A Situational Analysis of Gender Inequality in Journalism Practice in Nigeria

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Abstract
This study examines gender inequality in journalism practice in Nigeria with a view to find out the patterns of gender inequality in journalism practice and three research questions were set up as exploration into the issue and anchored on the Gender Role theory. A survey was administered to a sample of 319 editorial staff of selected media organisations in Delta State, Nigeria using convenience sampling procedure. A self-completion questionnaire was administered to sampled staff through face-to-face contact. The findings indicated the existence of gender inequality in media organisations and women journalists were the most culprit of inequality in journalism practice and gender discrimination in terms of recruitment process. Further findings indicate the societal or patriarchal predispositions as a factor of preference for male graduate journalists over female graduates. Moreover, gender discrimination was apparent in leadership positions and decision making in news media and glass ceiling as critical indicators of limitation. The study recommended measures to address gender discrimination with women as a direct focus for institutional actions and stakeholders in journalism sector to inspire young generations of graduates in mass communication to take-on journalism as a career and also to confront all forms of discrimination against women during recruitments and advancement in the media profession.

Keywords: Gender Inequality, Gender Discrimination, Journalism Practice, Nigerian Media Regulatory Institutions

Introduction
Gender inequality is becoming an issue of social concern for scholars and researchers worldwide serving as a measure of gender-based differences in accessibility to resources, role stratification in human society. The concept of gender-based differences connotes men and women dichotomy in needs stratification and patterns of access in all forms of social services, such as education, health, economic opportunity and political empowerment. Gender inequality as a concept provides measures of determining gender gap in relations to resource allocations between men and women in society, organisations and working environment (Gay, Lewis and Danner; 1994, He, Kang and Lacetera, 2020).

This study asked whether there is existence of gender inequality in journalism practice in Nigeria media profession as well as examines the factors that influence journalism practice. The words journalism practice refers to the act of gathering, processing and writing stories for public consumption through newspapers, radio and television. Webster third International Dictionary defines journalism practice as the collection and editing of materials of current interest for presentation, publication or broadcast and it also means the investigation and reporting of events, occurrences, issues and happenings in the society.
to a large audience. Hodgins (2004) regards journalism practice as the conveying of information from here to there with accuracy, insight and dispatch and such a manner that the truth is served and the
correctness of things is made slowly, even if not immediately, more evident by the journalist. Furthermore,
Breit (2004) sees journalism as a practice in which co-operative human activities are involved usually in
terms of how it is done, the effects it has on society and its fundamental purposes noting that various
technical skills are frequently performed by different individuals in the production of news, information
and stories. (Dates, 2006). The term different individuals are those in the service of journalism and are
journalists with education and training as strategic for entering into the journalism profession. For further
clarification, journalists imply those who are involved in the production of news contents for a media
organization and working in different capacity such as editorial roles including reporters, feature writers,
photographers, editors, news directors, bureau chiefs, section editors, online editors, sub-editors (or copy
editors), presenters, producers, television news anchors, columnists among others (North, 2014; Zarynl,
2018).

For Nigeria, journalists are at the heart of journalism practice and this goes back to December, 3, 1859,
the first newspaper, IweIrohin the first newspaper journalism and progression spanning over one hundred
and sixty years (Deuze, 2014; Nwanne, 2016). The Nigeria journalism practice cuts a mix of public and
private ownership of media organizations or media outfits with responsibilities for covering news events
and reporting in line with public interest value and obligations (Ojomo and Ajilore, 2012; Okafor and
Malizu, 2013; Oberiri, 2016). The emergence of new media of internet and social media provide
expanded opportunities for journalists and the enhancement of journalism practice. (Obalanlege, 2015;
Obijiofor, Murray and Singh, 2016).

Available documentation indicates that the number of radio stations nationwide is two hundred, sixty
five (265) made up of public-funded stations and private commercial stations; one hundred and four
stations (104) comprising of public-funded and private commercial stations and ninety five (95) online
newspapers and fifty one (51) offline publications (Oxford Business Group, 2017). These media outlets
provide opportunities for employment to Nigerians and as practicing journalists in various sectors of
media organizations (International Labour Organization, 2014). The gender connection in journalism
profession began with men following the emergence of newspaper in 1859 and women in the 1950s. As
Njoku, Dike and Vincent (2018) writes, male journalists were more pronounced compared to their
female counterparts. In the same vein, Mandy and Jawad (2018) point to women’s marginalization in
Nigeria’s media landscape. According to the authors, men have been dominantly stronger in the
mainstream media and that the portrayal of women is on the negative side in terms of trivialisation or
sexualisation.

Thus, we argue here that Nigeria journalists and journalistic practice was gender-driven with men and
women having different demographic attributes in journalism practice. Evidences from the work of
scholars point to the relation of gender-journalism practice citing Enwefah (2018) noted that male
domination in editorial and reportorial levels in the newspapers organizations (Jeremiah, 2013; Sanu,
and Adelabu, 2015).

This analysis invokes the concept of status differences between gender in media profession and journalism practice suggesting that men and women have pluralistic role in media organizations on which gender role theory is advanced to underscore what the differing role function and work status means in reality. This helps advance the gender role theory being the next discourse.
Theoretical Consideration: Gender Role Theory

Gender Role theory explains the differences in role playing between men and women in society and the way individuals attributes unfold in a given group behaviour and relationship possibly at the level of organisations or workplace and their status in the system (Blackstone, 2003). As Gauntlett (2008) writes, the gender role theory provides a theoretical basis in explaining how men and women are perceived differently as leaders or workers, adding that individuals have role expectations on which they are known and identified with. (Enwefah, 2018).

The emergence of gender role theory goes back to the work of Money, John and co-researchers, (1955) and Goldie (2014). These scholars provide the core principles of gender as socially constructed norm in relation to sex categorisation of individuals in society emphasising the notion of men and women as a distinct gender identity in which actions, attitudes and behaviours are subsumed. This discourse underscores the importance of gender role theory in mapping the patterns of gender inequality in media profession and journalism practice.

Justifying Gender Role Theory and Gender Inequality in Journalism Practice

The discourse regarding gender role theory underlies the status differences of gender as individual men and women in society and institutions. Thus, the relationship between gender assumes unequal path in media organisations, with the use of gender inequality as a critical parameter in explaining what goes on between men and women in job assessment and status relations (Ridgeway, 2013; Scott, 2018). The word “unequal” means gender inequality. Chavez (1985) notes that gender inequality is a major social problem in society and the mass media as institutions of the fourth estate of the realm facilitate domination of sexes plurality. The author then refers gender inequality as the process through which the belief that women are inferior and subordinate to men is socially transmitted. For Trappel (2019), gender inequality has extended to the media and journalism putting inequality and media relationship at the burner of research investigation in order to understand the nature of gender pluralization.

These observations were again proven by Robinson (2018). According to her, gender inequality is visible in both public and private spheres in which economic, political and social affairs are obvious noting that gender inequality has been persistent over time, place and culture. She goes further to identify class, sexuality, race, and ethnicity as critical variables for understanding gender characteristics and status differences in gender research. Moreover, Whiting (2019), cited the study of Geena Davis Institute to argue that of 120 theatrical releases between 2010 and 2013 in ten countries, gender inequality was detectable, reflective of 30.9 percent female and 69.1 percent were male. This study is a mediation of film studies and media. The work of Chavez (1985) unfolds similar evidence on gender inequality in media use citing comic strips as a medium for the perpetuation of men and women usage differences. The author notes that there were disproportionate characters in the comic strips, in favour of men with 94 percent and 56 percent women (see similar studies by Bennett, 2016; Hinnosaar, 2019).

These analyses are insightful to connect the relations of gender role theory and gender inequality in journalism practice and for further empirical exploration. The discourse advances to the next section which is the literature review.

Literature Review
The argument bordering on men and women as two distinct individuals were recurring theme from the theory and this mirrors the expectations of individual performance as journalists in the media organisations. The assertion is that both men and women journalists have different capacity in terms of status and journalistic responsibilities and further inquiry has proven lopsided gender-media relations. This means that men and women do not have the same parity in journalism practice. Thus the words dominance, non-parity, discrimination, underrepresentation;segregation becomes synonymous with the term inequality in the analysis of gender issue in journalism research.

The patterns of gender inequality in journalism engagement and practice have been studied by scholars and researchers citing for examplesPadovani, Raeymaeckers, and De Vuys,2018; Foundation 2011;Media Monitoring Africa by Radu and Chekera 2014; Radu and Chekera, 2014; North, 2014; Mustafa, 2017).

Explicit to mention are the works of Acker (1990) and North (2014) who draw on two distinct concepts to analyse gender-journalism dichotomy. The first of this is vertical segregation of gender which implies disproportionate progression on the same job even though with similarity of skills. It also implies men and women working status in journalism profession within the media organization is likely to move in different stratification paths.

Marcotte’s; (2013) article entitledGender Inequality in Public Media Newsrooms explains the existence of gender gap in which the domination of women were known in terms of percentage differences between men and women in public media. According to him, the ratio of women to men employees in the public radio media were 38 percent (women) and 62 percent (men) while in public television media, the ratio for women was 44 percent and 56 percent for men.

The International Women’s Media Foundation (IWMF) (2011) shows similar pattern of dominance as the finding indicates 73 percent of the top media management jobs were occupied by men compared to 27 percent women. As for the rank of reporters, men held 64 percent of the job as opposed to 36 percent held by women. Moreover, the 2019 Women Media Center report points out the most recent affirmation of non-parity or diversity in gender- media profession and journalism. The report indicates pathetic observations of women status in the media in the US. In the words of the authors:

The media are in a state of great disruption, but despite all of the change, one thing remains the same: the role of women is significantly smaller than that of men in every part of news, entertainment and digital media.

These disparities in gender roles are likened to what Louise North (2014) refers to as vertical segregation of women in journalism practice. As McQuail, cited in Padovani, Raeymaeckers and De Vuys (2018) puts it,differential representation of women treats women on different measure of equality and assessment in comparison to male in media journalism.

The second is horizontal segregation in journalism. This implies that journalists as individuals engage in journalism practice on which he or she is known to others as journalist for within the media organization and the wider society. Thus, the relations of gender diversity and news functions provide a case for measuring journalism role. For example, studies found gender disparity in public news media noting that the ratio of women in public radio news was 44 percent and 56 percent men while in public television news, the ratio was 35 percent women compared to 65 percent men. The author, therefore, refers to these as obvious evidence of media inequality in journalism practice.
Further evidence on the relations of inequality in journalism practice was drawn from the 2017 Women Center Reports on US media. The report notes the existence of gender variation in news coverage in different media outlets. As the report explains, men receive 62 percent byline in newspaper news story and women with 38 percent. Moreover, Bunnell (2016) asserts in her study of gender inequality in the media that there is diversity within gender news coverage, emphasizing that men get more coverage on the front pages of magazines and newspapers as against women. She asserts that if men are the ones setting the cultural norms, then they are the ones able to modify them.

Beyond this on-going discourse, the relation of gender inequality in journalism practice has drawn the attention of scholars and researchers in other societies. Evidence abound that in Kerala (India), gender disparities subsist with women journalists being overshadowed by their male counterparts. As the author puts it, women are facing gender inequalities in news production and most often news are reported from the men’s point of view (Rajeev, Midhila and Karthika, 2019). This position was corroborated by Nakacwa (2018). According to him, there are fewer female practicing journalists in different media outlets in all the main media platforms in the country. Reflecting back on this discourse, the effect of glass ceiling is obvious to signpost, given the under-representation of women journalists in journalism profession and non-progression to the top management of journalism career (Valsman, 2011; Reuter.com, 2018; Azrak, 2018) and in relation to the studies of other researchers on the effect of glass ceiling in journalism and career prospect (Valsman, 2011; Reuter.com, 2018; Azrak, 2018; Franks, 2013a; 2013b; Daniels, Glenda et al, 2018; Rodney-Gumede, Ylva, 2018; Rajeev, Midhila and Karthika, 2019).

For obvious clarity, the phrase “class ceiling” refers to static progression of women on the job implying that the movement of women journalists to upper cadre of the profession is a mirage. Put simply, the social differences between men and women in journalism practice (Loden, 2017). The reason for the complacency is, therefore, examined.

**Why Gender Inequality in Journalism Practice**

Earlier discourse on gender inequality points to insightful disparities between men and women in journalism practice, suggesting that women’s matter in the media profession is low key and discriminatory. As Lobo, Silveininha and co-authors (2012) argue that the media deserve to be blamed for putting women in a negative perception. In the words of the authors, the women have been systematically trivialized to a state of symbolic annihilation and that this has influenced one-way pattern of gender domination in journalism practice and in which male are at the center of media professional culture.

Furthermore Wood (1995) notes that the media portray women as too stereotype, seeing them as sex objects, often incompetent and dependent. This appears to affect the competitive strength of gender in media market and the journalism practice. According to him, the image of women in the media tends to reflect cultural stereotypes that are inconsistent with reality (McQuail, 2005; Abdelmogoth and Mossal, 2012). Mustafa (2017) identifies lack of opportunity as a critical factor hindering women’s access to newsroom journalism to effectively compete with men in newsroom reportorial practice in newspapers, television and radio stations while York (2017) describes gender disparity in leadership position in journalism as an additional factor that has weakened the motivation of women in pursuing media profession as status career.

Fundamental to the plight of gender inequality is the issue of policy framework in addressing the dominance of women in journalism profession and by extension journalism practice. Padovani,
Raeymaeckers and De Vuys (2018) provide comprehensive documentation on media-gender inequalities policy around the world and its implementation is far from encouraging. This suggests further that women in journalism are not making decisive breakthrough in terms of comparative progression with the men.

These review provides ground to explore whether gender inequality exits in Nigeria journalism environment and in what dimensions of inequality. The current analysis is underpinned by the following research questions: RQ1. Does gender inequality exist in journalism practice in Nigeria?  RQ2: What factors influence gender inequality in journalism practice in Nigeria? RQ3. Are there any consequences of gender imbalance in journalism practice in Nigeria?

The next section examines the methodology required to explore these research questions for descriptive statistical findings and confirm whether gender inequality exits or otherwise in the Nigerian media environment.

**Methodology and Data Collection**

To examine the research questions, descriptive research design and survey procedure were adopted. (Salaria, 2012; McCombes, 2020). As Aggarwal (2008) cited in Salaria (2012) explains, descriptive research involves the gathering of information bordering on prevailing conditions or situations for the purpose of descriptive analysis, interpretation, comparisons, identification of trends and relationships arising from the situational outcome. Thus, the use of descriptive research approach helps uncover gender difference experience of practicing journalists, as men and women in the media profession.

**Sample Population and Data Collection**

The simple population for this study was conducted in three media organisations with sample size in bracket. i. Nigerian Television Authority (79); ii. Delta Broadcasting Service (144); and iii. Pointer Newspaper (96). The total number sampled was 316. The rationale for the sample size was to get insights into the experience of journalists as employees aspiring to the top of journalism profession and role comparison between gender as men and women to ascertain the pattern of discriminations or gender gap in organisational roles between gender with a view to achieve predictable generalization in gender inequality. Moreover, a self-completion questionnaire was administered to journalists through convenience sampling in different media organisations on a face-to-face procedure. A research assistant was recruited to help in distributing and retrieving copies of the questionnaire. Three days, from 10th - 13th December, 2019, were spent in the administration and retrieval of copies of completed questionnaire.

The questionnaire was developed on a four-points Liket Scale (Strongly Agreed (SA) = 4; Agreed (A) = 3; Strongly Disagreed (SD) = 2; Disagreed (D) = 1) to reflect the bias for descriptive statistics relative to participants’ response rating in line with the research questions. The statistical procedure for the presentation of data and analysis is the weighted mean score (WMS) based on the four-points likert scale. The decision to use the weighted mean score (WMS) is influenced by those other researchers (Gunawat, Singh, Patwardhan and Gehlot, 2015; Nwanmereni, Ochonogor, and Orlu-Orlu, 2018).

The mean is 2.5. The statistical formula for the calculation of weighted mean score is:

\[
\text{WMS} = \frac{\sum (AR \times W)}{\sum R \times NO}
\]
Where:
AR = Aggregate Response
W = Weighting
R = Total number of Response
NO = Number of options in the scale (4)

Using the four points Likert Scale, responses to the items in the questionnaire were weighted as follows: Strongly Agreed (SA) = 4; Agreed (A) = 3; Strongly Disagreed (SD) = 2 and Disagreed (D) = 1.

Findings and Discussion
This section presents and analyses the data that were obtained from copies of completed questionnaire involving 316 participants drawn from three study locations Asaba: the Nigerian Television Authority (NTA), Delta Broadcasting Service (DBS) and Pointer Newspaper. The RQ1 to RQ3 on which data were derived are now addressed, starting with the question: whether there is gender inequality in Journalism practice in Nigeria with three statements to assess participants’ opinion on the issue. Thus, the independent variables via statement on Table 1 (1–3); Table 2 (4–7) and Table 3 (8= 9) were designed with set of variables; the dependent variable (gender inequality) and the independent variables (statement categories 1-9) to underscore the patterns of journalism practice between men and women journalists in media organisations and statistical picture were ascertained for positive finding. The findings are, therefore, presented starting from Table 1 below:

Table 1: Gender Inequality in Journalism Practice in Nigeria

<table>
<thead>
<tr>
<th>S/No</th>
<th>Questionnaire Items</th>
<th>Media Station</th>
<th>Responses</th>
<th>Total</th>
<th>WMS</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>SA</td>
<td>A</td>
<td>SD</td>
<td>D</td>
</tr>
<tr>
<td>1.</td>
<td>There is gender inequality in journalism practice in my Media Organization</td>
<td>NTA</td>
<td>58</td>
<td>13</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>DBS</td>
<td>91</td>
<td>36</td>
<td>6</td>
<td>11</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pointer News</td>
<td>62</td>
<td>19</td>
<td>4</td>
<td>11</td>
</tr>
<tr>
<td>2.</td>
<td>There is gender inequality in recruitment processes in my organization</td>
<td>NTA</td>
<td>61</td>
<td>10</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>DBS</td>
<td>88</td>
<td>29</td>
<td>1</td>
<td>16</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pointer News</td>
<td>59</td>
<td>21</td>
<td>6</td>
<td>10</td>
</tr>
<tr>
<td>3.</td>
<td>The male gender is often preferred over the female during recruitment</td>
<td>NTA</td>
<td>56</td>
<td>12</td>
<td>3</td>
<td>5</td>
</tr>
<tr>
<td></td>
<td></td>
<td>DBS</td>
<td>96</td>
<td>28</td>
<td>5</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pointer News</td>
<td>57</td>
<td>21</td>
<td>1</td>
<td>7</td>
</tr>
</tbody>
</table>

Source: Field Survey, (2020)

Respondents data in Table 1 shows that the existence of gender inequality in journalism practice cuts across the three media organisations, as evident from the weighted mean scores of 3.1, 3.4 and 3.5. This findings validate those of scholars and researchers that gender inequality is apparent in media journalism.
Regarding the issue on gender inequality in recruitment process in media journalism, the findings from NTA, DBS and Pointer newspaper suggest discriminatory recruitments are evident from the statistical variations and are positive to indicate affirmation (Table 1 (2)). The results support the position of other researchers citing for examples Marcotte, 2013; International Women’s Media Foundation (IWMF), 2011. Furthermore, the data on preference for male gender over female during recruitment revealed statistical consistency indicating similarity of responses among the three media outlets (Table 1 (3). The finding underscores the gender discrimination with women at the negative end of the recruitment practice or institutional recruitment practice. This implies that men are more likely to get the job first in a competitive job recruitment (Stamarski and Hing, 2015).

Table 2: Factors influencing gender inequality in Journalism practice in Nigeria

<table>
<thead>
<tr>
<th>S/N</th>
<th>Questionnaire Items</th>
<th>Media Station</th>
<th>Responses</th>
<th>Total</th>
<th>WMS</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>SA 4</td>
<td>A 3</td>
<td>SD 2</td>
<td>D 1</td>
</tr>
<tr>
<td>4.</td>
<td>Preference of male</td>
<td>NTA</td>
<td>46</td>
<td>23</td>
<td>3</td>
<td>7</td>
</tr>
<tr>
<td></td>
<td>graduate journalists over females arising from societal or patriarchal predispositions</td>
<td>DBS</td>
<td>89</td>
<td>27</td>
<td>9</td>
<td>19</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pointer News</td>
<td>58</td>
<td>20</td>
<td>5</td>
<td>13</td>
</tr>
<tr>
<td>5.</td>
<td>Poor performance of</td>
<td>NTA</td>
<td>11</td>
<td>8</td>
<td>14</td>
<td>46</td>
</tr>
<tr>
<td></td>
<td>women on the job</td>
<td>DBS</td>
<td>18</td>
<td>14</td>
<td>26</td>
<td>86</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pointer News</td>
<td>15</td>
<td>13</td>
<td>11</td>
<td>57</td>
</tr>
<tr>
<td>6.</td>
<td>Influence of media</td>
<td>NTA</td>
<td>14</td>
<td>11</td>
<td>14</td>
<td>40</td>
</tr>
<tr>
<td></td>
<td>ownership</td>
<td>DBS</td>
<td>16</td>
<td>21</td>
<td>23</td>
<td>84</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pointer News</td>
<td>13</td>
<td>10</td>
<td>15</td>
<td>58</td>
</tr>
<tr>
<td>7.</td>
<td>Media industry</td>
<td>NTA</td>
<td>9</td>
<td>11</td>
<td>21</td>
<td>38</td>
</tr>
<tr>
<td></td>
<td>regulation in</td>
<td>DBS</td>
<td>15</td>
<td>16</td>
<td>23</td>
<td>90</td>
</tr>
<tr>
<td></td>
<td>Nigeria does not</td>
<td>Pointer News</td>
<td>16</td>
<td>16</td>
<td>10</td>
<td>54</td>
</tr>
<tr>
<td></td>
<td>encourage the</td>
<td></td>
<td></td>
<td></td>
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<td></td>
</tr>
<tr>
<td></td>
<td>recruitment and</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>growth of women</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td></td>
<td>journalists</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Findings from 2 shows indication of obvious preference for male graduate journalists over femalejournalists as evident from the weighted mean scores of 3.3 for NTA; 3.3 for DBS and 3.2 for Pointer Newspaper suggesting societal or patriarchal predispositions against women.in the media profession. Moreover, the negative perception against women as being sex objects, non-assertive and dependent appears to put women in non-competitive position with men. Wood(1995) andPavlou and Christiana (2018) sees unconscious bias that women are incapable of forging comparative strength as men in work performance (McQuail, 2005; Abdelmogeth and Mossal, 2012). Furthermore, the conscious bias against women in occupation found evidence from the study of Martin and Barnard (2013) that gender role of women in male-dominated environment is a mirage and in which the men are protective of their status quo (Safa and Akter, 2015; Lobo,Silveirinha and co-authors, 2012).

**Table 3: Consequences of Gender Imbalance in Journalism Practice in Nigeria**

<table>
<thead>
<tr>
<th>S/ N</th>
<th>Questionnaire Items</th>
<th>Media Station</th>
<th>Responses</th>
<th>Total</th>
<th>WMS</th>
<th>Remarks</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>NTA</td>
<td>SA 22</td>
<td>300</td>
<td>3.7</td>
<td>Accepted</td>
</tr>
<tr>
<td>8.</td>
<td>Undue marginalization of women.</td>
<td>DBS</td>
<td>37</td>
<td>466</td>
<td>3.2</td>
<td>Accepted</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pointer News</td>
<td>25</td>
<td>335</td>
<td>3.4</td>
<td>Accepted</td>
</tr>
<tr>
<td>9.</td>
<td>Continual absence of women in key decision-making positions.</td>
<td>NTA</td>
<td>41</td>
<td>256</td>
<td>3.2</td>
<td>Accepted</td>
</tr>
<tr>
<td></td>
<td></td>
<td>DBS</td>
<td>6</td>
<td>475</td>
<td>3.2</td>
<td>Accepted</td>
</tr>
<tr>
<td></td>
<td></td>
<td>Pointer News</td>
<td>20</td>
<td>317</td>
<td>3.3</td>
<td>Accepted</td>
</tr>
</tbody>
</table>

Field Survey, 2020

Result presented in Table 3 shows undue marginalization between gender in the respective media organizations as evident from the statistical weighting noting NTA (3.7); DBS (3.2) and Pointer newspaper (3.4) confirming as well gender discrimination in journalism practice in Nigeria media landscape (Table 3 (8). The undue marginalization means that comparative progression between men and women journalists differ within the media organisations to the disadvantage of women journalists. This observation corroborates earlier researches byMedia Monitoring Africa (2014) and Franks, (2015) who found women journalists at a low end of journalism role and function in different capacity of news production.

Respondents’ data on the continual absence of women journalists in key positions unfold statistical value of differing weighting, as the findings from NTA (3.2); DBS (3.2) and Pointer newspaper (3.3) revealed (Table 3 (9). This implies that the breakthrough at top of managerial cadre for women journalists is blinked indicating that women journalists in Nigeria media institutions face the effect of glass ceiling and occupational gender segregation in journalism career. This assertion is supported by similar work of
researchers who noted glass ceiling as a factor instigating gender inequality in occupational care, including the media (Valsman, 2011; Reuter.com, 2018; Azrak, 2018; Franks, Suzanne, 2013; Daniels, Glenda et al, 2018; Rodny-Gumede, Ylva, 2018; Rajeev, Midhila and Karthika, 2019). Furthermore, Endong, (2016) notes that the low representation of female journalists in decision-making portends adverse effect on programmes production bothering on women’s or family issues. As Rodny-Gumede and Ylva (2018) rightly explain, the media have become old boy club in which the men are at the helm of the journalism profession and management, influencing the direction of the social responsibility of the media to the society and its role in governance.

**Conclusion and Recommendations**

The deduction arising from the study is that journalism practice in Nigeria drives on different dimensions of segregation noting gender horizontal dimension in which men journalists are at the center of news production in media organisations. Discriminatory segregation towards women journalists has become the norm of gender gap in media organisations. Moreover, vertical dimension of segregation has underscored the margination of women in getting to the optimum position in journalism career. The expectation of leadership role has become one of men’s domination and the effect of glass ceiling in defining their role stagnation. This again leaves women at a low level of managerial cadre and decision-making in journalism practice. In a specific remark, the recruitment into the media industry is favorable to men compared to women in Nigeria. Further indication underscores eighty percent of practicing journalists in Nigeria are male affirming underrepresentation of women journalists in news media (Anyanwu, 2017)

In addition, the derogatory perception of women journalists is laden with sexism and stereotypes that presumably impede their progress in the journalism profession. As a way out of this intractable problem of gender inequality in journalism practice, this study recommends as follows:

- Owners of media stations in Nigeria (public and private) should shun discriminatory attitudes or conditions that put women at a disadvantaged position in terms of recruitment of editorial staff. Male and female graduate journalists should be given equal opportunity during recruitment processes.

- Media regulatory authorities in Nigeria should rise to confront discrimination against women in terms of recruitment and promotion. The authorities can achieve this by monitoring the gender gap in the composition of the editorial staff of media organizations in Nigeria.

- The Nigerian National Assembly and State Assemblies should enact laws that make criminal all societal or patriarchal norms that promote gender discrimination. Such laws should be enforced by the government to eradicate all forms of gender injustice that keeps the society bereft of the creative abilities of the women.

- Women societies (National Council of Women Society (NCWS), the Federation of Muslim Women’s Associations of Nigeria (FOMWAN), Women in Nigeria (WIN) and media professional association (Nigerian Women Journalists; NAWOJ) should mount strategic sensitization using different media outlets nationwide to educate the public, stakeholders of different service providers and policy makers to give women comparable opportunities in gender employment. Moreover, the Nigerian Women Journalists
(NAWOJ) should serve as a constructive role model to inspire young generation of graduates in mass communication to take on journalism as a life career in the media environment. This pursuance of gender balance will strategically assist women journalists to cope and dislodge the discriminatory attitude of the male counterpart in the media profession.

Footnotes:

1. 1: Nigeria profile - Media  
2. Nigeria: Celebrating 160 Years of Journalism in Nigeria  
3. Gender Identity  
4. Gender Inequality  
5. Radio stations in Nigeria (Government and Private Commercial)  
   Retrieved from mesoimeso.org/radio-stations-nigeria-government-private-commercial:
6. TV stations in Nigeria and their frequencies  
7. Nigerian Newspapers (Online (95) + Offline (51) Publications)  
8. What is descriptive research?  

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