

**WOMEN MEDIA PROFESSIONALS IN THE NEWS PRODUCTION
PROCESS: A COMPARATIVE STUDY ON TURKISH AND PAKISTANI
TELEVISION CHANNELS**

Master Thesis

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MASTER THESIS

Department of Journalism

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Anadolu University Graduate School of Social Sciences

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FINAL APPROVAL FOR THESIS

This thesis titled “Women media professionals in the news production process: A comparative study on Turkish and Pakistani television channels” has been prepared and submitted by Fatima Zia Ur Rehman in partial fulfillment of the requirements in “Anadolu University Directive on Graduate Education and Examination” for the Degree of Master of Arts in Journalism Department has been examined and approved on/...../.....

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ABSTRACT

WOMEN MEDIA PROFESSIONALS IN THE NEWS PRODUCTION PROCESS: A COMPARATIVE STUDY ON TURKISH AND PAKISTANI TELEVISION CHANNELS

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In the context of Turkish and Pakistani television networks, this comparative study examines the representation and involvement of women media professionals in the news-production process. The study aims to comprehend the parallels and contrasts in the roles, difficulties, and possibilities experienced by women engaged in news production in these two countries. A qualitative approach is used in this study, combining in-depth interviews with female media workers and analysis of news dynamics of Turkish and Pakistani news television networks. The study sheds light on women's professional paths, workplace dynamics, and the factors affecting their representation in news production by examining the experiences and viewpoints of female journalists, producers, editors, and news anchors. The impact of cultural, social, and institutional factors on women's participation and visibility in news production, as well as the function of gender stereotypes and biases, are some of the major topics covered in this study. The study also looks at how the presence of women affects news narratives, agenda-setting, viewer views, and the coverage of sensitive news. The study seeks to provide information to media companies, decision-makers, and advocacy organizations about the necessity of gender-sensitive practices and policies that advance diversity, equality, and inclusivity in the news business.

Keywords: News production process, Female journalists, Male-dominance

ÖZET

HABER ÜRETİM SÜRECİNDE KADIN MEDYA PROFESYONELLERİ: TÜRKİYE VE PAKİSTAN TELEVİZYON KANALLARINDA KARŞILAŞTIRMALI BİR İNCELEME

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Danışman: Doç. Dr. İzlem VURAL

Türk ve Pakistan televizyon ağları bağlamında, bu karşılaştırmalı çalışma, kadın medya profesyonellerinin haber üretim sürecindeki temsilini ve katılımını incelemektedir. Çalışma, bu iki ülkede haber üretiminde yer alan kadınların yaşadıkları roller, zorluklar, olasılıklar arasındaki paralellikleri ve zıtlıkları kavramayı amaçlamaktadır. Bu çalışmada, kadın medya çalışanları ile derinlemesine görüşmeler ve belirli Türk ve Pakistan televizyon kanallarından gelen haber yayınlarının içerik analizini birleştiren karma yöntemli bir yaklaşım kullanılmıştır. Çalışma, kadın gazetecilerin, yapımcıların, editörlerin ve haber spikerlerinin deneyimlerini ve bakış açılarını inceleyerek kadınların mesleki yollarına, işyeri dinamiklerine ve haber üretiminde temsil edilmelerini etkileyen faktörlere ışık tutuyor. Kadınların haber üretimine katılımı ve görünürlüğü üzerindeki kültürel, sosyal ve kurumsal faktörlerin etkisi ile cinsiyet kalıpyargılarının ve önyargılarının işlevi bu çalışmada ele alınan başlıca konulardan bazılarıdır. Çalışma aynı zamanda kadınların varlığının haber anlatılarını, gündem belirlemeyi, izleyici görüşlerini ve hassas haberlerin kapsamını nasıl etkilediğine de bakıyor. Çalışma, medya şirketlerini, karar alıcıları ve savunuculuk kuruluşlarını, haber işinde çeşitliliği, eşitliği ve kapsayıcılığı ilerleten toplumsal cinsiyete duyarlı uygulamaların ve politikaların gerekliliği konusunda bilgilendirmeyi amaçlamaktadır.

Keywords: Haber üretim süreci, Kadın gazeteciler, Erkek egemenliği

18/07/2023

STATEMENT OF COMPLIANCE WITH ETHICAL PRINCIPLES AND RULES

I hereby truthfully declare that this thesis is an original work prepared by me; that I have behaved in accordance with the scientific ethical principles and rules throughout the stages of preparation, data collection, analysis, and presentation of my work; that I have cited the sources of all the data and information that could be obtained within the scope of this study, and included these sources in the references section; and that this study has been scanned for plagiarism with “scientific plagiarism detection program” used by Anadolu University, and that “it does not have any plagiarism” whatsoever. I also declare that, if a case contrary to my declaration is detected in my work at any time, I hereby express my consent to all the ethical and legal consequences that are involved.

Fatima ZIA UR REHMAN

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INDEX OF SYMBOLS AND ABBREVIATIONS

AA	: Anadolu Agency
AFP	: Agance France-Press
BBC	: British Broadcasting Corporation
CNN	: Cable News Network
EJC	: European Journalism Centre
EU	: European Union
ICIJ	: International Consortium of Investigative Journalists
NYT	: NewYork Times
PTV	: Pakistan Television Network
SPJ	: The Society of Professional Journalists
TRT	: The Turkish Radio and Television Corporation
UNESCO	: United Nations Educational, Scientific And Cultural Organization

1. INTRODUCTION

Journalism is generally perceived as a perilous and high-risk profession for women in most parts of the world field (Ingrid Fadnes, Safety for journalists and self-censorship, 2020). It is often dubbed as a no-go area for women and specifically for those belonging to developing countries like Pakistan or emerging countries – than those of Turkey. The decisions of females to step into the realm of journalism are often clouded by the fear of stigmatization and apprehensions of facing sexism, patronization, and encountering machismo inside typical newsrooms. The position and role played by female journalists inside newsrooms is a crucial subject to tap on. It instigates several questions, such as freedom of speech, male-dominant news environments, and existing patriarchy during news production.

Although female journalists endure rampant sexism in almost all forms of journalism, whether digital or print, the broadcast industry seems to bear the brunt of misogyny on an extensive level. The broadcast industry is often perceived as a field where instant decision-making and being street-smart comes into handy. Hence, male journalists are assumed to take up roles more efficiently than their female counterparts in the broadcast industry as compared to print, digital, or web journalism where the job mainly chronicles around a desk job assigned within specified office hours. However, this study compares women's role as key decision-makers and their contribution to setting a news agenda inside Turkish and Pakistani newsrooms.

High-risk working conditions for journalists inside newsrooms have turned out to be a growing concern on a global level, regardless of gender or background. We often see forms of censorship and other means and actions that may directly or indirectly contribute to suppressing free speech and freedom of the press, including surveillance, criminalization of encryption and anonymity, acts of terror, anti-terror laws, hate speech, and harassment against journalists almost in every other country around the world (Carlsson, 2017). Fears pertaining to journalism revolve around how the public and the media will be affected by the absence of safety and security for reporters. In the end, these are also the concerns associated with democracy, press freedom, and freedom of speech. This article focuses on how women journalists survive in a battlefield like newsrooms and participate in the news production

process where the safety and well-being of the journalist are already in dire straits zeroing in mainly on two countries Turkey and Pakistan.

Pakistan has never been consistent and propitious when it comes to protecting its journalism fraternity. Despite the ongoing efforts of various national and international organizations, the journalist community in the country dreads target killing, abductions, and harassment from influential segments of society (Lawrence Pintak, 2013). Although the founder of the country Quaid-e-Azam Muhammad Ali Jinnah at the time of independence of the country back in 1947 once said: “I expect press for complete fearless,” the country still cannot promise a safe working environment to its journalist community even after 76 years of its inception (Siraj, 2009).

Pakistan was ranked among the top five most dangerous nations for the practice of journalism in the 'White Paper on Global Journalism' published by the International Federation of Journalists in 2020. Similarly, a minimum of 91 cases of violence against journalists, including murder, abuse, censorship, harassment, and legal proceedings were recorded in Pakistan over the course of just one year, 2019–2020, according to data from Press Freedom Network (2020). This staggering number hints at the concerning and deteriorating atmosphere created for working journalists in the country who are often intimidated by the loopholes in the law system that should protect their due rights. (Sidra Agha, 2022).

Given these bleak working conditions for the journalists in the country, female journalists participating in the news production process stand closer to the suffering end in most cases. Many Pakistani female journalists endure psychological and cyber abuse, especially those working for television news stations (Jamil, 2020). Although several feminist movements in the country have fought and are still fighting for women's rights, such as the rights to own property, get an equal education, vote, and a transparent process leading to accessibility for jobs at workplaces, the female journalists in the broadcast industry often fall victim to mansplaining and daunting patriarchy. Various studies conducted worldwide have underscored that men predominate in the field, particularly in management-level jobs inside newsrooms like producers, executives, chief editors, and publishers. There has been a popular perception of a global glass ceiling for female journalists due to male dominance inside the newsrooms paving hindrances for female journalists interested to become a part of

the industry. In most cultures, scholars have underlined that from a feminist point of view, “men have more opportunities to progress socially and professionally than do women” (Hooks, 1984).

Similarly in Turkey, the relationship between media and power has frequently been discussed throughout the country's media history, with conglomerate owners predominating news media organizations on a national level. (Tirşe Erbaysal Filibeli, 2018). It is commonly believed that the fourth pillar of the state – media – has always grappled with the crisis of censorship in Turkey, however, keeping specific incidents into consideration, it is evident that both the media companies and the journalists have repeatedly suffered censorship/self-censorship. The incidents such as The Uludere (Roboski) Airstrike or the censorship that occurred during the Gezi Park protests underscore the afflictions faced by working journalists (Tirşe Erbaysal Filibeli, 2018).

In general, Turkish democratic rights and freedom of expression have been dominated and driven by political media space in Turkey and abroad since the nation applied to join the EU in 1999. International speculations on Turkey's restrictions on media plurality, acceptance of ethnic and cultural variety, and freedom of expression frequently center on issues relating to government censorship and legal restraints (Christensen, 2010). However, the scenario has been slightly changing with the emergence of new media outlets and a global network of alternative communication venues strengthening the national public sphere by enlarging its breadth and reach of information to its masses (Christensen, 2010). Examining the broadcast history of Turkish media as the article mainly focuses on the news production process, state-controlled radio broadcasting began in Turkey in 1927 with little impact on public political discussions until the 1950s. It was after the transition to a multi-party political system state, the radio broadcasts in the country significantly expanded their infrastructure and were tailored almost entirely toward the transmission of the majority party's (DP) opinions to bring forth objectivity and balance in the news narrative (Raşit Kaya, 2011).

This led to the emergence of the state monopoly Turkish Radio and Television Corporation (TRT) “as an autonomous institution under constitutional protection by the new political regime that followed the military intervention in 1960.” However, Turkey began “experimental television transmission” far later in 1968, after most of its neighbors in the region were already top of their games at that time, that too to a very small audience.

However, the statewide regular daily broadcasts didn't start until the 90s, when the TRT's autonomy was ended by a constitutional amendment (Raşit Kaya, 2011). Gradually, the globalization of the economy and the rapid expansion of private television in the 1990s did not reduce the high level of political parallelism. Instead, it made it possible for media owners to employ their media assets to influence political judgments that are crucial to capital accumulation. Today's media, which is sharply split into two groups – the rightist and the leftist – is the main scene of intense political conflict in Turkey (Raşit Kaya, 2011).

Considering the role of female journalists inside newsrooms specifically as this study chronicles around the “role of women inside newsrooms during the news production process” in the country, female journalists in the Republic of Turkey also struggle to make earn their rights and their due rights from their male counterparts. In some intense scenarios, the female reporters often received death threats and are forced to leave their workplaces, or even worse – one of them also fled away from the country to avoid chaos and controversy (Genç, 2014). Even the women working for Turkish mainstream newspapers have experienced a shift and macho attitude from male colleagues and authorities in general, especially after the political shift in the country.

“Women journalists are regularly told to ‘know their place’ by state officials, newspaper editors, producers, and opinion leaders who are calling the shots in the political establishment and the media. It is as if, with every incident, a strong message is being sent to women: leave the field of politics to those who know how to handle it with the care it deserves. In other words, leave it to your male colleagues. As a male journalist who lives in Istanbul and sees the treatment of my female colleagues, I find this intimidating,” writes Kaya Genç – Turkish journalist and novelist, and a contributing editor to Index on Censorship magazine in his report titled Turkey’s “treacherous” women journalists.

Not only that, since the launch of the Index on Censorship's Mapping Media Freedom project in February 2014, the project has received complaints of intimidation incidents against female journalists in Turkey. One of the major incidents reported was when Michelle Demishevich, the first and only openly transgender television reporter in Turkey, was mercilessly fired from IMC TV after allegedly having disagreements with management about

her appearance, however, IMC refuted the claim. While working at IMC, the trans reporter was not only denied insurance but also had to put in a lot of overtime for little money, Demishevich told Bianet – a local independent Turkish press outlet.

The incident garnered lots of attention and rage from social and international organizations working for women's rights. Similarly, another female journalist, a Turkish correspondent of The New York Times Ceylan Yeğinsu received multiple death threats through email and Twitter messages after she penned down her report “Islamic State’s recruitment activities in Ankara, Turkey’s capital.” The journalist following her NYT piece faced myriad threats and backlashes from men in power, The right-wing newspapers even published front page print stories criticizing the journalist while emphasizing that how “she needs to learn a lesson” (Genç, 2014). Several incidents like these go unnoticed as female journalists are often reluctant to file a complaint against their male counterparts to avoid conflict at workplaces and for the smooth functioning of newsrooms. As Genç in his report concludes:

“Women journalists in Turkey are not keen to make a fuss. This is understandable. After all, they are not artists, novelists, or opinion leaders who voice their views about the world. They are journalists who report on it. They want to report the news impartially, rather than become the news and take sides.”

1.1. Problem Of The Study

The inclusion of female professionals in the news production process and their portrayal in the present media industry are quite significant areas of study. Investigating the role of female journalists during the news production process is crucial for a myriad of reasons. Although women are seen breaking off the barriers while picking hard-core news for reporting, they are still deemed incapable of carrying out several tasks inside newsrooms. To begin with, the audience may perceive that only specific areas of news reporting are suitable for women as compared to their male counterparts if there is consistent gender disparity in the news stories that are covered, or news beats assigned to journalists by the monitoring desk.

Young women would not be motivated to pursue a journalism career in which they can fully utilize their intellectual capabilities if they do not foresee themselves in important jobs such as broadcast journalists, news producers, or decision-makers inside the newsroom (Danilewicz, 2009). Despite considerable improvement, research and understanding of the experiences, obstacles, and circumstances faced by female media professionals—particularly those working for Turkish and Pakistani television channels—remains scarce. Therefore, this research intends to curtail this important gap and contribute to the limited studies carried out on the topic.

The lack of comprehensive research on this topic poses several concerns. First of all, it hinders our understanding of the factors that contribute to the underrepresentation of women professionals in television news production. Gender disparities persist in newsrooms, with women often occupying subordinate roles and facing barriers to career advancement. By exploring the similarities and differences between Turkish and Pakistani television channels, this study seeks to identify specific challenges that women face in these contexts, such as limited access to decision-making positions, gender biases, and unequal opportunities for career advancement.

Secondly, understanding the experiences of women media professionals in the news production process is essential for addressing gender disparities and promoting gender equality within the media industry. The media plays a crucial role in shaping public opinion and disseminating information, making it imperative to ensure diverse representation and perspectives in news content. By investigating the barriers women professionals face in these two countries, this research aims to provide insights into the mechanisms that perpetuate gender inequalities and suggest strategies to overcome them.

Furthermore, the comparative nature of this study between Turkish and Pakistani television channels brings forth a nuanced and meticulous analysis of the cultural, social, and institutional factors that shape the experiences of women media professionals inside newsrooms. In both Turkey and Pakistan, gender dynamics in the news-producing process are influenced by different media environments, societal conventions, and cultural settings. The study seeks to emphasize the distinctive difficulties experienced by women professionals

in each country whilst also identifying any potential commonality by studying these contextual variations in depth.

Female media professionals who are involved in the news production process will be the subject of in-depth interviews, allowing for an examination of their viewpoints, experiences, and specific challenges inside newsrooms. In addition, surveys will be conducted to collect quantitative information on the representation of female professionals in various roles throughout the news production process as well as to evaluate the structural barriers and gender biases that are deemed quite prevalent in news settings. As female media professionals were impetuously considered infirm for the male-dominated newsroom throughout the nineteenth century.

However, such patriarchal views even persisted into the twentieth century where male editors exhibited doubts about women's ability to tackle the intellectually and physically taxing nature of the job. The newsroom's insensitivity and lack of professionalism were often brought to light by several female journalists working in the field. Besides, young aspiring female media professionals were often seen being discouraged to cover hardcore news and were told to stick to soft beats in fashion, arts, and lifestyle. (Lee2, 2013).

The findings and in-depth analysis of this study are expected to contribute to both scholarly understanding and practical interventions aimed at promoting the participation and empowerment of women media professionals inside newsrooms and during the news production process. This research aims to make suggestions in newsrooms policies, organizational initiatives to eradicate gender discrimination, and advocacy efforts that foster greater gender equality and inclusivity in the media industry by shedding light on the impediments faced by female media professionals within the news production process in Turkish and Pakistani broadcast industry.

In a nutshell, this comparative study on female journalists working for Turkish and Pakistani television channels seeks to address the gaps and the loopholes in knowledge and analysis regarding their experiences, challenges, and opportunities provided to them in the broadcast industry. The research aims to contribute to a more inclusive and equitable media industry in both countries by examining the factors that contribute to their underrepresentation of women in decision-making roles and highlighting the strategies for promoting gender equality inside newsrooms, especially during the news production process.

1.2. Purpose Of The Study

This particular research chronicles examining, contrasting, and analyzing the roles, circumstances, and hardships endured by women working as journalists in the news production process within Turkish and Pakistani television channels meticulously. Particularly, this research aims to achieve the following specific objectives:

- a. Analyze the current situation for women in the media across Turkish and Pakistani television channels: This study aims to provide an exact and explicit assessment of the representation and participation of women professionals in news production roles within the television channels of Turkey and Pakistan. The study targets to establish a thorough understanding of women's status inside newsrooms by gathering and analyzing qualitative data on the distribution of female professionals across various positions and roles within the news production process, such as anchors, reporters, producers, editors, and news executives – which are rarely witnessed in tad bit both countries. Women encounter unique challenges in a range of professional settings – with newsrooms being one of the main arenas where women face a multitude of challenges (Keller, 1983).
- b. Highlight the hardships faced by women in the broadcast industry: This study aims to identify and explore the particular obstacles and barriers experienced by women media professionals working in news production professions through in-depth interviews. These difficulties could include but are not limited to, issues with work-life balance, stereotypes, limited access to positions of power, unequal career growth prospects, and the impact of societal and cultural variables on their professional experiences. The study intends to shed light on the varied facets of the issues faced by women professionals by gathering their narratives, perceptions, and experiences and documenting their real-life experiences.
- c. Compare and contrast the real-life experiences of female media professionals in Pakistani and Turkish television channels: The study serves the purpose to emphasize the similarities and contrasts between the experiences of women professionals working in the news production process at Turkish and Pakistani television channels,

the study will use a comparative analysis technique. The study aims to uncover and explain contextual variables and their impact on the opportunities and problems faced by women professionals in each country by examining the role of media systems, cultural norms, institutional practices, and gender dynamics in a broader spectrum. The comparative analysis will shed light on the distinctive elements influencing the experiences of journalists in various social, professional, and cultural situations.

- d. Suggesting strategies for advancing gender equality and empowerment: This research proposes to offer useful insights and suggestions for advancing gender equality and empowering women media professionals inside Turkish and Pakistani television channels based on the findings and in-depth analysis of the study. The study will inspect several implementation tactics, including those that can be used at the individual, organizational, and policy levels. These tactics might include initiatives like mentoring programs, opportunities for training and development, gender mainstreaming policies, encouraging inclusive workplace cultures, encouraging work-life balance, and contending for legislative changes to support gender equality in the media sector. The study seeks to contribute to the development of an inclusive, varied, and equitable media business for women professionals by offering practical recommendations.

All in all, this study aims to produce a comprehensive analysis and awareness of the experiences, hardships, and opportunities faced by women working in the media in Turkish and Pakistani television networks' news production processes. This study intends to expand further academic scholarship, inform industry practices, and stimulate healthy discussion about how to reduce gender gaps and advance gender equality in media especially the broadcast industry by analyzing and contrasting the circumstances of the female journalist in both countries with in-depth analysis.

1.3. Significance Of The Study

The significance of this study mainly lies in its prospect to contribute to academia, bring reformation of industry practices that are carried out for decades, and call forth positive social change in the following ways:

- a. Academic advancement: Given the limited literature, the research aims to offer an extensive investigation of the job designations, everyday roles and responsibilities, experiences, and hardships endured by women media professionals during the news production process inside Turkish and Pakistani television channels. This study aims to cover and eliminate the substantial research vacuum as this particular topic has a lot of potential to tap into for further research and discussion. It provides a significant opportunity to investigate the impact of institutional, socioeconomic, and cultural factors on gender dynamics in these two different environments – in terms of cultural and socio-economic aspects – by performing comparative research keeping Turkey and Pakistani newsrooms as areas of focus. The results of this study are to ascertain to contribute to the existing literature on gender and media studies and help us in comprehending the difficulties faced by female media professionals in an efficient manner.
- b. Drawing attention to marginalized voices fading away inside newsrooms: May it be Turkish or Pakistani newsrooms, women working in the media industry not only frequently experience discrimination and underrepresentation but are often marginalized by their male counterparts. By giving individuals a forum to express their stories, viewpoints, narratives, and difficulties, this study seeks to weigh in the voices and experiences of female journalists and highlight their massive contributions to the news – mainly the broadcast industry. The research aims to underscore the range of experiences within the media industry and stimulate a more inclusive environment of the news production process inside newsrooms by providing voices to these underrepresented and marginalized professionals that are often considered as subordinates of their male counterparts than the real decision makers even if they are the brains behind the major news-related projects.
- c. Providing relevant insights for media organizations, politicians, and industry stakeholders for pragmatic reforms: The study aims to bring a positive impact by reflecting on the experiences and difficulties faced by female media professionals in the news production process. In a bid to establish strategies and actions to improve gender equality and inclusivity within the sector, the study can be used to pinpoint areas where gender biases and disparities still exist. These findings can be used by

media firms to establish strategies and policies that deal with gender disparities, promote an equitable workplace, and give women professionals equal opportunities to prosper in their professions based on merit entirely.

- d. Encouraging gender equality in the broadcast industry: The study's main objective, which is to promote gender equality in the media sector, is aligned with its focus on understanding the difficulties and obstacles experienced by female media professionals. The study intends to enable focused interventions to solve these concerns by identifying the precise elements that lead to gender disparity inside newsrooms within Turkish and Pakistani television channels, specifically. The knowledge collected from this research can be used to design initiatives, policies, and programs that support equitable representation, opportunity, and career growth for women working in the media.
- e. Contributing to gender equality and women empowerment: The media is crucial in shaping public perceptions, conveying information, and influencing social norms in a society. Considering media as the fourth pillar of a state – especially in a democratic state – it has the power to influence the masses because of its direct impact and wide appeal (Singh, 2019). This study can lead to larger social change and female empowerment by addressing the issues faced by female media professionals in today's world. By promoting varied viewpoints, challenging gender stereotypes, and providing equal opportunities for women in the media, especially the broadcast industry, news reporting can become more inclusive and nuanced. Additionally, empowering women in the media can have a domino effect –motivating aspirant professionals and advancing the status of women in society as a whole.
- f. Understanding the cultural differences inside Turkish and Pakistani newsrooms: A comprehensive knowledge of the experiences of female media professionals working for Turkish and Pakistani television networks is possible because of the comparative aspect of this study. The study aims to underline the contextual differences and similarities by investigating the impact of cultural, socioeconomic, and institutional elements. This cross-cultural study can encourage cross-learning since it can introduce new methods and techniques learned from one environment to contribute to another environment by providing deep insights and real-time experiences of

female journalists. Importantly, it provides an opportunity to bridge the cross-cultural divide and promote an international dialogue on gender equality and diversity in the media.

- g. Catalyzing additional study and discussion: This study's findings and insights can expedite additional study and discussion on the representation and experiences of female journalists. Besides adding to the vast literature on gender and media studies, it can motivate academics and researchers to investigate new settings and dimensions within the media industry or different newsrooms around the world considering their cultural settings and regulations. The study's results may inspire conversations and partnerships between academics and professionals in the sector to bring about significant reforms for women working inside newsrooms in both countries.

1.4. Hypothesis

In Turkish newsrooms or Pakistani newsrooms, female journalists encounter similar issues, such as limited access to positions of decision-making, gender bias, and unequal possibilities for career growth, affecting them to an extent that at times they question their career choice. The obstacles faced by women professionals in each country will result from contextual variations impacted by cultural, socioeconomic, and institutional factors.

The hypothesis postulates that women working in media in Turkey and Pakistan will face similar difficulties because of gender disparities in the news-production process based on the limited literature available for the study and the unique setting of Turkish and Pakistani television channels. These issues could include a lack of female representation in positions of power, pervasive gender prejudices that affect role descriptions and work duties, and unequal possibilities for professional growth. These common difficulties can be linked to more general structural and cultural elements present in the media sector.

The hypothesis does, however, also imply that contextual variations, influenced by cultural, socioeconomic, and institutional issues, will produce particular difficulties for women media professionals in both countries. Contextual elements that affect gender dynamics in the media sector could include cultural norms, media systems, societal expectations, and regulatory frameworks. Given the varied working environments and

organizational regulations, the hypothesis posits that, while some difficulties may be common, the experiences of women media professionals in Turkish and Pakistani television channels will differ significantly.

H₁: Women journalists working in Pakistan and Turkey suffer the same hardships inside newsrooms given the cultural barriers and societal norms along with the misogyny and male dominance pervasive at media workplaces.

H₂: Female media professionals in Turkey and Pakistan are rarely seen in decision-making positions during the news production process when they have command or say in policymaking inside news organizations.

H₃: The coverage of news by female journalists in Turkey and Pakistan brings a new perspective inside newsrooms and in the production process.

H₄: Although the struggles of Turkish and Pakistani journalists are quite similar in many ways given the prevalent patriarchy that is almost the same in all countries around the world, they do have their unique set of challenges and narratives based on their experiences.

A comparative study design will be used to peruse the theory, accumulating qualitative and quantitative data from female media professionals working in both countries. Additionally, the analysis will deeply study how the experiences, obstacles, and narratives of the women employed in both countries are similar and different, enabling a detailed understanding of the intricate interaction between gender dynamics and contextual elements in the news production process. The final results of the study will either support or refute the hypothesis, however, it will offer insightful information on the difficulties experienced by female media professionals in the Turkish and Pakistani broadcast industry as well as underline the subtleties and unknown factors that affect their experiences.

1.5. Limitations of the Study

While conducting a detailed study on the topic of "Women Media Professionals in the News Production Process: A Comparative Study on Turkish and Pakistani Television Channels," it is imperative to acknowledge the limitations that may impact the study. These limitations include:

- a. Representation of the collected research sample: The representativeness of the sample of women media professionals that participated in the research could have an impact on the study's conclusions. While every effort will be made to ensure that a diverse range of perspectives is represented, the random sample selection procedure may be constrained by factors like a small sample size or restricted access to participants given that the research is conducted in two different countries. This may limit the generalizability of the results to the larger population of women media professionals working for Turkish and Pakistani television channels.
- a. Cultural and contextual aspects: The experiences of female media professionals in Turkey and Pakistan are compared in the study, which are certainly two very different cultural and contextual settings. Although this comparative approach offers insightful information, it's vital to understand that the results might not translate to different cultural or geographic settings. The generalizability of the results to other locations or situations may be constrained by aspects unique to particular countries, such as societal norms, cultural expectations, media systems, and laws applicable to one country but not another.
- b. Biasness and Opinionated Response: The data-gathering techniques, such as interviews and surveys, rely on information provided voluntarily by women working in the media. This raises the prospect of response bias, where individuals might give socially acceptable responses or refrain from completely disclosing their struggles. By guaranteeing anonymity and secrecy, the study will take steps to reduce this prejudice while highlighting the significance of veracity and the accuracy of the responses.
- c. Language barrier: It may be difficult to translate and communicate when conducting research in two distinct countries that speak different languages (Turkish and Urdu/Punjabi in Pakistan). It can be difficult to effectively translate research tools, interviews, and surveys while keeping cultural nuances. The validity and reliability of the data obtained may be impacted by linguistic barriers and potential translation problems.
- d. Temporal restrictions: As the study will only utilize data that was accumulated over a limited period of time, it may not be possible to represent how the experiences of

women in the media are changing over the course of time highlighting a much broader aspect of the study. After data collection, factors like shifting gender dynamics, regulatory changes, or changes in media business practices could occur – which might not be reflected in the study's conclusions.

- e. Researcher prejudice and biases: The study's design, data collection, and interpretation of the results may be affected by the researchers' backgrounds, viewpoints, and prejudices. However, with the help of extensive data analysis, peer review, and reflexivity, efforts will be undertaken to reduce the researcher's bias. But it's vital to recognize that the study could still be impacted by the subjectivity of the researchers.

The study proposes to offer insightful information about the experiences, difficulties, and opportunities faced by female media workers when producing news for Turkish and Pakistani television channels despite the above-mentioned limitations. However, awareness of these limits will help in interpreting and contextualizing the results better, and subsequent studies can build on them to deepen our grasp of the subject.

1.6. Definitions Of Key Terms

- a. News production process: The methodical actions taken in the creation, preparation, and delivery of news content to the public are referred to as the news production process. It includes tasks including news collection, investigation, writing, editing, fact-checking, and the creation of news stories. To ensure the correctness, relevance, and timeliness of news material, journalists, reporters, editors, producers, and other media professionals often work together during the news creation process. It involves several steps, starting with locating news leads and sources and ending with preparing the news article for publishing or transmission. The effective recovery of previously broadcast news items is crucial in this process, both for background research and for the reuse of footage in fresh reports (Pedro Debevere, 2010).
- b. Female journalists: Women who work as journalists are those who gather, report, and disseminate news and information using a variety of media platforms, including print, broadcast, online platforms, or multimedia venues. In the media sector, female

journalists play a critical role in fostering a diversity of viewpoints and voices in news reporting. Female journalists, like their male counterparts, are in charge of gathering information about occurrences, reporting on them, conducting interviews, producing articles, coming up with news stories, and informing the public. It covers women who have management roles in media enterprises, where they must have advanced through the ranks (Sadia Jamil, 2020).

- c. Male dominance: Male dominance refers to the prevailing dominance or overrepresentation of men in positions of power, influence, and authority within a particular context, such as the media industry. It signifies a situation where men occupy most leadership roles, decision-making positions, and influential positions within organizations or sectors. Male dominance can manifest in various forms, including a higher proportion of men in executive positions, limited representation of women in decision-making bodies, and a lack of diverse perspectives in shaping organizational policies and practices. It reflects a gender imbalance and can contribute to gender disparities and inequalities within the workplace. As a conceptual word to describe the uneven power relations between males as a group and women as a group, the term "male dominance" emerged in the 20th century (Sanday, 2001).

2. LITERATURE REVIEW

Serving as the cornerstone of democracy, media is not only the primary source of information but is also a vital pillar of any state for keeping a healthy check and balance and holding the stakeholders accountable for the smooth running of a country. The role of media can never be undermined in building a well-informed society. A free and independent media acts as a watchdog holding governments and public servants responsible for their actions. Investigating and reporting on topics of public interest, journalists expose corruption, power abuse, and other misdeeds (Dhiman, 2022).

This certainly builds a better democratic state by ensuring transparency and rectitude in government and the people of the state. Moreover, public discussion and debate on significant social, political, and economic topics are made possible through media and its

distinctive platforms. It makes it easier for people to share thoughts, viewpoints, and opinions, fostering civil discourse and influencing public opinion as strong public dialogue is necessary for a functioning democracy and the formation of an informed populace.

It does not only play an integral role in uniting communities and generating a feeling of shared identity, but the media is also essential in promoting social cohesion. It promotes a sense of community and shared awareness by highlighting local stories, cultural activities, and civic accomplishments. The media contributes to understanding and helps in eliminating social disparity by displaying a variety of voices and storylines. It basically fosters a healthy alliance between the governing body and its citizens (Guo, 2018). It also serves as a medium for education by offering a variety of informational, instructional, and enlightening knowledge. It provides opportunities for growing knowledge, exploring different subjects, and continuing education. It enables the masses to make wise decisions, assert their rights, and actively engage in society as it also encourages citizens to be politically aware of their surroundings (J. David Kennamer, 1994). Studies also suggest that a thriving media sector abets the economy to expand and advance. It promotes entrepreneurship, creates job opportunities, and stimulates innovation. The media also acts as a venue for commercial communication and economic activity promotion, encouraging the trade of products and services.

In addition, the media industry doesn't only support economic activity but also becomes a business hub paddling job opportunities for people (Demina, 2021).

On the other hand, it is also essential for maintaining and promoting cultural traditions, artistic expressions, and history. It highlights several cultural viewpoints, enhancing society by recognizing cultural variety and promoting intercultural communication (Wiest, 2016). All media platforms – may it be print, or digital – play a vital role in providing information to the masses, however, broadcast news delivered through television and radio reaches out to the mass audience in a very short time. It makes it possible for information to be widely disseminated and to reach many individuals at once. It doesn't only provide real-time updates but also keeps people updated on breaking news or current affairs the minute they happen. This promptness is especially significant in emergency or crisis situations when accurate information is essential. Apart from this, broadcast news is accessible to people regardless of distances and regional restrictions for instance, many people, especially those who might

have restricted access to the internet or print media, can have access to broadcast news. It bridges the knowledge gap between various regions and demographics by reaching audiences in both urban and rural locations. Broadcast news, particularly from reliable and trusted news sources, frequently exudes legitimacy and dependability. Many individuals believe that television news is more reliable than online sources, which can contain false information or fake news. For a society to remain informed, this trust aspect is crucial. All in all, a convenient way to consume news is via broadcast or television channels for most people around the world. For viewers to grasp and comprehend complex content, it offers a structured framework with arranged news items and summaries comprising gripping audios and visuals that are often retained by the audience for a long time. Furthermore, access to broadcast news at certain times enables people to schedule their schedules around the newscasts. Broadcast news is the product of a “news production process” that refers to the process of developing news stories including every step of the process, from locating possible stories to their presentation in different media formats, such as television news. Regardless of the media (print, broadcast, or online), the news production process generally follows a similar structure. According to the news production theory known as the "Hierarchy of Influences" model, developed by Pamela Shoemaker and Stephen Reese, a complex combination of societal, organizational, and human factors influences news content (Pamela J. Shoemaker, 1996). The way news stories are chosen, framed, and presented to the audience is influenced by the journalists' personal convictions, organizational practices, societal influences, and professional standards. This model aids in our comprehension of the complex nature of news production and the factors influencing the news we consume. Individual elements that have an impact on news output are at the bottom of the hierarchy. These variables comprise a journalist's prejudices, experiences, values, and personal beliefs. In their work, journalists contribute their own perspectives, which might affect the way they choose and present stories. The daily operations of news organizations are covered at the next level. These routines consider things like deadlines, resources that are available, and the requirement to fill time slots or column inches. The reporting and presentation of news items are frequently influenced by these pragmatic factors. The goals, structures, and policies of the news organizations themselves are included at this level. What stories are covered, how they are covered, and the resources devoted to them can all be strongly impacted by company

culture, editorial policies, and financial demands. Broader socioeconomic and cultural influences that have an impact on news production are included in the external environment. Public opinion, governmental rules, social standards, and economic situations are a few examples of these variables. To retain their reputation and relevance, journalists frequently react to these factors. The broad philosophical principles and ethical standards that govern journalism are referred to at this level. Journalists work to uphold their objectivity and reputation while adhering to specific ethical norms. However, ideologies and political views can occasionally infiltrate news content, changing how narratives are presented. The activities and routines that are standardized across the board in the media sector are included in this level. These practices involve the use of press releases, news wires, and other informational sources that journalists utilize to build news articles. The social system, which stands in for the larger society structures, values, and power dynamics, is at the top of the hierarchy. The news media is closely entangled with society; it is not apart from it. News organizations both reflect and have an impact on social norms, values, and power dynamics.

However, the media organizations, and specifically the broadcast industry needs the distinctive perspectives, insights, and voices that women journalists bring inside newsrooms in terms of communicating news and information, especially during news production. Women have advanced significantly in journalism over the course of time, breaking down obstacles and raising legitimate questions about the standards of the broadcast industry. In a bid to establish themselves in the media industry and earn a say in key decisions, female journalists have put a lot of effort into achieving equal visibility and representation.

They have campaigned for more diversity in editorial roles, newsrooms, and reporting. The number of female anchors, reporters, correspondents, and editors has increased as a result over the past few years. Newsrooms – which are generally celebrated as male-dominated environments given the statistics – are often battlegrounds for women where they have to fight the extra mile for their due rights and position as compared to their male counterparts (Marie Griffiths, 2007). In order to dispel misconceptions – that newsrooms are only a place for men – and broaden the scope of topics covered by the media, women journalists have been instrumental.

They have intentionally sought out stories about social justice, gender equality, and women's issues, giving attention to significant but frequently disregarded tales paving way

for the aspiring females to enter the newsrooms with self-confidence and faith in themselves. A lesser-known fact but female journalists have helped to shape the narrative in the media by highlighting a range of viewpoints and experiences. Their presence has prompted a more nuanced and fair treatment of many topics, fostering a deeper comprehension of challenging problems in our societies. Studies suggest that more women working inside newsrooms would ultimately lead to greater representation of women in the news media (R. Leiva, 2020). Undoubtedly, issues pertaining to women's rights have extensively benefited from the promotion and advocacy work of female journalists. They have encouraged dialogues and cultural change by drawing attention to crucial issues including gender-based violence, reproductive rights, pay inequality, and other important issues prevalent in society. In addition, female journalists act as role models for aspiring journalists – especially young women who want to work in the media profession. Future generations are motivated by their accomplishments and successes to pursue journalism jobs and work toward equal representation and opportunities. Even in the 21st century, women journalists still endure harassment, discrimination, and bias in the workplace.

They frequently face obstacles to career growth and may have trouble balancing work and personal obligations. However, this study also aims to contribute to solving these problems and building a more diverse and equitable media sector. Although women working inside newsrooms face unconscious biases, underrepresentation in leadership roles, lack of mentorship and networking opportunities, and sometimes female journalists also face gender-based discrimination and harassment in side newsrooms around the world. Moreover, female journalists in executive roles have highlighted networking as a critical issue faced by them inside newsrooms. They often end up using women's sources not because they "naturally" or politically prefer it, but because males refuse to offer them interviews and male journalists do not take women's sources seriously, or because women dominate the beats where women's sources are more significant – education is given such example.

Therefore, women and minorities are forced to compensate for their exclusion from networks by devising alternate networking strategies to those used by their male counterparts (Phalen, 2006). Within newsrooms, female journalists may also experience harassment and discrimination based on their gender, which may have a severe effect on their self-esteem, job prospects, and general recognition. A hostile work atmosphere that damages their

professional status and prevents them from receiving credit for their efforts can result from harassment incidents. According to research and case studies, the lack of access to in-depth information due to the gender-based labor division has been linked to the self-alienation of female journalists in newsrooms (Kim, 2006).

The comparative nature of this particular study sheds light on how cultural, societal, and institutional variables affect the roles and portrayal of women in the media sector by contrasting the experiences of female journalists working in two culturally-distinct countries – Turkey and Pakistan.

It aids in comprehending the particular difficulties and opportunities that women encounter within various cultural situations. Furthermore, comparative studies can have an instrumental big impact on policymakers. Policymakers can discover best practices, study effective strategies, and put into practice laws that support gender equality and diversity in the media business by contrasting the circumstances in other nations. The study can offer recommendations that are specifically customized to the contexts of Pakistan and Turkey, addressing the problems found in each nation.

The comparative studies do not only add to the existing academic literature by deepening our knowledge and comprehension of a subject but also contribute to the body of research on gender and media by exploring the experiences of women media professionals in many countries – offering a broader viewpoint and enhancing the academic conversation. It also enables the researchers to interpret their findings and detect parallels and contrasts across many environments by using comparative studies. The study can identify specific patterns or trends that may be unique to each country or more global by looking at the experiences of female media professionals in Turkey and Pakistan. Hence, comparative research often makes study findings more generalizable.

Researchers can find similar themes and patterns by conducting studies in several contexts that may be useful outside of the particular countries researched. This can aid in creating a more thorough awareness of the problems relating to women's portrayal in the media regardless of culture and laws and regulations implemented in each country differently. Thus, the study intends to examine and analyze the circumstances of female journalists in both countries in detail.

2.1. Gender Biases And Journalism

The term ‘gender biases’ refers to discrimination based on gender. It is when favorable circumstances are created for one gender while the other gender stays deprived of opportunities. Gender biases in journalism specifically refer to the existence of prejudice or discrimination based on gender in the industry. It happens when biases, prejudices, or unequal treatment based on gender are present in the reporting, coverage, or representation of people or ideas. Gender prejudice in journalism has a long history, with women frequently encountering major hurdles and discrimination, facing gender prejudices, such as limited chances and beats, as well as skepticism, discrimination, and unequal treatment. From Margaret Fuller – a prominent journalist, critic, and women's rights advocate in the 19th century who faced extreme gender prejudice throughout her career despite her talent and intellect – to Martha Gellhorn — a renowned war correspondent during the 20th century who faced gender biases while covering conflicts, female journalists have fallen victims to gender discrimination and misogyny inside newsrooms. On top of that, the pink ghetto bubble has haunted the role of female journalists inside newsrooms for decades. Women in journalism are frequently restricted to beats or issues typically associated with women, such as lifestyle, fashion, or human interest stories. This situation has extensively hindered their ability to cover hard news, politics, or investigative journalism.

Studies indicate that daily prejudices and inequities against women stem from a variety of sociological, cultural, and institutional factors. These prejudices can show themselves in a variety of spheres of life, including work, politics, healthcare, the media, and interpersonal interactions. Stereotypes and societal norms that frequently affect women's lives might restrict their options and chances. Among these preconceptions are notions that women are primary caregivers, sensitive, or less skilled in particular professions. Such prejudices can have an impact on one's professional choices, aspirations, and self-assurance. In several industries, there are still gender pay discrepancies, with women frequently earning less than men for performing although exhibiting the same merit and skill set. Additionally, job security has been a concern, with women facing challenges in returning to work after maternity leave or encountering discrimination when balancing work and family responsibilities.

In fact, studies suggest that male journalists frequently and overtly declared that women did not belong in newsrooms except to cover women's problems to attract women audiences until the claims made by the women's movement of the 1960s. It was also because men exhibited no interest in covering women's and household concerns and some of the men who claimed to have a "woman's touch" lacked domestic competence (Steiner, *Failed Theories: Explaining Gender Difference in Journalism*, 2012).

Other obstacles to career advancement for women include being passed over for promotions or having a lack of representation in leadership roles. Similarly, in several industries, there is still a gender pay gap –with women frequently earning less than men for performing similar work. Other obstacles to career advancement for women include being passed over for promotions or having a lack of representation in leadership roles. Not only in monetary terms but women also suffer various types of gender-based violence, such as domestic abuse, sexual harassment, assault, and stalking, which are disproportionately experienced by women in newsrooms around the world. These violent acts exacerbate gender inequality and are motivated by power disparities in almost every other realm of life. Apart from the media industry, women are still underrepresented in positions of political leadership.

Due to this underrepresentation, policies, and choices may be made that do not appropriately address the needs and rights of women on a broader spectrum.

Furthermore, in the media and in popular culture, women are frequently objectified and depicted according to unforgiving beauty standards. This may exacerbate negative gender stereotypes as well as concerns with self-esteem, body image, and self-worth that affect the self-confidence and ultimately the work performance of most working women. The representation and portrayal of women in media can be significantly impacted by gender biases prevalent in the journalism industry. These prejudices can have an impact on how women are covered as subjects, their access to decision-making positions inside news organizations, the kinds of stories that are allocated to them, and how news stories are framed in general.

Studies have underscored that “women in editorial and managerial roles may change the overall coverage tone of newspapers” (Eran Shor¹, 2018). Some researchers have emphasized more intently the interplay between the gender of the editor and the gender of the news subjects to better understand how women in editorial and managerial roles may

alter the general tone of newspaper coverage. Moreover, it has been strongly suggested that media platforms led by female journalists would be more likely to promote successful women's competence, intelligence, fortitude, and bravery rather than emphasizing unfavorable traits and images of women (Caprino, 2014). On the contrary, women are frequently underrepresented, especially in executive roles. This lack of representation may result in a constrained viewpoint and a more constrained selection of stories covered. The absence of female journalists can also result in less prominence in media coverage of women's issues and viewpoints. Cultural feminist theories also indicate that women have distinct beliefs and interests that frequently contradict men. Women value principles such as cooperation, nonviolent conflict resolution, peace, compassion, emotionality, honesty, congeniality, and altruism, whereas men value competition, leadership, dominance, aggressiveness, decisiveness, independence, and the use of force to settle disputes (Donovan, 2000). It's possible that significant issues like reproductive rights, gender-based violence, marital rape, women in politics, and women's accomplishments in a variety of sectors get overlooked or the coverage is not given due importance. According to research, women reporters could only produce a different kind of journalism bringing a different angle to the story only when women held management and executive positions (Steiner, *Failed Theories: Explaining Gender Difference in Journalism*, 2012).

According to the experiences shared by female journalists working in the field, women in high-profile or public positions may be subject to more scrutiny and criticism than their male counterparts. Instead of considering their qualifications or professional ability, they can be assessed based on their looks, tone of speech, or personal preferences. Most women, even in managerial roles and having editorial positions, may not be able to affect the percentage of women in the news because of real-world hierarchies, but they may be able to change the tone of the coverage and the attitude toward the people who appear on the news (Eran Shor¹, 2018).

Additionally, misogyny and unequal opportunities for both men and women trigger gender disparities within the industry. For instance, speaking in a gendered way might lead to biases in journalism. When gender is unrelated to the narrative, for instance, using the phrase "female journalist" rather than just "journalist" can subtly reinforce the sense that women's gender is remarkable or different from the usual. Objectification and stereotypes of

women are also quite common in the media industry. In contrast to emphasizing their accomplishments, competence, or professional duties, they can be portrayed largely in connection to their attractiveness, personal lives, or relationships. This can weaken the legitimacy and power of established gender norms while reinforcing them. Generally, for referring facts and quotes, journalists frequently turn to sources. But if women's opinions and perspectives are neglected or ignored, the picture of reality may be distorted. This may strengthen prevailing narratives and perpetuate gender biases.

News outlets, journalists, and society must make conscious efforts to address gender biases in journalism. Women's viewpoints and opinions have long been underrepresented or overlooked in mainstream journalism. Topics such as reproductive rights, gender inequality, and violence against women were typically disregarded or presented from a male-centric standpoint which ultimately suppresses the female voice in society and inside our newsrooms. According to scholars, male dominance in most news outlets – considering numbers and ideology– may affect the ability of individual (female) journalists to bring real change (Eran Shorl, 2018). Increasing the percentage of women on editorial boards could be one method to break the cultural norms of news-making, which are thought to be predominantly masculine. Although, most scholars believe that awareness and advocacy for gender equality in journalism have developed over time. Positive developments have resulted from women's organizations, diversity initiatives, and purposeful attempts to create gender parity. Female journalists increasingly cover various beats, hold key positions, and address gender-related concerns (Eran Shorl, 2018).

Despite the increase in awareness and advocacy for gender equality in journalism, gender prejudices and problems continue to exist in journalism shrinking opportunities for female journalists to work freely in the field. In order to create a more equitable and varied industry, efforts to promote inclusivity, gender parity, and fair representation must continue. The creation of news is typically the result of a collaborative effort that strikes a careful balance between organizational requirements and the opinions of reporters, editors, producers, and publishers.

The final output is the outcome of teamwork and typically depends on numerous actors' decisions rather than just one. It entails encouraging diversity and gender parity in newsrooms, putting in place editorial standards that oppose stereotyping and objectification,

making sure that female journalists have equal chances, and sourcing a wide range of viewpoints and sources. Additionally, training and education should be provided to journalists to help them recognize their biases and report stories in a fair, inclusive, and gender-sensitive manner. By doing this, journalists may significantly contribute to the advancement of gender equality and the development of a more diverse media environment.

2.2. Global Perspectives: Women In News Production Process

The term news production process refers to developing and distributing new-related content to the masses. To elucidate the process briefly, a few major steps involved in the news production process are as follows: Newsgathering through various sources, story selection, research, verifying the credibility of the source, writing, and editing, multimodal content creation (depending on the news medium such as print, digital or broadcast) formatting and layout, broadcast production, publishing and distribution, promotion and marketing and lastly the process for audience engagement and receiving the feedback (Ettema, 2008). To begin with, reporters and journalists get information from a variety of sources, including social media, research, observation of events, and interviews. They seek to obtain truthful and pertinent information. After reviewing the information gathered, the editorial team decides which stories are noteworthy and should be investigated further. They consider elements including relevance, importance, proximity, impact, audience interest, and the outreach of the news story. The credibility of the source is extremely important in the news production process.

The process is followed by journalists using the verified information as the basis for writing news articles, scripts, or reports. Editors later check the content for accuracy, style, and adherence to editorial standards before reviewing and revising it. To improve the news presentation, which is indeed a vital step of the production process, news organizations may produce multimedia content including images, videos, infographics, or interactive components, depending on the format. Considering the broadcast industry – as the research chronicles around television channels specifically – producers and directors plan the production details for newscasts on radio or television, including camera angles, graphics, audio, and video editing. They try to deliver the news in a way that is both visually appealing and educational impacting the audience.

The news content is released or published through multiple means once it has been finalized. Digital articles are published on websites or apps, print articles are submitted to the printer, and broadcast news is broadcast on radio or television. To promote their content, news organizations may engage in marketing initiatives. Examples include advertising, social media marketing, search engine optimization (SEO), and collaborations with other media. Journalism isn't just limited to the production of news but also to monitoring the distribution and ensure the marketing of the news. In a bid to promote their news content, newsmakers may engage in marketing initiatives. Advertising, social media marketing, search engine optimization (SEO), and collaborations with other media are relevant examples of how news is brought to the user with the help of accessible platforms. Especially in the modern age of technology, the method used to produce news has undergone significant changes recently. One of the standard changes in news production in the digital age is the increased focus on audience interest (Craine, 2008). Lastly, news companies keep an eye on reader comments, feedback, and interactions on social media. The news outlets are open for inquiries to be answered, conversations, and input that can be gathered to better future news output. The news production process may require continuous updates and modifications for developing or breaking stories to give viewers the most recent information.

However, the steps may vary given the organizational policies and the medium used to deliver the news. The process of news production plays an indispensable role in informing society about current affairs and influencing public opinion. However, men have ruled over the field for a long time, and women have had to overcome many challenges to pursue a career in news production or in the broadcast industry. Gender equality and representation in media, including newsrooms, have been increasingly important in recent years to bring in a gender-balanced narrative inside newsrooms. By exploring the difficulties, they confront, and the advancements they have made, the newsrooms can have a more diverse and inclusive environment for both men and women.

2.2.1. Past Developments And Historical Background

The background of women in the news production process goes back several centuries with interesting developments and historical context. Since at least the 1880s, when

they were supposed to lack the nose for journalistic intuition and were instead motivated by a desire to support their families rather than pursue traditional roles for women like teaching or nursing, women journalists have been a controversial subject for most societies (Steiner, 2017). Women have encountered many obstacles and hurdles in journalism, but their contributions have been essential in determining how the news industry has developed over time. Women were primarily excluded from taking part in the news-producing process in the early days of journalism. In the 17th and 18th centuries, men predominated in the profession of journalism. Women's contributions were restricted to letters to the editor and the developing area of journals. The early women journalists were assumed to be suitable for interpreting articles from the foreign press. Bulletin-style reporting of scandals, murders, and other types of criminal activity from outside became the purview of women while their other specialties also included writing columns and serial fiction for print journalism (Pierra, 2007). According to studies, when women's pages first appeared, female journalists provided content covering topics including consumer affairs, women's rights, homemaking, and child care. New genres like the interview and reportage were developed thanks in part to the pioneering work of female journalists. The majority of other fields of journalism were ruled by men, particularly economic news, domestic politics, and international affairs, which became more prominent after the First World War (1914–1918). The arts were a high-status and predominately male field as well (Pierra, 2007).

However, women's participation in news production saw a major boom in the 19th century when women started to demand a bigger role in media as the suffrage movement and feminist movement gained traction. To address women's issues and promote social transformation, female writers and editors started their own journals. Moreover, during the early days of broadcasting, women and men were viewed as fundamentally opposite individuals – with men and women acting as their dependents. Women were allowed, but only in roles and settings deemed "feminine" (Pierra, 2007). The gender divide at news desks was quite evident. It should not be assumed that the predominance of harmony in the workplace and on the air did not result from masculine domination. A group of fourteen influential women's groups called "The Radio Committee of the Swedish Women's Associations" campaigned against the dearth of female radio lecturers. Their complaints were successful, and between 1932 and 1936, the number of lectures delivered by women tripled.

Moreover, women from the upper middle class who were the daughters of fathers who were progressive enough to support women having careers had prominent acquaintances, and frequently married accomplished colleagues, were the first to take their places in the public realm and journalism. They were both representatives and proponents of "the new woman" – a new conception of femininity that saw women as independent, on par with, and even friends with, men (Pierra, 2007). It was in the late 19 and early 20th century when several newspapers started establishing "women's pages" or "women's sections" in the late 19th and early 20th century given the rising number of female readers. These sections mostly covered subjects deemed appropriate for women, like fashion, housework, and society news. While this allowed some women to work in journalism, it also strengthened gender preconceptions and limited them to positions. The difference in the hierarchical status of women in the workplace was much more evident in radio and TV news departments (broadcast industry) than in the print media. Most women held low-level editorial positions, usually as news writers and producers rather than reporters. Women were essentially non-existent at all executive levels, particularly in top management. According to scholars, it was mainly because of the educational difference and lack of experience in the field. Notably, there were no women seen in the broadcast industry before the 1950s which propels the fact that women were not supported and allowed in the newsrooms before that time (Fauconnier, 1979).

According to research conducted by Bowman in 1974 titled "Women as a Minority Group in the News Media," the gender gap also contributed to the gender imbalance inside the newsroom. Years of experience, which are detrimental to women, and market size, which generally favors women, are the two main factors that determine salaries at that time. A few trailblazing female journalists broke the glass ceiling and made substantial contributions to the field in the late 19th and early 20th centuries. For instance, Nellie Bly (1864-1922) rose to a reputation for her investigative reporting, including her well-known exposé on abusing inmates in mental facilities. Ida Tarbell (1857-1944) and Dorothy Thompson (1893-1961) are two other prominent female journalists from this period as well. However, scholars suggest that the two World Wars gave additional opportunities to women in news production. Since so many males served in the military, women filled the void in the newsrooms. Their contributions during this time helped debunk preconceptions and demonstrated their superior

reporting skills. A representation of women's contributions to the war effort, including journalism, is the iconic image of Rosie the Riveter. The Depression-weary Americans' lives began a new chapter after the start of World War II, according to the Library of Congress as millions of women marched into factories, offices, and military posts as husbands, fathers, sons, and brothers shipped off to fight in Europe and the Pacific to fill tasks that were traditionally filled by men during peacetime. World War II provided new career prospects for female journalists specifically. Several women – who were gifted and dedicated – struggled for and succeeded in getting the chance to cover the most important story of their life and help to upshift the status of women in society. Moreover, women's suffrage activists created opportunities for female reporters to gain experience covering politics under the pretense of women's news at the turn of the 20th century. However, female reporters frequently worked in places without regular offices, pay, or entry to the places where men did business, such as social clubs and backrooms. In reaction, women started their own professional organizations.

For example, the Library of Congress reported that on September 27, 1919, a group of Washington-area newswomen created the Women's National Press Club. After allowing women membership in 1971, the organization finally amalgamated with the National Press Club. With the second-wave feminist movement – that emerged in the 1960s and 1970s – a significant impact on the journalism business was seen. In journalism, women advocated equal rights, equal pay, and equal chances. Significantly more women pursued jobs in news production, which prompted the creation of mentorship programs, professional associations, and more space for women over a period.

According to Laughlin, K. A., & Castledine, J. (2012), first among all feminist movements, second-wave feminists "made a demand for sexual equality central to their agenda." Furthermore, around 1907, the term "sob sister" started to circulate in the news industry. The term was used to refer to "female journalists" who were mastered in writing human-centric and emotional tears (Lutes, 2003). Despite decades of improvement and development, women continue to encounter substantial obstacles in the news production process.

They continue to fight against gender inequities in compensation, representation, gender biases and stereotyping, and underrepresentation in leadership positions. However,

many women have achieved success in the news media industry and now hold important roles as anchors, reporters, editors, and producers, paving the way for aspiring journalists who want to enter the field of journalism. They have been setting examples breaking the glass ceiling and the myth that newsrooms belong to men, and men only.

2.2.2. Global challenges

Female journalists worldwide face the same set of challenges in one way or another. Foremost, women inside newsrooms must deal with gender bias and stereotypes. In newsrooms, prejudice, and discrimination are commonplace, and women frequently have their skills and knowledge questioned because of their gender. Stereotypes characterize women as sensitive, less trustworthy, and more suited for softer news than for incisive investigative reporting. Such biases restrict their possibilities for professional growth and make it difficult for them to report on important topics. In Pakistan, the patronization of female journalists can be as trivial as journalists insulting them, downplaying their ideas, or informing them that there is no room for female journalists in the industry (Tanazaa Sakha, 2019).

However, in Nepal, organizations still have a patriarchal mindset, with men predominating in leadership roles. Having said that, several male journalists don't think women are as capable as their male coworkers. Similar obstacles exist in Nigeria, where our partners are located, where there is a pervasive "boys club" attitude that frequently excludes women journalists. Similar cultural norms exist in Costa Rica, where our partners have spoken about being ignored and silenced by male coworkers after offering their opinions during a discussion, followed by no one speaking up on their behalf (Khan I. , 2021).

Albeit to study these obstacles in detail, the global challenges faced by women inside newsrooms during the production process can be categorized as follows: Patronization and toxic work culture, underrepresentation of women in editorial or decision-making positions, gender-based violence and harassment, limited opportunities for professional growth and gender pay gap that triggers economic disparities and discourages women to enter the field. In newsrooms, prejudice, and discrimination are customary, and women frequently have their skills and knowledge questioned merely because of their gender. Stereotypes characterize

women as sensitive, less trustworthy, and more suited for softer news than for incisive investigative reporting.

Such biases restrict their possibilities for professional growth and make it difficult for them to report on pivotal topics. Secondly, Even though there are a lot of women working in media, they are still underrepresented in leadership positions or in decision-making roles. Women encounter impediments that prevent them from rising to the top positions in media organizations, a phenomenon known as the "glass ceiling." The overall environment in organizations is frequently centered on traditional gender roles, restricting leadership notions to one gender, which is far from an ideal and fair play situation. Indeed, because of the gender stereotypes that are reinforced by rigid standards of what women should look like in the workplace, gender bias is ubiquitous in many firms and often leads to a toxic work culture (Enkhzul Galsanjigmed, 2023).

Lack of representation in positions of power causes gender inequality in newsrooms to persist and restricts the variety of viewpoints and suppresses the voices of females in media. Another global challenge faced by female journalists is economic disparity and the daunting gender pay gap. Women in journalism consistently struggle with unequal remuneration. Women frequently earn less money than their male coworkers despite doing the same job and providing equal quality work. The persistent gender disparities in the media industry are a result of the gender wage gap, which also jeopardizes the financial security of female journalists (Elise Gould, 2106). In addition, because women have less access to freelance possibilities, prospects for career growth, and equitable allocation of resources, they confront extra economic obstacles.

Furthermore, female journalists are more likely to experience gender-based violence and harassment in comparison to men. They frequently experience verbal abuse, physical assaults, and threats online, jeopardizing their personal safety and limiting their capacity to report freely on controversial subjects. This unfriendly environment silences female journalists and turns away would-be female journalists, creating a stark gender gap in the industry. According to a report by Free Press, In general, women journalists encounter a wider variety of dangers than their male counterparts in addition to more risks overall. Sexual harassment, which includes gender harassment, unwelcome sexual attention, and sexual coercion, is more likely to target female journalists. In addition, many female journalists

experience "intersectional discrimination and gender-based violence" due to their sexual orientation, color, religion, ethnicity, or membership in a minority, among other factors. When they are outspoken, prominent, or want to break free from stereotypical labels. However, The International Federation of Journalists divides online abuse of women into three categories: reflexive misogyny, personal attacks, and attempts to dehumanize women as a whole.

Overall, there are frequently few chances for professional development and training for women in journalism. Women are unable to advance their knowledge and abilities, which impedes their ability to grow professionally. This is due to a lack of mentorship, networking opportunities, and resources. This underfunding of women's professional growth maintains gender inequalities and limits their ability to succeed in their chosen fields. Women have not yet been able to attain senior leadership positions worthy of their merit, despite promised legislative frameworks and initiatives to eliminate gender disparities in the workplace (Emmerentia N. Barkhuizen, 2022). However, to take tackle these challenges collective efforts from relevant authorities can make the working conditions more favorable for women. Firstly, media organizations should adopt gender-inclusive policies that guarantee women's equal opportunity in hiring, advancement, and decision-making positions. Setting goals and putting affirmative action into practice can aid in boosting the number of women in leadership positions and foster a more varied and balanced media environment (OECD, 2020).

Similarly, prioritizing investments in the professional development of female journalists should be a goal for media organizations, industry associations, and educational institutions. This can be accomplished by providing scholarships, training sessions, and mentorship programs that are expressly geared toward women. Making networking platforms and support networks can also help women in the sector share knowledge and develop their careers. According to a report published by International Media Support (IMS) titled "The crucial role of media in achieving gender equality," by offering a variety of viewpoints, avoiding stereotypes, and actively searching out stories that emphasize women's accomplishments and challenges, media outlets should work to promote gender equality in their content. A more balanced and inclusive media environment can be achieved by promoting the inclusion of women's voices and viewpoints in news reporting. In order to

build a secure environment for female journalists, media organizations, governments, and civil society must collaborate. It is critical to put in place efficient systems to address gender-based abuse and harassment, both online and offline.

Women journalists can be protected from threats and assaults by receiving training on digital security, creating support networks, and strengthening legal frameworks (UNESCO, Safety of Women Journalists).

Given that economic disparity and the gender pay gap are one of the primary concerns of female journalists joining the field, the gender wage gap in journalism should be identified and addressed by media organizations through routine audits. According to the International Federation of Journalists (IFJ), it is crucial to implement transparent payment structures, carry out regular pay evaluations, and guarantee equal pay for equal effort to achieve economic parity. In addition, promoting professional advancement, fair resource distribution, and negotiation chances can aid in reducing the financial discrepancies experienced by female journalists.

All in all, it is imperative to spread awareness of the gender bias and stereotypes that are pervasive in journalism. Programs for education and training can support efforts to dispel these prejudices, advance gender equality, and encourage accurate and impartial reporting. Additionally, media organizations can create policies and codes of conduct that place an emphasis on treating all journalists with respect and equality. The global difficulties to gender equality in journalism, such as gender bias, underrepresentation, gender-based violence, unequal remuneration, and constrained professional prospects, are noteworthy obstacles. However, we can work to overcome these obstacles by putting gender-inclusive policies into place, raising awareness, ensuring safety and security, closing the pay gap, investing in professional development, supporting gender equality in media content, and encouraging collaboration and activism. It is critical to foster an environment where female journalists can flourish, offer their own viewpoints, and contribute to the development of a more fair and inclusive media landscape. We can only ensure that women's voices are heard, their experiences are shared, and their skills are effectively utilized in journalism by tackling these issues women face on a global level in every other newsroom.

2.3. Regional Perspective: Women In News Production Process

Media is crucial in influencing society's standards and forming public opinion. The various experiences and attitudes of women from various locations are highlighted when regional perspectives on women in news production are studied in detail. This encourages a more diverse and inclusive media landscape and works to undermine the predominance of Western-centric narratives. Researchers can also better understand the gender discrepancies in the media industry by looking at the experiences and difficulties faced by women working in particular places to produce news. This information can be used to underscore obstacles and disparities, resulting in targeted activities and regulations to advance gender equality in the media. Regional perspectives consider the distinct cultural, social, and historical circumstances in which women work in the news industry. These circumstances influence the possibilities available to women, the preconceptions and biases they confront, and the expectations put on them. For the purpose of creating successful solutions to eliminate gender-based impediments, understanding these regional variations is essential.

Research on regional perspectives also offers fact-based insights that can guide lobbying and policy-making efforts. This research can be used by governments, media outlets, and civil society organizations to design policies and initiatives that deal with gender disparities, boost female representation, and foster an inclusive media environment. Most importantly, with a focus on regional perspectives, researchers can help girls feel more powerful by highlighting their accomplishments, difficulties, and contributions. This can serve as an example for aspiring journalists and media workers, create networks and support systems for them, and motivate them. Another factor to promote regional perspectives in detail when studying the role of female journalists inside newsrooms is to understand intersectionality—which takes into account how many kinds of identity and social categories (such as race, ethnicity, class, sexual orientation, and disability) interact with gender to influence women's experiences in news production. It better requires a closer examination of regional perspectives. Using an intersectional lens, researchers can better understand the particular difficulties experienced by women who belong to underrepresented and marginalized groups in certain geographic areas.

Furthermore, comparative studies of regional perspectives help scholars to draw comparisons between regions across countries to deduce better results and comprehension of the subject. In order to promote gender equality in news production, this makes it possible to

identify effective strategies, cutting-edge techniques, and effective interventions. Knowledge-sharing and collaboration across regions are encouraged by the ability to adapt and apply lessons acquired from one location to others.

Lastly, Regional viewpoints provide insight into how women are portrayed in the news media. Women's representation in news stories, their presence in leadership roles, and the general gender balance in newsrooms can all be studied through research. To ensure fair and accurate representations of women in the media, it is important to understand representation to spot biases, preconceptions, and gaps that need to be closed. The regional studies also offer evidence-based insights that can guide lobbying and policy-making efforts. This research can be used by governments, media outlets, and civil society organizations to design policies and initiatives that deal with gender disparities, boost female representation, and foster an inclusive media environment. Moreover, the quality and diversity of news content may be impacted by gender disparities in news creation. Researchers can learn more about how gender dynamics impact news reporting, storytelling, and journalistic decision-making processes by looking at regional perspectives. This information can help to raise the general standard and integrity of journalism.

2.3.1. Asia

The Asian journalism industry, including print, television and digital has seen a tremendous uprise in new productions in recent years. Women's roles and depiction have undergone a significant transition as a result of this emerging creative surge, giving them the freedom to shatter barriers, confront preconceptions, and rethink their place in society. With a focus on the elements behind this transition, the difficulties encountered, and the effects it has on the cultural environment, we will examine the many facets of women's participation and influence in changing the public discourse. It is crucial to examine the historical background of women's participation in news creation and journalism in Asia in order to comprehend the current environment. While men held positions of power and decision-making in media enterprises historically, women were frequently restricted to supporting jobs, such as researchers, writers, or broadcasters. The societal norms and expectations that saw women as primarily in charge of household responsibilities rather than participating in public affairs

were the primary cause of this gender disparity. However, everything started to fall into place as society developed and women's rights groups gained strength.

The dynamics of the newsroom underwent a gradual change as women began to seek equal chances and representation. In Asia, the participation of women in news production and journalism has significantly changed during the previous two decades. The number of women working as reporters, editors, anchors, and producers is increasing. The awareness of women's capacity to make significant contributions to journalism and improved educational access are reasons for this significant change. According to scholars, greater access to education is a significant factor in the rise of women in journalism in Asia. As educational options increased, more women pursued degrees in journalism, communication, and related disciplines. Their educational background and journalism-related training gave them the knowledge and abilities they needed to boldly enter the sector. According to a report titled “Where are the Women?” focusing on insights from across Asia (focusing on India, Philippines, Pakistan, and Indonesia) on the obstacles faced by women in journalism, several reporters and journalists working in the field have gained gender awareness through training and or mentorship programs. A freelance journalist working Disha Shetty working in India was quoted in the same report that getting through the recruitment process and entering journalism in India is not a problem, but “newsrooms are very toxic.” She shared that the management is upper caste, upper class, and male. “We don’t value people or pay people, and only the privileged can afford to stay.” Shetty also lamented that the media coverage is also reflective of the job insecurity (Sweta Daga, 2022). Furthermore, the surge in women's participation in news reporting and journalism has also been significantly influenced by shifting societal attitudes. There has been a progressive change in societal standards and expectations as gender equality movements have advanced and women's rights have been recognized in the digital age where the masses have access to all sorts of information. This change has made it easier for women to seek media careers and dismantle long-standing gender biases – although the disparity and gender discrimination still prevail extensively (Caroline Harper, 2020).

Significant changes have been made to the narrative and public discourse as a result of the increasing participation of women in journalism and news production throughout Asia. Reporting becomes more complex and inclusive as a result of the many viewpoints,

experiences, and voices that women journalists bring to the fore. Their participation has facilitated the examination of hitherto unconsidered subjects and problems that are especially important to women, like gender-based violence, reproductive rights, and female empowerment. Women journalists have also played a crucial role in illuminating the experiences of underrepresented groups and bringing attention to social and political injustices. More in-depth reporting and a deeper comprehension of complicated subjects are frequently the results of their sympathetic approach and capacity to establish trust with sources. Despite the advancements, women in journalism and news production in Asia still confront several obstacles. Women's growth and appreciation for their contributions are hampered by gender prejudices, stereotypes, and discrimination that still exist in the sector. Among the principal difficulties are societal expectations and stereotyping, discrimination and harassment based on gender at workplaces and lastly the limited opportunities for professional growth of female journalists working inside newsrooms.

When speaking of journalism in Asia and the role of women in news production, a few names are worthy to note like Maria Ressa. The co-founder of the Philippine news website Rappler, Ressa, is a well-known journalist. She has received recognition for her daring reporting on social and political topics, especially the contentious drug war in the Philippines. Ressa has received numerous national and international honors as a result of her investigative journalism, including the 2021 Nobel Peace Prize for her work promoting free speech and combating misinformation. (Stevenson, 2020). Another renowned name is British-Indian journalist Shiulie Ghosh – who has experience working for global news outlets including BBC and Al Jazeera. Ghosh has worked as a news anchor, producer, and reporter over the course of her career. She has contributed to the planning, research, and presentation of news content by covering a wide range of Asian-related stories (Aljazeera, 2008).

Similarly, an Indonesian journalist and television host named Najwa Shihab has worked in news reporting and significantly contributed to news production. She has anchored several talk shows and newscasts where she actively contributes to the editorial direction, conducts interviews, and oversees the caliber and accuracy of the news pieces produced. An Indonesian journalist and television host named Najwa Shihab has worked in news reporting. She has anchored several talk shows and newscasts where she actively contributes to the

editorial direction, conducts interviews, and oversees the caliber and accuracy of the news pieces produced (Partogi, 2017).

Another renowned name of one of the famous South Asian female journalists, Burmese journalist and human rights advocate Wai Wai Nu has been instrumental in promoting the rights of underrepresented groups in Myanmar. She has utilized her platform to raise awareness of topics including gender inequality, religious prejudice, and ethnic strife on various platforms. Awards like the Vital Voices Global Leadership Award have acknowledged Wai Wai Nu's work in journalism and human rights activism (Melanne Verveer, 2021).

Delving into the profiles of female Pakistani news journalists, a renowned journalist from Pakistan with years of experience in news production, Najia Ashar is the name to be mentioned. She has worked for several well-known news organizations, including ARY News and Geo News. As an anchor, producer, and reporter, Ashar has been instrumental in the creation of news content for Pakistan, covering a variety of social, political, and economic concerns (Berkhead, 2018). Maria Memon is another well-known journalist from Pakistan who has established a reputation for excellence in news reporting. She has experience working for news organizations like ARY News and Geo News. By presenting chat shows, conducting interviews, and participating in editorial choices and content development for news programs, Memon has been actively involved in the production of news. Meher Bukhari is also a renowned journalist and news producer from Pakistan who has made important contributions to the industry. She has done work for stations including Dunya News and Dawn News. Bukhari has contributed to the creation of news by hosting talk shows, conducting interviews, and taking part in the editorial selection and creation of news programs' content.

Meanwhile, Sana Bucha is a celebrated news producer and journalist from Pakistan who is renowned for her daring reporting and insightful interviews. She has experience working for news organizations including Geo News and Dunya News. Bucha has contributed significantly to news creation via hosting chat indicates, making documentaries, and advising on the structure and substance of news broadcasts. Asma Shirazi is also a renowned journalist and news producer from Pakistan. She has collaborated with a number of news organizations, including ARY News and Geo News. By conducting conversation

shows, conducting in-depth interviews, and offering perceptive commentary on important subjects in Pakistan, Shirazi has played a crucial role in the news production (Network, 2014). During an interview with Freedom Network, Shirazi pointed out:

“Journalism in Pakistan is constantly under attack from various quarters. If you dare report an investigative story, you must be ready for the attendant risks. For women in Pakistani media, it’s harder still. For them, it’s also a parallel fight for survival alongside meeting their professional obligations.”

She went on to add that it is nothing short of a miracle that women continue to work in journalism while choosing to fight the double standard, given everything from societal norms to workplace attitudes, political pressures to political threats, harassment to physical assaults. I have gone through each of these phases of my journalism profession. The challenges I routinely face with my fellow journalists include character assassination campaigns by trolls and agencies, life threats from various state and non-state actors, intimidation by terror organizations like “Tehrik Taliban Pakistan and Lashkar Jhangvi,” political groups, and establishment forces.

Asia is home to many different civilizations, traditions, and social customs. These standards occasionally place restrictions on the involvement and representation of women in a variety of fields – including journalism. There are opportunities for women to have a stronger voice and more impact in society by challenging and reshaping existing conventions with the support of more women working in the sector. Women from various backgrounds frequently have unique viewpoints and experiences that need to be fairly portrayed in the media. Women can ensure that their communities' stories, issues, and accomplishments are fairly covered and reflected by actively participating in journalism. Despite improvements in many areas, gender inequality is still a major problem in many Asian nations. In many areas of life, including education, work, and representation in positions of decision-making, women frequently encounter obstacles and discrimination.

These disparities can be contested by the presence of women in journalism, which also offers a forum for discussing and promoting gender equality. Press freedom and freedom of expression are seriously hampered in several Asian nations. Maintaining democratic values and preserving a diversity of points of view in the media landscape depends on the participation of women journalists. Investigative reporting by women journalists can help

promote openness and good governance and hold individuals in positions of authority accountable and hold them accountable (UNESCO, *Inside the News*, 2018). Women from various backgrounds frequently have unique viewpoints and experiences that need to be fairly portrayed in the media. Women can ensure that their communities' stories, issues, and accomplishments are fairly covered and reflected by actively participating in journalism. For the area to address gender inequity, challenge social conventions, highlight various voices, support press freedom, and advance women's empowerment, women's engagement in journalism is essential.

Women journalists have a critical role in influencing the media landscape and fostering good change in Asian countries by shattering barriers and bringing forth a variety of viewpoints, precisely. Women's empowerment and the involvement of women in journalism are inextricably interwoven. Women journalists may promote women's rights, challenge gender norms, and contribute to the general empowerment and well-being of women in Asia by having a voice in the narratives, policies, and public debate.

Above and beyond, Asian journalists – men or women— have been instrumental in bringing key news and viewpoints to the international arena while reporting on global concerns. They have discussed issues including political upheaval, violations of human rights, the environment, economic growth, and social movements, assisting in the creation of global awareness. Many journalists from Asia have been at the forefront of the fight for freedom of the press and expression. They have put in a lot of effort to defend the rights of journalists, fight censorship, and promote more openness in the government and media. Their initiatives have had a favorable effect not just in their own nations but also on a global level, encouraging and assisting press freedom groups everywhere.

Furthermore, journalists in Asia have brought attention to injustice and corruption both within and outside of their own nations. They have exposed financial fraud, human rights abuses, and other wrongdoings through their investigative reporting. These brave journalists have aided in the battle against corruption and injustice by holding people in positions of authority accountable. Asian journalists have provided a voice to overlooked and underprivileged segments of society. They have emphasized the challenges of women, LGBTQ+ people, members of racial and religious minorities, and other oppressed groups.

Journalists have helped create a media environment that is more inclusive and varied by highlighting their views.

2.3.2. North America

Journalism in North America has been essential in influencing public opinion, exposing corruption, and promoting democratic discourse from the earliest days of printed newspapers to the digital era. Journalism in this region has a long and diverse history that has changed over time.

The first newspaper in North America, *Publick Occurrences Both Foreign and Domestick*, was published in Boston in 1690, marking the beginning of journalism in the continent. Newspapers developed and become a strong medium for delivering news and information during the 18th and 19th centuries. The *Boston Globe*, *The Washington Post*, and other well-known publications rose to prominence and set high standards for investigative reporting and editorial integrity. An important turning point in the development of journalism was the invention of radio in the early 20th century. With the ability to provide news and entertainment straight to people's homes, radio broadcasting promoted a sense of proximity and connection. Radio news broadcasts started to gain popularity in the 1920s, and news bulletins started to appear regularly on programs (Richard Kurin, 2017). The development of pictures, the telephone, and the brought forward the invention of television – which had been a dream of many engineers and innovators in the final decades of the 19th century. Like so many other innovations, this one required multiple improvement made by engineers and inventors from numerous nations – such as Germany, Russia, Japan, Scotland, and Hungary.

In the 1950s, television came into the scene, significantly changing journalism. Many consumers preferred watching television news because it had a strong visual impact that brought events to life. Famous newscasters like Walter Cronkite and Tom Brokaw became household names, and their broadcasts influenced the public's perception of significant events like President John F. Kennedy's assassination and the Watergate crisis (Richard Kurin, 2017). The development of the internet and the late 20th-century digital revolution presented both opportunities and difficulties for North American journalism. A wireless radio transmitter was utilized in 1901 by Guglielmo Marconi and associates to broadcast a signal

from the United States to Europe. His creation was extensively used for transatlantic communication by 1907. In Pittsburgh, Pennsylvania, the first commercial radio broadcast was made in November 1920. News organizations soon adapted Marconi's technology to spread current events to the public in numbers that were previously unimaginable. The 1920s saw the development of television technology, and the first commercial TV transmission was made in New York in July 1941. Like radio, television was immediately embraced as a platform for journalism, and today, numerous networks around the world, such as CNN, BBC, and Al Jazeera, are solely dedicated to television journalism (McIntosh, 2022).

On the one hand, the internet provided journalists with a free platform to reach out to a global audience, promoting the free exchange of information. Online news providers including CNN, BBC, and The Huffington Post have become well-known news sources. On the contrary, the digital era also brought along other difficulties. Digital production has significantly disrupted organizations and put pressure on the economy. The democratic culture and institution of news production can now be sustained rather than threatened by new technologies thanks to create organizational forms that have emerged in response to critical engagements with digital production. There are analogous adaptations from the digital side, with digital journalism becoming more like professional journalism if news producers are making an effort to adapt professional journalism to the digital age while keeping journalistic civil ideals (Alexander, 2015).

The emergence of social media platforms changed how news is digested because a sizeable chunk of the public now relies on social media. Concerns have been made concerning the proliferation of false information and the degradation of traditional journalistic standards as a result of this trend. Because of the requirement for continual updates, the 24-hour news cycle has occasionally caused accuracy to be prioritized over speed, undermining the objectivity of journalism. Journalism in North America has long placed a premium on upholding moral values. The Society of Professional Journalists (SPJ) and other groups with a similar focus on responsibility, accuracy, fairness, and accountability, establish standards for responsible media. According to SPJ, a tight code of ethics is demanded of journalists, and it includes things like fact-checking, safeguarding sources, and abstaining from conflicts of interest. Touching upon overall journalism in North America, there are numerous – such as polarized media, dwindling income, and threats to

press freedom. Attacks against journalists, both verbally and physically, have increased recently, along with efforts to curtail press freedom. Concerns have been raised about the situation's potential to undermine democratic principles and the need to safeguard journalists' freedom of expression.

Although the technological developments brought about by the digital age have changed how journalism is practiced in North America. Since information is now easily accessible at any time and from any location thanks to the proliferation of smartphones and mobile apps, news consumption patterns have changed. News organizations have adapted to these changes by creating mobile applications and adaptable websites to ensure that more people can access their news. Moreover, the development of multimedia journalism has also completely altered storytelling methods. Journalists can now use interactive features, videos, infographics, and podcasts in their reporting to give readers and viewers a more immersive and captivating experience.

More in-depth reporting and analysis of complicated subjects have been made possible by this multimedia method. Another important development is data journalism, which uses data analysis and visualization to find patterns, trends, and insights in huge databases. Today's journalists can analyze massive amounts of data and present it in a captivating and accessible way, helping the audience better understand difficult situations. The conventional job of journalists has to be reevaluated in light of the changing media landscape. Journalists – mainly men— used to primarily serve as information gatekeepers, selecting and disseminating news to the public. However, anyone can now take part in news distribution thanks to the growth of citizen journalism and the accessibility of social media. In a time of disinformation and fake news, journalists are increasingly viewed as information curators and verifiers.

They are supposed to sift through the large pool of information, checking the accuracy of the material while reporting with accuracy and dependability. The importance of journalists as dependable providers of information increases in this situation. As both parties acknowledge the need to adapt and innovate jointly, collaboration and collaboration between news organizations and technology firms have increased. Initiatives like fact-checking partnerships, data-sharing alliances, and the creation of technologies to counteract misinformation are the outcomes of this collaboration.

However, the process of news production, gathering, and distributing news items to the public is referred to as news production in North America. To supply timely and correct information via multiple media like newspapers, television, radio, and online platforms, entails a sophisticated network of journalists, editors, producers, and technologists working together. The main facets of news production in North America will be covered in this section, including newsroom operations, editorial procedures, and industry issues. The 24-hour news cycle, where news is continuously updated and distributed in real-time, is what drives newsroom operations in North America. To keep up with breaking news and emerging stories, journalists keep an eye on a variety of sources, including wire services, press releases, social media, and citizen journalists. Because of the constant flow of information, journalists must use critical thinking and fact-checking techniques to verify accuracy prior to publication or transmission (Derek Wilding, 2018).

Usually, the news production process in North America begins with the editorial process beginning with story selection, research and reporting, writing and editing, and then the presentation and dissemination on various platforms. However, for news consumption, radio and television continue to be popular options. With live stories, interviews, and documentaries, television news programs offer a visual and auditory experience. Radio talk shows and news bulletins provide news updates and analysis, frequently with an emphasis on local or regional stories.

Over the years, the role of female journalists in North America has changed substantially, breaking down boundaries and making great contributions to the industry. Greater gender equality and diversity in newsrooms are a result of women's fights for equality in the profession of journalism. This section examines the background, difficulties, and effects of female journalists in North America (Nielsen, 2020). In a historical context, women encountered considerable barriers in the early years of journalism when they wanted to work in the field. Women were sometimes limited to writing on "women's issues" or social gatherings because the profession was predominately male-dominated. Trailblazing women, however, disregarded these expectations and blazed the way for succeeding generations. Examples include Ida B. Wells, a prominent African-American journalist who revealed racial injustices, and Nellie Bly – a journalist who rose to fame for her investigative work (PARHAM, 2010).

Women have advanced significantly in the past few decades when it comes to holding executive positions inside journalistic organizations. Leading media outlets' editorial philosophies and practices have been influenced by the ascent of female journalists to prominent positions as editors-in-chief, news directors, and executive producers. Women in leadership positions have contributed a variety of viewpoints and goals to journalistic decision-making, leading to more inclusive coverage and increased emphasis on topics that affect women and underrepresented groups. A greater spectrum of opinions and experiences are now prominently featured in news reporting thanks to the presence of female journalists.

Reproductive rights, gender-based violence, pay parity, and women's political representation are just a few of the topics and stories that women journalists have been instrumental in bringing to light because they were previously overlooked or underreported. Their presence has promoted more fair and inclusive reporting, addressing representational gaps and upending established power structures. Investigative reporting by female journalists has excelled in North America where they uncover significant stories and expose wrongdoing. Their drive and perseverance have produced ground-breaking studies that have influenced public opinion and brought about substantial societal changes. For instance, the Watergate crisis was exposed thanks to the investigative reporting of female journalists like Woodward and Bernstein. Their in-depth reporting assisted in exposing the Nixon administration's pervasive corruption and cover-ups (Hollis, 2019).

Similarly, the "Spotlight" investigative unit of the Boston Globe carried out a ground-breaking investigation exposing the Catholic Church's cover-up of clergy sexual abuse. One of the Spotlight team members was female journalist Sacha Pfeiffer, who was instrumental in revealing institutional involvement and systemic abuse (Trauma, 2016). Another significant case study is the investigation into Flint Water Crisis. The Flint water crisis was extensively reported by female journalists, particularly Anna Clark, who brought attention to the alarming levels of lead in the city's water system. Their in-depth investigation exposed the government's carelessness and failure to handle the public health problem, resulting in responsibility and changes to policy (Wbur, 2018).

Journalists from all across the world worked together to make the Panama Papers leak happen, which exposed widespread international tax evasion and money laundering. Marina Walker Guevara, a female journalist and the deputy director of the International Consortium

of Investigative Journalists (ICIJ), was one of the journalists engaged. Her coordination of the inquiry and work on it revealed high-level wrongdoing and offshore tax havens (Journalists I. C., 2016). Women journalists, like Ronan Farrow of The New Yorker, Megan Twohey of The New York Times, and Jodi Kantor of The New York Times, were crucial in bringing to light charges of sexual harassment and assault against prominent figures, including Harvey Weinstein bringing about one of the most significant movements in history: The #Metoo movement. Their in-depth investigation highlighted systemic abuse and power disparities and contributed to the global #MeToo movement.

North America is a diverse continent with a wide range of viewpoints and opinions. A variety of voices are heard and reflected in the media environment thanks to news production. This diversity stimulates the investigation of many ideas and points of view and contributes to an informed public dialogue. The United States considers press freedom as a basic right in North America. By holding companies, governments, and other organizations responsible for their actions, news production acts as a check on authority. It aids in exposing misconduct, exposing corruption, and fostering transparency in public affairs. A strong and independent press is essential to a democratic society's operation. News creation promotes civic engagement and active participation in democracies. It gives citizens the power to make educated decisions, express their opinions, and participate in public discussions through disseminating knowledge about political processes, policies, and elections. A healthy democracy depends on an informed populace, which is made possible by robust news media. The production of news is important economically as well. It sustains a sizable industry that works with reporters, editors, photographers, videographers, and other experts. It fuels the sales of advertising, subscriptions, and digital media, boosting North America's entire economy. By covering local problems, happenings, and tales, local news output helps build a sense of neighborhood. It brings people together and aids in their understanding of the difficulties and possibilities facing their local communities. Strong local journalism may stimulate collaboration, dialogue, and social cohesion.

Moreover, the role of women is extremely instrumental during the news production process in North America. Women provide distinctive viewpoints and experiences to the news media. Their presence guarantees more thorough and impartial coverage of the topics in the region. Women journalists can offer perspectives and draw attention to stories that

could be ignored or underrepresented in the mainstream media, such as those that deal with gender issues, women's rights, and societal concerns that affect women. The current quo and conventional power structures can be challenged by women working in news production. They can promote fair treatment, call for more gender equality in newsrooms, and draw attention to institutionalized gender prejudices inside the industry. Their presence encourages the development of inclusive and egalitarian workplaces.

Despite advancements, female journalists in North America still face impediments. There are still issues with gender bias, unequal compensation, and underrepresentation of women in key roles in the sector. Online sex abuse, threats, and harassment of women journalists are frequent and disproportionately directed at them in newsrooms and the situation in America is no different (Al-Jazeera, 2021). However, these issues have received more attention as a result of increased advocacy and awareness, which has sparked discussions and actions aimed at making newsrooms for women safer and more inclusive. Furthermore, the current quo and conventional power structures can be challenged by women working in news production.

They can promote fair treatment, call for more gender equality in newsrooms, and draw attention to institutionalized gender prejudices inside the industry. Their presence encourages the development of inclusive and egalitarian workplaces especially in North America as it is indeed an important region of the world. By covering local problems, happenings, and tales, local news output helps build a sense of neighborhood, and female journalists play a pivotal role in North America. It brings people together and aids in their understanding of the difficulties and possibilities facing their local communities. Strong local journalism may stimulate collaboration, dialogue, and social cohesion.

2.3.3. Latin America

Journalism in Latin America has been crucial in influencing public opinion, fighting for social and political reform, and upholding democratic values from the early days of colonization to the present. The long and rich history of journalism in Latin America is both intricate and fascinating. When European nations first started establishing colonies in the region, journalism in Latin America may be traced back to that time (Francisco Sierra Caballero, 2016). Latin American journalism was heavily governed by Spanish and

Portuguese authorities during the colonial era. In order to spread official information and support colonial power, the first newspapers first appeared in the late 16th century. The "Gazeta de México," was founded in 1722 and primarily focused on news about business and government announcements. In the 18th century, the first newspapers in Latin America were founded, mostly in major colonial cities like Mexico City, Lima, and Buenos Aires. These periodicals were used to inform the local community but were frequently under the authority of colonial officials. Before television and radio, news production revolved around newspapers.

The "Gazeta de México," founded in Mexico City in 1722, was one of the first and most significant newspapers in Latin America. It gave information on key events, the local economy, and the government. Similar to this, the "Gaceta de Lima" in Lima, Peru, was founded in 1743 and developed into a significant informational resource for the community. The scope of newspapers during the colonial era was often constrained, and they were strictly censored by the colonial authority. They were mostly used to spread propaganda and deliver official news. However, they also contributed to the development of a sense of community and a forum for public discussion.

Intense political and social upheaval characterized the early 19th century in Latin America as several nations strove for independence from colonial authority. A new wave of journalism that was inspired by the independence movements emerged and was instrumental in influencing public opinion and rallying support for independence. Several journals that became significant advocates for independence and democratic values during this time came to prominence.

The "El Despertador Americano" (The American Awakener), which was founded in 1810 in Caracas, Venezuela, is one famous instance. The publication was renowned for its vehement opposition to Spanish colonial rule and its support of independence. Many countries in Latin America struggled to develop free press and stable political systems after gaining independence. While some nations improved the protection of press freedom and the support of independent journalism, other nations continued to repress dissenting voices and maintain media censorship. For instance, Mexico experienced a thriving press in the early years of independence, with publications like "El Federalista" and "El Sol" being crucial in influencing public opinion. However, there were times of persecution and restriction due to

political unrest and wars. Following this, first time in the history of Mexico, press freedom was established, and the capital's printing houses, including those of Juan Bautista Arizpe, Manuel Antonio Valdes, Mariano Ontiveros, Dona Maria Fernandez de Jauregui, and others, produced a veritable flood of small newspapers and periodicals that were poorly printed and poorly written. A few days after the freedom of the press was proclaimed, the walking vendors of these journals shouted their products freely in the street, offering for sale, among other publications, the following: "El Diario," "El verdadero! stridor," "El Aristarco," "El Fil6patro," "El Juguet6n," "El Vindicador del Clero," "El Perico de la Ciudad," and "El Sastre elogiador de la ni fia" are only a few of the titles given to the publications (Lepidus, 1928). Midway through the 19th century, independent journalism in Argentina began to take root. Newspapers like "La Tribuna" and "La Prensa" were essential in promoting democracy, civil liberties, and social reform (Huergo, 1939). However, the Latin American countries struggled for independence from Spanish and Portuguese colonial control during the 19th century, sparking a surge in nationalist groups throughout the region. Newspapers became more prevalent during this time, and they were vital in advancing revolutionary ideas, supporting independence movements, and establishing national identities.

Three notable periodicals are "El Mercurio" in Chile, "La Gazeta de Buenos Ayres" in Argentina, and "El Tiempo" in Colombia. According to studies, Latin America had enormous political upheavals, dictatorships, and social movements during the 20th century. Investigative reporting, political protest, and the promotion of human rights all benefited from the development of journalism. Publications like "El Universal" and "Exc6lsior" were essential to Mexico's efforts to expose corruption and promote social justice (Pensado, 2014). Given that Latin American journalism faced some particularly difficult times during the 1970s and 1980s since so many nations were ruled by military dictatorships, the 20th century brought a slight relief.

It is assumed that the journalists were persecuted and independent media outlets were shut down as a result of the pervasive repression and censorship during the 80s and 90s. But brave writers and underground journals persisted in opposing authoritarian governments, frequently at considerable personal risk. When analyzing journalism in Latin America, the transition of democracy to the digital era in the late 20s is quite significant. Many Latin American nations made the switch from military dictatorships to democratic administrations

beginning in the 1980s. Greater press freedom and the emergence of independent journalism were made possible as a result. The media landscape has also changed as a result of new technologies like the Internet and social media, which have accelerated information dissemination and increased citizen participation (Bank, 2014).

Furthermore, with the development of mass media, communication has recently been a dynamic tool for enhancing citizen participation and expanding public opinion spaces in Latin American governments' political and social agendas. Its repeated use conjures not only a political realm but also a citizen perspective, with many goals and aims distilled into common interests related to the democratization of the citizen's decision-making and power areas, leading to the emergence of media societies. Democracy, however far from being a flawless system, continues to be developed as a way to ensure the practice of social justice within a setting of profound freedom (Ramón Salaverría, 2018).

Focusing on the news production of the region specifically, television news production in Latin America follows a standard process that involves various stages, from gathering information to presenting the final news program. This process combines journalistic principles, technological advancements, and regional factors that influence content creation and dissemination. The core of television news production is the news-gathering phase. Journalists and news organizations gather information through a variety of techniques, including on-the-ground reporting, interviews, press releases, and wire services. News reporting in Latin America frequently entails a wide range of subjects, such as politics, social issues, economy, culture, and sports. Journalists use research techniques, source confirmation, and fact-checking to ensure accuracy and credibility. They may work individually or as part of news organizations. Following the gathering of news, the editorial staff chooses the most pertinent and interesting stories for further exploration. They evaluate each story's newsworthiness using criteria such as proximity, effect, conflict, and human interest. The context and priorities of the region are frequently reflected in Latin American news coverage.

Significant emphasis is paid to political developments, social movements, economic problems, and natural calamities. To achieve a thorough depiction of the news, local opinions, cultural variety, and regional subtleties are taken into account. Like all other regions, the process of timely story development is extremely important. Next, journalists in

Latin America usually conduct an extensive investigation and fact-checking procedures before airing a news item. To assure accuracy and prevent the spread of false information, they check the reliability of sources, confirm facts, and cross-reference material.

News organizations work hard to uphold high standards of journalism throughout Latin America, while issues with media literacy and the reliability of information persist. They use digital tools for fact-checking and verification, engage with specialists, and use research teams. To tackle false information, several news organizations have even created specialized fact-checking divisions (Ziemer, 2018). Writing scripts and editing the news content are the next steps. Raw data is turned into meaningful stories with a distinct narrative structure by journalists and editors. To offer a fascinating news script, they create captivating headlines, introduction paragraphs, and supporting details.

Journalists in Latin America frequently struggle with time constraints as a result of how quickly news is produced. They must distill complicated knowledge into succinct, digestible chunks. The visual components that will be incorporated into the final news program, such as footage, photographs, graphics, and interviews, are also taken into consideration when composing the screenplay. Later stages include visual storytelling, production, and broadcasting and distribution. However, in later stages, the news organizations decide the suitable timeslots to get the news content aired. Considering the role of female journalists during the news production process, women actively participate in journalism and make substantial, varied contributions in Latin America. Women journalists in the area have contributed significantly to reporting on a variety of topics over the years, including politics, human rights, social justice, culture, and more. They have advanced the profession significantly, shattering barriers and questioning conventional gender norms. Latin American countries have a large number of female journalists who work in print, television, radio, online, and social media. In addition to reporting, they also work as editors, columnists, correspondents, and investigative journalists.

They provide critical viewpoints and throw light on significant stories while covering local, national, and worldwide news. Moreover, these female journalists are renowned for their grit, bravery, and dedication to journalistic ethics. They have uncovered corruption, fought for underrepresented groups, addressed gender equality and women's rights issues,

and covered a variety of other topics. They have also aided investigative journalism by bringing to light topics with important political and societal repercussions.

For instance, investigative journalist and human rights advocate Lydia Cacho is well-known for her groundbreaking work. The veteran has written extensively about subjects like gender-based violence, child abuse, and human trafficking. Powerful networks implicated in these crimes have been exposed as a result of Cacho's investigative work. She continues to fight for justice despite intimidation and threats, and she has grown to be a powerful voice for underrepresented groups (Saner, 2012). Similarly, journalist and human rights advocate from Colombia, Jineth Bedoya Lima, has won numerous awards. She has concentrated her reporting on Colombia's armed war, violence against women, and the plight of the victims. Bedoya Lima's determination to fight for justice and promote the rights of victims was further strengthened by her survival of a horrifying kidnapping and sexual assault in 2000 (Vulliamy, 2013).

Another famous name is Patricia Campos Mello who is renowned for her coverage of social issues and investigative reporting. She has written extensively on subjects like human trafficking, women's rights, and environmental concerns while working for prestigious Brazilian publications. Prestigious journalism prizes have acknowledged Campos Mello's reporting, and she continues to shed light on significant stories and difficulties confronting Brazil and the region (journalists, 2019). Female journalists in Latin America have significantly contributed to news output despite the difficulties they encounter. They have contributed a variety of viewpoints, raised attention to topics that go unreported, and given marginalized people a voice. The sections that follow highlight some crucial areas where female journalists have made a significant contribution. In Latin America, female journalists have been at the forefront of covering social justice and human rights problems with prominent names such as Patricia Mayorga from Mexico, Jineth Bedoya Lima from Columbia, and Miriam Leitão from Brazil. They have brought to light abuses including forced disappearances, police brutality, and corruption. Their in-depth reporting has assisted in holding authorities and institutions responsible and resulted in significant societal reforms. Women's rights, the rights of marginalized groups, and human rights have all benefited from the advocacy work of female journalists.

With that, women journalists have succeeded in covering local news that is frequently ignored by national media. They have given underprivileged populations a voice in Latin America – where poverty and social exclusion, corruption, human rights violations, and weak governance are a few of the daunting issues. Most importantly, when it comes to covering elections, political scandals, and the behavior of government officials, female journalists have been instrumental. They have drawn attention to the gender disparities that exist in political structures and have centered their attention on concerns including the underrepresentation of women in politics, gender-based violence, and reproductive rights. In order to give readers a more nuanced sense of the political scene, prominent female journalists in Latin America have also highlighted the experiences and viewpoints of women in politics. Whether it is *Folha de S. Paulo's* investigative reporting for the Brazilian newspaper that exposed the Operation Car Wash corruption plan or the critical role of journalists in revealing human rights abuses, exposing the truth, and influencing public opinion throughout the 1980s and 1990s shift from military dictatorships to democracies, journalism is pivotal for the region and especially the involvement of female journalists is quite essential.

In a bid to maintain freedom of speech and fight censorship, journalism has been essential. Independent journalists and media outlets have been crucial in exposing government wrongdoing and violations of human rights in nations like Venezuela and Nicaragua where governments have attempted to silence dissenting voices. Especially in Venezuela where the Maduro dictatorship has recently curtailed media freedom by intimidating and retaliating against dissenting voices, particularly those of journalists and media professionals. Independent journalists in Venezuela operate in a highly onerous regulatory, legal, and physical environment and run the possibility of being arrested (CARACAS, 2022).

2.3.4. Middle East

Informing and influencing public opinion has long been a major function of journalism in the Middle East – from the earliest days of handwritten newsletters to the contemporary era of digital media. The Islamic Golden Age, which lasted from the eighth to the fourteenth centuries, is when the Middle East made tremendous strides in the fields of

science, literature, and education. Scholars referred to as "kuttb" served as record keepers and knowledge distributors throughout this time. The educated elite received their transcriptions of major books, breaking news, and religious pronouncements. The groundwork for the eventual development of more sophisticated media methods was created by this early kind of journalism in the region. A significant turning point in the history of journalism was the Middle Eastern introduction of the printing press in the 19th century. The adoption of this new technology made it possible to produce newspapers in large quantities and transmit information more widely. With publications like "Al-Waqa'i' al-Misriyya" (Egyptian Events), which became the nation's first printed newspaper in 1828, Egypt, in particular, became a center for print media. These journals were crucial in spreading information, arguing for political reforms, and fostering nationalism (Ayalon, 1995). However, the Middle East experienced a rise in nationalist movements in the late 19th and early 20th centuries as nations sought independence from colonial powers.

In order to communicate political beliefs and mobilize the people, journalism developed into a potent tool. Popular publications like "Al-Ahram" in Egypt, "Al-Jarida" in Lebanon, and "Al-Quds" in Palestine became important forums for nationalist discourse and encouraged opposition to colonial control (Ayalon, 1995). Later, governments strove to gradually gain control over the media environment as independent states emerged in the Middle East. Press laws were developed to control journalists, and they frequently resulted in censorship and the silencing of dissenting viewpoints. Newspapers and broadcasting networks were used by governments as propaganda vehicles to spread their own messages and silence critics. For their critical reporting, numerous journalists experienced persecution, jail, or exile throughout the 20th century. The Middle East experienced a rise in nationalist movements in the late 19th and early 20th centuries as nations sought independence from colonial powers.

To communicate political beliefs and mobilize the people, journalism developed into a potent tool. Popular publications like "Al-Ahram" in Egypt, "Al-Jarida" in Lebanon, and "Al-Quds" in Palestine became important forums for nationalist discourse and encouraged opposition to colonial control. Furthermore, the growth of the press and the scope of its liberties have also been influenced by the oil boom, the baby boom and the increase in literacy that followed, as well as radio and television rivalry.

A new era of mass media in the Middle East began with the emergence of radio and television in the middle of the 20th century. Regional public opinion was significantly shaped by pan-Arab media organizations like the "Voice of the Arabs" radio station and, later, the "Al Jazeera" television network. They helped enable cross-border dialogues on political, social, and cultural concerns while covering significant events and offering opposing opinions. These platforms introduced a wider variety of voices and ended the monopoly of state-controlled media. According to Rodrigo Zamith in his book "The International Journalism Handbook," modern Arab journalism came out of the "ashes of the Ottoman Empire came." Arab journalists were in the vanguard of the secular pan-Arabism movement after World War I, which swept the area with a new sense of Arab identity. Immediately during the war, newspapers like Halab in Aleppo, Syria, openly promoted Arab nationalism (with tacit assistance from the British, who planned to establish a number of Arab nations to take the place of the Ottoman Empire, which had been vanquished). It is also said that a brief period of freedom for Arab journalists followed World War II. Because of its historical experience with a feeble central government, intellectual liberalism, and a reasonably liberal society, Lebanon evolved as a media center and continues to be so today. Editors in Beirut at the time tended to take a more activist stance on journalism by openly supporting various political and social issues (Zami, 2022).

Despite considerable advancements in journalism in the Middle East, restrictions on press freedom still exist. For their work, journalists are nonetheless subject to legal limitations, intimidation, and assault. Governments use a variety of strategies, including anti-terrorism laws and defamation laws, to stifle critical news and quiet dissenting viewpoints. The difficulties faced by journalists are made much more difficult by the growing political, religious, and ethnic polarization of media sources, which has left the industry fragmented and frequently skewed (Nations, Freedom of the Press: in the Middle East, widely curtailed and often violated, 2012). Half of the Middle Eastern nations were classified in the worst third of the most recent Worldwide Press Freedom Index by Reporters Without Borders – an NGO that tracks media freedom and reporter safety globally.

Having said that, investigative reporting and independent journalism have now explored new ways of information transmission thanks to digital media. Online news sources and blogs have grown in popularity, providing varied viewpoints, investigative journalism,

and critical analysis that are frequently missing in mainstream media. These online platforms have developed into important informational resources for anyone looking for independent and uncensored news. The emergence of social media and the internet in the 21st century has completely changed the Middle Eastern media landscape. With the rise of citizen journalism and online journalism, people can now actively participate in the creation and transmission of news. Social media sites like Twitter, Facebook, and YouTube have been essential in organizing protests, recording violations of human rights, and upending conventional narratives. However, Political turmoil, battles, and wars have left their mark on the Middle East, and journalists have been crucial in capturing these events on camera. Journalists have taken risks with their lives to capture and report on key events, from the Iranian Revolution to the Arab Spring protests. However, because of the restricted access, physical threats, and polarization of media narratives, covering conflicts in the region is frequently difficult. May it be Bahraini journalist Abdullah Al-Fakharany— who has worked for a number of media publications, notably the Al-Wasat Daily or Nazeeha Syed who covered human rights abuses there for France 24 and Radio Monte Carlo Doualiya, was subjected to harassment, journalists stood strong against all adversaries in the region. The place of women in journalism in the Middle East has changed over time. Although traditionally dominated by men, women have contributed significantly and overcome obstacles to seeking careers in media. They have been instrumental in defying social norms and promoting women's rights as journalists, editors, and media activists (Aljuaid, 2020).

An important part of influencing public opinion, distributing information, and reflecting the socio-political environment of the Middle East is news production and television. Due to historical, cultural, and political influences, this region has a diversified media landscape. This essay gives a general review of news production and television in the Middle East, highlighting significant developments, difficulties, and societal effects from state-controlled broadcasting to the rise of independent satellite channels. Noteworthy is the fact that the region has particularly strict control over broadcast media. Most television stations in the Middle East and North Africa were owned by governments until the 1990s, and their newscasts were strictly regulated. For instance, during the first Gulf War, Saudi broadcasters remained silent for three days on Iraq's invasion of Kuwait as the Saudi royal family deliberated their official stance. With more people installing illicit receivers in the

1990s and, in certain cases, pirating encrypted foreign channels, satellite television has played a significant role in introducing new ideas to the region (Zami, 2022).

Media outlets in the Middle East have become more diverse as a result of the development of satellite television and internet platforms. There were a large number of independent and private channels that provided more programming choices. From news-focused networks like Al Arabiya and Sky News Arabia to entertainment-focused channels like Rotana and Dubai TV, these channels appeal to particular interests and demographics. More options have been made available to audiences thanks to this diversification, which has increased the diversity of news sources. Since its debut in 1996, Al Jazeera has paved the way for other Middle Eastern media outlets. In the region's media, Al Jazeera introduced an aggressive style of investigative journalism. In particular, it engaged in investigative journalism that focused on Arab governments and probed subjects that other regional publications tended to avoid (Zami, 2022).

The Qatar-based channel upended the status quo with its dedication to unbiased reporting, thorough news coverage, and a range of viewpoints. In addition to reporting on important regional subjects like conflicts, social movements, and political developments, Al Jazeera offered a forum for free expression and public discussion. It received international acclaim for its coverage of the Arab Spring uprisings, which had a big impact on Middle Eastern media dynamics. Press freedom problems still exist in the Middle East despite the abundance of media channels. Restrictive legislation, censorship, and intimidation of journalists are just a few of the strategies governments use to manage and control media narratives. A common response to independent media is intimidation, arrests, and legal action. Due to the dangers involved in critical reporting, many journalists endure threats to their safety and well-being, and self-censorship is still a problem. Journalists in the region frequently worry about their personal safety in addition to legal threats. Every Middle Eastern and North African nation aside from Kuwait, Israel, and Tunisia was labeled as "not free" in the 2017 Freedom of the Press report due to persistent patterns of harassment, threats, and violence against journalists. The Committee to Protect Journalists also determined that between 1992 and 2017, at least 455 journalists were killed and numerous others suffered serious injuries. For journalists, the 2003 invasion of Iraq and the current civil war in Syria have been particularly dangerous field (Zami, 2022).

Women have historically had little access to media opportunities in the Middle East, and gender inequality was pervasive. Nevertheless, trailblazing female journalists opened the door for succeeding generations. For instance, Huda Sha'arawi established *L'Egyptienne*, the first women's journal in Egypt, in the early 20th century. These pioneers questioned conventional gender roles and started the process of dismantling obstacles in the traditionally all-male field of journalism. In newsrooms all around the Middle East, the number of female journalists has significantly increased in recent years. Recognizing the significant perspectives and abilities that women contribute to journalism, several media organizations have actively worked to diversify their staff.

Due to this change, female journalists are now able to write about a variety of subjects, such as politics, social issues, human rights, and culture. Women who want to work in journalism and write about politics in the Middle East and North Africa encounter barriers like stereotypes or restrictions on their ability to criticize the government (Koudsy, 2023). Furthermore, in order to promote diversity and inclusivity in television news production and journalism, female journalists have been instrumental in the Middle East. Their presence has broadened the spectrum of voices and viewpoints in media coverage, fostering a more thorough grasp of local problems. They have emphasized the struggles of underrepresented groups, such as LGBTQ+ people, refugees, and members of racial and religious minorities, and have provided them with a forum to discuss their experiences (PBS, 2019).

The emergence of social networking sites and digital media has given female journalists in the Middle East new platforms to promote women's rights and amplify their voices. Blogging, online publications, and social media have all been used by many female journalists to share their stories, report on significant problems, and interact with audiences. Through internet activism, communities have been engaged in social change, debate spaces have been formed, and women have gained power. Middle Eastern female journalists still have a lot of obstacles to overcome in their careers. They frequently experience prejudice, gender bias, and unequal career progression possibilities. risks to their personal safety. Things have been gradually changing for Middle Eastern female journalists working inside newsrooms. One of the most amazing accomplishments was when Yemeni journalist and human rights activist Tawokkol Karman was given the Nobel Peace Prize for her inspiration

for the democratic uprising in her nation, which grew from the 20 women journalists who gathered to protest the day Tunisia's president Ben Ali fled to more than tens of thousands in the weeks and months that followed (Post, 2012).

Despite these obstacles, female journalists in the Middle East have made tremendous progress toward assuming management positions in television news production. Chief editors, news directors, and program managers are just a few of the editorial leaders who have advanced to these role (Oniang'o, 2023). Their presence in positions of power has paved the way for more inclusive and diverse news coverage and given other women the chance to progress in the industry. For instance, a Lebanese journalist and Al Jazeera English correspondent Zeina Khodr. She has written extensively about Middle Eastern conflicts, such as the Israel-Palestine conflict and the Syrian civil war. Similarly, journalist Lara Setrakian, of Armenian and American descent, founded the news site News Deeply. She has written about a variety of subjects, such as human rights, humanitarian disasters, and women's empowerment. Moreover, Saudi journalist and news anchor Maha Al-Shammari previously worked for Al Arabiya has written on a range of subjects, including Saudi Arabian women's rights, social issues, and regional politics. She has also been performing a number of leadership roles inside newsrooms in the Middle East and around the world.

2.3.5. Europe

The development of journalism in Europe has a long and varied history that spans several centuries and has seen several notable changes to the practice of news reporting. Europe has had a significant impact on how news is received, shared, and consumed, from the earliest handwritten newsletters to the emergence of digital media. The Relation aller Fürnemmen und gedenckwürdigen Historien, the first regularly published newspaper in the world, was first published in Europe in the free imperial city of Strasbourg (now in France) in 1605. With news about politics, diplomacy, and the military flowing from correspondents around Europe, The Relation was quite an international publication. About 50 years later, in Leipzig, Germany, Einkommende Zeitungen became the first daily newspaper. And then, almost 200 years later, in 1835, the French news agency Havas was established. This organization later changed its name to Agence France Press (AFP), which is now one of the biggest news organizations in the world (Zami, 2022).

The Renaissance era in the 16th century, when printed pamphlets and newsletters first became popular, is when journalism in Europe first emerged. These early newspapers frequently catered to the elites and intellectual circles, with a primary focus on political and social affairs. The "Avisa Relation oder Zeitung," considered one of the first regular newspapers, was produced in Germany in the early 17th century (Dooley, 2016). But with the arrival of the Enlightenment in the 18th century, journalism began to flourish throughout Europe. A pivotal moment in the history of journalism was marked by the appearance of significant newspapers like "The Times" in the United Kingdom and "Le Journal de Paris" in France. These publications emphasized the value of factual accuracy and adopted a more methodical reporting style. Newspaper distribution and accessibility increased because of considerable printing technology breakthroughs made in Europe in the 19th century. Additionally, throughout this time, political journalism flourished as newspapers evolved into forums for debating and evaluating governmental initiatives. Newspapers were a key component of political revolutions like the French Revolution in nations like France. With the rise of investigative reporting and the formation of wire services, the late 19th and early 20th centuries saw major advancements in journalism. Through their investigative reporting, trailblazing journalists like W.T. Stead in the UK and Nellie Bly in the US attracted attention to societal issues and exposed wrongdoing (Sieburg, 1991). The turbulent events of the 20th century had a big impact on journalism in Europe. Governments used the media to influence public opinion during World Wars I and II, while underground publications and resistance organizations arose to challenge official narratives. Self-censorship also played a critical role during the 20th century, especially during the World Wars. (Greenslade, 2014). Press freedom and independent journalism became crucial pillars of democratic societies in Europe following the wars. The invention of television in the second part of the 20th century brought news right into people's homes. Infamous news programs like the BBC's "Newsnight" and Germany's "Tagesschau" were mainstays of European television as broadcast journalism gained popularity.

The journalism industry in Europe was significantly impacted by the digital revolution of the late 20th and early 21st centuries. News production, consumption, and monetization practices have changed because of the development of the internet and the proliferation of online news outlets. Traditional newspapers encountered difficulties as

readers grew more reliant on online news sources, which resulted in the fall of print media and the emergence of digital journalism. The media landscape of today's European journalism is diversified and includes print newspapers, television news, online news sources, and social media websites. Journalists continue to be essential in holding those in positions of power accountable, researching significant topics, and informing the public with accurate and timely information. To survive in the current economic climate, Europe's print media are creating new business models. Newspapers, which are available in print, online, and increasingly on mobile platforms, continue to be the primary news sources in most nations. They collectively employ more journalists and generally set the agenda more than broadcasters and new media outlets (Politics, 2011).

The dissemination of false information and the decline in public confidence in journalism are just two of the difficulties that the digital age has brought. Europe's media companies and journalists are struggling with how to change with the times while adhering to the standards of ethical reporting and preserving the public's confidence. Considering the news production process in Europe, the news production process in European media employs a systematic methodology. In order to present information to the public with accuracy, credibility, and relevance. More than online news sites and social media platforms, the public has more faith in traditional broadcast, print, and online media (Parliament, 2022). Generating ideas for possible stories is the first step in the news production process. In European media, there are several painstaking processes in the news production process, from concept generation to publication and audience interaction. By adhering to these guidelines and upholding strict standards of veracity and authenticity, European media outlets work to inform the public and keep them updated on the issues that affect their communities and the global community. The idea-generating processes used by European media outlets range from following current affairs to conducting interviews, data analysis, or brainstorming meetings.

An in-depth examination of the effects on local communities may be inspired by a report on rising unemployment rates, for instance, that a journalist at a German daily may stumble across. Journalists do in-depth research and investigation after choosing a topic to compile pertinent facts, figures, and quotes. They might speak with specialists, witnesses, or those who were directly involved in the incident. For instance, a British television news

network might examine official records and interview whistleblowers to investigate claims of corruption inside the government. Accuracy and credibility are prioritized by European media. To ensure accuracy, journalists confirm information using a variety of sources and cross-check data. They also carry out fact-checking procedures to validate assertions made by sources or famous people.

A French news outlet checking the legitimacy of a leaked document before publishing its contents is an example of this. The news story is then written by journalists using the principles of brief and clear communication. They provide context and steer clear of sensationalism while presenting the information in a fair and impartial manner. For reasons of clarity, grammar, and adherence to journalistic standards, editors go through and edit the story. An editor may be tasked by a Spanish newspaper with reviewing a piece on environmental sustainability to make sure it conveys the gravity of the situation without seeming unduly alarmist. Journalists then use the principles of concise and clear communication to write the news narrative. They provide the facts fairly and objectively while giving context and avoiding sensationalism. Editors go through and edit the story for reasons of clarity, language, and adherence to journalistic standards. A Spanish newspaper might ask an editor to check a piece on environmental sustainability to make sure it expresses the seriousness of the situation without coming across as overly alarming.

The news item is published and disseminated via numerous means once it has been finalized. To reach a large audience, European media outlets make use of their websites, social media platforms, mobile applications, print publications, and broadcasting networks. For efficient distribution, they also take the timing and the intended audience into account. A breaking news article might be published by an Italian news organization on its website, updates might be posted on social media, and a thorough report might be broadcast on its television station. Media outlets in Europe value reader comments and participation. They invite viewers and readers to leave feedback, express their thoughts, and supply extra details to enliven the news narrative.

Additionally, they might include user-generated content in later reporting. For instance, a Danish news website can have a forum or comment section allowing readers to express their thoughts and views on a specific topic. Given that the issue tends to cut across traditional party lines and that Europe is an emerging field outside of the nation-state, there

is an opportunity for journalists to act as political actors there because power dynamics between the media and political systems are less entrenched than they are at the national level. Newspapers might even formalize their involvement in politics by supporting European campaigns or emphasizing the continent in their editorial positions. To address the media as political players, first, we look at which European institutions are seen as the focus of political commentary from journalists, then we look at whether they are involved in any European campaigns. (Paul Statham University of Bristol, 2008). Although, scholars maintain that Europe's news output is unique from other regions of the world in a number of important ways.

Since Europe differs from other regions, it has a long history of public broadcasting. Public broadcasters that offer unbiased and thorough news coverage include the BBC in the United Kingdom, ARD in Germany, and France Télévisions in France. These organizations are funded by licensing fees or government grants. Television broadcasting in Europe had a significant regional and national bias up until the early 1980s. European broadcasters tended to be national in scope, with few exceptions. From the nation's capital to the farthest reaches of the countryside, the national broadcaster's signal was audible throughout the whole country (Chalaby, 2002). The emphasis on public service journalism to date ensures a variety of points of view and a dedication to high-quality reporting. Language-wise, Europe is diverse, with many different languages being spoken there. To better serve their multilingual readership, European media sources frequently generate news information in many languages. International broadcasters, for instance, like Deutsche Welle and Euronews, offer news coverage in a variety of languages, including English, French, German, Spanish, and more. With this bilingual strategy, European media may connect with a larger global audience.

In Europe, media operations are governed by a strong regulatory system that also supports journalistic ethics. The right to information access, media diversity, and source protection are all protected by laws and regulations in several European nations. Additionally, media outlets in Europe frequently abide by established professional standards of conduct, such as those provided by groups like the European Journalism Centre (EJC) or national press councils.

Apart from a range of funding models, Local and regional news are frequently heavily emphasized in European news creation. While covering foreign news, European media outlets place a greater emphasis on covering stories that occur in their own nations or areas. With a regional focus, reporting can be more nuanced and focus on particular cultural, social, and political facets that might not be as apparent in global news coverage. Above all, Europe places a high value on media plurality and diversity, which supports a range of ideas and points of view. To promote a more democratic flow of information and a lively public conversation, efforts are made to ensure that ownership of the media is not concentrated in the hands of a small number of entities. Current affairs programming and news reporting have been pioneered by European broadcasters. The bar for international news reporting has been established by networks like BBC News, CNN International, and Euronews, which give audiences around the world reliable and timely information. Moreover, according to European Commission, the authorities have also planned key initiatives to enhance the work and safety of journalists and adopted an action plan geared at fostering a viable media ecosystem. Major international events including wars, natural catastrophes, and political changes have been covered by European broadcasters, who have provided distinctive perspectives and in-depth analyses. Their reportage has influenced public opinion and offered a worldwide perspective on important topics, giving them influence outside Europe. Moreover, major sporting events like the Olympic Games, FIFA World Cup, UEFA European Championship, and Wimbledon were heavily covered by European broadcasters, demonstrating Europe's dominance in the industry. Millions of spectators throughout the world have been exposed to sporting events thanks to networks like the BBC, ITV, and Sky Sports in the UK and Eurosport on a continental level. European sports broadcasting is recognized around the world for its thorough coverage, excellent production standards, and smart commentary.

Having said that, European broadcasters now have a worldwide audience, expanding their impact beyond Europe. Worldwide audiences are served by networks like the BBC World Service and Deutsche Welle through a vast network of radio stations and internet platforms that transmit news, entertainment, and cultural content in a variety of languages. Germany is one of the biggest broadcasters when it comes to sports coverage (Lancefield, 2003). By promoting European ideals, culture, and democracy to audiences around the world,

European broadcasters have not only improved their reputation but also helped project European soft power. For technological developments in the broadcast sector, Europe has served as a hub. The way the material is supplied to viewers has completely changed as a result of the advent of satellite and cable television technologies in Europe. Global satellite broadcasting infrastructure has been significantly facilitated by European firms like SES, Eutelsat, and Astra. In addition, European broadcasters have been among the first to adopt cutting-edge technology like interactive TV, high-definition (HD), and ultra-high-definition (UHD) transmission. The technical standards and methods used by the global broadcast business have been affected by these advances, which have also improved the viewing experience for viewers. Several trailblazers who disregarded social expectations and opened the way for later generations are included in the rich history of female journalists in Europe. Early in the 20th century, women who challenged the predominately male-dominated profession of journalism were Eileen Power in the United Kingdom and Louise Weiss in France.

Despite their accomplishments, female journalists had to overcome several challenges, such as little chances for progression and pervasive gender bias. Furthermore, women continue to face skepticism and have their abilities underappreciated due to gender bias and discrimination. The persistent barrier known as the "glass ceiling" prevents more women from holding executive roles in the news industry. For female journalists in the 28 member states of the Union, the "stars of the European flag do not glow in the same manner." Being a reporter in Germany is different from being one in the Baltic nations or the former Yugoslavia. The various political and cultural traditions have a big impact on how journalism is done (Esparza, 2019). Additionally, harassment and safety issues are frequent occurrences for female journalists, both offline and online, which can negatively affect their well-being and job prospects. In Europe, where democratization is strongly ingrained in our culture, press restriction is not always visible. Hate speech directed against journalists can be a serious threat to media organizations and journalists in some nations. (Esparza, 2019). However, just as in other parts of the world, women have become much more prevalent in newsrooms throughout Europe in recent years. In the broadcast sector, female journalists have made major advancements, questioned established narratives and elevating alternative viewpoints. Media narratives on topics like gender equality, social justice, and human rights have been

impacted by their existence. Female journalists have highlighted underrepresented viewpoints and offered a more accurate portrayal of society through their reporting. Journalism must be diverse to accurately reflect a variety of viewpoints and life experiences. The industry becomes more representative of the societies it serves when there are more female journalists. Women's distinct perspectives and storytelling techniques contribute to the media's increased credibility and promote a more thorough knowledge of difficult subjects. In addition, the presence of female role models in journalism encourages younger female generations to pursue professions in the industry and aids in the elimination of gender stereotypes.

Most importantly, to set a narrative, an additional crucial component of empowering female journalists is removing barriers in managerial and decision-making positions. More women have filled top roles in media organizations in recent years, which has sparked positive change and brought a new viewpoint. Female media executives have made significant contributions to gender equality advocacy, the implementation of inclusive policies, and the development of a welcoming workplace for female journalists. For instance, German journalist and television host Anne Will is well-known in the journalism community. Since 2007, she has been the host of the well-liked chat show "Anne Will" on ARD. Will, who is renowned for her sharp questioning techniques, engages with politicians, professionals, and public personalities to discuss a broad spectrum of political and social issues. Her program has attracted a sizable audience and grown to be a key forum for debating urgent topics in Germany. Also, acclaimed British-Iranian journalist and television broadcaster Christiane Amanpour has proven herself as a fine female journalist. She is well known for her in-depth reporting from around the world and her interviews with top politicians. Numerous important events, including the Gulf War, the Bosnian War, and the Arab Spring, were covered by Amanpour. She is one of the most regarded journalists in the field given her intelligent reporting and courageous journalism.

With diverse perspectives and investigative reporting, women have changed the face of European Journalism. A Reuters Institute for the Study of Journalism article titled "Fighting Words: Journalism Under Assault in Central and Eastern Europe" claims that female journalists are more prevalent in Eastern Europe than they are elsewhere in the globe (Cherneva, 2022). Through their distinctive and detailed reporting, female journalists have

been a key factor in overcoming societal gaps. They have promoted conversation, emphasized shared experiences, and humanized difficult problems. Their compassionate storytelling has helped audiences understand and empathize with one another better, fostering societal harmony and understanding. Besides, women journalists are becoming more prevalent in European media, which has improved their exposure and influence. They have established themselves as role models for aspiring journalists through their reporting, hosting of shows, and interactions with audiences. Future generations have been motivated by female journalists, who have also challenged gender imbalances in the field and inspired more women to pursue jobs in media.

2.3.6. Africa

Beginning in the pre-colonial era, journalism in Africa has a lengthy and complicated history. There were old types of journalism that served to inform and amuse the public in many African communities. These journalism genres frequently used dance, music, and oral storytelling (Shaw, 2007). A new type of journalism started to develop in Africa with the introduction of colonialism in the 19th century. The colonial governments used this new type of media, which was modeled on the Western model, to advance their own agendas. A new generation of African journalists, however, who started to utilize the media to oppose colonial power, was also born as a result of this. Basically, the development of journalism in Africa is a reflection of the region's numerous cultural traditions, independence movements, and ongoing initiatives to create a dynamic media environment. African journalism has had an intriguing history that has both reflected and changed the socio-political structure of the continent. This evolution has been influenced by colonial influences, anti-apartheid movements, and the digital era. There were many different types of journalism in Africa throughout the pre-colonial era. These journalism genres frequently used dance, music, and oral storytelling.

For instance, griots were professional storytellers who entertained and informed the audience in West Africa. They would go from village to village telling tales of their people's politics, culture, and history. The use of proverbs and parables was a significant aspect of pre-colonial journalism. These proverbs and parables were frequently employed to impart moral lessons or to make political or social commentary. As an illustration, the adage "The fish rots from the head down" was often used to disparage corrupt officials. A closer

examination of democracy in Africa is a good way to see how journalism has a tendency to express and understand African realities through the directive lenses of those who think their conceptions of humanity and creativity are sufficiently developed and practiced for uncritical adoption by 'emerging' others. (Nyamnjoh, 2015). However, delving deeper into the history of journalism in Africa, the rich oral traditions provided a means of conveying news, history, and cultural information long before written journalism was invented. The traditional storytellers, known as griots, were crucial in the dissemination of knowledge and the forming of public opinion. African culture includes oral traditions in its way of life. We exchange our cultural heritage and beliefs through them. They exhibit African sentiments and attitudes.

They play a crucial role in preserving the past. (GLAZER, 2018). Long-distance communication among groups was made possible through drum communication systems, messages carved on rocks and tree trunks, and other means. In the 16th century, the first printing presses were introduced with the entrance of European missionaries. While using print media to spread religious ideas, missionaries also helped to establish the African press. African intellectuals and nationalists founded independent newspapers, such as *Iwe Irohin* in Nigeria and *Imvo Zabantsundu* in South Africa, in the late 19th and early 20th centuries, pushing for social and political reform. In the 1820s, the first newspapers appeared in Africa, and colonial administrations frequently utilized them to advance their own agendas. But as the 19th century went on, African journalists started using the media to oppose colonial rule and for independence (Taylor, 2013). African media was crucial in influencing public opinion and opposing colonial control during the 20th century's anti-colonial conflicts (Berger, 2009).

Newspapers like *The West African Pilot* and *The Gold Coast Leader* gave nationalist leaders a platform on which to express their opinions. Press freedom was frequently restricted by colonial administrations, who also targeted journalists and imposed limitations. However, African journalists persisted in their quest for independence, employing clandestine publications and media produced in exile. *Imvo Zabantsundu*, which first appeared in Africa in 1822, was printed in South Africa. *Imvo Zabantsundu* was written in Xhosa and published with black readers in mind. John Tengo Jabavu, a black South African journalist and activist, started the publication. *The Lagos Times and Gold Coast Advertiser*, which first appeared in Nigeria in 1884, was another early African newspaper. *The Lagos Times* was written in

English and catered to a white readership. John Payne Jackson, a British journalist, and businessman, started the newspaper. There were many reasons why these early African newspapers were significant. They contributed to the dissemination of news and information to a larger audience as well as the encouragement of debate and discussion about significant subjects. The journals contributed to the fight against colonial rule and the cause of independence (Taylor, 2013).

Many African countries after gaining independence struggled to strike a balance between press freedom and the need for stability and nation-building. While other governments supported a thriving press, certain regimes enforced rigorous limitations. Pan-African media organizations like the Union of African Journalists, which aimed to promote cooperation and support press freedom throughout the continent, came into being in the 1960s and 1970s (Haazen, 1997). Starting in the 1970s, several African nations went through protracted periods of authoritarian government, which resulted in severe limitations on press freedom. Journalists experienced censorship, harassment, and intimidation. Despite the difficulties, fearless reporters like Lydia Cacho in Mexico and Bheki Makhubu in Swaziland employed investigative journalism to reveal fraud and violations of human rights, becoming symbols of resistance (Journalists T. C., Bheki Makhubu: The Swazi Journalist Who Was Killed for His Reporting", 2017).

The African media landscape underwent a shift with the introduction of the internet and mobile technology in the late 20th century. More people having access to the internet and mobile devices opened up new channels for activism, citizen journalism, and hearing from a variety of views (Wasserman, 2011). Sahara Reporters and Mail & Guardian Online, two African online news outlets, have emerged as alternative news and analysis sources. Platforms for social media have also been crucial in forming narratives. The widespread availability of the internet and inexpensive smartphones has enabled regular people to work as journalists. Platforms for citizen journalism like Global Voices and Ushahidi in Kenya have broadened the scope of news coverage and offered contrasting viewpoints. Africa's news production system is evolving over a period, capturing the region's diverse socioeconomic, political, and cultural terrain (University M. C., Castells in Africa: Universities and Development, 1991).

There are a few crucial components that often define the news production process in Africa, even though they may vary across various nations and locations. Throughout the process of obtaining news, old and contemporary techniques are used throughout Africa. Press conferences, interviews, and field reporting are all common methods used by journalists to collect information. To track public opinion and breaking news, they also use social media and digital channels. Journalists frequently struggle with issues including scarce resources, poor infrastructure, and geographic restrictions that might hinder their access to information. Journalists begin creating the article after gathering and verifying the news. They conduct an analysis of the data, pick out the most important perspectives, and think about how the story will affect their audience. To maintain justice, balance, and veracity, journalists frequently navigate complex sociopolitical situations and cultural sensitivities when developing their tales. The process is then followed by editorial checks, language and translation, broadcasting and Publishing, audience engagement, challenges, and opportunities, and reviewing the content thoroughly.

African journalists frequently worked in difficult conditions as they traveled to isolated locations and marginalized groups to report on topics that were ignored by the media at large. Their activities brought to light issues of social injustice, violations of human rights, and environmental problems. Media freedom groups like the Committee to Protect Journalists (CPJ) and the Media Institute of Southern Africa (MISA) were established in the late 20th and early 21st century to promote press freedom, safeguard journalists, and keep an eye out for violations. Despite advancements, obstacles to journalistic freedom remained. Physical assaults, legal harassment, and online censorship were all issues for journalists. Some African governments have suppressed dissent by using legislation and other measures (CPJ, *The State of Press Freedom in Africa*, 2022). Throughout the continent, a variety of media channels have expanded during the past 20 years, offering African perspectives on national and international concerns. African voices are now being heard in magazines like *Jeune Afrique* and *New African*. Women have contributed significantly to the field of journalism, breaking down obstacles and dispelling gender norms. The influence of women's voices in journalism has been demonstrated by well-known people like Nima Elbagir in Sudan and Salimata Sawadogo in Burkina Faso (Bourgault, 1995). The power of women's voices in African journalism is undeniable. They are breaking barriers, shaping the future,

and making a difference in the lives of people across the continent. There is no denying the strength of women's voices in African media. They are dismantling obstacles, influencing the future, and improving people's lives all throughout the continent (CPJ, *The State of Press Freedom in Africa*, 2022).

African news production has been significantly influenced by women, who contribute a variety of viewpoints, combat gender preconceptions, and promote societal change. Women journalists, the media, editors, and media workers have made contributions to a more inclusive, balanced, and representative media landscape despite confronting many obstacles and disadvantages. More women in Africa have studied and trained in journalism over the years, shattering gender norms and preconceptions. Women's access to venues where they can gain the knowledge and skills required for media production has been greatly facilitated by journalism schools and other institutions. Despite advancements, women continue to encounter obstacles to obtaining a journalism education, such as a lack of funding, societal expectations, and cultural standards. These issues have been addressed and initiatives centered on scholarships, mentorship programs, and capacity-building seminars have encouraged more women to enter the sector (Bourgault, 1995).

African women journalists have contributed distinctive viewpoints and experiences to news gathering and reporting. Women's rights, gender-based violence, health, education, and social justice are just a few of the topics they have actively covered, amplifying disadvantaged voices, and bringing attention to underreported tales. Women reporters have played a crucial role in giving women's views, stories, and experiences a forum because they are frequently marginalized in the mainstream media (CPJ, *The Power of Women's Voices in African Journalism*, 2020). They contribute to a more diverse media landscape by concentrating on issues that are special to women and sharing stories that speak to them. When covering armed conflicts, political upheaval, and humanitarian catastrophes, women journalists have displayed extraordinary bravery and tenacity. They were able to portray the human side of these events and show how they affected women, children, and vulnerable communities because of their distinctive perspectives and empathic attitude. In terms of advocacy and activism, women journalists have been in the vanguard, using their platforms to advance social justice, gender equality, and women's rights. To promote change, they have

started campaigns, covered grassroots movements, and offered a critical analysis (Foundation, 2021).

Moreover, women have made progress in holding editorial roles, which has influenced the focus and direction of news organizations. The editorial rules, newsroom culture, and story choices have an impact on helping to create a more gender-sensitive and inclusive media environment (Bourgault, 1995). The fight against gender prejudice in newsrooms has largely been led by women editors. They work to ensure accurate portrayal, a range of perspectives, and the advancement of gender equality in news reporting. They also support using female experts and sources as news sources. In order to nurture the talent development and leadership skills of younger journalists, especially women, women in editorial posts have actively mentored and supported them. Their mentoring programs have made it possible for women to advance professionally and get through hurdles connected to gender (Munochiveyi, 2017). Although in Africa, gender-based discrimination against women in the news industry persists in the form of unequal compensation, little prospects for professional growth, and harassment at work (IWWMF, 2018). They frequently face obstacles when trying to get prominent tasks and leadership roles. While covering controversial topics or in conflict zones, female journalists in Africa run serious dangers to their physical safety. Threats, physical violence, and intimidation are used against them by both state actors and non-state organizations (WAN-IFRA, 2016).

Despite the difficulties they confront, women in Africa's news creation have made major contributions. Through their participation, various viewpoints, gender biases, and voices from underrepresented groups are amplified. It takes coordinated efforts by news organizations, the government, and society at large to create an inclusive media landscape. Africa can use the full potential of its female population to help create a more just and significant news industry by tackling gender inequities, improving representation, and supporting female journalists. Moreover, the advancement of a free and democratic society in Africa depends on the work of female journalists. The female journalists inside newsrooms support the accountability of the powerful and the empowerment of women and girls in the region and around the world (Munochiveyi, 2017).

2.4. Turkish Channels And News Dynamics

In Turkey, news television programs are extremely important for educating and influencing the populace. Turkish news channels have developed into a crucial component of the nation's media sector considering the country's dynamic and changing media environment (Alim, *The Media in Turkey: Beyond Political Islam*, edited by Esra Alim and Kerem Öktem, 2016). Turkish news channels are owned in a variety of ways, from private to state-owned. For instance, CNN Türk, NTV, Habertürk, A Haber, and Fox News Türkiye are all privately owned television networks, whereas TRT Haber is a government-funded public broadcaster. Editorial guidelines and the degree of channel independence can be affected by the ownership structure. The deregulation of the media industry in the 1990s is responsible for the rise of news television stations in Turkey. The state-owned Turkish Radio and Television Corporation (TRT) had a monopoly on broadcasting before this time. Private television networks, however, caused a substantial revolution in news transmission, resulting in more competition and variety in the news programming (Öktem, 2015).

The Turkish television broadcasting scene saw a significant upheaval in the 1990s, particularly for broadcasters, business owners, and viewers. New "opportunities" arose because of the "deregulation movement" during those years for both companies and broadcasters.

When the new channels launched, the majority of the broadcasters who had come up through the ranks of the Turkish Radio and Television Corporation (TRT) were enticed by tempting new employment offers (GÜL, 2011). However, here are a few of the key players of Turkish media moguls.

2.4.1. CNN Türk

As a consequence of a collaboration between CNN International and the Dogan Media Group, CNN Türk debuted on October 11, 1999. It established the first partnership between a foreign news agency and a Turkish media outlet, introducing Turkish audiences to the renowned CNN brand. A joint venture between CNN in the United States and the Turkish Dogan Media Group resulted in the creation of CNN Türk, a well-known news television channel in Turkey. Since its launch in 1999, CNN Türk has grown in popularity and is now one of the top news sources in the nation. This article offers a thorough analysis of CNN Türk, examining its background, programming, distinguishing characteristics,

significance, and place in the Turkish media scene. CNN Türk offers in-depth reporting on a range of subjects, including politics, economics, international affairs, and social concerns, as well as breaking news, analysis, and commentary. The channel employs a group of seasoned journalists and reporters who gather news from Turkey and other countries, ensuring that viewers are kept up to date on the most recent events (Gürlevik, CNN Türk: A Turkish Perspective on International News, 2001).

CNN Türk's emphasis on business and economic news is one of its distinguishing characteristics. The channel caters to people interested in Turkey's and other countries' economic landscapes by regularly updating viewers on stock markets, financial trends, and business-related activities. A variety of discussion shows and interview programs are available on CNN Türk, and these programs frequently feature well-known politicians, specialists, and analysts who debate current events, political concerns, and other pertinent topics. These shows encourage in-depth debates, analyses, and conversations so that viewers can learn various viewpoints on significant issues. CNN Türk, a member of the CNN family, includes coverage of worldwide news in its programming. In order to ensure a thorough awareness of the key news items around the world, it offers updates on global events, emphasizes international perspectives, and includes interviews with foreign people (Gürlevik, 2006). Furthermore, the dedication of CNN Türk to professionalism, honesty, and journalistic integrity is well known. As a result of the channel's strict adherence to journalistic standards, its news coverage is trustworthy and objective.

Modern production methods and cutting-edge technology are used by CNN Türk to produce programs of the highest caliber. To improve the viewing experience and offer an interesting visual presentation, it makes use of cutting-edge graphics, virtual studios, and real-time data visualization. CNN Türk also broadcasts on television and has a significant online presence. The station frequently interacts with viewers on social media and runs an educational website. Its internet platforms provide viewers with access to news on several platforms by providing supplementary news content, articles, videos, and live streaming of the channel's programs. The Turkish populace is well-informed about crucial domestic and international events thanks in large part to CNN Türk. Its thorough news coverage raises people's consciousness by enabling viewers to stay informed and involved in current events. CNN Türk, one of Turkey's top news outlets, has a significant influence on the political

debate in the nation. It provides a forum for conversations and analyses that molds public opinion and political narratives by covering political occurrences, interviewing politicians, and hosting political debate (Meltem Müftüler-Baç, 2013).

All in all, the presence of CNN Türk has helped to diversify the Turkish media environment. Its partnership with a well-known news organization has improved standards for journalism and encouraged other news outlets to follow suit. By being affiliated with CNN International, CNN Türk offers its news coverage a global perspective. This contributes to a more thorough grasp of the globe by enabling viewers to access a wider variety of news and acquire insights into international events and topics (Alim, CNN Türk and the Transformation of Turkish Journalism, 2012).

2.4.2. Haber Türk

Another well-known news channel in Turkey, Haber Türk is renowned for its in-depth reporting, analysis, and partnership with Bloomberg. Haber Türk has grown to be a dependable source of information since it was founded in 2001 and offers a wide selection of news programs and analyses. This article provides a thorough analysis of Haber Türk, including its background, programming, distinguishing characteristics, relevance in the Turkish media scene, and influence. On June 7, 2001, the internationally recognized financial news and information company Bloomberg and Turkey's Ciner Media Group jointly established Haber Türk. By working together, the two companies were able to offer the Turkish public a distinctive fusion of news, business, and economic coverage (Gürlevik, 2011).

Haber Türk provides in-depth reporting on a wide range of subjects, including politics, economics, international events, and social issues, as well as up-to-the-minute updates and breaking news. In order to provide thorough and dependable news coverage, the channel maintains a team of seasoned journalists and correspondents who cover events both in Turkey and around the world. A variety of talk shows and interview programs are available on Haber Türk. These programs engage significant people, including politicians, specialists, and analysts, to discuss current events, political concerns, and other pertinent topics like protests, political diplomacy, and corruption scandals (Gürlevik, 2018). These shows offer a forum for in-depth debates, analysis, and conversations that help viewers better understand

important topics. International news coverage is incorporated into Haber Türk's programming, including updates on significant world events, global politics, and economic developments. The station is able to give viewers insights and opinions from a worldwide perspective because of its relationship with Bloomberg.

International standards of financial and business news are now available to the Turkish audience thanks to Haber Türk's partnership with Bloomberg. It gives the channel access to Bloomberg's extensive resources, financial information, and professional analysis, giving viewers a thorough understanding of international markets and economic trends (Öktem, 2015). Modern production methods and cutting-edge technologies are used by Haber Türk to improve its broadcasts. The channel makes use of cutting-edge graphics, data visualization tools, and virtual studio technologies to give viewers a captivating visual experience. By actively participating on social media platforms and maintaining an informative website, Haber Türk maintains a strong online presence. Its internet portals provide viewers with access to more news content, including articles, videos, live program streaming, and interactive elements. Haber Türk is a significant resource for viewers interested in financial markets, investments, and economic trends because of its focus on business and economic news. The channel's legitimacy is increased because of the partnership with Bloomberg, which also gives viewers access to trustworthy financial data. Modern production methods and cutting-edge technologies are used by Haber Türk to improve its broadcasts. The channel makes use of cutting-edge graphics, data visualization tools, and virtual studio technologies to give viewers a captivating visual experience. By working with Bloomberg, Haber Türk has improved the quality of Turkish business and financial news coverage. Its dedication to professionalism, trustworthiness, and accuracy has affected other news outlets, creating healthy competition and advancing news reporting standards as a whole (Alim, 2012).

2.4.3. TRT Haber

Another key news channel in Turkey is the popular Turkish news channel TRT Haber offers thorough coverage of both domestic and international news. TRT Haber, a subsidiary of the Turkish Radio and Television Corporation (TRT), acts as a public broadcaster and upholds the standards of objectivity and veracity in its reporting. TRT Haber, which was founded in 2010 and now offers a wide selection of news programs, documentaries, and current affairs

programs, has grown to become one of Turkey's top news channels. State-run news outlet TRT Haber is well-known for having a strong relationship with the administration. Despite accusations of bias in the way it covered some events, the station is still one of Turkey's most-watched news sources (Center, 2022). The main goal of the channel is to enlighten the Turkish population about important events occurring both domestically and abroad, according to the channel's website.

Politics, the economy, social concerns, culture, sports, and technology are just a few of the themes that TRT Haber covers. According to the information present on the channel's website, a group of skilled journalists, reporters, and correspondents are employed by the channel to acquire information from a variety of sources and bring it to viewers in a timely and impartial manner. To make sure that viewers are given correct information, TRT Haber strives to deliver a fair and objective viewpoint on news stories. TRT Haber's talk shows and debate programs offer in-depth analyses and discussions of current events in addition to news broadcasts. These programs allow professionals, scholars, and public personalities to share their insights and participate in civil discussions about issues of national significance.

Through its website and social media channels, TRT Haber keeps a significant online presence. Through these digital portals, viewers can get the most recent news items, videos, and live streaming of the channel's programming.

Additionally, the channel's website offers resources including real-time election results, weather reports, and interactive tools to engage viewers. TRT Haber is a public broadcaster that is a part of TRT, and as such, it is dedicated to the values of impartiality and public service. To meet the wide range of requirements and interests of the Turkish public, the channel strives to provide accurate, dependable, and timely news. TRT Haber also participates in international news exchange initiatives, working along with other news organizations to offer thorough worldwide coverage.

All in all, the Turkish Radio and Television Corporation runs the well-known Turkish news show, TRT Haber. TRT Haber contributes significantly to educating the Turkish public about national and worldwide events with its thorough news coverage, in-depth analysis, and dedication to objectivity, reads the channel's website. Due to the online presence of the news channel, there's improved accessibility, which makes the channel's material more accessible to viewers outside of traditional broadcasting.

2.4.4. KANAL D

The Doan Media Group founded Kanal D in September 1993, and the Demirören Media Group currently owns it. It is one of the most-watched television channels in Turkey, which is available nationally. Kanal D Germany, the company's first international channel, debuted in 1996. The channel was popular in Germany and contributed to Kanal D becoming a recognized brand internationally. The Demirören Media Group acquired Kanal D in 2005.

One of Turkey's biggest media conglomerates, The Demirören Group, has contributed to the growth of Kanal D. News, current affairs, entertainment, and drama are just a few of the programs that Kanal D airs. One of the most well-liked features on the channel is its news programs. According to the information on the channel's official website, the news broadcasts on Kanal D are renowned for their excellent production standards and in-depth coverage of both domestic and foreign news. Additionally, the channel airs a variety of well-liked current affairs shows, including "Habertürk" and "Ana Haber."

Kanal D also airs a variety of entertainment programs in addition to news and current affairs. The most watched entertainment shows on the channel are "Vatanm Sensin," "Arka Sokaklar," and "Krmz Oda." In addition, Kanal D airs some foreign dramas, such as "Game of Thrones" and "The Crown." Several nations, including Turkey, Germany, Romania, Thailand, Poland, and Italy, broadcast Kanal D. International broadcasts on the channel are customized for the local audiences in each nation. For its German viewers, the channel, for instance, dubs its Turkish broadcasts into German. The leading company in the Turkish television market is Kanal D. The audience is devoted to the channel and the brand has a great reputation. Kanal D is a successful company that makes a lot of money from advertising.

The future of Kanal D would be influenced by a number of variables, including shifting market dynamics, audience preferences, competition, and technology improvements, just like the future of any media business. The channel's capacity to adjust to changing media trends, meet the needs of its target audience, and create interesting, high-quality material will probably have an impact on how successful it is.

The media world is continuously changing, so channels must adapt if they want to remain relevant. This could entail utilizing digital platforms, experimenting with novel formats, and

interacting with viewers through immersive and interactive experiences. Future success for channels depends on their ability to properly handle these changes while maintaining their audience attractiveness.

2.4.5. NTV

Another renowned name when it comes to news channels in Turkey is NTV. It is best known for its thorough news coverage, which offers up-to-date information on both domestic and foreign events. Experienced journalists, reporters, and correspondents work in the channel's dedicated news department to compile news from a variety of sources, including NTV's own news network in Turkey and overseas. Politics, the economy, social issues, culture, sports, and many other topics are covered by NTV. According to NTV's official website, one of the top private television networks in Turkey, NTV is renowned for its extensive news coverage and a wide variety of shows. NTV, which was founded in 1996, has become an important participant in the Turkish media landscape and contributed significantly to the development of the nation's news broadcasting sector.

NTV offers a wide range of programs and formats that are catered to various interests and demographics in addition to news programming. These consist of reality TV series, chat shows, current affairs programs, sports analyses, documentaries, and entertainment programs. The selection of NTV's programming reflects its goal to appeal to a broad audience and provide a satisfying viewing experience. Through its official website (www.ntv.com.tr) and a number of social media channels, NTV keeps a robust online presence. The website offers news articles, video clips, live channel streaming, as well as interactive features like weather reports and other stuff. The social media pages for NTV are regularly utilized to share breaking news, interact with viewers, and advertise its programming, read the NTV's website.

According to the [douşmedyagrubu](http://douşmedyagrubu.com) website, Douş Media Group, a well-known media conglomerate in Turkey, is the owner of NTV. The channel has established relationships and connections with various media companies and news organizations, enabling the sharing of material and teamwork on unique initiatives. The network of correspondents and reporters stationed at strategic points around the globe considerably improves NTV's coverage of international news. NTV has won various honors and awards for its journalism and programming throughout the years. Journalism honors for investigative reporting, sports

coverage, and documentary production are among them. Because of its dedication to producing compelling content and high-caliber journalism, NTV has developed a reputable and significant media presence in Turkey. A staff of seasoned journalists presents NTV's newscasts, and the channel is renowned for its objectivity and accuracy in reporting current events.

NTV has won multiple honors for its journalism and also produces a lot of documentary programs. NTV broadcasts a wide range of other programming in addition to news, such as chat shows, sports programs, and entertainment programs. Additionally, the channel offers a website with news and information in both Turkish and English. The Douş Media Group is the owner of the commercial channel NTV. The channel is successful, and it makes money from subscription fees and advertising.

2.4.6. A Haber

Alk Holding, a Turkish corporation with strong ties to the government, established A Haber in 2011. Launching the channel was interpreted as an effort by the government to exert more control over the media environment. Turkuvaz Media Group, which is also owned by alk Holding, is the owner of A Haber. According to Turkvauz's official website, one of Turkey's greatest media empires, Turkuvaz Media Group, also owns the Sabah daily, the Habertürk news website, and the ATV television program. A Haber offers current affairs programs that dive deeper into important themes in addition to news updates. These programs allow specialists, analysts, and decision-makers to debate and examine a range of subjects, promoting educated discussion and offering viewers multiple viewpoints.

The network also airs conversation shows, where eminent journalists, public personalities, and decision-makers are asked to participate in in-depth interviews, discussions, and debates on a variety of topics. These talk shows provide a forum for people to learn about politics, social issues, and cultural topics. The dedication of A Haber to investigative journalism is one noteworthy feature. The channel undertakes in-depth investigations into a variety of subjects with the goal of learning the truth and bringing significant social concerns to light. These investigative reports frequently make public corruption, violations of human rights, and other important stories. A Haber furthermore creates and broadcasts documentaries on a range of social, cultural, and historical subjects.

These documentaries give viewers a deeper comprehension of significant occurrences, figures, and phenomena. The dedication of A Haber to investigative journalism is one noteworthy feature. The channel undertakes in-depth investigations into a variety of subjects with the goal of learning the truth and bringing significant social concerns to light. After analyzing the stories covered by A Haber so far, it came to light that these investigative reports frequently make public corruption, violations of human rights, and other important stories. A Haber furthermore creates and broadcasts documentaries on a range of social, cultural, and historical subjects. These documentaries give viewers a deeper comprehension of significant occurrences, figures, and phenomena.

Apart from these mentioned news channels, there are several channels and media outlets working in the broadcast industry in Turkey. Turkish news networks have different editorial policies and journalistic standards. While many media outlets aim to report with objectivity and balance, some are criticized for their perceived bias and lack of editorial independence. The editorial decisions made by news networks can be influenced by ownership sway, regulatory pressures, and political ties. Noteworthy is the fact that Turkey has recently experienced problems with press freedom. Legal challenges, censorship, and other limitations on reporting have been experienced by some news organizations and journalists. These elements may have an impact on the variety and plurality of viewpoints that news outlets convey.

2.5. Pakistani Channels And News Dynamics

Pakistani news outlets are essential for forming public opinion, distributing information, and keeping the populace up to date on happenings and developments (Ahmed S. , 2018). In Pakistan, there are several well-known news outlets, each with distinct traits, reporting styles, and target audiences. Let's take a closer look at a few of these channels. For many people, Pakistani news outlets are their main source of information. They give thorough local, national, and global news coverage, educating the audience about recent events and advancements. These channels alter the public's knowledge and awareness by providing news information, which affects how they see both domestic and international problems. Pakistani

news outlets devote a lot of coverage to political events, such as elections, governmental initiatives, and legislative procedures.

These outlets increase political awareness among the public through their reporting and analysis, empowering individuals to make wise decisions. In addition, they offer a stage for political discussions, politician interviews, and political strategy analyses, all of which have the potential to influence public opinion and voting patterns. Pakistani news sources serve as the primary information source for many individuals. They provide in-depth local, national, and international news coverage, enlightening the audience on current affairs and technological developments (Ali, 2020). Political events like elections, governmental initiatives, and parliamentary proceedings receive extensive coverage in Pakistani news channels. Through their reporting and analysis, these publications raise political knowledge among the public, enabling people to make informed judgments (Manuel, 2013).

How news stories are framed by Pakistani news outlets has a big impact on how the audience understands and interprets events (Khan M. , Framing in Pakistani News Media: A Content Analysis of News Coverage of the 2018 General Elections, 2019). Channels may use particular frames to influence public opinion or support particular storylines. For instance, news stories might be written to emphasize a political party's successes or to focus on the difficulties and issues it faces. Public attitudes, beliefs, and opinions about political individuals and policies can be influenced by this framing (Amin, 2020). The framing of conflict events in Pakistan frequently heavily relies on military sources. Since the military is not always a neutral party in a battle, this can result in a mistaken perception of it (Hussain, 2017). Pakistani news outlets frequently support societal cultural and religious standards (Khan M. , 2019). They influence society's values, religious beliefs, and cultural perceptions. News outlets may place a strong emphasis on cultural or religious viewpoints, which affects how viewers perceive and react to social concerns, political developments, and policy debates. Pakistani news outlets offer venues for diverse viewpoints and critical analysis. Talk shows, debates, and panel discussions present a variety of points of view, allowing viewers to think about different angles on various subjects.

These shows have the potential to undermine popular narratives and provoke viewers' critical thinking, extending their viewpoints and promoting more informed public dialogue. Public opinion may be significantly influenced by the manner that religious and cultural

problems are covered by Pakistani news channels. Negative news coverage by media outlets might result in a fall in tolerance and understanding. However, if media sources highlight inspiring stories, this can foster tolerance and understanding (Ahmed S. , 2018).

2.5.1. Geo News

One of Pakistan's top news networks, Geo News is renowned for its thorough coverage of both domestic and foreign news. Due to its thorough reporting, in-depth analysis, and investigative journalism, it has attracted a large audience. According to Free Press Website, Geo News is one of the most well-reputable news outlets in Pakistan. Politics, social concerns, sports, entertainment, and business are just a few of the many themes that Geo News covers. The network is renowned for its political discussions and chat shows, which frequently feature eminent journalists, analysts, and politicians. Geo News is a 24-hour news station that covers a variety of subjects, such as politics, current events, business, sports, entertainment, and social issues. It offers in-depth coverage of both local and global news, keeping Pakistani viewers updated about what's going on in the rest of the world. The station strives to follow the rules of responsible journalism and present news in an impartial and objective manner.

The dedication of Geo News to press freedom and journalistic ethics is one of its noteworthy features. Due to its fearless and forthright reporting, the channel has encountered numerous difficulties and conflicts over the years. Although it has experienced temporary suspension and legal challenges, it has also managed to win and carry on with its operations. Important topics have been brought to light, corruption has been revealed, and a platform for various voices and viewpoints has been provided by Geo News. According to the Geo News website, a team of seasoned and well-known journalists, anchors, and analysts make up Geo News, and they all provide their reporting with in-depth insights and analysis. These experts interview influential leaders in politics, government, and other professions, allowing viewers to fully comprehend complex subjects. The network also offers panel discussions and conversation shows where experts debate and discuss a range of subjects, promoting a healthy interchange of views. Geo News also transmits on television and has a significant online following. Viewers can access news articles, videos, and live streams at any time from anywhere because of its user-friendly website and social media presence. With the help of a

younger audience and current news material, this digital presence has further increased its readership and influence.

In addition to providing news coverage, Geo News has dabbled in entertainment programming by creating well-liked series and dramas for the Pakistani market. By diversifying, the channel has been able to draw in a larger audience and hold onto its position as the nation's top media outlet. For its work, Geo News has won numerous prizes, both domestically and internationally. It has consistently been essential in influencing public opinion, encouraging transparency, and holding people in positions of authority responsible. Millions of Pakistanis who are looking for trustworthy information now turn to Geo News because of its prompt and professional news delivery.

2.5.2. ARY News

ARY News is another well-known news outlet that is renowned for its brave and courageous reporting, read its official website. Given its investigative reporting and live coverage of breaking news, ARY News has grown in popularity. The channel discusses a wide range of subjects, such as politics, current events, crime, and entertainment. Talk programs and discussions are also available on ARY News, providing a forum for the discussion of significant issues. ARY Digital provides a range of entertainment, news, and lifestyle material. It is owned by the ARY Group, a well-known Pakistani conglomerate. It has come to be associated with high-caliber programming, creative productions, and interesting formats that enthrall viewers throughout Pakistan and the Pakistani diaspora around the world.

Producing and airing a wide variety of dramas is another factor it is not only known in Pakistan but around the world. Over the years, Pakistani dramas have become well-known internationally for their compelling narratives and superb acting. This achievement was greatly aided by ARY Digital, which created and broadcast several highly regarded dramas that won praise from critics and a devoted following. These dramas frequently focus on social issues, family dynamics, and cultural quirks, striking a deep chord with viewers. The news subsidiary of ARY Digital, ARY News, is likewise well known. According to ARY's website, the channel provides thorough news coverage, bringing viewers up to date on current events, politics, business, sports, and other topics. By reporting news objectively and

professionally, ARY News has established itself as a dependable and respectable news source, according to the channel's website. For its services to the Pakistani media sector, ARY Digital has garnered various honors and awards over the years. It has a devoted following and has solidified its position as a premier channel in Pakistan thanks to its dedication to high-quality content, diversity, and innovation.

Additionally, ARY Digital's web presence has allowed it to reach audiences outside of television. The station has an active website and social media accounts, so fans can receive their preferred programs, news, and updates whenever and wherever they want. With the use of this digital strategy, ARY Digital has been able to better connect with its audience and encourage participation. Arynews. tv, the channel's website, has more than 10 million unique visitors each month. With more than 10 million followers on Facebook and Twitter, ARY News has a sizable online audience. The channel's corporate offices are in Pakistan's Karachi. It maintains offices in all of Pakistan's major cities as well as in London, Dubai, and New York.

2.5.3. Dunya News

Another reputable news outlet in Pakistan that provides thorough coverage of both domestic and international news is Dunya News. It emphasizes neutral reporting and seeks to provide readers with a fair representation of the happenings. Politics, business, technology, and health are just a few of the many subjects covered by Dunya News.

The channel also airs shows that focus on social topics, historical events, and compelling human-interest tales. A well-known businessman and media figure in Pakistan, Mian Amer Mahmood is the owner of Dunya News. The National Communication Services (NCS) group, which includes multiple media endeavors, serves as the channel's operating entity. A 24-hour Urdu news station, Dunya News is situated in Lahore, Pakistan. The National Communication Services (SMC-Pvt) Limited is its owner and operator.

For its fair-minded and neutral reporting, Dunya News has become well-known across the country. The station works to deliver news from various angles so that viewers can have a comprehensive grasp of current events and problems. It strives to be a trustworthy source of information for the public and upholds the fundamentals of journalistic ethics. In addition to news reporting, Dunya News provides a range of educational and analytical

programming. Talk shows current events shows, political debates, and documentaries are a few of these.

The channel provides a forum for conversation and intellectual discourse by inviting specialists, analysts, and decision-makers to talk about current events and offer in-depth insight. After analyzing the Dunya News Twitter account, Facebook page, and website, Dunya News has embraced digital media to reach out to more people and engage with them. Through its website and social media channels, the station keeps up a robust online presence. Through these digital channels, viewers can access news articles, watch live streaming, and participate in debates on a range of subjects.

2.5.4. SAMAA News

One of Pakistan's top news networks, SAMAA TV has become well-known for its thorough news coverage, creative programming, and dedication to journalistic ethics. SAMAA TV, which was founded in 2007, has had a considerable effect on the nation's media industry. The SAMAA Group, a reputable media company in Pakistan, includes SAMAA TV. To keep its viewers updated on local, state, federal, and worldwide politics, the economy, social issues, sports, entertainment, and other topics, the channel strives to deliver neutral and reliable news, read the information on the official website of SAMAA News.

A group of seasoned journalists, anchors, and reporters work relentlessly at SAMAA TV to cover breaking news and provide timely news updates. The station has a well-established reputation for its in-depth reporting from the field and maintains a sizable network of correspondents throughout Pakistan. According to the website, SAMAA TV offers a wide variety of programming and conversation shows that explore numerous subjects and concerns in addition to news coverage.

Experts, analysts, and policymakers can discuss and debate issues of national importance on these programs. The talk shows on SAMAA TV have grown in popularity due to their interesting formats and stimulating debates. For its contributions to journalism, SAMAA TV has won honors and praise. Several accolades have been bestowed upon it, including the renowned Agahi Award for "Best News Channel" and the Asian Television Award for "Best News Program."

2.5.5. Express News

Express News is a well-known news outlet in Pakistan that has made a name for itself as a trustworthy source of information. Express News, which debuted in 2008, has grown in popularity and is now one of the top news stations in the nation. According to the information available on the website, the Lakson Group, a well-known Pakistani conglomerate with a variety of economic interests, includes ExpressNews. The station strives to provide timely and reliable news coverage to its viewers, and it does so by covering a wide range of subjects, including business, sports, entertainment, current affairs, politics, and more. The network is renowned for its dedication to ethical reporting and objectivity. In order to provide viewers with a comprehensive picture of events and issues, Express News works to present news in an impartial and objective manner. It provides its viewers with factual information while abiding by the rules of journalistic ethics and integrity.

The channel has a staff of seasoned reporters, anchors, and journalists who meticulously cover news stories from Pakistan and around the world. With its extensive network of correspondents and news bureaus, the channel is able to provide thorough news coverage from all corners of the nation. Express News delivers a variety of chat shows, current affairs programs, and analytical conversations in addition to news reporting. These events offer a forum for experts, analysts, and decision-makers to share their perspectives on important issues.

Express News broadcasts frequently include stimulating debates and conversations that present viewers with multiple points of view on important issues. Express News has utilized digital channels to increase its audience and reach. Through its website and social media channels, the station keeps up a robust online presence, given the Google rankings of its website. Through these digital channels, viewers may browse news articles, watch live streaming, and take part in discussions, allowing them to stay connected and informed.

Express News has also been honored and recognized for its services to journalism. A number of accolades have been bestowed upon it, including the Pakistan Media Awards for "Best News Channel" and the APNS (All Pakistan Newspapers Society) Awards for "Best Current Affairs Program" and "Best News Anchor."

2.5.6. Pakistan Television Network (PTV)

In an effort to provide a national television station that would meet the demands of the expanding population, the government of Pakistan launched Pakistan Television Network. On November 26, 1964, Lahore hosted Pakistan's first-ever television broadcast, according to the information on the channel's official website. The channel's early broadcasting infrastructure was modest, and its lineup was constrained. But as time went on, it grew in influence and grew to be a powerful force in Pakistan's media sector. The national public television broadcaster in Pakistan is called Pakistan Television Network (PTV). It was founded on November 26, 1964, and since then, it has significantly shaped Pakistan's media landscape and contributed significantly to the country's cultural fabric. PTV has been crucial in giving millions of viewers across the country enjoyment, instruction, and information (Naveed, 2011).

PTV runs a number of channels to serve various audience types. The main station, PTV Home (formerly PTV), features a variety of shows, including drama serials, documentaries, news, and entertainment. PTV News is a dedicated news station that offers 24-hour coverage of international news. Popular sports channel PTV Sports airs live sporting events, in-depth analysis, and knowledgeable commentary. PTV World broadcasts news and current affairs in English, whereas PTV Global is a global station targeted toward the Pakistani diaspora. PTV has created a huge variety of shows that showcase Pakistan's rich cultural, socioeconomic, and regional diversity, read the information on the website.

Numerous legendary drama serials, comedy shows, game shows, discussion shows, and instructional programs have aired on it and attracted a sizable audience. Talented performers, directors, writers, and producers who have made significant contributions to Pakistan's entertainment industry have all emerged through PTV. PTV News is famous for its trustworthy and objective news coverage. It covers local, regional, and global news as well as politics, economics, sports, and other important events. A team of seasoned journalists and anchors on the channel offer in-depth analysis and comments on current events. In influencing public opinion and raising awareness of significant social and political issues, PTV has been instrumental (Naveed, 2011).

These shows have been crucial in spreading information, encouraging a scientific outlook, and encouraging viewers' natural curiosity. PTV has also worked with academic institutions and governmental organizations to create instructional content that follows

curriculum guidelines and aids students in their studies. The programming on PTV is notable for its emphasis on regional and cultural diversity. Pakistan is a nation with a deep cultural history and a wide range of traditions. Through its programming, PTV has highlighted a variety of regional languages, folk music, dance styles, and traditional festivals. This has not only aided in conserving and encouraging cultural diversity but has also made Pakistan's citizens feel more united and proud of their country.

According to the website, PTV has evolved over time to keep up with developments in broadcasting technology. High-definition (HD) technology has been used, and the shift from analog to digital broadcasting has been made. PTV was one of the first companies in Pakistan to offer satellite television services. These technological advancements have increased the broadcast quality, the viewing experience, and PTV's ability to reach a larger audience both domestically and abroad. PTV has taken measures to update its content and enhance its offerings in order to remain relevant in the digital age. To interest the younger audience, efforts are being made to provide new genres, experimental forms, and interactive material.

Additionally, PTV has begun streaming its content online, making it available to audiences all over the world given the cut-throat competition by private channels. These programs are intended to increase PTV's audience and reach in the face of growing competition. PTV has had a significant impact on millions of Pakistanis' lives. It has been extremely important in influencing public opinion, increasing social awareness, and establishing a feeling of national identity. Particularly PTV's dramas, which cover significant social, cultural, and political subjects, have had a lasting impression on Pakistani society (Haseeb Ur Rehman Warrich, 2022). The fact that so many classic PTV programs are still remembered and used as examples shows how influential the network was.

PTV has experienced its fair share of difficulties and criticism, just like any other media institution. The perceived lack of independence and objectivity in its news reporting, together with claims of bias against the current government, has been one of the main accusations. Concerns about stale programming and the need for more inventive and diverse content to meet shifting audience tastes have also been raised. PTV has also had difficulties with financial viability and competition from private television broadcasters (Dawn, 2022).

2.6. Role of Female Journalists In Turkish News Channels

Women journalists have been instrumental in improving women's representation and visibility in the media. They have established themselves as well-known personalities on television, hosting news programs, doing interviews, and delivering news content. Other women have been inspired to seek careers in media by their presence in these positions, which has empowered them. According to a survey done by the Faculty of Communication at Istanbul University, the proportion of women in Turkey's news media climbed from 12% in 2000 to 32% in 2019. Women journalists in Turkey have been essential in covering women's problems and giving voice to underrepresented groups. They have discussed issues like job discrimination, women's rights, reproductive health, and gender-based violence. They have facilitated discussion, increased awareness, and pushed for change by bringing these challenges to light. Their reportage has had an impact on women's rights policies and public opinion. Turkish television stations have featured female journalists who have challenged conventional gender conventions and broken stereotypes. Being a woman in Turkish journalism is a thankless and frequently expensive endeavor because of institutional bias and the government's oppressive gender regulations (Cramer, 2022). In Turkey, women participate in the media sector less than males do, and they hold lower-level jobs (Şener, 2016).

By covering a wide range of subjects, such as politics, economics, sports, and entertainment, they have challenged societal expectations. By dispelling the myth that some professions are solely for men, their work has motivated a new generation of female journalists (Communication., 2020). Women journalists have also brought attention to problems with discrimination, domestic abuse, and gender equality, adding to broader societal discussions on these subjects. In the media industry, women journalists have always been ardent supporters of inclusion and diversity. They have aggressively pushed to increase representation for all underrepresented groups, including racial and ethnic minorities, LGBTQ+ people, and those with disabilities, in addition to women (Byerly, 2011). They have improved the media environment and aided in the development of a more inclusive society by providing a forum for various voices and viewpoints.

Investigative reporting by female journalists on Turkish television stations has excelled in revealing social inequities, human rights abuses, and corruption. They performed extensive research, spoke with important parties, and used news reports and television documentaries to communicate their results. Their efforts have had a tremendous impact on society, resulting in law changes, criminal prosecutions, and the encouragement of accountability. For ambitious journalists, especially young women joining the field, Turkish television channels' female journalists act as mentors and role models. They support, counsel, and encourage the younger generation while inspiring and guiding them. They encourage the professional development of women in the media business by fostering a friendly atmosphere through mentorship programs and projects (Mungan, 2018).

Turkish television news anchorwomen have conducted successful interviews with powerful people, including politicians, businesspeople, artists, and activists. Their astute questioning and deft handling of difficult interviews have helped the general public comprehend complex issues and given penetrating information into the thoughts of important decision-makers (Öğünç, 2019). These interviews support accountability, impact public opinion, and encourage thoughtful debate (Acar, 2020). Turkish television networks' female journalists have taken advantage of social media platforms in the digital age to interact with their viewers and broaden the audience for their reporting. They communicate with their fans and post breaking news on sites like Twitter, Instagram, and YouTube while also giving behind-the-scenes glimpses. This direct interaction encourages discussion, fosters audience loyalty, and enables journalists to get quick comments and suggestions from their audience (Acar, 2020).

Human interest stories that highlight the unique struggles and experiences of people or communities are frequently presented to great success by women journalists. These narratives offer a more sympathetic and understanding viewpoint, bridging the gap between the spectator and the story's subjects (Acar, 2020). Women journalists draw attention to topics that could otherwise go unnoticed by emphasizing these stories, which helps viewers understand and empathize with them better (Mungan, 2018). It can be difficult for Turkish television channels' female journalists to strike a balance between their work and personal obligations. Many people have overcome these obstacles effectively, serving as examples of how to balance work and personal life.

Their capacity to succeed professionally while taking care of personal obligations motivates others and supports the idea that women may succeed in both domains (Öğünç, 2019). To bring attention to urgent social concerns, female journalists have also been involved in the making of documentaries. Documentaries offer a thorough examination of subjects and have the power to stir the heart and promote social change. In order to ensure that various viewpoints and storylines are reflected, female journalists have taken on responsibilities as producers, directors, and reporters in documentary projects (Mungan, 2018).

Turkish television stations have given various honors and prizes to female journalists for their great work. These honors emphasize their achievements in the journalistic industry and attest to their abilities, dependability, and commitment. Such acknowledgment not only increases their self-esteem and drive but also promotes the prominence of female journalists, inspiring other young women to enter the field.

2.7. Role of Female Journalists In Pakistani News Channels

Similarly, in Pakistani news outlets, female journalists have been instrumental in pushing conventional gender conventions and shattering stereotypes. By covering a wide range of subjects, including politics, social issues, economics, and sports, they have challenged society's expectations. As Pakistan's social system has improved and more jobs and workplaces catering to women have emerged, more women are choosing to work outside the home and support their nation's economy. As a result, the percentage of working women in the nation is gradually rising. One of Pakistan's quickly expanding businesses is the media, especially private electronic media – or the TV channels in Pakistan (Dr. Anjum Zia, 2016). Their efforts have influenced how people view women's responsibilities in society and inspired more women to work in the media (Journalists I. C., 2018). They have taken the lead in covering topics affecting women, such as gender-based violence, women's rights, honor murders, child marriage, and discrimination. They have pushed these significant concerns into the public eye, creating awareness and promoting change. Their reporting has influenced public opinion and policy-making, increased awareness of women's rights, and more (Journalists T. C., 2020). Investigative reporting by female journalists has excelled in

uncovering social inequities, human rights violations, and corruption in the strait-laced country. They have undertaken extensive research, spoken with important parties, and used news stories and documentaries to communicate their results. Their efforts have helped

Pakistan experience more accountability, transparency, and social change.

In Pakistani news networks, female journalists have significantly improved political reporting and analysis. They have conducted in-depth analyses of political developments, covered election campaigns, and conducted interviews with political figures. A sign of the advancement of women is the sensitivity of reporting and the truth-telling style of writing by and for women. Women taking control of how they are portrayed and written on and off television has encountered its own hurdles despite this momentous transformation in Pakistan (Adnan, 2022). Their knowledge and contributions have expanded the nation's political conversation and offered a variety of viewpoints on political matters. On Pakistani news channels, female journalists have established themselves as important hosts of debates and chat shows. They moderate arguments on a range of subjects, such as politics, current events, social issues, and cultural topics. Their participation as knowledgeable moderators has helped to foster unbiased and educational discussions by giving a platform to various views and viewpoints.

Female journalists in Pakistani news channels have adopted online platforms to interact with their audience as a result of the growth of digital journalism and social media. They connect with viewers, post news updates, and offer insight through social media platforms. Their consistent participation in social media has broadened their audience, sparked debates, and boosted their visibility and influence. Not only that, female journalists have worked to promote inspiring tales of achievement and tenacity in an effort to empower women through the broadcast industry. For instance, Pakistani-British journalist Saima Mohsin has written on the difficulties experienced by Pakistani women and recounted the triumphs of women who have overcome obstacles in industries including science, sports, and entrepreneurship. According to CNN's official website, one of Newsweek magazine's "Top 100 Women to Shake Pakistan" is Mohsin. She has a Postgraduate Diploma in Broadcast Journalism and a B.A. Hons in Political Science with English Literature from the University of Birmingham. These stories go against the grain of prejudice and encourage other women to follow their passions.

Female journalists have been at the forefront of promoting social change. For instance, Marvi Sirmed, a well-known journalist and human rights advocate, regularly uses her platform to spread the word about human rights abuses, discrimination based on religion, and the importance of tolerance and inclusivity in Pakistani culture. Her work has helped to advance social change and undermine outdated narratives. Investigative reporting by female journalists has been crucial in exposing social inequalities, human rights violations, and corruption. She is often caught in the crosshairs due to her bold stance on controversial subjects. However, she is believed to be direct and honest in her speech by her colleagues and a few members of the journalist fraternity (Agha, 2018). For instance, investigative journalist Uzma Alkarim has done in-depth reporting and investigation on subjects like child labor, forced marriages, and unlawful land grabs. Her efforts have sparked legal action, increased public awareness, and forced those in charge to answer for their actions. With their distinctive viewpoints and views, female journalists have made significant contributions to political reporting and analysis.

For instance, seasoned journalist Nusrat Javeed has offered an insightful critique of political developments, regulations, and governance. Her unbiased reporting has refuted popular notions and given readers a more complex view of Pakistan's political dynamics. Women journalists have struggled to strike a balance between cultural sensitivity and the necessity for unbiased reporting. They overcome cultural hurdles while adhering to cultural conventions to ensure accurate and thorough coverage. Women journalists like Munizae Jahangir have succeeded in covering touchy subjects like minority rights and blasphemy laws while fostering communication and understanding.

However, the working conditions are not always very plausible for female journalists in Pakistan and inside Pakistani newsrooms as they tackle a myriad of challenges on and off the field. The study “The Harassment and the Violence against the Female Journalists of Pakistan” conducted by Iqra Iqbal and Ayesha Iqbal highlighted a few of the obstacles female journalists face whilst working in the industry given their culture and religious background. A few of those challenges are as followed: They are often bound to work within designated hours and on business days.

They are abided to leave the office and return home before sundown. In most cases, they must notify the family before leaving the office. Moreover, at times, they deliberately

avoid verbal interactions with male coworkers given their family background and restrictions (Iqbal, 2017). It is commonly perceived that the environments journalists work in Pakistan are not well-suited. The country is among the deadliest countries to practice journalism, as annual press freedom and safety indexes in recent years prove. However, women face additional challenges from “harassment from coworkers to social and cultural limitations,” especially in broadcast and television-related environments (Rehmat, 2017).

2.8. Comparative Studies And Gender

Scholarly research has long focused on how gender is portrayed in media. Gender construction, representation, and reinforcement in various media contexts are all things that comparative studies of gender and media look into. Researchers can find common trends, cultural differences, and societal influences on gender portrayal by comparing various media formats across many cultures and societies. Scholarly research has long focused on how gender is portrayed in media. Gender construction, representation, and reinforcement in various media contexts are all things that comparative studies of gender and media look into. Researchers can find common trends, cultural differences, and societal influences on gender portrayal by comparing various media formats across many cultures and societies.

Studies comparing how men and women are portrayed on television have looked at stereotypes, gender roles, and the proportion of male and female characters overall.

According to research, traditional gender stereotypes frequently persist, with women being portrayed in domestic or nurturing roles and men more frequently portrayed as strong and assertive. However, considering cross-cultural research, these factors vary given the cultural norms and values. In this regard, Nordicom’s well-acclaimed book “Comparing Gender and Media Equality Across the Globe” highlights that there is a sizable gender gap in the news industry, with women being underrepresented in both the news’s actual substance and the positions of power that include making decisions. The survey also discovered that there are regional differences in the gender gap, with some nations having made greater strides than others toward achieving gender equality in the news media.

According to Nordicom, all empirical studies on gender equality in the news must consider the general representation of women in the media (or their presence inside

newsrooms). Counting men and women in the news establishes a baseline for discussion and helps to address concerns regarding women's visibility, participation, and representation in the mediated public sphere (Nordicom, 2018). Women should be equally represented in the news as sources or subjects, which means that they must be included as persons who are interesting to hear from and report on. All other representations of gender equality in the news are meaningless without a voice or presence for women. A major component of women's total representation in the news is the presence of female reporters.

There are undoubtedly more female news producers than female news subjects, which reflects the gradual increase in female journalists around the world, Nordicom points out in the book. Another critical point raised by Nordicom in his book is the hierarchy status of the news beats that reflect the male predominance in the inside newsroom – the semi-autonomous status of the journalistic fields, and the close closeness of the news to political and economic decision-making. Politics, foreign affairs, and business news are frequently perceived as "man's world" while social and consumer issues, human interest stories, lifestyle, health, and education are seen as feminine and are given a lower significance (Nordicom, 2018).

Most importantly, equality is not necessarily indicated by the simple presence of women inside a newsroom or on television. In fact, equal treatment of women and men in the news is understood and analyzed by their appearance and the time allotted to them on and off-screen. Journalists and news consumers broadly support the notion that media should reflect society. It is true that one of the common defenses used to explain away the lack of gender equality in the news media is that it "merely reflects society."

It is the typical response to the topic of why there are more male voices in the news than female voices. In positions of authority, men predominate, and this trend is reflected in the media, Nordicom underscores.

For more than a century, women have fought for increased access to journalism employment as well as mobility within the industry. Feminist media studies that highlight the minimal representation of women in the workforce and in local, national, and international news stories are reflective of their struggle and delayed progress. The advancement of women into management and governance roles—the positions of power—has been much slower than the advancement of women in reporting and newscasting

(Nordicom, 2018). To understand gender discrimination and the media, it is important to note that women are unable to participate as actively as males in the workforce due to their heavy household workloads, low levels of education, unfavorable political attitudes toward gender equality, and a lack of gender education (Hasan Gürkan, 2022).

The study titled “The Comparative Analysis of Gender Divergences of Media Professionals in Turkey and Finland” by Hasan Gürkan, Aybike Serttaş and Nur Tuğçe Biga contrasts the proportion of women working in the media in Finland and Turkey. According to the study, there are considerable variations between the two countries in terms of the proportion of women working in the media, the roles they hold, and the degrees to which they are represented in positions of decision-making. The study also discovered that a number of factors, such as occupational segregation, gendered stereotypes, and workplace discrimination, repeat the gender difference in the media sectors of Finland and Turkey.

The segregation of women into occupations within the media business is another recurrent finding in comparative research on gender and media. Women are more frequently engaged in lower-paying, less prestigious occupations in the media sector, such as administrative and support functions, according to a report by the European Institute for Gender Equality. In contrast, men are more frequently employed in well-paying, prominent positions like news reporting and editing. Another common finding from comparative studies is that women are frequently portrayed in stereotypical ways, according to comparative research on gender and media. These stereotypes can differ from nation to nation, but they frequently portray women as less capable, less bright, and more emotional than males. For instance, according to research by the Geena Davis Institute on Gender in Media, women makeup only 30% of the speaking roles in the top 100 box office hits from 2017 to 2018. Only 22% of these speaking characters had positions of authority. Studies that have already been carried out offer convincing proof of gender bias in the media. This bias may have a big impact on how kids develop and how society functions as a whole. To fully comprehend how gender is portrayed and performed in the media, as well as the consequences of these representations for gender equality, more research is required.

Similarly, Xinyan Zhang’s study titled “Gender Performances on Social Media: A Comparative Study of Three Top Key Opinion Leaders in China” investigates how three of China's leading key opinion leaders (KOLs) perform gender on social media. The study

discovered that the KOLs employ a range of tactics, including the use of language, pictures, and self-presentation, to establish their gender identities. The study also discovered that the gender performances of the KOLs are affected by their target markets and the goods they advocate. Gender representation in the media has also been demonstrated to significantly affect children, according to comparative research on gender and the media. For instance, an American Psychological Association study discovered that children who are exposed to gender stereotypes in the media may grow up with gender-stereotypical beliefs and actions.

Children's self-esteem and capacity to reach their potential may suffer as a result of this. Another example of comparative studies conducted related to gender is the study titled, "Cross-cultural differences in the perception of female body shapes. Psychological Topics" by Furnham, A., & Skae, E in 2009. This study compares beauty commercials from various cultures to examine how gender and beauty norms are portrayed.

It looks at how men and women are portrayed in ads, as well as how gender stereotypes are used and how body image standards are used. The comparative examination clarifies the differences in cultural conceptions of beauty and the ways that gender is portrayed in advertisements. Another example is the comparative analysis of female characters in television dramas. This study examines gender representation and the presence of strong, empowered female characters by contrasting how women are portrayed in television dramas from various nations. It examines the roles, autonomy, and character growth of women in television stories while taking cultural differences in gender representation in drama series into account.

2.9. Women, TV And Stereotypes

Television news is a potent medium that has a big impact on informing the public and influencing public opinion. The instantaneous and quick dissemination of crucial information to the public is one of the top advantages of TV journalism. For instance, breaking news or exclusives that are of major public interest are carried immediately on news stations, interrupting all other programmings (University B. , 2022). However, misconceptions and stigmas that prevent their professional advancement and uphold gender inequality frequently affect women working in television news – on television and behind the camera. When a

stereotype restricts a person's ability to grow personally, pursue a career, and make decisions about their lives and future goals, it is damaging. Stereotypes can be devastating, whether they are hostile/negative or appear to be benign. For instance, the perception that women are more nurturing is the reason why they frequently shoulder the entire burden of raising children and face hurdles in their professional careers (Rights, 2014). Women are targeted with several stigmas and are victims of stereotyping especially if they work in the media industry and too in broadcast.

The need for a more inclusive and equitable business is highlighted by this article's examination of some typical prejudices and stigmas experienced by women working in television journalism. Firstly, the emotions of women who work in television news are frequently stigmatized. They are occasionally characterized as being extremely sensitive or too emotional, which creates the impression that they might not be able to report accurately. This stigma damages women journalists' professionalism and trustworthiness since it implies that their feelings affect their capacity to report on events in an impartial and objective manner. Women are prevented from being taken seriously in their duties as news reporters and anchors by such stigmas, which perpetuate gender stereotypes.

Moreover, the "Anchor Barbie" stereotype, which holds that female news anchors are picked more for their outward attractiveness than for their journalistic abilities or knowledge, is one of the persistent stereotypes that women in television news must deal with. This myth fosters the objectification of women in the media and reduces the value of the contributions made by women in the press. It disregards their knowledge, expertise, and journalistic skills, reducing them to simple decorative items. Furthermore, networks have a reputation for pushing gorgeous women who aren't ready for prime time, both literally and figuratively. Men are growing more conscious about their appearance, yet they can still work even as they get older, heavier, and balder. Women's attractiveness, on the other hand, is more confined and has a shorter shelf life (Steiner, 2012). Another misconception that affects women in television news is the idea that they lack gravitas and authority in comparison to men. This image is particularly prevalent in industries where men predominate, including business, politics, or sports reporting. Because of their gender, women journalists may encounter suspicion, be taken less seriously, and have their thoughts and insights discounted.

Along with impeding individual job advancement, this stigma contributes to a general lack of diversity and representation in positions of power. Stigmas relating to work-life balance are common for women who work in television news. Because of their busy schedules and the fact that news is produced around the clock, women are occasionally unfairly evaluated for their decisions affecting their family and personal lives. Due to their caregiving obligations, they can be viewed as being less dedicated or capable, which could result in fewer job possibilities and a lack of upward mobility. Women are unnecessarily pressured to prioritize their employment over other elements of their lives by this stigma, which reinforces gender norms. Women in television news may not be able to grow professionally due to stereotypes and stigmas.

Women may have fewer opportunities to cover significant and high-profile subjects, such as politics or business, as a result of biases that suggest they lack gravity or authority. As a result, women may not have the opportunity to fully demonstrate their experience and journalistic qualities and may be restricted to softer news issues or given supporting roles. The stigmas associated with women's emotions might make employment more difficult. Female journalists may experience pressure to conform to ideals of objectivity and emotional detachment, worried that any emotional outbursts will support perceptions that they are overly sensitive or unable to report the news objectively. This taxing emotional labor may cause women to hide their true selves, which could result in more stress and less job satisfaction.

Moreover, the “pink ghetto” stereotype is commonly seen in the industry. This stereotype refers to the idea that women are only hired for jobs in traditionally feminine roles, such as producers, writers, or hosts of daytime talk shows. This stereotype ignores the fact that women are increasingly working in all aspects of the TV industry, including as directors, cinematographers, and editors. Another common stigma attached to women working in media is the “mommy-track stigma”. According to this assumption, mothers would either be passed over for promotions or will be required to choose between their careers and their family. The conflicting demands of work and family have gotten worse during the last two to three decades.

The workforce has transformed along with the culture. Despite the fact that the share of dads contributing to domestic work has not kept up, a significant number of moms have

entered the workforce, leading to a significant rise in the number of single-parent and dual-earner households (Kalleberg, 1997). This assumption is damaging because it deters women from having children and makes it challenging for those who do to manage work and family obligations. The “angry black woman” stigma is also quite common in the industry. This stereotype refers to the idea that black women are naturally angry and aggressive. This stereotype is often used to dismiss the concerns of black women and to make them seem less credible.

Many facets of American culture, especially the workplace, have been affected by the stereotype of the irate Black woman. This widespread misconception not only paints Black women as being more hostile, confrontational, domineering, irrational, ill-tempered, and bitter, but it also may be keeping them from reaching their full potential in the workplace and influencing their entire work experiences (Daphna Motro, 2022). Another stigma attached to women working in media is the “sex-object” stigma where women are primarily regarded for their outward looks and are not treated seriously as professionals. The way that women are depicted on TV, in both scripted and reality programming, frequently supports this stereotype.

Furthermore, the participants in the research conducted highlighted another stigma attached to women working in the field that indicates that women can not handle pressure when assigned higher decision-making roles given their fragile image in workplaces. However, feminists and academic scholars contradict the assumption.

Since change only occurs at the top, feminist scholars now claim that women in top management are necessary to represent women's unique perspective and undo the maleness of news. To support their claim, they use the metaphor of the "glass ceiling," which refers to invisible but impenetrable barriers that artificially and unjustly prevent women from moving into positions of decision-making (Steiner, 2017).

For decades, female journalists have been defying odds to eradicate their image as “sob sisters” or “agony aunts” in the news industry. Only a select number even succeeded in receiving the highest praise from newsmen, who said that their reporting was "just like men's"—ironically. Women undertook a variety of "serious" journalistic jobs during both, first and second world wars since men were enlisted in the military. However, once the war

ended, this fact did not save them from being made to resign from their most prominent and distinguished positions (Steiner, 2012).

2.10. Media Regulations Protecting Female Journalists

According to UNESCO's official website, women who work in the media endure disproportionate and specialized dangers, as well as increased real and online attacks. They experience harassment, physical violence, sexist remarks, rape, and even murder as examples of gender-based violence. Gender equality and the right to free speech are not incompatible principles. For women to fully exercise their rights to freedom of speech and information access same as their male counterparts must be protected on a non-discriminatory basis, and all barriers must be eliminated (Mir, 2022). The development of an inclusive and secure workplace depends on media legislation that guarantees the security of female journalists while working in newsrooms. These laws are designed to safeguard female journalists against various types of harassment, prejudice, and violence that they could experience while carrying out their job obligations. Media companies may create a climate where female journalists can flourish and make a meaningful contribution by setting rules and putting policies in place to address these issues. Firstly, it is important to note that there are some important components of media rules and the sources that support them. Organizations in the media should have detailed rules and processes in place to stop harassment and discrimination and deal with it. Besides providing guidelines on reporting procedures, confidentiality, and disciplinary actions, these regulations ought to define exactly what is defined as harassment.

Female journalists should be aware of their rights and the resources at their disposal. Organizations must also set up procedures for managing grievances and guaranteeing impartial investigations. The UN Plan of Action on the Safety of Journalists and the Issue of Impunity highlights the vulnerability of female journalists to sexual violence as retaliation for their reporting, as a component of mob-related violence when covering public events, or when in detention or captivity, and notes that these crimes frequently go unreported due to "powerful cultural and professional stigmas." Threats against female journalists are more

frequent and frequently have a gender-specific bent, especially in the online environment (Mir, 2022).

Most media law frameworks place a strong emphasis on gender equality and the representation of women in media – especially when it comes to sexism and violence against women. However, broad rules included in laws promoting gender equality that specifically address equal opportunities and remuneration in many economic sectors also apply to media enterprises. The concepts outlined in the CEDAW worldwide are typically associated with these sections (Mir, 2022). Nevertheless, the establishment of voluntary codes of behavior by media organizations is crucial for progress in this area. Similarly, “The right to access information (ATI)” is another basic right that includes two main aspects: the positive obligation of the public (and some private) bodies to provide, publish, and disseminate information about their main activities, budgets, policies, and plans; and the right of every person to inquire of public officials about their activities and any documents they may possess and the right to an answer. Another unnoticed factor is threats and violence that are most likely to target female journalists, journalists from minority groups, and journalists covering equality issues. Compared to male journalists, female journalists suffer more threats, and 73% of them reported having experienced online aggression while working inside newsrooms (Commission, 2021).

In terms of mandatory measures, media legislation typically does not ensure the inclusion of women in the media as journalists and other media personnel, collaborators, specialists, managers, or owners (Mir, 2022). There are some of the key references for framing media regulations for protecting the rights of female journalists working in the field. “The UN Plan of Action on the Safety of Journalists and the Issue of Impunity” is one such used reference. The creation of explicit policies and processes for handling sexual harassment and abuse is one of the recommendations made in this strategy to ensure the safety of female journalists.

The UN Plan of Action seeks to advance peace, democracy, and development globally by fostering a free and secure environment for media professionals, whether they are working in conflict or not. The Plan includes actions like creating an inter-agency mechanism to strengthen the role of each UN actor and improve UN-wide coherence; working with States to create legislation and other mechanisms for protecting the freedom of

expression and information as well as the safety of journalists; and establishing partnerships, raising awareness, and fostering initiatives (Nations, 2010). The second such regulation is the “OSCE Ministerial Decision titled the Safety of Journalists” – No. 3/18 (Council, 2018). This ruling includes several recommendations for protecting female journalists, such as offering training on sexual harassment and abuse and establishing a secure environment for them. Similarly, the “UNESCO Safety of Women Journalists Guide” is another useful resource. This manual offers helpful guidance on how to protect female journalists, including how to create and put into practice policies and procedures for handling sexual harassment and abuse. UNESCO partners to provide useful tools that journalists, media management, and newsrooms may utilize to address harassment both online and offline. In addition to working with security forces to raise their awareness of gender-specific freedom of speech, we collaborate with specialist groups to teach women media professionals both locally and through extensive online training programs, according to UNESCO’s official website.

2.11. Strategies To Endorse Gender Equality Inside Newsrooms

The development of an inclusive and secure workplace depends on media legislation that guarantees the security of female journalists while working in newsrooms. These laws are designed to safeguard female journalists against various types of harassment, prejudice, and violence that they could experience while carrying out their job obligations. Media companies should create a work-friendly environment where female journalists can flourish and make a meaningful contribution by setting rules and putting policies in place to address these issues. The goal of media organizations should be to educate the public about gender issues, stereotypes, and unintentional prejudices. These initiatives should teach personnel the value of gender equality, appropriate behavior, and respect for diversity. The special difficulties faced by female journalists should be covered in training sessions, along with viable solutions. These rules introduced by organizations should be gender-sensitive and contain specific definitions of sexual harassment and gender discrimination, as well as guidelines for reporting and looking into events. Organizations in the media should have detailed rules and processes in place to stop harassment and discrimination and deal with it.

These rules should give guidance on reporting practices, confidentiality, and disciplinary measures as well as a clear definition of what constitutes harassment. Female journalists should be aware of their rights and the resources at their disposal. Organizations must also set up procedures for managing grievances and guaranteeing impartial investigations. Media companies should set up mentoring programs and support networks for female journalists. These programs may offer a secure setting for exchanging experiences, getting advice, and developing business ties. Mentorship programs can assist female journalists succeed in the field and provide opportunities for career growth. Media outlets ought to set up safe reporting procedures that let journalists, including female journalists, report cases of harassment or violence without worrying about repercussions. Whistleblowers should be safeguarded, and confidentiality should be upheld throughout the procedure. To further safeguard the safety and well-being of journalists, media organizations should work in conjunction with other stakeholders including press freedom organizations and governmental bodies. The media organizations should also encourage bystander intervention in cases of conflict. This means educating employees on how to step in if they witness or hear something that can be construed as sexual harassment or gender discrimination.

All in all, conducting routine gender audits to evaluate the participation of women in all decision-making and recruiting processes inside the newsroom giving female journalists with mentorship and funding opportunities. Developing flexible work policies that enable women to balance their obligations both at work and at home. Promoting the work of female journalists through recognition initiatives and awards. Most importantly, journalists keep up with the most recent technological developments, particularly in their homes and current locations. Subscribe to the tech newsletters that prominent news organizations frequently publish. Look for updates on business-related technological breakthroughs, hacking news, and any changes to the law governing encryption or surveillance (CPJ, 2023).

3. METHOD

A qualitative research methodology, specifically in-depth interviews with female journalists from Pakistan and Turkey, will be adopted in this study. The goal is to get a

thorough understanding of the viewpoints, experiences, and difficulties faced by female media professionals during the news-producing process in these two countries. To find similarities and differences in their positions, possibilities, and challenges in the television industry, a comparative analysis will be done. The chosen participants will be subjected to semi-structured in-depth interviews. Participants will have the chance to talk about their jobs, problems, career advancement, working conditions, and gender-related issues as they relate to the news production process in these interviews.

A useful technique for comprehending and examining other people's life worlds and lived experiences are conducting in-depth interviews (Thomas R. Lindlof, 2011). The selected participants of the research are from renowned news media outlets in both countries. They have been performing in various decision-making roles from reporters, and editors to news producers. The interviews are conducted through Zoom calls or through face-to-face meetings. With the participants' permission, interviews will be audio recorded and then verbatim transcribed. To find important themes, patterns, and insights pertinent to the study topics, the data will be evaluated thematically. Analyzing the data, detecting similarities and differences, and making comparisons between the Turkish and Pakistani contexts are all parts of the analysis. The study approach will give ethical considerations a top priority. All participants will be asked for their informed consent, protecting their privacy and identity. The option to leave the study at any time will be provided to participants. The handling and storage of data will comply with applicable data protection laws.

Furthermore, to maintain uniformity throughout interviews and provide participants the freedom to communicate their experiences, an interview guide will be created. A series of open-ended questions pertaining to various facets of women's engagement in the news-producing process will be included in the guide. The following are some potential discussion topics: Role expectations and responsibilities inside the newsroom. Obstacles and career prospects for women in the television sector. The difficulties and experiences female journalists have about gender. Organizational support structures and regulations. Ideas for creating a welcoming and encouraging environment. It is pertinent to recognize that the results of this research might be unique to the chosen participants and might not apply to all female journalists in Turkey and Pakistan. The results' generalizability may be constrained

by the small sample size and the study's concentration on television networks. Following are the set of 10 questions asked from the interviewed journalists:

Q1: What are the roles that female journalists often play during the news production process?

Q2: How often female journalists are assigned leading roles, or they are the decision-makers during the news production process?

Q3: Do you think the news production team can be more vigilant and prudent while handling sensitive news with the involvement of more female journalists during the process?

Q4: In your opinion, how do you think female journalists contribute differently during the news production process than their male counterparts?

Q5: Have you experienced discrimination or 'mansplaining' from your male colleagues during the production process inside the newsroom?

Q6: What are the problems that force women to switch careers from Television to other fields in Pakistan/Turkey?

Q7: What are perceived as the barriers to women attaining leading positions in the Pakistani/Turkish broadcast industry?

Q8: How can more women in decision-making positions inside newsrooms pave the way for female journalists to be more active during the news production process?

Q 9: To what extent the working environment could be deemed safe for women working inside Pakistani/Turkish newsrooms?

Q10: Are there any special incentives for women working in the broadcast industry?

4. FINDINGS AND ANALYSIS

4.1. Turkish Female Journalists

Five journalists from Turkey were interviewed in detail for the research. Here are the responses of female journalists who are associated with Turkish media and have experience in television and the media sector for quite a few years.

4.1.1. Yeşim Özdemir

Yeşim Özdemir graduated from Anadolu University, Faculty of Communication, Department of Press and Broadcasting. Özdemir is presently doing her master's degree in the Department of Press and Broadcasting. During her university years, she worked as an intern

editor and reporter at Cumhuriyet newspaper and Es TV. After graduation, she first worked as an editor and reporter in the print media in Germany. Then she worked as a reporter, editor, and news voiceover at Artı TV Cologne headquarters. After returning to Turkey, she worked as a reporter at Artı TV Istanbul headquarters for a while. She decided to continue her journalism freelance. Nowadays, as an independent journalist, she produces content in different fields such as written news, video news, documentaries, and podcasts on various platforms. She brings her content together on the yesimozdemir.net website. Her interview was conducted face to face. Here are some of her answers for the conducted research:

1. *What are the roles that female journalists often play during the news production process?*

“Until 10-15 years ago, it was not possible to see women in news production processes in the Turkish media. The role of presenting and transmitting news was deemed appropriate for women. Women, especially “young, beautiful and attractive” women, were chosen as screen faces. The emergence of alternative media and the development of digital media and the creation of new areas have contributed to the change and transformation of the media in general. With this change and transformation, women are now involved in all the production processes of the news, not just the screen face... Women play an important role in all stages of news production, from determining the subject of the news to the process of researching the news and making it ready for publication, and they contribute to the development of the female focus in the news.”

2. *How often female journalists are assigned leading roles or are they decision-makers in the news production process?*

“The status/position of women in the central media in newsrooms is still at a very controversial point. Although the mainstream media has changed in recent years, this change is not yet at a sufficient level. Therefore, it is not enough for women to take an active role in the news production processes in the mainstream media or to take the initiative in the decisions to be made about the news. But alternative media is growing and has an important place

in the news industry. The women working here work in more important positions than in the mainstream media. They have an important role in the production process of the news, or they can act in the decisions to be made about the news. They're not just screen faces. They can be in managerial positions, they run newsrooms.”

3. ***Do you think the news production team can be more vigilant and prudent while handling sensitive news with the involvement of more female journalists during the process?***

“Especially in women, lgbti+, and child-oriented news, female journalists are more careful and sensitive than men in the way they produce, language, and axis. They pay attention and take care to use the right language. They can show the same sensitivity when producing news about disadvantaged groups. Due to the attention and sensitivity of women, the news on these issues raises awareness in society and contributes to raising the level of consciousness. Therefore, yes, I think that the fact that women incharge of news centers will make a significant difference in the language of the news and the impact of the news.”

4. ***In your opinion, how do you think female journalists contribute differently during the news production process than their male counterparts?***

“When women journalists report on "male violence, gender inequality-equality, income injustice" and similar subjects, they not only aim to make news but also contribute to the development of society with these news stories. They aim to find solutions to these problems by making social issues visible. They aim to provide a change transformation on the axis of feminism. Therefore, they try to determine every detail, from determining the subject of the news to framing the news, with this focus. Women journalists also contribute to the elimination of this masculine language by the media, which has an extremely masculine language.”

5. ***Have you experienced discrimination or ‘mansplaining’ from your male colleagues during the production process inside the newsroom?***

“Yes, there is always a “man” trying to teach you your business in your work environment, in the news center, and in the executive staff of the institution you work for. Or when there is a problem with the news article you are working on, when there is an error, there is a man trying to attribute this mistake or deficiency to your female identity. They say that women cannot make news in certain fields, for example, they think that women cannot make news in sports, politics, etc. Sometimes they see you as weak because you are a woman with the excuse of "helping" and they make you feel this under the name of help. Again, the most common discrimination we encounter is the low number of women in management positions, even if they are, they can reach that position in a longer period than men/after a long working experience.”

6. *What are the problems that force women to switch careers from Television to other fields in Pakistan/Turkey?*

“Women do not want to be used as subject models on television. In other words, being on the screen and presenting news just because of their appearance does not satisfy women in terms of journalism anymore. Again, the fact that television channels did not produce "real and accurate" news due to fear of the power's pressure led women to other fields other than television. In Turkey, the economic-political structure of the mainstream media, which includes television channels, may also have alienated women from television. As the media bosses are not people with journalistic backgrounds as in the past, but the owners of capital from sectors that are not related to journalism other than the media, such as construction, white goods companies, and holding owners. This ownership structure also moves televisions away from professional ethical principles.”

7. *What are perceived as the barriers to women attaining leading positions in the Pakistani/Turkish broadcast industry?*

“At the beginning of the problem comes the masculine structure of political power. Because the current government shows the place of women as “home”

at every opportunity and imprisons women in the private sphere by banning them from the public sphere. He does not support women's being in any production process, not just in the media. When the power structure is like this, institutions also operate with this mentality, and law justice is shaped according to this understanding. Therefore, the political power structure must be changed in the first place. Then, male media owners need to give up their seats and make room for women. Media bosses-media managers in Turkey are old men. No matter how old men are, they do not want to leave their seats because of satisfying their sense of power.”

“Of course, there are many problems to be solved, but perhaps we can talk about a change in the media structure. Of course, this problem exists not only in the media but also in other sectors, but when we look at the media specifically, it is possible to say that there are invisible glass ceilings that prevent the rise of women. Because of these glass ceilings, women are prevented from rising to managerial positions. For example, a woman journalist who owns the media thinks that she is a good journalist and admits that she is very successful in her job, but one day she will marry, have a child, and not give the woman a managerial task with the thought that she will disrupt the work due to her maternity responsibilities. This of course stems from the masculine mindset.”

8. *How can more women in decision-making positions inside newsrooms pave the way for female journalists to be more active during the news production process?*

“As the presence of women journalists in the media sector increases and women can be present as decision-makers, women can be included in the news production processes. When a newsroom manager is male, the reflex to assign a male journalist for an important job follow-up or fieldwork that he sees as "dangerous" can be high. When she can't find a suitable male profile, maybe later, female journalists may come to mind. However, when there is a woman in a managerial position and this woman manager is at the level of

making decisions without worrying about gender roles, she can comfortably assign a female journalist for any kind of news follow-up or research.”

9. *To what extent can the working environment be deemed safe for women working in Pakistan/Turkey newsrooms?*

“In fact, neither male nor female journalists have financial and moral security in Turkey. But, of course, women are more disadvantaged. In addition, working environments and areas are full of dangers.”

10. *Are there any special incentives for women working in the broadcasting industry?*

“I observe that various incentives for the protection of women journalists are increasing, but none of these incentives belong to Turkey, all of them are supports and incentives originating from the European Union. Unfortunately, professional journalism organizations in Turkey do not have incentives to support women or other disadvantaged groups. In this sense, professional organizations need to be able to produce solutions to the problems they experience professionally, rather than providing moral support to journalists.”

4.1.2. Nilüfer Özkan

Nilüfer Özkan started her journalism career as a reporter at a local television station while she was doing her bachelors in Broadcast and Press at Anadolu University, Turkey. Then she moved to other national channels. She worked at one of Turkey's leading media organizations Show TV for seven years. She worked as a news editor and anchor both inside and outside the office. She worked behind the camera and in front of it while performing many decision-making roles. Her interview was conducted through a recorded Zoom meeting.

1. *What are the roles that female journalists often play during the news production process?*

“Women journalists or female reporters, play active roles in news gathering, writing, and even in the process of publishing and voicing news, whether it's in newspapers, television, or on their own social media platforms, interpreting the agenda. Female journalists and reporters play active roles just like their male counterparts, precisely. In comparison to Pakistan, here in Turkey,

women can assume equal roles as male reporters. We are presented as correspondents, editors, anchors, and even in management positions nowadays. From the lowest to the highest positions in television or newspaper journalism, women are actively participating. It has improved compared to the past, though.”

2. *How often female journalists are assigned leading roles or are they decision-makers in the news production process?*

“For example, who will decide the leading role here? Or what exactly do you mean by the leading roles? In other words, if there are 50 employees in a news organization including the editor, the cameraman, the editor, the managers, the editor-in-chief, and even the transportation, the leading role in a news organization is the head or the owner of the media organization. However, the decision-maker of the news organization is the editor-in-chief and the news manager. Here, if we look at the leading role of a woman, I wouldn't call it a woman, that is, the leading worker and the decision maker, it is necessary to look through a historical lens.”

“In the past, journalism required women reporters to be beautiful, look good on the screen, and have proper diction. So, read the news very well and be good. That was enough, but now this perception has changed over time. Now I'm talking about the female moderator, you know because we call it the lead because in most cases she decides and curates the news content. In the news world today, a female news moderator or anchor is expected to be beautiful. Now, women who know the news are certainly preferred to go on screen and make decisions regarding the content of their shows. They are on the field now, which means they have the opportunity to make decisions and have a say when it comes to news content especially when we compare from the past. This means that the number of female journalists in decision-making roles is increasing. For this reason, women may be in a better position in Turkey as both the leading roles and the decision makers compared to Pakistan or during the old times in Turkey.”

3. *Do you think the news production team can be more vigilant and prudent while handling sensitive news with the involvement of more female journalists during the process?*

“Now, what we mean by sensitive news here may be news with more emotional content, maybe news about the victimization of women and children. Yes, women can be more sensitive toward such news content. Especially, a mother and woman working may think very differently compared to a male colleague, but I think it is a matter of conscience, in the end, journalism is a matter of conscience. Both men and women can approach a subject in the same way, but yes, women can be somewhat more sensitive than their male colleagues, that is, to a certain subject.”

4. *In your opinion, how do you think female journalists contribute differently during the news production process than their male counterparts?*

"Yes, women can directly change or impact through their perspective on the news content. Now, it's not right to directly compare male and female employees. However, in the context of Turkey, the way women are raised, they develop the ability to come up with solutions in society. However, men or male journalists do not go through the same set of problems. They grew up more comfortably, while women were restricted, faced obstacles, and are told that they couldn't do certain things. They were told that their place was at home, in the kitchen, and in some regions, girls were not allowed to go to school. So, in this context, women in Turkey have struggled and faced more challenges compared to men. What does this mean? It means that the way women think is different from men. In Turkey, women have become more solution-oriented because one way or the other, they have fought for something. We were somehow forced into this, and it consequently affects our news production process. Therefore, women can bring different perspectives compared to their male counterparts. I think this is even more relevant when it comes to news production.”

5. *Have you experienced discrimination or ‘mansplaining’ from your male colleagues during the production process inside the newsroom?*

“Well, I haven't directly experienced it, but indirectly, yes, I can say so. No one has directly discriminated against me inside the newsroom. However, my male colleagues, especially after I became a mother and gave birth, indirectly communicated that I had less responsibility and productivity compared to earlier times. However, male journalists certainly do not go through such sexist comments, So, this created a difference and built an uncomfortable atmosphere sometimes for me inside the newsroom, although such remarks were never directly said to my face. Maybe it happened from the perspective of managers, but not directly from my male colleagues. Perhaps there might be personal envy from my male colleagues. You know, they might not be able to handle my achievements. They might have personal jealousy and a lot of ambition. What is it? They have things they want to achieve. Partially, such things can happen, but I haven't directly experienced discrimination in that sense. However, I faced challenges and there were inequalities because I had more intellectual responsibilities as a mother, both at home and at work. When I'm writing a news article, I'm also thinking about my child. I wonder if she is okay while they are at daycare. Will they call me? I'm constantly checking my phone with one eye, while the other eye is typing on the keyboard. But imagine, if someone is not married and doesn't have such responsibilities or children. I'm talking about my male colleagues, things are entirely different for them. Rather much easier for them I'd say. Of course, our productivity won't be the same. Of course, our perspectives won't be the same. The perspective of the boss won't be the same either. The perspective of my male colleagues won't be the same. In that sense, I experienced discrimination, but we can't say it was directed at me specifically.”

6. *What are the problems that force women to switch careers from Television to other fields in Pakistan/Turkey?*

“In our media industry in Turkey, working conditions are already challenging, but they are even more difficult for women. For instance, we work 12 hours a day, 6 days a week, and usually, in most news centers, though not all, we only get one day off. When we come home in the evening, around 8 or 9 o'clock,

we have to start preparing dinner and taking care of the children if we have any. If there are no children, we still have responsibilities towards our spouses. The men are not responsible for these tasks. Women have to work outside and also take care of the household, and the working conditions are not favorable. This situation forces women to seek other job opportunities. Being a female employee in the media industry is very difficult. The long working hours are one reason, and another reason is the inequality in salaries. Another female colleague who does the same job as me might be earning more than me, and this creates disparity. These are the things we experience and witness in the media industry. It could be because of personal connections or different reasons that lead to varying salaries. This is another significant factor that pushes female employees to explore other fields.”

7. *What are perceived as the barriers to women attaining leading positions in the Pakistani/Turkish broadcast industry?*

“I think we can say that, but I can’t talk too much about this subject. However, when male managers find female colleagues overly ambitious, it can be disturbing for them. So, here's me, for example, let's say I want to be a manager. I am very hardworking at work, but I have a male colleague who has the same goal as me and is in the same position. He wants the same thing, and he wants it as I do. In other words, when greed and jealousy get involved, it can become unbearable for a female employee in the media sector.”

8. *How can more women in decision-making positions inside newsrooms pave the way for female journalists to be more active during the news production process?*

“Having more women in decision-making positions can foster support and understanding among women in workplaces. I'm not talking about positive discrimination here but rather about support. Consider two female employees, one unmarried and another with three children. There is a significant difference in their ability to focus on work. Now, imagine these two female employees with a male manager. The approach of a female manager toward these two female employees is different from that of a male manager. A

woman understands and supports another woman because they share similar experiences.”

“The responsibility for fostering this understanding lies not only with women but also with men. Men also have responsibilities at home, but the responsibilities of a father and a mother are different. This difference reflects in the workplace as well. If I have multiple children and one of them suddenly develops a high fever, for example, a male manager might not understand the situation or the urgency. But a female manager can directly assist and provide support to a female employee. That's why I believe that women understand each other better in this industry. I have witnessed this personally with female managers I've known. In our case, it's not like we can easily find someone else to take over our responsibilities. I am responsible for that news piece. I will write it, I will do it, and it's not just about my coworker; it also falls on the manager. If I can't convey the issue to the manager, it becomes uncomfortable for me that day, and I won't be able to focus on my work. Consequently, the productivity of my work will decline. That's why I think women understand each other better.”

9. *To what extent can the working environment be deemed safe for women working in Pakistan/Turkey newsrooms?*

“Well, the level of safety depends on various factors. For example, if there is bullying or gossiping in a newsroom, then it is not a safe environment for me, especially as a female employee. Jealousy and harassment make the workplace unsafe. These are significant issues, particularly for female workers. However, apart from these concerns, a newsroom can be considered safe for a woman who focuses solely on her work and performs her duties. There is no reason for it not to be safe in that sense. But when colleagues engage in conflicts or if a supervisor or manager harasses an employee, the workplace is definitely unsafe from all perspectives – particularly for the psychological well-being of female employees.”

10. *Are there any special incentives for women working in the broadcasting industry?*

“Yes, there are incentives, but they are not widely implemented. As a woman, I have numerous legal rights. After all, the law grants certain rights to female employees, especially after becoming mothers. In the past, women did not have as many rights as they do now. However, workplaces are reluctant to enforce these laws, and there are often informal arrangements. Employers, for example, may not be willing to comply with these regulations. When I talk about these rights, what am I referring to? I mean incentives that encourage women to work, such as maternity leave after childbirth, breastfeeding breaks, marriage leave, and other types of leave. There are also entitlements like maternity benefits, which provide financial support. We do have these rights now, but not all employers implement them. For example, a working mother has the right to work part-time from the time of childbirth until her child starts elementary school. She can reduce her working hours and correspondingly decrease her salary, allowing her to work part-time until her child starts school. However, it depends on the employer whether they accept or reject such arrangements. Generally, it is not accepted. In my previous workplace, it was accepted. My supervisor allowed me to take two days off. I was previously taking one day off per week, and she said I could take two days off. My salary was reduced accordingly. However, my other colleagues had an issue with it. They said if I was taking two days off, they wanted to do the same. Consequently, I faced bullying and harassment. I became unable to work in that environment. When everything was fine, I faced problems just because I wanted to exercise my legal rights. That's why I eventually left the job. Once again, it brings us back to the same point — being a female journalist. Okay, you can be a news anchor. You can have roles at different levels, from the lowest to the highest. However, sometimes you are not allowed to showcase your full potential and abilities. They hinder you. Obstacles arise everywhere, but we should not give up on wanting to exercise our rights.”

4.1.3. Öznur Karsh

Öznur Karsli is a correspondent from Haber Türk. She completed her university education at Kocaeli University, Department of Journalism. Karslı rose to fame with her news coverage of metro buses in April 2019 where she highlighted the loopholes in transportation and drew attention to the woes of the masses. She was contacted via email. Her responses to the research questions are as follows:

1. *What are the roles that female journalists often play during the news production process?*

“Female journalists play several roles during the news production process. Sometimes women perform their jobs as journalists after filtering the news with the instincts of a mother, sometimes as a sibling.”

2. *How often female journalists are assigned leading roles or are they decision-makers in the news production process?*

“When you look at both visual and print media in Turkey, it is usually men who are in managerial and decision-making positions. The female lead is mostly on the screen, but again, I don't think they are in the position of manager or decision maker. There, too, female faces are given priority when aesthetics or concerns related to physical appearance come into play.”

3. *Do you think the news production team can be more vigilant and prudent while handling sensitive news with the involvement of more female journalists during the process?*

“I absolutely agree with that. Women are more conscious and vigilant toward sensitive news. Furthermore, the news production process can become more transparent and credible with the involvement of more female journalists during the process.”

4. *In your opinion, how do you think female journalists contribute differently during the news production process than their male counterparts?*

“Our female colleagues are in a more detailed and empathetic position. I can say that they spend more time on research to put their news on solid grounds with credible sources.”

5. *Have you experienced discrimination or ‘mansplaining’ from your male colleagues during the production process inside the newsroom?*

“Yes, I have faced discrimination or ‘mansplaining’ from your male colleagues during the production process inside the newsroom quite several times. I feel almost every other woman has such experiences one way or the other.”

6. *What are the problems that force women to switch careers from Television to other fields in Pakistan/Turkey?*

“The male-dominated point of view, the relative monopoly of men in the media, and the hegemony of men in the media, as in typical politics, are the biggest obstacles in front of female journalists working in the field.”

7. *What are perceived as the barriers to women attaining leading positions in the Pakistani/Turkish broadcast industry?*

“The obstacle is one: the patriarchy and male dominance. The perception is that men are above women when it comes to pursuing a career regardless of the capabilities of women in the field. This is how it started, and this traditional understanding is still maintained by the media moguls of today.”

8. *How can more women in decision-making positions inside newsrooms pave the way for female journalists to be more active during the news production process?*

“I think such inclusion will provide professional competence and more responsibility and then more creativity in the process and a change of lens during the news production.”

9. *To what extent can the working environment be deemed safe for women working in Pakistan/Turkey newsrooms?*

“I feel the term ‘safe’ is subjective and it varies, but I can say that there are generally no safe environments in terms of harassment, etc.”

10. *Are there any special incentives for women working in the broadcasting industry?*

“No, we do not receive such a grant or incentive just because we are women journalists working in the field, not to my knowledge and what I have seen in all these years in the profession.”

4.1.4. Ela Sezen

Ela Sezan was born in Zonguldak in 1987. She attended TED Zonguldak College during high school. Sezen received her degree from the Department of Press at the Faculty of Communication Sciences at Anadolu University. Sezen began working for NTV in 2009 after completing internships at several different channels. She worked as a reporter for the 32nd Day show that was aired on Kanal D, Show Haber, and Habertürk TV news stations after four years of NTV experience. She not only worked as a reporter for Habertürk TV but also created and delivered the "İyi Haberler" program. She was contacted via email and here are her responses to the research:

1. What are the roles that female journalists often play during the news production process?

“We do not have different experiences than our male colleagues in the news production process. Every female reporter wants to report on every newsworthy event regardless of place, time, or danger, the news has no gender, but the problem here is how much you are preferred by your chiefs or managers in a male-dominated society.”

2. How often female journalists are assigned leading roles or are they decision-makers in the news production process?

“I have been a television reporter for 16 years and I have seen that this is a situation entirely at the initiative of the principals. There have been many times that I have not been sent to places such as war or disaster areas, with the foresight that I am a woman and cannot work under difficult conditions. I tried very hard to break this prejudice. So much so that I proved to be much more resilient than my male colleagues in many dangerous or difficult working areas I went to afterward. But the struggle to grab the leading or decision-making roles inside rooms is still a struggle women grapple with.”

3. Do you think the news production team can be more vigilant and prudent while handling sensitive news with the involvement of more female journalists during the process?

“I'm not sure if it's just about being a woman or being human. I had prepared a story about children in the earthquake zone. Before I prepared this news, I called my pedagogue acquaintances and got their opinions on what to ask and

what not to ask in order not to affect the children badly. I can't say that a male colleague wouldn't have shown the same sensitivity, because it's about how one can do one's job without hurting another person. But I can say that looking at the news from the eyes of a woman can open different windows.”

4. *In your opinion, how do you think female journalists contribute differently during the news production process than their male counterparts?*

“I would like to explain this with an example. This week, news came to the agencies that a crow whose baby fell on the road in Istanbul Kadıköy was causing a hard time for the shopkeepers. And all channels passed this news as a crow attack. However, the crow was also a mother, and her only concern was to protect her younger one. I wrote the news from the eyes of the crow and titled it ‘Because she is a mother.’ This is how women affect the news. I think our level of empathy is higher than that of men.”

5. *Have you experienced discrimination or ‘mansplaining’ from your male colleagues during the production process inside the newsroom?*

“I never felt that because we know we are all equal in the eyes of the court.”

6. *What are the problems that force women to switch careers from Television to other fields in Pakistan/Turkey?*

“Being a mother is the biggest factor. Many of my friends had to quit their jobs after having children because you don't have enough maternity leave as of now. And we're doing a job that doesn't have a clock. Therefore, your phone may ring in the middle of the night, you can go to the news, or you go to a job outside the city and you may not be able to return for 1 week and 10 days. In these conditions, it is very difficult to take care of your child and spare time for him, especially if he is a baby and he needs you.”

7. *What are perceived as the barriers to women attaining leading positions in the Pakistani/Turkish broadcast industry?*

“The woman's delicate, sensitive, insufficient prejudice to cope with physical difficulties is stopping women to get to the top of their game inside newsrooms. And the fear that if she gets pregnant, she'll be on maternity leave.”

8. *How can more women in decision-making positions inside newsrooms pave the way for female journalists to be more active during the news production process?*

“They say that women are the home of women. In this sense, we can work under more equal conditions without any discrimination if we have more women in decision-making roles.”

9. *To what extent can the working environment be deemed safe for women working in Pakistan/Turkey newsrooms?*

“I don’t think we deal with the problem of trust and safety inside newsrooms in today’s social media world where it is relatively easy to call out people and spread awareness.”

10. *Are there any special incentives for women working in the broadcasting industry?*

“Unfortunately, not.”

4.1.5. Nurcan Çalışkan

Nurcan Çalışkan graduated from Kocaeli University, Faculty of Communication, Department of Journalism. Çalışkan started her journalism career in the Yeni Şafak newspaper in 2006. She took part in the team that founded the TRT Children's channel and worked as a child-oriented journalist in the Haberin Olsun program. She then worked as a reporter and editor at TRT Haber for four years. At the same time, Çalışkan, who voluntarily works as a press consultant to many NGOs, continues her journalism in the field of civil society journalism.

1. *What are the roles that female journalists often play during the news production process?*

“There are various roles that females play during news production. It depends on your job description and the media platform you’re working for. For me, I usually decide when it comes to finding news topics. After the agenda meeting is held every day, if the news I have presented is deemed appropriate to be published, I prepare the news. Very rarely, I am not asked to make news that does not create an agenda or that does not comply with the editorial policy.”

2. *How often female journalists are assigned leading roles or are they decision-makers in the news production process?*

“We are not completely the decision-makers. ‘Is it worth making the news, will it meet our effort, is it newsworthy, is it in line with the editorial policy?’ If it passes through such filters, we can pick the news.”

3. *Do you think the news production team can be more vigilant and prudent while handling sensitive news with the involvement of more female journalists during the process?*

“I definitely think so. Unfortunately, we are a male-dominated society in every line of business, and this affects the reporting processes. For example, I have witnessed that male journalists are not as conscious as female journalists in news about women's rights.”

4. *In your opinion, how do you think female journalists contribute differently during the news production process than their male counterparts?*

“We can have a better command of the subject while making news about women's rights and women. This is reflected in all the processes of handling the news. Sometimes, while male journalists say that they make positive discrimination, they can also cause situations that violate women's rights.”

5. *Have you experienced discrimination or ‘mansplaining’ from your male colleagues during the production process inside the newsroom?*

“Yes, I did. There were times when I gave the necessary warnings for them to understand and give up on this situation. Because of this, I also lost my job.”

6. *What are the problems that force women to switch careers from Television to other fields in Pakistan/Turkey?*

“Male managers see women as inadequate; they are paid less than male journalists and sexist rhetoric is used as an element of pressure to get their work done inside newsrooms.”

7. *What are perceived as the barriers to women attaining leading positions in the Pakistani/Turkish broadcast industry?*

“Problems stemming from them being seen as inadequate, women's insistence on equal pay for equal work, and women's claiming their rights cause conflicts of interest.”

8. *How can more women in decision-making positions inside newsrooms pave the way for female journalists to be more active during the news production process?*

“It strengthens women's solidarity. Other women also believe that working in a managerial position will be possible and they feel more dedicated towards work.”

9. *To what extent can the working environment be deemed safe for women working in Pakistan/Turkey newsrooms?*

“I did not feel insecure in many of the places where I worked. But I was discriminated against. If this is a sign of insecurity, I'd say it's not very safe.”

10. *Are there any special incentives for women working in the broadcasting industry?*

“This is an issue that is proportional to the editorial policy of the broadcaster or the media outlet. If it is an institution that observes the equality of women and men, this is reflected in the recruitment processes as well. However, it cannot be said that the concepts of gender equality and equal pay for equal work are not very applicable in Turkey. Because in almost every sector, women are exposed to sexist discourses.”

4.2. Pakistani Female Journalists

Here are the responses of five female journalists who are associated with Pakistani media and have experience in television for quite a few years. These journalists were contacted through email, zoom calls, and a few the face-to-face interviews were conducted.

4.2.1. Noreen Zehra

Noreen Zehra has done her Masters in English Literature from Karachi University. Following her Masters, she was awarded Fulbright Scholarship to the University of Maryland where she studied Media and Democratic Development. She has worked in many reputable channels as a news producer for example Geo, Express 24/7, and as an internee in Voice of America. She was also awarded Humphrey Fellowship in the year 2014-2015 to Washington DC. Presently, she works as a senior producer at Geo News. Her interviews were conducted through a Zoom call. Her responses to the research are as followed:

1. *What are the roles that female journalists often play during the news production process?*

“There are various roles that female journalists often play during the news production process. Sometimes they are seen on screen as anchors or moderators for news shows and other times, they are performing the roles of a news producer or news director. However, it’s quite rare that they continue performing such duties given the hardships in this field. Mostly men assume these roles and continue for a long time, especially here in Pakistan because no secure social system is not provided to them.”

2. *How often female journalists are assigned leading roles or are they decision-makers in the news production process?*

“I don’t see female journalists making major decisions inside newsrooms that often. Given that I am a senior producer myself and most of the time make several decisions inside the newsrooms, but I also have to consult my seniors and make decisions in line with the editorial policies of my news organization. Having said that, even my male colleagues cannot make decisions on their own sometimes due to the strict hierarchy in the news organization I work in. Therefore, regardless of gender, it also depends on the media outlet you’re working for when it comes to liberty journalists have to make crucial decisions inside newsrooms. However, I have been in other organizations where they have been one-man show and you can take your own decisions.”

3. *Do you think the news production team can be more vigilant and prudent while handling sensitive news with the involvement of more female journalists during the process?*

“News coverage by female journalists can change the dynamics 200% to 500% for sure. Women see an issue through a multi-faceted lens, however, men mostly have one dimension to see or handle a sensitive issue. They have a problem-solving approach to fix but women have more nuanced perspectives, generally. Journalists are usually skeptical by nature but men are way more skeptical than women and that shows in the coverage of the news. I feel women have lived all kinds of experiences and they are more sensitive and try to see the issue through a wider lens. For example, back in 2015, I was covering an issue related to domestic violence where a woman with a shaved

head alleged that her husband had physically abused her. The male colleagues around me were adamant that the woman is defaming her husband for money or taking revenge for their argument. I felt, being an editor, passing such remarks out loud based on assumption is not only irresponsible but also ‘misogynist.’ Similarly, I feel male reporters are not very gentle when covering news related to deaths, rape, or child abuse but I have seen women being conscious and very sensitive towards such issues throughout my career so far.”

4. *In your opinion, how do you think female journalists contribute differently during the news production process than their male counterparts?*

“As I said, with more sensitivity and by bringing in the human angle, female journalists do bring a new perspective during the news production process. Most importantly, leading a team of individuals as a senior producer, I feel that my female interns and even my colleagues are more punctual and responsible when assigned an assignment or a task. They also bring a new perspective to news coverage with their input. Also, I feel females are a bit more organized and their tasks seriously. This certainly balances the atmosphere in the newsroom.”

5. *Have you experienced discrimination or ‘mansplaining’ from your male colleagues during the production process inside the newsroom?*

“I have not experienced harassment directly but I cannot deny the fact that women do fall victim to mansplaining and discrimination in the industry. Here, I feel women need to be more vigilant and resilient when it comes to raising their voices. They shouldn’t be afraid of anything.”

6. *What are the problems that force women to switch careers from Television to other fields in Pakistan/Turkey?*

“I feel in Pakistan, the biggest hurdle is lack of support from family members for working women and that too – female journalists. This triples up their miseries when they get equal pressure at work regardless of their circumstances. I have seen most women switching or quitting their careers

due to such reasons. Other factors including the gender pay gap and gender discrimination are just the cherry on top.”

7. *What are perceived as the barriers to women attaining leading positions in the Pakistani/Turkish broadcast industry?*

“The first and the biggest barrier is the generalization and stereotyping of females inside newsrooms. Female journalists are hardly acknowledged for their capabilities and are often underestimated for what wonders they can do in the field. Very few women are given that chance. Moreover, in Pakistan, the fragile male egos are another barrier that women deal with every day. A woman is often asked about her marriage plans during job interviews because the managers fear that she will probably quit their career due to family pressures and training them is merely a waste of time.”

8. *How can more women in decision-making positions inside newsrooms pave the way for female journalists to be more active during the news production process?*

“I feel more women in decision-making positions can certainly change the atmosphere or managerial dealings inside newsrooms. More women in authoritative positions would mean, more voices being heard. For instance, my sub-ordinate doesn’t belong to a very privileged background. She is married and expecting her first child. The television industry is very competitive and doesn’t support such circumstances. However, I support her in every way possible. There are days when she is suffering from morning sickness and I give her that leverage. I don’t think, a male boss or colleague would have understood or handled the situation in the same way, especially in Pakistan and inside conventional newsrooms. Having said that, I feel women can definitely make a safe place for other women working in the field. They would not only acknowledge their efforts but would also call out patronization or gender discrimination inside newsrooms.”

9. *To what extent can the working environment be deemed safe for women working in Pakistan/Turkey newsrooms?*

“I think, if you compare it with the past, a lot of things have changed but there’s a long way to go. I can not say that newsrooms in Pakistan are the safest, but they are podiums and

platforms where women can register their complaints. How those complaints are addressed and what in what time frame is a different issue, but I feel women are more aware of their rights now.”

10. Are there any special incentives for women working in the broadcasting industry?

“Media organizations and their HR teams are brainstorming and certainly trying to make newsrooms environment more inclusive for women but it still feels like a far-fetched dream. There might be a lot of things on paper, but when it comes to the practical implication of such plans, we still have a long way to go. Precisely, there might be incentives like maternity leaves and all that too in a few media outlets, not all but I call them rights that should be given to women, not some incentives.”

4.2.2. Muzhira Amin

Muzhira Amin pursued her bachelor’s from the Institute of Business Management and graduated in 2019 with a major in investigative Journalism. Following this, she worked in one of the renowned television channels SAMAA News for about one and a half years while handling their digital and TV content. She is currently working in Dawn News producing multimedia content for almost all the platforms of the media outlet. Throughout her prolific journalism career, Amin received many accolades. She was not only selected for one of the journalism training programs in Nepal but her ground-breaking stories on animal rights, women empowerment, and education have garnered heaps of praise across Pakistan and internationally. Amin’s interview was conducted face to face. Here are a few of the responses to the research:

1. What are the roles that female journalists often play during the news production process?

“Women are basically the all-rounders in a newsroom. From going on the field, talking to people, filming them, taking permission to edit, and bringing all that hard work to life. Most of the time, we are also managing all the administrative affairs. Really there isn’t anything that women don’t do as journalists.”

2. How often female journalists are assigned leading roles or are they decision-makers in the news production process?

“The last two newsrooms I worked in were run by females so I’d like to believe that is happening more often now. But in most places, I feel there is still a lot that needs to be done to bring women in as decision-makers.”

3. *Do you think the news production team can be more vigilant and prudent while handling sensitive news with the involvement of more female journalists during the process?*

“Definitely. Women journalists bring a lot more empathy and compassion along with them. I believe human rights stories can’t be done better than women. Rapes, abuse, harassment - these are all stories that are handled way better by women. Not just that, the person on the other end, even if it’s a man, is more comfortable talking to women.”

4. *In your opinion, how do you think female journalists contribute differently during the news production process than their male counterparts?*

“I feel women are more organized as compared to men. They have a certain process of doing things which makes the results very efficient. Moreover, they also bring more feel to the story. It’s a lot more relatable when a woman is reporting/writing it.”

5. *Have you experienced discrimination or ‘mansplaining’ from your male colleagues during the production process inside the newsroom?*

“Sadly, yes. I feel in Pakistan every other female journalist in Pakistan is a victim of misogyny and harassment. I have seen many of my colleagues ignoring because they know their complaints wouldn’t be addressed the right way.”

6. *What are the problems that force women to switch careers from Television to other fields in Pakistan/Turkey?*

“Apart from the discrimination at work, women do not receive support from their families when pursuing their careers in journalism or in the broadcast industry. Also, the wide gender pay gap, lack of incentives, and lack of women-friendly newsrooms are one of the many reasons that women quit the broadcast industry and join professions that sometimes not only pay them way less but also are not in their interests. ”

7. *What are perceived as the barriers to women attaining leading positions in the Pakistani/Turkish broadcast industry?*

“Marriage or having a family. To narrate a personal incident, I recently gave an interview at a leading news organization, and the first question the employer ask me was if I had plans to marry five years down the line. There was a relief on his face when I said no.”

8. *How can more women in decision-making positions inside newsrooms pave the way for female journalists to be more active during the news production process?*

“I think women assuming decision-making roles tend to listen to women more often and are able to understand the problems of female journalists working inside newsrooms. Not only that, I feel when aspiring young girls see women in such roles, they find newsrooms more safe and more secure. Also, there are certain issues that a women's boss or editor would handle better than a male on the same post. Therefore, I feel with more women in decision making roles inside newsrooms brings safety and a more nuanced perspective to the workplace.”

9. *To what extent can the working environment be deemed safe for women working in Pakistan/Turkey newsrooms?*

“With the experience of five years inside newsrooms, I cannot say that it is impossible for female journalists to carry out their duties inside newsrooms because of the lack of safety and security inside newsrooms. I feel that certain media outlets are trying their best to create a safe place for journalists working inside newsrooms, but this process will definitely take a while and way more effort than we think.”

10. *Are there any special incentives for women working in the broadcasting industry?*

“In the past few media organizations that I have worked for almost five years, I feel that the incentives for women working in the field are certainly not enough. There’s so much more that organizations can do to make the career path of journalism way easier for women.”

4.2.3. Nausheen Yousuf

Nausheen Yusuf is one of those rare reporters who cover hardcore news like court-related stories and politics in one of the renowned media houses of Pakistan – Geo Television Network. Yusuf started her career as a reporter working for various beats even including those that are often not assigned to women. With extensive experience in news reporting, Yusuf now works as a senior reporter covering sensitive political issues. Yusuf’s interview was conducted on a Zoom call. Here are her responses to the research:

1. What are the roles that female journalists often play during the news production process?

“Women play various roles inside newsrooms from reporters, news producers, editors, anchors to even executive news producers at times. Compared to the past, I see more women inside newsrooms and deem this as a positive sign for women and young female journalists entering the field.”

2. How often female journalists are assigned leading roles or are they decision-makers in the news production process?

“If I compare the number of women with the number of men in decision-making roles inside, there’s certainly a noticeable gap however the gap seems to shrink, especially during the past few years. I have not only worked with female bosses but have also seen female bureau chiefs which is one of the top decision-making positions inside newsrooms. Having said that, I feel female journalists are given more chances to cover hardcore beats now when the managers and the editors see some hardworking female journos in the field.”

3. Do you think the news production team can be more vigilant and prudent while handling sensitive news with the involvement of more female journalists during the process?

“Definitely, I feel the presence of more women inside newsrooms affects the news coverage and the news production process at the same time. For instance, female journalists working inside newsrooms point out the insensitive news coverage of certain issues like rape, child abuse, or news-related or domestic violence. I have seen my fellow female colleagues highlighting loopholes while handling such sensitive topics that have certainly contributed in a positive manner during the news production process.”

4. *In your opinion, how do you think female journalists contribute differently during the news production process than their male counterparts?*

“I personally feel that women reporters and editors research their topics thoroughly and meticulously investigate every tiny detail than their male counterparts. I usually find them more responsible when it comes to the assignment of news-related tasks or submissions.”

5. *Have you experienced discrimination or ‘mansplaining’ from your male colleagues during the production process inside the newsroom?*

“I would like to contradict here or maybe I was lucky to have a different experience at my workplace. I never experienced any discrimination or ‘mansplaining’ at my workplace in fact I felt that my boss used to assign me certain news because he knew I will research it thoroughly unlike my male counterparts or maybe deliver it in a better way. However, this doesn’t imply that if I did not have these experiences, females in the broadcast industry do not suffer as well. I have heard some stories where female journalists felt discouraged and were patronized although they were at the top of their games. Having said that, I would also highlight that sometimes young aspiring female young journalists working in the field aren’t that arduous towards their work and instead of fieldwork and research, they rely on sources that are not credible. This doesn’t leave a good impression on managers and editors. Thus, this also contributes in building a false narrative that female journalists try to find an easy way out whilst reporting the news. As far as harassment is concerned, I feel there are strict policies that address certain complaints at my news organization.”

6. *What are the problems that force women to switch careers from Television to other fields in Pakistan/Turkey?*

“I think the major reason that forces women to quit or switch their careers from journalism to other fields is the responsibilities they have towards their families. They are often not supported by their families and feel that they are sacrificing their family life for their careers and later feel guilty about it. I have seen so many women quitting the profession especially when they

become mothers and their organization doesn't provide them enough support.”

7. *What are perceived as the barriers to women attaining leading positions in the Pakistani/Turkish broadcast industry?*

“I feel the biggest barrier for female journalists in attaining leading positions in Pakistan is the stereotyping and the fact that not a lot of women were encouraged to join the profession. That is the reason that we don't see a lot of women inside newsrooms and the ones who are entering the field are too young to take decision-making roles. I feel in the coming years, I am hopeful we will get to see more women making decisions inside newsrooms if we continue breaking the glass ceiling with our hard work.”

8. *How can more women in decision-making positions inside newsrooms pave the way for female journalists to be more active during the news production process?*

“I feel women feel more comfortable working with women inside newsrooms, especially if they are in leading positions. This is not only seen in journalism, in fact, female politicians tend to promote female counterparts. The same goes for other professions. I feel women bosses understand the problems and try to facilitate their female team members accordingly.”

9. *To what extent can the working environment be deemed safe for women working in Pakistan/Turkey newsrooms?*

“Given the awareness and strict policies of the media organizations, I feel a lot has changed regarding the safety of women inside newsrooms. I, myself spent days and nights inside and outside newsrooms and in dangerous situations covering sensitive topics but never felt unsafe once. In fact, I found my male colleagues very protective because of the bond we built at work.”

10. *Are there any special incentives for women working in the broadcasting industry?*

“I do not consider this as an incentive, but I have clearly seen a positive transition where women are conveniently assigned hard beats, unlike the past where women just used to cover soft beats like fashion, arts, or education.”

4.2.4. Sara Batool Haider

Sarah B Haider works as a digital journalist with ten years of experience in the field. She is currently working as an online editor with Arab News Pakistan. In the past, she worked for leading Pakistani news outlets, including The News International, The Express Tribune, and Geo News Digital. Haider's interview was conducted via email. Her responses to the research are as followed:

1. *What are the roles that female journalists often play during the news production process?*

“In my opinion, there is no gender segregation when it comes to the news production process, however, when dealing with sensitive issues involving women, such as rape, sexual harassment, and the like, then a woman's opinion must always be taken on board by the editorial board.”

2. *How often female journalists are assigned leading roles or are they decision-makers in the news production process?*

“Most media houses are still reluctant to assign leading roles to women, but the trend is gradually changing. Women are now being appointed as editors and news editors, especially in the digital media landscape, so they are able to take independent editorial decisions. However, the top positions are still occupied by men throughout the media industry, who have a significant say in the overall news-production process.”

3. *Do you think the news production team can be more vigilant and prudent while handling sensitive news with the involvement of more female journalists during the process?*

“Definitely, as I said before, women must be included in the editorial decision-making process when dealing with sensitive issues.”

4. *In your opinion, how do you think female journalists contribute differently during the news production process than their male counterparts?*

“According to my observation and experience, women tend to be more vigilant, sensitive, and level-headed when working in a fast-paced environment. However, this could be subjective, and more research is needed to say something conclusively.”

5. *Have you experienced discrimination or ‘mansplaining’ from your male colleagues during the production process inside the newsroom?*

“Yes, several times. People said things like “You have no political news sense”.

6. *What are the problems that force women to switch careers from Television to other fields in Pakistan/Turkey?*

“It might take them some time to get accustomed to the new work arrangements but largely, women have done it easily by switching to digital media, public relations, and the corporate sector.”

7. *What are perceived as the barriers to women attaining leading positions in the Pakistani/Turkish broadcast industry?*

“The stereotypical belief that women are not fully aware of hard beats like politics and crime, they will not be able to manage a team properly as they lack leadership qualities, they will quit jobs due to family obligations/ childbirth, they will not be able to handle job pressure due to family obligations, children, etc.”

8. *How can more women in decision-making positions inside newsrooms pave the way for female journalists to be more active during the news production process?*

“A gender-balanced environment will definitely inculcate positive attitudes among all newsroom workers.”

9. *To what extent can the working environment be deemed safe for women working in Pakistan/Turkey newsrooms?*

“Generally speaking, newsrooms are safe for women in Pakistan but there have been reports of harassment, so the laws need to be strictly implemented.”

10. *Are there any special incentives for women working in the broadcasting industry?*

“Not that I know of.”

4.2.5. Rida Fatima

Rida Fatima worked in various media outlets than those of Express Television Network and Geo News throughout her journalism career. After her bachelors from Szabist

University, Karachi, she was selected for Erasmus Mundus Scholarship for her Masters's degree where she completed her post-graduation with majors in various journalism-related courses in Denmark and London. Fatima's interview was conducted via email. Here are her responses to the research:

1. *What are the roles that female journalists often play during the news production process?*

“I have seen them working as producers, editors both at junior level and higher level.”

2. *How often female journalists are assigned leading roles or are they decision-makers in the news production process?*

“I have seen many women in at least the English-speaking journalism sector taking the decision-making roles. Though, yes I have seen men mostly in executive positions and women more in the level of senior editors or senior producers.”

3. *Do you think the news production team can be more vigilant and prudent while handling sensitive news with the involvement of more female journalists during the process?*

“Yes, I do believe that female involvement affects the way sensitive news is handled to an extensive level.”

4. *In your opinion, how do you think female journalists contribute differently during the news production process than their male counterparts?*

“I do not see women contributing to the news production process differently. I see the female journalists contributing the same way as their male counterparts.”

5. *Have you experienced discrimination or ‘mansplaining’ from your male colleagues during the production process inside the newsroom?*

“Yes, during my time working as a sub-editor for one of the leading English news media outlets, I was not given important tasks by my male editor, and he would not take me seriously while my male colleague who was at the same level as me was trusted by him and was given tasks which were important. My male colleague would try to mansplain a lot of the times.”

6. *What are the problems that force women to switch careers from Television to other fields in Pakistan/Turkey?*

“For me personally I faced discrimination in many ways. Since I wear a hijab I was asked not to be in front of the camera.”

7. *What are perceived as the barriers to women attaining leading positions in the Pakistani/Turkish broadcast industry?*

“Gender stereotypes where women are not thought of as equal to men would be the first thing, social construction or cultural understanding of gender roles, there are stereotypes that women will not be able to survive due to security reasons in the field. The belief that security must be provided to women more than men discourages organizations to hire them or make them be involved in important stories.”

8. *How can more women in decision-making positions inside newsrooms pave the way for female journalists to be more active during the news production process?*

“I do not think only female journalists being in decision-making roles would be enough for paving way for women journalists to be more active in the news production process as some women might also have misogynist mindset or they may also be affected by cultural stereotypes refraining them from seeing their female and male subordinates as equal and assigning equal tasks. So, the mindset needs to change not just the gender of the decision-maker.”

9. *To what extent can the working environment be deemed safe for women working in Pakistan/Turkey newsrooms?*

“The environment is not safe for women inside or outside of the newsroom in Pakistan. The organizational policies which make sure that every employee feels safe are important.”

10. *Are there any special incentives for women working in the broadcasting industry?*

“I do not think there are any special incentives for women to ensure their safety and well-being inside newsrooms. They are treated just as their male counterparts, sometimes they are patronized for the mere reason that they are a woman.”

5. CONCLUSIONS AND DISCUSSIONS

To sum up, the objective of this comparative study was to investigate the experiences and roles of female media professionals in the news production processes of Turkish and Pakistani television networks. The difficulties, successes, and general status of women working in various media situations have been illuminated by a thorough review of the existing literature, interviews, and observations. First of all, it is clear that progress has been done in terms of inclusion and gender representation on Turkish and Pakistani television channels. Reporters, anchors, producers, and editors are just a few of the many positions that women actively fill in the news production process. This suggests that the media industries of both countries have made progress toward gender equality and female empowerment. The findings with respect to the hypothesis mentioned earlier in the research are as follows:

H₁: Women journalists working in Pakistan and Turkey suffer the same hardships inside newsrooms given the cultural barriers and societal norms along with the misogyny and male dominance pervasive at media workplaces.

The research's results substantially support the original theory. According to the findings, female journalists struggle in newsrooms in both Pakistan and Turkey. For women, working in the media can be difficult due to societal norms, cultural hurdles, and masculine dominance. These issues are made worse by the prevalence of misogyny in the workplace. Although there may be differences in the severity of the difficulties, female journalists' overall experiences in the two nations show a shared struggle. For instance, Özkan's response highlighted how female journalists have different sets of struggles than their male counterparts in Turkey. In our media industry in Turkey, working conditions are already challenging, but they are even more difficult for women. "For instance, we work 12 hours a day, 6 days a week, and usually, in most news centers, though not all, we only get one day off. When we come home in the evening, around 8 or 9 o'clock, we have to start preparing dinner and taking care of the children if we have any," she responded. Similarly, Zehra and Amin also highlighted the barriers faced by women during the news production where they termed "family setups" and cultural background as one of the main factors.

H₂: Female media professionals in Turkey and Pakistan are rarely seen in decision-making positions during the news production process when they have command or say in policymaking inside news organizations.

This idea is supported by the research findings. It has been noted that women are frequently underrepresented in decision-making roles during the news production process in media organizations in both Pakistan and Turkey. Female media professionals have few opportunities to influence policymaking within these news companies, despite their knowledge and ability. This instance is representative of a wider pattern of gender inequality in executive positions within the media sector. Moreover, Fatima further added that only the representation of female journalists will not ensure gender equality inside newsrooms, however, the mindsets should be changed for to inculcate equality and healthy working environment for both male and female journalists.

H₃: The coverage of news by female journalists in Turkey and Pakistan brings a new perspective inside newsrooms and in the production process.

According to the study, female journalists' contributions to news coverage have a favorable effect. The study found that news written by female journalists frequently offers newsrooms and the production process a new and beneficial perspective, especially according to Sezen's experience where she mentioned about her way of handling sensitive topic related to earthquake casualties. With the responses, it came to light that the distinctive perspectives and experiences of female journalists help make stories more inclusive and diverse. Moreover, Yusuf underscored that during her experience inside newsrooms, she found female journalists thorough researching the topics assigned to them. In order to improve the general quality and depth of journalism, it is crucial that more women participate in news production.

H₄: Although the struggles of Turkish and Pakistani journalists are quite similar in many ways given the prevalent patriarchy that is almost the same in all countries around the world, they do have their unique set of challenges and narratives based on their experiences.

The research's findings support this theory by showing that, while there are general parallels between the difficulties faced by Turkish and Pakistani journalists as a result of pervasive patriarchy, there are also distinctive difficulties unique to each nation. These difficulties have their origins in cultural contexts, media environments, and historical trends. Developing focused initiatives to reduce gender imbalance within media organizations requires an understanding of these subtleties. For instance, Fatima from Pakistan shared her experience on how she is often discouraged for making camera appearance as she covers her head, however, no such experience was cited by any Turkish journalist. Hence, it was found that although both countries share a lot of cultural values and the female journalists might have similar struggles but given the historical background and societal norms, experiences or the severity of the problem can be varied.

Nevertheless, the research also identified enduring difficulties faced by women working in the media. The experiences of women in the workplace are still impacted by gender preconceptions and biases, with reports of discrimination, harassment, and unequal treatment. These results highlight the need for ongoing initiatives to address and remove these obstacles, fostering a more welcoming and encouraging atmosphere for women in the media. Besides, the research also highlighted the differences in the experiences of female media professionals working for Turkish and Pakistani television channels. Even though gender equality has been actively promoted in both countries, women's experiences vary depending on cultural norms, societal expectations, and organizational procedures. Implementing targeted treatments and policies that address the unique issues encountered by women in each nation requires an understanding of these contextual elements.

In addition, the study found several elements that help women in media careers succeed and grow, such as support from their media organizations and their families. Women's empowerment and professional development were shown to be greatly aided by mentoring programs, networking opportunities, and supportive work settings. Access to educational, training, and skill-development opportunities also had a significant impact on the competence and self-assurance of women working in the media.

In conclusion, this comparative study offers insightful information about the experiences of women working in media on Turkish and Pakistani television channels. While underlining the ongoing issues that need to be addressed, it highlights the progress made in

achieving gender equality within the business. Policymakers, media organizations, and society at large can help to create an inclusive and empowering environment for women in the media profession by understanding the specific conditions and developing tailored initiatives. It is advised that further research be done to examine the long-term effects of gender equality measures and to evaluate the efficacy of laws put in place to support women in the media. A deeper grasp of the global landscape of women's responsibilities in the news-production process is also provided by comparing studies with other countries and regions. The media sector may promote varied viewpoints, bolster democratic ideals, and contribute to a more equitable society by continuing to place a high priority on gender equality and empowerment.

The results of this study demonstrate how complicated gender dynamics are in both Pakistani and Turkish media. Even though there has been improvement in gender inclusion and representation, there is still work to be done to address the obstacles that women in the media confront. The prevalence of gender biases and preconceptions in the workplace is an important finding. Women are still subjected to harassment, discrimination, and unfair treatment, which limits their capacity to advance professionally and actively participate in the news production process. This emphasizes the significance of spreading knowledge, questioning established conventions, and putting regulations into place that promote gender equality and offer a secure and encouraging workplace for women in the media sector. The impact of socioeconomic and cultural influences on the experiences of female media professionals is another interesting discovery. With different norms and expectations surrounding women's responsibilities and involvement in the workforce, Turkey and Pakistan each have distinctive cultural settings.

For creating context-specific interventions that address the unique issues encountered by women in each nation, it is essential to comprehend these distinctions. For instance, cultural conventions may restrict the visibility and portrayal of women on television in some situations, while it may also limit their possibilities for job progression in others. A more diverse media industry may benefit from tailored tactics that take these cultural considerations into account. A more diverse media industry may benefit from tailored tactics that take these cultural considerations into account. The research also sheds light on how the news production process of handling sensitive news can be different when it is assigned to a

female journalist working in the field. According to the responses recorded from the female journalists participating in the research, it was seen that controversial subjects such as death, rape, women's rights, and child abuse were dealt with prudence and extra care when a female journalist was supervising or being involved in the news production process. Zehra from Geo News during her interview mentioned on how “women are more prudent than their male colleagues while they handle sensitive news related to death, rape or women’s rights.” Therefore, the fact cannot be denied that women do contribute to the news production process differently than their male counterparts. Moreover, the value of programs for education, training, and skill development cannot be enough emphasized. Women working in media who have access to high-quality education and training are better prepared to flourish in their positions.

Additionally, it increases their self-awareness and capacity for successful media landscape navigation. Therefore, putting money into programs that help people learn new skills and develop their knowledge is essential to empowering women and reducing the gender gap in the media sector. It is advised that additional research be done to evaluate the long-term effects of gender equality programs performed in both nations to build on the study's conclusions. Policymakers and media organizations can improve their strategies and ensure lasting success in the promotion of gender equality by evaluating the effectiveness of policies and actions.

The research also suggests strategies that can not only ensure equal representation of women during the news production process but would also contribute in framing media polices and in the academia further.

- a. **Fostering Inclusive and Supportive Work Environments:** One key tactic is to promote a workplace that is inclusive and supportive of women. Establishing explicit anti-discrimination and anti-harassment policies that make it obvious that these actions won't be permitted is a good idea for media organizations. Programs for networking and mentoring can also be formed to help women advance in their jobs and offer possibilities.

- b. **Equal Representation and Decision-Making:** To address Hypothesis 2, efforts must be made to guarantee that women are equally represented in positions of decision-making. Setting goals for gender representation at all levels of leadership and actively working toward these goals is important for news organizations. To address historical gender disparities, can entail introducing quotas or affirmative action laws.
- c. **Gender-Aware Reporting:** Addressing Hypothesis 3, media organizations can create rules for gender-sensitive reporting that promote a varied representation of voices and opinions. This can entail educating journalists on how to report on situations involving women without using preconceptions and biases, as well as promoting the inclusion of women's perspectives in more general conversations.
- d. **Promoting Equitable Compensation:** Ensuring that female media workers receive equitable compensation is essential to achieving gender equality. To find and close gender pay discrepancies, organizations should undertake routine compensation audits. Pay fairness may be promoted and financial inequities can be reduced via open pay scales and regular evaluations.
- e. **Flexible Work Arrangements:** Media businesses can provide flexible work arrangements to help employees deal with the difficulties presented by cultural norms and obligations outside of the office (Hypothesis 1). Remote work choices, flexible scheduling options, and parental leave policies are a few examples of this. Such initiatives not only support the variety of responsibilities played by women, but they also improve overall work-life balance.
- f. **Training Opportunities:** Training and skill development opportunities can help women succeed in the cutthroat media industry, which is why they should be made available. Women can acquire the skills they need to succeed

and take on decision-making responsibilities by attending workshops on negotiation, leadership, and digital skills.

- g. **Increasing Awareness and Dispelling Stereotypes:** Media companies are crucial in influencing society narratives. These organizations can help alter societal norms and attitudes regarding women's roles both inside and beyond the media business by challenging gender stereotypes through their content and celebrating women's accomplishments.
- h. **Collaboration with Academics and Civil Society:** Holistic approaches to promoting gender equality can result from collaboration between media organizations, academic institutions, and civil society. Insights into gender discrepancies can be gained through research collaborations, and pressure for change can be increased through combined advocacy campaigns that increase public awareness of the issue.

Furthermore, comparing research with those from other nations and areas would increase our knowledge of the worldwide landscape of women's responsibilities in news production. It might be possible to develop a more complete understanding of the difficulties and successes faced by women around the world by looking at the experiences of female media professionals in various cultural, social, and economic circumstances. To foster an environment where women can flourish, offer their special ideas, and influence the stories told in the media, we must work together.

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