

Gender Disparity in Newsrooms

Glass Bubble replaces Glass Ceiling:

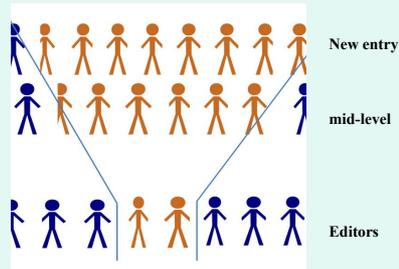
Dr Catherine Strong
Massey University

NZ Research Results Confusing

- Majority journalism students = female
- Some say: Women “dominate” and “feminise” newsrooms,
- But only few women gain top jobs in daily newspapers.



Funnel-shaped career path for women in NZ daily newspapers

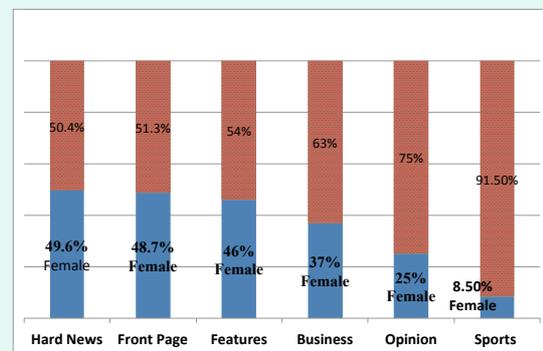
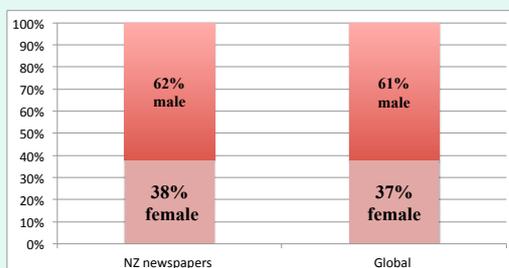


Reason to focus on daily newspapers:

- Break majority of news stories (~80%)
- Foundation for popular NZ online news websites

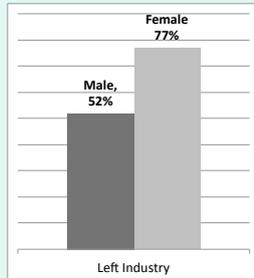


Articles written by:



Women: short careers in daily newspapers

- Women left newspaper faster pace than men
- 68% left within first two years of employment



Some great female journalists – but enough?



Margaret Moth, CNN war correspondent
1951-2010

They leave to find:

Male:

- Better Pay
- Better Hours

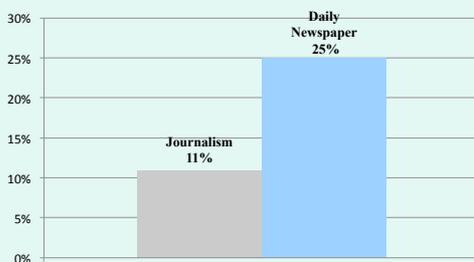
Female:

- Better Pay
- Better Hours
- Better Supervisors
- Better Environment

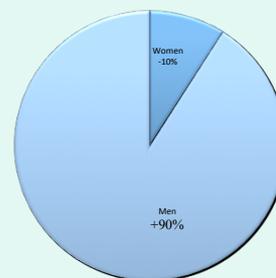
22.2% women (no men) left because: *negative newsroom environment*

- Harsh
- Nightmare
- Thankless
- Support-less Place
- Competitive
- Inadequate Management
- No Training
- No Performance Appraisal
- Negativity

Female Journalists *Never want to return to:*



Lack of seniority: Women newspaper editors



Short Careers

- Female Editors
average <3 years in the job and then leave

- 18 years to attain editorship

Female Editors Job:

- | | |
|---------------------|--------------------------------|
| Positives: | Negatives: |
| • Creative | • Low pay/ long hours/stress |
| • Community | • Work/home imbalance |
| • Teamwork | • No professional collegiality |
| | • Tacit management |
| | • No career path |
| | • No Training |
| *Loved the position | |

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Tacit Management

- Gut feeling management
- Retains status quo
 - Works against women employees

Glass Bubble

Newsroom uncomfortable for female journalists/ editors

Glass Bubble protects women from having to stay – they have options



Glass Bubble ≠ Glass Ceiling

- Not parity
- Favours individual female journalists
- Not favours women representation



Parity ?

No

Less power

Fewer senior jobs

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