

Gender Discrimination by Female Journalists Against Companies in the Media

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Abstract

Research aims to find findings from the forms of discrimination experienced by female journalists by media companies in Surabaya. The research subjects consisted of four media in Surabaya, namely Suara Surabaya, Ngopibareng.id, Jawa Pos, and Jawa Pos Televisi. This study aims to determine the discrimination committed by editors in the media Suara Surabaya, Ngopibareng.id, Jawa Pos, and Jawa Pos Televisi (JTV) against their female journalists. In addition to knowing the perspective of the editor-in-chief on gender in the world of work and the media industry. Through explorative qualitative research methods, researchers seek data from various sources. The results of this study indicate that there are still many media in Surabaya that have not fully fulfilled the rights of female journalists. At the Jawa Pos Office there are lactation room facilities as well as a refrigerator to store breast milk (ASI). Meanwhile in Suara Surabaya, the communication pattern formed by the chief editor towards female journalists is different from that of male journalists. Other findings also concern the workload experienced by female journalists from Ngopibareng.id and Jawa Pos Televisi (JTV). Based on research showing that the media in Surabaya, only one that has a good perspective on gender, namely Jawa Pos. Meanwhile, the editors-in-chief of Suara Surabaya, Ngopibareng.id and Jawa Pos Televisi (JTV) still don't have a good perspective on gender.

Keywords: *Female Journalist, Discrimination, Gender, Perspective, Explorative*

Abstrak

Penelitian bertujuan untuk mencari temuan dari bentuk diskriminasi yang dialami oleh jurnalis perempuan oleh perusahaan media di Surabaya. Subjek penelitiannya terdiri dari empat media di Surabaya yakni Suara Surabaya, Ngopibareng.id, Jawa Pos, dan Jawa Pos Televisi. Penelitian ini bertujuan untuk mengetahui diskriminasi yang dilakukan oleh pimpinan redaksi di media Suara Surabaya, Ngopibareng.id, Jawa Pos, dan Jawa Pos Televisi (JTV) terhadap jurnalis perempuannya. Selain itu untuk mengetahui sudut pandang pimpinan redaksi terhadap gender di dunia pekerjaan dan industri media. Melalui metode penelitian kualitatif eksploratif, peneliti mencari data dari berbagai sumber. Hasil penelitian ini menunjukkan bahwa media di Surabaya masih banyak yang belum memenuhi hak jurnalis perempuan secara utuh. Di Kantor Jawa Pos telah ada fasilitas ruang laktasi juga kulkas untuk menyimpan air susu ibu (ASI). Sementara itu di Suara Surabaya, pola komunikasi yang dibentuk oleh pimpinan redaksi terhadap jurnalis perempuan berbeda dengan jurnalis laki-lakinya. Temuan lainnya juga perihal beban kerja yang dialami jurnalis perempuan dari Ngopibareng.id dan Jawa Pos Televisi (JTV). Berdasarkan penelitian menunjukkan bahwa media di Surabaya, hanya satu yang memiliki perspektif baik mengenai gender yaitu Jawa Pos. Sedangkan Suara Surabaya, Ngopibareng.id dan Jawa Pos Televisi (JTV) pimpinan redaksinya masih belum memiliki perspektif yang baik terhadap gender.

Kata kunci: Jurnalis Perempuan, Diskriminasi, Gender, Perspektif, Exploratif

INTRODUCTION

Approval of a career choice as a journalist does not automatically alleviate parents' concerns about the safety of their children working as journalists. On occasion, they may have to work late into the night. The opposite is also true. Disagreement is not always driven by concerns; it can be based on rational reasons or disguised as concerns. Public perception is related to the fact that female journalists have unpredictable working hours, often come home late, and rarely socialize with neighbors (Amelia, 2014).

Research worldwide depicts the career journey of female journalists using two metaphors: the "glass ceiling" and the "labyrinth." Challenges also arise from their inability to lead or their doubts about leading. Many feel hesitant because they lack confidence and experience. They also lack female role models. This research argues that the best metaphor to describe this career journey is a "roller-coaster," a concept coined by Richard Stephens, a psychologist from Keele University in the UK. The roller-coaster concept means experiencing something that triggers someone to respond to a problem or challenge by either persevering or avoiding it (Ika, 2021).

The domestication of women has placed them as the sole responsible party for domestic matters. The double burden is not felt by women who do not have careers outside the home. This applies to women who have careers outside the home. This leads to the fact that women choose to shoulder the double burden through their work, driven by economic, self-existence, social, and cultural factors (Nur A, 2020).

Based on data compiled by Magdalene.co and published on April 1, 2021, it is shown that out of ten journalists, only two to three are female. In fact, only 6% of female journalists hold top editorial positions. The rest work as reporters or are not involved in editorial decision-making. The low number of female journalists in editorial teams makes many media policies less accommodating to women's needs. This leads to poor-quality gender perspective reporting and the emergence of gender bias in editorial management and policies (Putri, 2021).

This data is supported by research in the following 12 years. As described in mainstream media, *Konde.co* is a media outlet that was established in 2016. Its characteristic is its focus on women's and minority perspectives, with content in both English and Indonesian. A brief review of the latest research from 2022 conducted by the Independent Journalists Alliance (AJI) and Media Regulation and Regulator Monitor (PR2Media) indicates that media companies still discriminate against women in terms of their contribution to decision-making. This is evident as 11.4% of respondents say their editorial space does not accommodate ideas or suggestions from female journalists regarding coverage, and 14.8% of respondents state that the editorial space does not accommodate ideas or suggestions from female journalists regarding company policies (Nurul, 2022).

Therefore, in the gender inequality phenomenon mentioned above, it can be narrowed

down into four aspects. First, the power relationship between the media and women, which results in decision-makers dominating the structural aspects of editorial work. Second, the forms of discrimination experienced by women within media company regulations. Third, exploitation, utilizing women's appearances and bodies to attract male sources. Finally, the impact, which includes the stereotypes female journalists face from society.

It is also not uncommon for society to believe that women working as journalists already possess strong mental attributes and unquestionable knowledge. With such perceptions, the author is interested in delving deeper into the concept of self among women who have entered the field of journalism. This stigma contrasts with a survey conducted by AJI.

The goal of this research is to understand how media companies design gender-fair policies. Furthermore, policy-makers such as editorial leaders play a crucial role in implementing gender awareness in media companies. The mindset developed by editorial leaders creates a fair and gender-equal world of journalism. The impact is diverse, including the number of female journalists in editorial positions in the media.

METHOD

This research employs exploratory qualitative research. The qualitative approach is expected to provide a detailed overview of speaking and writing. This study will extensively delve into and explore the subject, thereby revealing the meaning of what is being read. The subjects in this research are female journalists from the four media outlets, which include Suara Surabaya, Jawa Pos Newspaper, Jawa Pos Television, and Ngopibareng.id.

RESULTS AND DISCUSSION

In this research, the researcher conducted interviews with 4 female journalists, including Meilita Eliane (Suara Surabaya), Vita Dwi Cahyaningrum (Jawa Pos Televisi), Nurul Komariyah (Jawa Pos Koran), and Pita Sari (Ngopibareng.id). When the findings of this research are related to journalism theory, gender perspective journalism theory, feminism, patriarchy, and discrimination, through the information processing from the interview data, four findings were obtained as follows:

a. Jawa Pos Televisi (JTV), Vita Dwi Cahyaningrum stated that there is no discrimination in terms of workload at JTV: "We, both men and women, have the same workload, with the same work look... In fact, if you're a woman, you have an advantage, almost all female reporters are given the opportunity for a live report." When confirmed with the Chief Editor of JTV, Abdul Rokhim, he said: "In our work, there is no selection. Maybe if there is a choice, it is based on tactical and strategic functions."

b. Ngopibareng.id, According to Pita Sari at Ngopibareng.id, there is a difference in the placement of positions between female and male journalists: "So, my position is safer than my male colleagues. If it's about the police or the police department. My task is only to back them up when they are not available. But the rest of my positions are in education, lifestyle, and local government. And those are probably safe positions, not too high-risk." However, when confirmed with the deputy chief editor (wapimred) of Ngopibareng.id, this was denied by Amir: "It's not true. All positions are rotated."

c. Jawa Pos. Nurul Komariyah revealed that her workplace already has lactation room facilities: "There is a nursing room. A lactation room is provided, in one room there is a sofa and a refrigerator to store breast milk. If there is a large refrigerator in the lobby for everyone to use, there is a separate one in the lactation room for breast milk." When attempting to confirm with the Chief Editor of Jawa Pos, at that time, Ibnu was on leave for Hajj. Communication was redirected to Human Resource Development (HRD), where Regina stated that she was in the process of scheduling an interview with the deputy chief editor as a replacement for the researcher. However, as of now, the schedule has not been issued by HRD Jawa Pos.

d. Suara Surabaya. Meilita mentioned the communication patterns established by the editorial team with its journalists: "Usually, what gets noticed is the chief editor (pimred); the chief editor doesn't go through the supervisor but directly to me. Sometimes I'm given orders to convey messages to the editor, even though that's not my job, my job is just writing. But I'm given that task to communicate with the editor, editor-in-chief, sometimes for news that he deems important." However, this was denied by the Website Editor, Ika, who said that it is true that there is intensive communication between Meilita and the Chief Editor. This is because of Meilita's placement, in the Surabaya City Government: "In Meilita's case, since her scope is the Surabaya city government, most of her assignments come from the manager (Pimred). For her issues, it's the manager's (Pimred's) agenda setting. But it's still communicated to the supervisor (Editor).



Figure 1 : Documentation after an interview with Vita, a female journalist from JTV.



Figure 2 : Documentation after interview with Meilita, a female journalist from Suara Surabaya

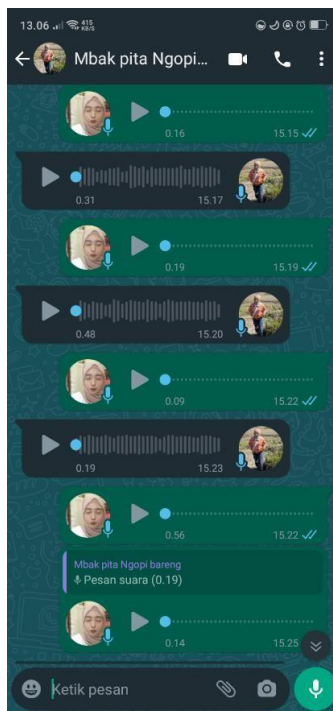


Figure 3 : Screencut of interview session through voice note method with Pita Jurnalis Perempuan Ngopibareng.id



Figure 4 : Screenshot of interview session through whatsapp voice call with Nurul Komariyah Journalist Woman Jawa Pos Koran

CONCLUSION

Based on the results of interviews and observation data, researchers can draw the following conclusions: At Jawa Pos Televisi (JTV) there is no discrimination against female journalists. The lack of literacy and understanding of gender justice makes the work in the JTV newsroom seem fine. Especially when researchers conducted interviews at the JTV office, the workers were dominated by men. In Jawa Pos there is discrimination, this effort was conveyed by Nurul Komariyah, a female journalist at Jawa Pos. The Jawa Pos office already has a lactation room. The room is partitioned with cubicles, also accompanied by a refrigerator to store breast milk. In Suara Surabaya, there is no discrimination in the editorial board. Communication patterns The communication pattern is different between Meilita and the production manager, because there is one post placement that is directly controlled by the production manager of Suara Surabaya. However, for those who are married in Suara Surabaya there is a family allowance, which is intended for his wife and 3 children. At Ngopibareng.id there is no discrimination even in terms of the placement of female journalist posts. However, currently Pita, a female journalist at Ngopibareng.id, is being placed in a post that is safe and away from conflict. The post placement experienced by Pita is not valid forever, but there is a rolling post period.

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