with men in numbers, women are paid substantially less in the average high salary range.

In the top-level management range, men make approximately 50% more than women. These numbers bear witness to recent independent research conducted among UK television employees, which found that women perceived their pay to be much lower than men's.

Table 7.5.2. Annual salary by occupational status by gender in UK news companies.
(N = Number of companies answering the question.) [Missing data resulted from insufficient information to calculate.]

Occupational level	Avg. Low Salary Men	N	Avg. High Salary Men	N	Avg. Low Salary Women	N	Avg. High Salary Women	N
Governance								
Top-level management	\$312,780.44	7	\$601,578.84	7	\$342,567.96	6	\$432,559.66	6
Senior-level management	\$124,201.70	5	\$228,295.17	5	\$121,969.03	5	\$202,791.94	5
Middle management	\$60,801.37	6	\$160,565.75	7	\$56,496.69	6	\$96,072.21	6
Senior-level professional	\$46,359.58	7	\$147,537.82	8	\$52,122.36	7	\$135,566.36	7
Junior-level professional	\$26,228.46	6	\$78,064.16	6	\$24,626.89	6	\$66,481.53	6
Production & design	\$21,731.53	5	\$58,090.34	5	\$27,484.85	3	\$50,756.16	3
Technical professional	\$32,059.66	3	\$84,232.95	3	\$36,350.85	2	\$73,775.57	2
Sales, Finance & Administration	\$21,558.04	7	\$51,624.39	7	\$22,277.60	7	\$60,690.34	7
Other	\$26,318.76	3	\$42,149.26	3	\$25,184.11	2	\$47,527.86	2

Terms of employment by gender

Researchers were unable to obtain complete information for all news companies surveyed in the UK on terms of employment for their journalists. Table 7.5.3 represents only a fourth of the journalistic workforce reported in Table 7.5.1 above.

While it would appear that most journalists employed at the UK news companies surveyed are employed full-time with benefits, there are insubstantial data to support this. This question requires further research to determine the terms by which UK women journalists are employed.

Table 7.5.3. Terms of employment by gender at UK news companies.

Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	1392	63.0	819	37.0
Part-time, regular	40	24.0	127	76.0
Full-time, contract	43	45.7	51	54.3
Part-time, contract	3	33.3	6	66.7
Freelance	234	63.8	133	36.2
Other	51	60.0	34	40.0
Totals	1,763		1,170	

Gender-related company policies

The 16 news companies represented in Table 7.5.4 demonstrate very strong support for gender equity in their policies. All said they have a general company policy on gender equality, on sexual harassment, on maternity and paternity leave, and on returning women to their same jobs when they come back to work after maternity leave.

Nearly all (88%) offer educational training toward women's advancement, and about two-thirds (63%) offer some form of child-care assistance.

With such policies in place, there is reason to question why there exist serious disparities in both promotion of women into decision-making roles and in women's salaries (in comparison to men's) at the average high range.

Table 7.5.4. Gender-related policies at UK news companies. (N = Number of companies responding to question.)

Company Policies	% Yes	% No	N
Has a policy on gender equality	100	0	16
Has a policy on sexual harassment	100	0	16
Has a policy on maternity leave	100	0	16
Has a policy on paternity leave	100	0	16
Do women get same jobs back	100	0	11
Offers child-care assistance	63	37	16
Offers educational training	88	12	16

Summary

News companies surveyed in the United Kingdom comport strongly with the spirit and substance of EU policies on gender equality. Such a level of compliance would suggest that these same companies would also be working to advance women and compensate them on a par with men journalists.

Such is not the case. Women have access to journalism jobs, and in terms of number, they are approaching parity with men. However, women face a glass ceiling that seems fixed at the junior professional level, where journalists hold junior-level reporting, editing and producing jobs.

Partial data from companies surveyed provide only tentative findings on salary. These suggest that while women are compensated at rates relatively similar to those of men at the average low range, they are seriously under-compensated at most average high salary ranges.

Taken together, UK news companies exhibit entrenched institutional practices of marginalizing women in their newsrooms and decision-making hierarchies. The presence of uniform and progressive gender policies may provide a context for these conditions to change.

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APPENDIX 1

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APPENDIX 3

COMPOSITE OCCUPATIONAL LEVEL FOR MEN AND WOMEN ACROSS 7 REGIONS

Subsaharan Africa				
Occupational level	# Men	% Men	# Women	% Women
Governance	282	71.8	111	28.2
Top-level Management	202	75.9	64	24.1
Senior Management	698	46.3	811	53.7
Middle Management	225	69.7	98	30.3
Senior-level Professional	1,585	68.9	716	31.1
Junior-level Professional	1,390	68.0	655	32.0
Production and Design	4,555	54.0	3,876	46.0
Technical Professional	1,711	51.4	1,621	48.6
Sales, Finance and Administration	1,221	70.8	504	29.2
Other	1,006	57.0	759	43.0
Totals	12,875	58.3%	9,215	41.7%
Middle East and North Africa				
Occupational level	# Men	% Men	# Women	% Women
Governance	125	82.8	26	17.2
Top-level Management	101	77.7	29	22.3
Senior Management	179	70.8	74	29.2
Middle Management	289	62.4	174	37.6
Senior-level Professional	860	60.7	556	39.3
Junior-level Professional	1,542	66.6	773	33.4
Production and Design	461	59.6	312	40.4
Technical Professional	686	87.1	102	12.9
Sales, Finance and Administration	388	44.1	491	55.9
Other	144	76.6	44	23.4
Totals	4,775	64.9%	2,581	35.1%
Americas				
Occupational level	# Men	% Men	# Women	% Women
Governance	303	78.5	83	21.5
Top-level Management	336	69.6	147	30.4
Senior Management	935	53.6	808	46.4
Middle Management	1,211	59.5	823	40.5
Senior-level Professional	6,561	56.3	5,096	43.7

Junior-level Professional	2,544	54.2	2,154	45.8
Production and Design	3,099	76.9	933	23.1
Technical Professional	2,462	75.3	808	24.7
Sales, Finance and Administration	7,205	65.4	3,808	34.6
Other	1,429	73.5	515	26.5
Total Numbers	26,085	63.2%	15,175	36.8%
Asia and Oceania				
Occupational level	# Men	% Men	# Women	% Women
Governance	291	78.4	80	21.6
Top-level Management	285	90.8	29	9.2
Senior Management	814	86.6	126	13.4
Middle Management	3,526	86.9	533	13.1
Senior-level Professional	4,645	67.9	2,195	32.1
Junior-level Professional	9,629	75.7	3,084	24.3
Production and Design	2,741	87.5	393	12.5
Technical Professional	2,707	92.4	222	7.6
Sales, Finance and Administration	9,125	80.0	2,280	20.0
Other	3,651	15.9	800	84.1
Total Numbers	37,414	79.3%	9,742	20.7%
Eastern Europe				
Occupational level	# Men	% Men	# Women	% Women
Governance	112	67.1	55	32.9
Top-level Management	142	56.6	109	43.4
Senior Management	272	59.1	188	40.9
Middle Management	471	50.2	468	49.8
Senior-level Professional	1,220	43.6	1,576	56.4
Junior-level Professional	577	40.1	862	59.9
Production and Design	1,024	66.1	526	33.9
Technical Professional	1,455	79.5	375	20.5
Sales, Finance and Administration	581	30.6	1,318	69.4
Other	203	63.8	115	36.2
Total Numbers	6,057	52.0	5,592	48.0
Nordic Europe				
Occupational level	# Men	% Men	# Women	% Women
Governance	110	64.3	61	35.7
Top-level Management	120	63.2	70	36.8
Senior Management	142	63.7	81	36.3
Middle Management	406	57.4	301	42.6

Senior-level Professional	2,152	56.7	1,643	43.3
Junior-level Professional	337	60.5	220	39.5
Production and Design	407	59.5	277	40.5
Technical Professional	93	75.6	30	24.4
Sales, Finance and Administration	218	35.3	400	64.7
Other	113	63.8	64	36.2
Total Numbers	4,098	56.6%	3,147	43.4%
Western Europe				
Occupational level	# Men	% Men	# Women	% Women
Governance	153	70.2	65	29.8
Top-level Management	131	74.0	46	26.0
Senior Management	502	77.3	147	22.7
Middle Management	886	67.8	420	32.2
Senior-level Professional	5,053	58.7	3,549	41.3
Junior-level Professional	3,419	51.5	3,220	48.5
Production and Design	1,028	61.0	658	39.0
Technical Professional	3,254	70.3	1,372	29.7
Sales, Finance and Administration	2,034	43.4	2,657	56.6
Other	1,999	51.5	1,886	48.5
Total Numbers	18,459	56.8%	14,020	43.2%
All regions				
Occupational level	Total # Men	Total # Women	Total % Men	Total % Women
Governance	1,376	481	74.1%	25.9%
Top-level Management	1,317	494	72.7%	27.3%
Senior Management	3,542	2,235	61.3%	38.7%
Middle Management	7,014	2,817	71.3%	28.7%
Senior-level Professional	22,076	15,331	59.0%	41.0%
Junior-level Professional	19,438	10,968	63.9%	36.1%
Production and Design	13,315	6,975	65.6%	34.4%
Technical Professional	12,368	4,530	73.2%	26.8%
Sales, Finance and Administration	20,772	11,458	64.4%	35.6%
Other	8,545	4,183	67.1%	32.9%
Totals	109,763	59,472	64.9%	35.1%

APPENDIX 4

COMPOSITE SALARY DATA FOR WOMEN AND MEN ACROSS 7 REGIONS

Regions	Avg Low Salary Men	N	Avg High Salary Men	N	Avg Low Women	N	Avg High Women	N
Middle East and North Africa								
Governance	\$13,225.02	4	\$69,388.21	4	\$14,156.72	2	\$19,548.53	2
Top-level management	\$32,836.09	4	\$46,908.70	4	\$8,087.71	2	\$18,332.14	2
Senior-level management	\$13,245.53	9	\$19,095.04	9	\$7,869.20	7	\$14,072.30	7
Middle management	\$10,626.75	17	\$17,876.58	16	\$11,246.26	13	\$19,272.73	10
Senior-level professional	\$7,856.55	9	\$17,767.51	9	\$7,178.73	10	\$16,271.13	10
Junior-level professional	\$7,230.07	22	\$11,835.50	21	\$6,282.98	21	\$12,062.42	21
Production & design	\$5,163.50	20	\$8,747.64	20	\$5,082.06	10	\$6,661.20	7
Technical professional	\$3,019.41	2	\$8,626.89	2	\$3,019.41	2	\$8,626.89	2
Sales, Finance & Administration	\$5,037.96	18	\$9,237.67	16	\$5,946.57	15	\$18,669.31	13
Other	\$2,113.67	4	\$5,598.93	4	\$5,914.36	4	\$10,173.38	3
Sub-Saharan Africa								
Governance	\$7,836.89	5	\$20,130.09	5	\$7,440.58	4	\$11,989.44	4
Top-level management	\$16,426.37	20	\$32,071.19	20	\$16,040.19	14	\$28,300.34	15
Senior-level management	\$7,648.25	26	\$13,453.73	26	\$8,697.19	21	\$13,765.09	23
Middle management	\$4,686.71	25	\$8,125.27	25	\$4,478.99	17	\$6,951.43	18
Senior-level professional	\$3,456.84	32	\$6,588.19	33	\$3,787.12	27	\$6,985.65	27
Junior-level professional	\$2,466.31	22	\$5,722.12	22	\$2,324.63	25	\$5,203.44	25
Production & design	\$1,904.07	18	\$3,174.69	18	\$2,085.41	14	\$3,901.30	14
Technical professional	\$3,364.10	12	\$4,700.60	12	\$2,913.42	7	\$4,445.73	7
Sales, Finance & Administration	\$2,194.41	17	\$5,082.07	17	\$2,093.74	17	\$5,267.61	17
Other	\$1,266.42	9	\$2,900.55	9	\$1,155.65	8	\$2,472.51	9
Americas								
Governance	\$46,548.89	18	\$69,660.64	18	\$28,554.23	11	\$35,421.18	12
Top-level management	\$68,457.22	37	\$115,934.37	34	\$76,768.60	27	\$89,242.23	29
Senior-level management	\$49,666.63	50	\$74,045.72	50	\$55,614.33	31	\$91,576.39	29
Middle management	\$36,288.15	48	\$67,050.35	45	\$33,445.26	49	\$56,749.38	47
Senior-level professional	\$23,191.03	76	\$85,023.93	74	\$20,402.69	66	\$65,780.00	67
Junior-level professional	\$18,591.51	64	\$38,706.88	62	\$17,419.25	65	\$39,169.38	63
Production & design	\$12,936.22	62	\$25,669.09	60	\$17,388.33	48	\$36,006.06	48
Technical professional	\$11,245.32	41	\$29,402.17	43	\$13,643.14	22	\$25,635.12	22
Sales, Finance & Administration	\$14,297.95	47	\$32,075.23	46	\$11,292.25	56	\$31,900.13	55

Other	\$9,825.50	39	\$19,977.00	40	\$16,726.42	33	\$23,071.38	34
Asia & Oceania								
Governance	\$27,346.42	12	\$170,563.40	12	\$23,661.37	11	\$36,759.86	12
Top-level management	\$26,626.52	21	\$35,422.14	21	\$16,405.14	5	\$41,986.59	5
Senior-level management	\$16,187.72	42	\$26,014.24	41	\$16,430.24	16	\$22,870.76	18
Middle management	\$15,083.23	50	\$29,429.55	51	\$13,889.31	38	\$28,234.08	39
Senior-level professional	\$14,056.86	45	\$31,919.38	45	\$13,611.04	41	\$27,993.41	41
Junior-level professional	\$9,540.66	47	\$23,890.52	47	\$9,894.10	46	\$22,434.17	46
Production & design	\$8,754.57	35	\$19,702.50	35	\$10,510.12	31	\$15,403.62	31
Technical professional	\$9,282.28	37	\$21,866.02	37	\$11,208.16	23	\$17,713.02	23
Sales, Finance & Administration	\$6,619.38	40	\$21,892.82	40	\$7,539.49	35	\$24,327.98	36
Other	\$10,441.31	22	\$15,751.62	22	\$8,814.18	22	\$20,919.19	21
Eastern Europe								
Governance	\$153,279.38	21	\$199,189.12	16	\$12,990.83	14	\$14,332.67	11
Top-level management	\$23,777.45	31	\$30,251.27	29	\$21,690.84	30	\$27,300.28	27
Senior-level management	\$17,486.87	51	\$25,059.76	47	\$16,603.86	53	\$20,095.33	49
Middle management	\$12,027.12	51	\$18,583.77	47	\$12,482.16	54	\$17,679.09	53
Senior-level professional	\$8,627.28	68	\$15,169.29	64	\$7,700.73	73	\$14,260.75	71
Junior-level professional	\$5,365.03	46	\$12,923.27	46	\$5,092.11	50	\$12,389.06	50
Production & design	\$6,691.28	48	\$11,097.36	47	\$6,078.95	41	\$10,878.18	37
Technical professional	\$5,369.37	46	\$9,681.40	45	\$3,683.73	30	\$7,760.88	30
Sales, Finance & Administration	\$5,864.56	32	\$12,343.91	30	\$5,683.51	52	\$10,115.39	50
Other	\$7,770.97	7	\$14,965.24	8	\$7,660.85	8	\$13,122.05	6
Nordic Europe								
Governance								
Top-level management	\$89,618.45	3	\$214,973.38	3	\$66,653.94	3	\$120,022.62	3
Senior-level management	\$115,089.61	23	\$168,642.17	22	\$112,144.54	17	\$109,239.20	16
Middle management	\$58,227.84	23	\$90,432.08	22	\$59,498.00	22	\$84,539.80	21
Senior-level professional	\$41,973.92	27	\$86,487.52	27	\$41,012.73	27	\$71,230.66	27
Junior-level professional	\$32,163.68	2	\$54,243.68	2	\$33,211.63	2	\$59,474.50	2
Production & design	\$41,982.04	20	\$58,837.22	19	\$41,970.29	19	\$55,236.32	19
Technical professional	\$34,718.35	7	\$62,569.79	6	\$38,233.30	5	\$53,736.94	5
Sales, Finance & Administration	\$39,097.46	10	\$68,736.41	10	\$33,408.30	12	\$58,029.34	11
Other	\$38,831.57	7	\$98,136.86	7	\$26,936.21	5	\$38,590.51	5

Western Europe								
Governance	\$193,282.64	2	\$314,936.63	3	\$183,776.93	2	\$264,258.56	2
Top-level management	\$251,469.70	9	\$486,906.06	9	\$280,845.48	8	\$374,324.69	8
Senior-level management	\$98,159.67	12	\$184,251.33	13	\$101,592.88	10	\$163,761.68	11
Middle management	\$67,911.00	20	\$132,443.78	20	\$65,447.22	20	\$110,165.37	19
Senior-level professional	\$45,362.86	26	\$109,165.56	23	\$43,249.72	22	\$108,049.53	22
Junior-level professional	\$27,315.39	15	\$62,044.96	14	\$26,184.87	15	\$55,695.68	14
Production & design	\$30,652.48	12	\$71,577.30	11	\$34,425.53	10	\$66,666.35	9
Technical professional	\$30,787.54	16	\$62,336.98	13	\$30,385.41	15	\$54,368.59	12
Sales, Finance & Administration	\$27,216.14	18	\$61,574.46	14	\$26,095.95	18	\$64,247.31	14
Other	\$28,871.11	5	\$51,449.25	5	\$28,941.87	4	\$56,463.55	4

APPENDIX 5

TERMS OF EMPLOYMENT FOR WOMEN AND MEN ACROSS 7 REGIONS

Subsaharan Africa				
Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	8655	60.4	5680	39.6
Part-time, regular	673	82.6	142	17.4
Full-time, contract	712	57.1	536	42.9
Part-time, contract	188	64.2	105	35.8
Freelance	435	70.7	180	29.3
Other	2382	55.1	1941	44.9
Totals	13,045		8,584	
Middle East and North Africa				
Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	2744	63.8	1555	36.2
Part-time, regular	308	58.3	220	41.7
Full-time, contract	69	63.3	40	36.7
Part-time, contract	60	85.7	10	14.3
Freelance	310	76.5	95	23.5
Other	34	85.0	6	15.0
Totals	3,525		1,926	
Americas				
Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	12382	60.9	7953	39.1
Part-time, regular	432	44.2	546	55.8
Full-time, contract	707	58.9	494	41.1
Part-time, contract	39	29.3	94	70.7
Freelance	1557	82.3	335	17.7
Other	1078	61.0	690	39.0
Totals	16,195		10,112	
Asia and Oceania				
Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	26289	78.9	7022	21.1
Part-time, regular	180	35.0	335	65.0
Full-time, contract	7092	82.4	1519	17.6
Part-time, contract	519	29.1	1265	70.9
Freelance	1062	78.0	300	22.0
Other	1106	73.6	396	26.4
Totals	36,248		10,837	

Eastern Europe				
Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	4264	52.7	3826	47.3
Part-time, regular	276	37.4	462	62.6
Full-time, contract	261	50.7	255	49.3
Part-time, contract	173	49.9	174	50.1
Freelance	327	49.7	331	50.3
Other	108	50.2	107	49.8
Totals	5,409	51.2	5,149	48.8
Nordic Europe				
Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	2665	58.8	1870	41.2
Part-time, regular	48	28.7	119	71.3
Full-time, contract	125	35.1	231	64.9
Part-time, contract	4	0.4	1007	99.6
Freelance	69	57.5	51	42.5
Other	524	51.9	486	48.1
Totals	3,435		3,764	
Western Europe				
Terms of Employment	# Men	% Men	# Women	% Women
Full-time, regular	8231	64.1	4609	35.9
Part-time, regular	237	18.9	1019	81.1
Full-time, contract	940	53.3	822	46.7
Part-time, contract	67	33.3	134	66.7
Freelance	3018	52.6	2715	47.4
Other	1978	61.0	1263	39.0
Totals	14,471		10,562	
Totals for all regions				
Terms of Employment	Total # Men	Total # Women	Total % Men	Total % Women
Full-time, regular	65230	32515	66.7%	33.3%
Part-time, regular	2154	2843	43.1%	56.9%
Full-time, contract	9906	3897	71.8%	28.2%
Part-time, contract	1050	2789	27.4%	72.6%
Freelance	6778	4007	62.8%	37.2%
Other	7210	4889	59.6%	40.4%
Totals	92,328	50,940	64.4%	35.6%

APPENDIX 6

WOMEN'S EMPLOYMENT PATTERNS BY NATION ACROSS 7 REGIONS

Region And Nation	N	No-Glass Ceiling		Glass Ceiling			
		Relative Parity Between Genders	Under-representation of Women	Sr Mgt	Mid Mgt	Sr Pro	Jr Pro
Middle East and North Africa							
Egypt	6			X			
Israel	7	X					
Jordan	10		X				
Lebanon	7		X				
Morocco	8				X		
Sub-Saharan Africa							
Cameroon	5		X				
Dem. Republic of Congo	12		X				
Ethiopia	6		X				
Ghana	6			X			
Kenya	5		X				
Madagascar	9					X	
Malawi	9		X				
Mauritius	8		X				
Mozambique	12		X				
Namibia	9		X				
Nigeria	8		X				
South Africa	11	X					
Uganda	8	X					
Zambia	6		X				
Zimbabwe	4		X				
Americas							
Argentina	8		X				
Brazil	15		X				
Canada	11			X			
Chile	9		X				
Costa Rica	7		X				
Dominican Republic	11				X		
Ecuador	9		X				
Jamaica	4				X		

Mexico	10	X					
Puerto Rico	6				X		
Peru	11		X				
United States	14			X			
Venezuela	6	X					
Asia & Oceania							
Australia	6					X	
Bangladesh	11		X				
China	11		X				
Fiji	3	X					
India	17		X				
Japan	8		X				
New Zealand	3	X					
Pakistan	10		X				
Philippines	6				X		
South Korea	8						X
Eastern Europe							
Bulgaria	10	X					
Estonia	10	X					
Hungary	8					X	
Lithuania	10			X			
Poland	9			X			
Romania	10	X					
Russia	14	X					
Ukraine	14				X		
Nordic Europe							
Denmark	7		X				
Finland	9	X					
Norway	7		X				
Sweden	9	X					
Western Europe							
France	8				X		
Germany	12					X	
Spain	11					X	
United Kingdom	16						X
TOTAL NUMBER	59	14	21	6	7	5	2
% OF TOTAL	100%	24%	35%	10%	11%	9%	3%

APPENDIX 7

COMPOSITE PERCENTAGES FOR GENDER-RELATED POLICIES ACROSS 7 REGIONS

Region	% Yes	% No	N
Middle East and North Africa			
Has a policy on gender equality	27	73	38
Has a policy on sexual harassment	44	56	38
Has a policy on maternity leave	95	5	38
Has a policy on paternity leave	47	53	38
Do women get same jobs back	100	0	32
Offers child-care assistance	20	80	38
Offers educational training	73	27	38
Sub-Saharan Africa			
Has a policy on gender equality	69	31	110
Has a policy on sexual harassment	67	33	107
Has a policy on maternity leave	89	11	101
Has a policy on paternity leave	37	63	96
Do women get same jobs back	24	76	64
Offers child-care assistance	19	81	108
Offers educational training	56	44	84
Americas			
Has a policy on gender equality	38	62	119
Has a policy on sexual harassment	48	52	119
Has a policy on maternity leave	93	7	119
Has a policy on paternity leave	57	43	119
Do women get same jobs back	68	32	101
Offers child care assistance	35	65	119
Offers educational training	87	13	119
Asia & Oceania			
Has a policy on gender equality	51	49	79
Has a policy on sexual harassment	67	33	81
Has a policy on maternity leave	89	11	82
Has a policy on paternity leave	57	43	82
Do women get same jobs back	55	45	80
Offers child-care assistance	17	83	81
Offers educational training	83	17	82

Eastern Europe			
Has a policy on gender equality	16	84	85
Has a policy on sexual harassment	9	91	88
Has a policy on maternity leave	88	12	85
Has a policy on paternity leave	68	32	85
Do women get same jobs back	69	27	81
Offers child-care assistance	32	68	85
Offers educational training	71	29	85
Nordic Europe			
Has a policy on gender equality	57	43	32
Has a policy on sexual harassment	49	51	31
Has a policy on maternity leave	100	0	32
Has a policy on paternity leave	100	0	32
Do women get same jobs back	100	0	32
Offers child-care assistance	12	88	32
Offers educational training	94	6	32
Western Europe			
Has a policy on gender equality	69	31	47
Has a policy on sexual harassment	47	53	47
Has a policy on maternity leave	98	2	47
Has a policy on paternity leave	96	4	47
Do women get same jobs back	96	4	42
Offers child-care assistance	53	47	47
Offers educational training	78	22	47

APPENDIX 8

WOMEN'S ECONOMIC PARTICIPATION BY NATION*

Region Nation**	Overall Gender Gap Rank (N=134)	Women's Economic Participation Rank (N=134)	Wage Equality Rank (N=134)
Middle East and North Africa			
Israel	45	41	97
Jordan	113	122	38
Lebanon	not ranked	not ranked	not ranked
Morocco	124	125	91
Sub-Saharan Africa			
Cameroon	118	108	49
Dem. Rep. Congo	not ranked	not ranked	not ranked
Ethiopia	122	92	79
Ghana	81	13	15
Kenya	98	50	13
Madagascar	78	45	57
Malawi	77	42	28
Mauritius	97	109	69
Mozambique	26	3	52
Namibia	32	32	35
Nigeria	108	84	4
South Africa	6	61	67
Uganda	40	28	8
Zambia	107	94	19
Zimbabwe	96	82	39
Americas			
Argentina	24	90	106
Brazil	82	76	114
Canada	25	10	21
Chile	64	112	121
Costa Rica	27	85	75
Dominican Rep.	67	68	70
Ecuador	23	78	80
Jamaica	48	21	82
Mexico	99	114	115
Puerto Rico	not ranked	not ranked	not ranked
Peru	44	77	85
United States	31	17	64
Venezuela	69	81	83

Asia & Oceania			
Australia	20	19	60
Bangladesh	94	121	118
China	60	87	93
Fiji	103	111	not ranked
India	114	127	72
Japan	75	54	99
New Zealand	5	7	16
Pakistan	132	132	102
Philippines	9	11	22
South Korea	115	113	109
Europe - Eastern			
Bulgaria	38	40	94
Estonia	37	36	98
Hungary	65	56	113
Lithuania	30	18	88
Poland	50	72	124
Romania	70	34	51
Russia	51	24	68
Ukraine	61	33	77
Europe - Nordic			
Denmark	7	20	43
Finland	2	15	47
Norway	3	8	27
Sweden	4	6	41
Europe - Western			
France	18	62	123
Germany	12	37	101
Spain	17	91	120
United Kingdom	15	35	78

*Source: Hausman, R., Tyson, L, Zahidi, S. The Global Gender Gap Report. Geneva, Switzerland: World Economic Forum, 2009. (The report provided indicators for 134 nations.)

**This table selects data from the World Economic Forum report for the 59 nations in the IWMF's Global Report study.

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