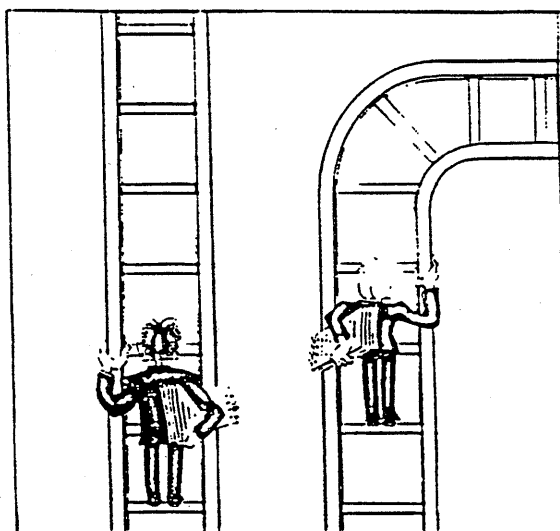


WOMEN
= IN =
JOURNALISM

The Cheaper Sex



how women lose out in
journalism.

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A WIJ report sponsored by

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Survey finds evidence that women journalists are still lagging behind men

Women in Journalism commissioned MORI On-Line to conduct an in-depth telephone survey of the background, views and employment of 537 men and women on national newspapers and magazines. The results suggest the following:

- Women journalists on national newspapers and magazines are better educated than men
- Women tend to be in less senior jobs than men of the same age
- Women tend to earn less than men of the same age
- Having children affects women's careers more than men's
- Women are somewhat more likely than men to delay having children or to have fewer children because of their job
- Parents of both sexes are happier working for magazines than for newspapers
- Mothers on newspapers are somewhat more likely than fathers to have been given more responsibility without a correspondingly higher salary
- Women journalists are more likely to think their employers discriminate against them than do their male colleagues
- Most women journalists say that they could do their job just as well if they worked more flexible hours, but only a quarter are allowed to do so.

But...

- Male journalists tend to work longer hours than women
- On average, younger women on newspapers earn more than men of the same age, but older men earn more than older women

Eve Pollard, chairwoman of Women in Journalism, said: 'This shows how far women journalists still have to go. Employers should be asking themselves why, when women have better qualifications, most of them are still being paid less. And why do women's careers seem to be blighted as soon as they have children? Newspaper and magazine managements need to realise that, if they are not prepared to be more flexible about working hours, they will waste much of their best talent. And they should not be prepared to tolerate the discrimination in the newsroom that this survey has uncovered.'

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THE SURVEY

Years of experience

Women are still newer to the profession of journalism than men. In our sample, 31 per cent of women had been in journalism for fewer than five years, compared with 12 per cent of men. At the other end of the scale, only 12 per cent of women had spent 20 or more years in the profession, compared with 35 per cent of men.

In newspapers, the men are even more heavily represented at the upper range of experience: 46 per cent had spent more than 20 years in journalism, compared with 16 per cent of women.

Women also seem to have started later, with most becoming a journalist in their early 20s. More men started in their late teens. This is probably a generational difference: the women are, on the whole, younger and are therefore more likely to have had higher education before starting work.

Q: How many years have you worked in journalism?

	Men	Women	Men	Women	Women
Up to 5 years	12%	31%	5%	9%	
5 - 20 years	51%	56%	48%	76%	
Over 20 years	35%	12%	46%	16%	
	ALL		NEWSPAPERS		

Having children

Having children seems to affect women's careers more than men's. The effect of having children on a newspaper career appears to be worse than on magazines. 32 per cent of fathers on newspapers call themselves editors or deputy editors, compared with just 12 per cent of mothers. On magazines, this pattern appears less pronounced: fathers lead mothers by 37 per cent to 28 per cent.

Q: What is your job title?

	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Men	Women	Editor/deputy editor
ALL	34%	22%	20%	14%	32%	12%	25%	24%	37%	28%			
	ALL		NEWSPAPERS				MAGAZINES						

Mothers are much more likely than fathers to be feature-writers on newspapers (24 per cent, compared with 7 per cent) or reporters (25 per cent, compared with 15 per cent).

Women are more likely than men to have delayed having children because of their careers. 25 per cent of women say they have done so, compared with 16 per cent of men. On newspapers, mothers are four times more likely than fathers to have delayed having children (22 per cent to 5 per cent). Overall, 23 per cent of childless women have delayed, while 95 per cent of men say this has not been a consideration. On newspapers, fathers are twice as likely than mothers to have three or more children. On magazines, the figures are far more similar between the sexes.

Q: Have considerations of career or livelihood made you decide not to have a child at a certain time?

	ALL		NEWSPAPERS		MAGAZINES	
Yes	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers
	11%	29%	5%	22%	19%	32%

Q: How many children do you have?

	ALL		NEWSPAPERS		MAGAZINES	
One	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers
	29%	41%	25%	43%	33%	40%
Two	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers
	42%	41%	41%	41%	44%	41%
Three +	Fathers	Mothers	Fathers	Mothers	Fathers	Mothers
	29%	19%	34%	16%	23%	20%

Seniority

Are women not as senior as men simply because they are younger? We asked MORI to correct for the bias of age and the pattern of results still indicated disparities. In newspapers, men up to 35 seem to be more likely to be section editors than women. After that age, there are as many female section editors as there are men, but older women appear far less likely to reach the level of editor/deputy editor than older men. In magazines, the story appears to be a little different. Younger men seem to do better than women of the same age. 33 per cent of male 35-year-olds and under are editors or deputy editors, compared with 19 per cent of equivalent women. Younger women are more likely to be reporters or sub-editors. But women appear to overtake men when they get older. This is suggested by the finding that 36 per cent of older women call themselves editors/deputy editors compared with 26 per cent of older men. And 17 per cent are section heads compared with 9 per cent of men.

Q: What is your job title?

		NEWSPAPERS				MAGAZINES			
	Men	Women	Men	Women	Men	Women	Men	Women	
Editor/	< 36	< 36	< 36	< 36	< 36	< 36	< 36	< 36	
deputy	11%	10%	18%	33%	19%	26%	36%		
editor									
Section	21%	13%	20%	20%	15%	10%	9%	17%	
head									

Salaries

It is not surprising that men, on average, earn more than women, because they are, on average, older and have more years' experience in journalism. But what are the differences when age is factored out? The stories are different on newspapers and magazines.

The broad pattern of results indicate that younger women on newspapers do better than men. Up to the age of 35 they earn, on average, £32,000 a year compared with £25,000 for men. Older women on newspapers, however, seem to do worse than their male peers. Their average is £31,000 compared with £36,000 for men. Looked at another way, 47 per cent of younger women earn less than £30,000, compared with 70 per cent of younger men. But at the top of the range, 11 per cent of older men earn over £60,000 compared with only 1 per cent of older women.

On magazines, the pattern indicates that women tend to earn rather less than men whatever their age. On average, younger male journalists earn £26,000, and the women earn £24,000. That figure rises to £38,000 for older men and £34,000 for older women. 38 per cent of younger women earn less than £20,000, compared with only 21 per cent of men.

Q: From all sources in journalism, could you indicate your approximate annual salary before tax?

		NEWSPAPERS				MAGAZINES			
	Men	Women	Men	Women	Men	Women	Men	Women	
< £20K	< 36	< 36	< 36	< 36	< 36	< 36	< 36	< 36	
> £20K			21%	77%	38%	56%			
< £30K	70%	47%			34%		41%		
> £30K	24%	50%			68%		55%		
< £40K			62%						
> £40K			34%		29%				
Average	£25,000	£32,000	£36,000	£31,000	£26,000	£24,000	£38,000	£34,000	

Flexible working and other benefits

Women are much more likely than men to claim that they could do their job just as well if their working pattern were arranged to suit their personal needs. 62 per cent of women make this claim, compared to 47 per cent of men. The disparity is particularly great between mothers and fathers on newspapers (66 per cent to 39 per cent), whereas childless newspaper journalists differ hardly at all (50 per cent of women agree, 46 per cent of men).

Q: Would you be able to achieve comparable professional results if your working pattern could be arranged to suit your personal needs?

ALL		NEWSPAPERS				MAGAZINES			
Men	no kids	52%	64%	41%	60%	46%	56%	38%	No
Men	with kids	41%	60%	57%	66%	57%	44%	56%	Yes
Wo-	no kids	35%	57%	33%	41%	33%	54%	38%	
Wo-	with kids	41%	60%	57%	66%	57%	44%	56%	
Men	no kids	37%	50%	39%	46%	39%	50%	37%	
Men	with kids	46%	60%	50%	60%	50%	46%	37%	
Wo-	no kids	30%	46%	39%	46%	39%	50%	37%	
Wo-	with kids	46%	60%	50%	60%	50%	46%	37%	

Neither newspapers nor magazines are yet particularly family-friendly workplaces. Although the vast majority of respondents said that their employers offered either formal or informal maternity leave, the provision for working after childbirth is less helpful. Only 5 per cent enjoy childcare facilities and only a quarter are able to have flexible working hours or to work from home. A fifth of respondents on magazines say their employers offer none of the above (formal or informal maternity and paternity leave, childcare, flexible working and outworking).

Q: Does your present employer offer any of the following?

NEWSPAPERS	MAGAZINES
Contractual maternity/paternity leave	83%
Informal maternity/paternity leave	14%
Childcare facilities	3%
Flexitime working hours	22%
Outworking from home	21%
None of these	6%

Views on discrimination

Asked whether it was more difficult for capable women journalists to get ahead in their careers than it was for men, there was a broad difference of views. Overall, 51 per cent of women agreed that it was more difficult, with 41 per cent disagreeing. Men's views were the opposite: 30 per cent agreed and 65 per cent disagreed.

The difference was much greater on newspapers than magazines. 57 per cent of newspaper women saw discrimination compared with only 23 per cent of men. Women with children on newspapers seem to feel the greatest discrimination: 70 per cent of them thought it was harder for capable women to get on, compared with just 11 per cent of men with children. Women without children on newspapers, though, were evenly split, with 45 per cent citing discrimination and 46 per cent denying that it existed. This lends weight to the thesis that if difficulties arise for women in newspapers, it is usually once they become mothers.

On magazines, however, parents of both sexes agreed (42 per cent) that it was harder for women. Childless journalists were split according to sex, with 52 per cent of women but only 35 per cent of men agreeing.

Q: Do you think it is more difficult for capable women journalists to get ahead in their careers (by comparison with capable men journalists), or not?

	ALL			NEWSPAPERS			MAGAZINES				
Yes	34%	50%	24%	51%	33%	45%	11%	70%	35%	52%	42%
No	61%	43%	70%	36%	63%	46%	84%	25%	60%	43%	42%
	Men no kids	Wo-men no kids	Men with kids	Wo-men no kids	Men no kids	Wo-men no kids	Men with kids	Wo-men with kids	Men no kids	Wo-men no kids	Men with kids

