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# Gender Sensitivity in Nepali Media

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A study on bylines by female journalists, and women and sexual minorities as the source of news and their issues in editorials and op-ed articles

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**Prepared by:**

Media Action Nepal

**Edited by:**

Laxman Datt Pant

**Researchers:**

J.B. Biswokarma & Priyanka Jha

**Research Assistants:**

Narendra Dhakal, Province 1

Hadish Khuddar, Province 2

Madhu Sudan Dawadi, Bagmati Province

Sanju Paudel, Lumbini Province

Durga Magar, Gandaki Province

Lalit Bahadur Budha, Karnali Province

Umakant Joshi, Sudurpashchim Province

Phurpa Sherpa, Kathmandu Valley

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Ajay Maharjan

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By analyzing the news and opinion pieces of newspapers and online news portals, this study discusses the level of gender sensitivity and provides suggestions to promote gender sensitive content in the media. Excerpts can be used by accurately identifying and mentioning the actual source. The views and analysis expressed here are of authors/researchers.

# Gender Sensitivity in Nepali Media

A study on bylines by female journalists, and women and sexual minorities as the source of news and their issues in editorials and op-ed articles


## Foreword

Nepali women are constantly facing gender discrimination and problems arising out of patriarchal power relations such as domestic violence, sexual violence and abuse, economic deprivation, political exclusion. Discrimination and harassment against women are deep-rooted. Women and pro-justice forces are raising voices against such discrimination and violence. However, there has not been enough public debate and discussions on multi-faceted forms of violence faced by women in Nepal. It is the responsibility of the media to highlight these issues and make the relevant stakeholders accountable. The media should be the voice for marginalized groups who cannot raise their voices or question the authorities. Therefore, giving more space to women and people with different sexual orientations is more urgent than ever.

There is a growing need to make the media inclusive by ensuring gender equality through the implementation of the Gender Sensitive Indicators and the Code of Conduct for Journalists. Aimed at measuring the level of gender sensitivity in media and determining how much and what kind of news content about women and people with different sexual orientations are published in Nepali media, this study assessed a total of 23,515 media contents published by a total of 20 media outlets.

Twenty media outlets –three national dailies and three online news portals operating in Kathmandu, and one national daily and one online news portal each from seven provinces –are selected for this study. It analyzes news stories and other materials published by 14 media outlets (seven daily newspapers and seven online news portals) from the seven provinces during the period of two months from August 1 to September 30, 2021 and six media outlets (three daily newspapers and three online news portals from Kathmandu) from August 30 to November 1, 2021.

The study shows newspapers and online media in Nepal have not published gender issues as a matter of public importance. Out of the total number of media materials published in those media over the period of two months, only 388 or 1.67 percent news stories are about women and people belonging to different sexual orientations. Of those 388 about women and people with different sexual orientations, 386 are on women's issues and only two about sexual minorities. This reaffirms the fact that Nepali media give less priority to issues of women and people with different sexual orientations.



It is imperative to adopt an editorial policy that favors gender balance, safe working environment and promotion of gender sensitivity in the media. Amid increasing cases of gender-based violence against people of different sexual orientations, preventing dissemination of inaccurate or misleading information about women and sexual minorities is an urgent task that media stakeholders must pay attention to.

In order to promote gender sensitivity in media, it is the responsibility of media houses and journalists to give more space to issues and concerns of women and sexual minorities, produce and disseminate truthful and factual information, and ensure meaningful participation of female journalists.

Together, we can contribute towards gender equality in media!

Laxman Datt Pant  
Chairperson  
**Media Action Nepal**

# Gender Sensitivity in Nepali Media

## Table of content

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<b>Background .....</b>	<b>1</b>
<b>Objectives of the study .....</b>	<b>3</b>
<b>Method of the study and limitations .....</b>	<b>3</b>
<b>Media contents included in the study .....</b>	<b>4</b>
<b>Media content about women and gender minorities .....</b>	<b>5</b>
<b>Bylines of women .....</b>	<b>8</b>
<b>Women and sexual minorities as the source of news .....</b>	<b>10</b>
<b>Use of gender sensitive language in Nepali media .....</b>	<b>12</b>
<b>Women's issues in editorials and op-ed articles .....</b>	<b>12</b>
<b>Gender sensitivity in media structure.....</b>	<b>14</b>
<b>Conclusion and recommendations.....</b>	<b>15</b>
<b>References:.....</b>	<b>17</b>

## Background

The Constitution of Nepal 2015 guarantees women's rights as a fundamental right. It warrants that all women have the right to equal lineage without gender-based discrimination, as well as the right to safe motherhood and reproductive health, education, health, employment, equal pay, social security and property rights. Another constitutional provision guarantees proportional and inclusive representation of women in all state bodies.

Women are half of the population – about 51 percent (National Census of Nepal 2011) and people of other sexual orientations account for 2.5 million of the total population (as per organizations working for sexual minorities). In Nepal, women and people with different sexual orientations face discrimination on the basis of their gender identity. There has been a constant struggle against gender-based discrimination. However, progress has been little other than on legal fronts. While the country has constitutional and legal provisions enough to root out such violence, the laws, however, have not been effectively implemented.

The media plays a vital role in bringing to light discrimination that people experience on the basis of their sexual orientations and making the state accountable to addressing this. Thus it is necessary for media persons to have a clear understanding of gender-based discrimination and the rights of women and people with different sexual orientations. Equally important is representation of people with different sexual orientations in the media. If journalists are sensitive to their issues, the media can be the voice for the voiceless and lay bare multi-faceted discrimination that women and people with different sexual orientations face.

Gender sensitivity in the media can be measured on the basis of their content and operations, participation of male and female journalists, and representation of women at the decision-making level.

Globally, women and people of different sexual orientations are underrepresented in management and non-management jobs of media houses. A 2011 study by International Women's Media Foundation (IWMF) on the status of women in the newsroom found that men's participation in the executive boards and chief executive positions was over 70 percent (IWMF, 2011). In Nepal, only about 25 percent of the working journalists are women. This global and national scenario suggests there is male dominance in media operations everywhere.

Gender sensitivity in media can also be accessed by knowing the space or priority accorded to the issues of people of different gender orientations. According to a 2010 report by the Global Media Monitoring Project (GMMP), 76 percent of the news subjects were men and only 24 percent were women. However, women remain more than twice as likely as men to be portrayed as victims with women at 18 and men at 8 percent respectively (GMMP report, 2010). In Nepal, a 2017 Freedom Forum study found that only 9 percent of the total news content published by the national media made women the source of news.

While women's population is more than half across Nepal, the number of female journalists does not hold up half the sky, a study report by Media Action Nepal in 2021 concludes. There is an urgent need for female journalists to be at the decision-making level. The media needs to formulate gender policies to ensure women's fair participation from their entry, promotion to job upgrade (Media Action Nepal, 2021).

## Objectives of the study

The main objective of this study is to measure the level of gender sensitivity in Nepali media. In accordance with the facts generated from the study on what kind of news stories or materials is published in Nepali media mainly on the issue of women and people with different sexual orientations and how sensitive they are from gender perspective, the purpose of this study is to provide necessary suggestions to promote gender sensitivity in the media.

The specific objectives of the study are to:

- ❖ Determine how much and what kind of news content about women and people with different sexual orientations are published in Nepali media.
- ❖ Find out how sensitive media content are from a gender perspective.
- ❖ Provide suggestions to make Nepali media gender sensitive.

## Method of the study and limitations

Both qualitative and quantitative methods are used in this study. It studies news stories and materials published in 20 newspapers and online news portals from a gender lens. The United Nations Educational, Scientific and Cultural Organization (UNESCO) has developed indicators to determine gender sensitivity in media (UNESCO, 2012). This study uses the UNESCO indicators as well as additional indicators specific to Nepal.

Twenty media outlets — three national dailies and three online news portals operating in Kathmandu, and one national daily and one online news portal each from seven provinces — are selected for this study. It analyzes news stories and other materials published by 14 media outlets (seven daily newspapers and seven online news portals) from the seven provinces during the period of two months from August 1 to September 30, 2021 and six media outlets (three daily newspapers and three online news portals from Kathmandu) from August 30 to November 1, 2021. Since the website of Onlinekhabar.com was under maintenance at the time of this study, only news stories and other materials of this news portal published from October 8 to October 31, 2021 were included in the study.



## Media contents included in the study

This study assessed a total of 23,515 media contents published by those media outlets. The Kathmandu-based dailies and online news portals studied for this purpose have been publishing 39 media materials daily on average. Similarly, the other newspapers and online news portals have been bringing out about 11 news items daily. While the Kathmandu-based dailies selected for this study published 17 news stories and articles daily on average, the newspapers outside the capital city produced 12 news items daily.

Similarly, online news portals based in Kathmandu are publishing about 34 news stories daily and those outside the capital city have an average of 11 news stories daily.

Location	Media	Total number of media materials published
<b>Kathmandu valley/Bagmati Province</b>	Kantipur daily	2270
	Gorkhapatra daily	4051
	Naya Patrika daily	1639
	Onlinekhabar	1753
	Setopati	2959
	Ratopati	1309
<b>Province 1</b>	Blast daily	1381
	Purbeli News daily	178
<b>Province 2</b>	Janakpur Today daily	901
	Todaypati online	175
<b>Out of valley/Bagmati Province</b>	Chitwan Post daily	580
	Narayani online	371
<b>Gandaki Province</b>	Adarsha Samaj daily	771
	Parichaya online	1290
<b>Lumbini Province</b>	Butwal Today daily	712
	Sabal Post	444
<b>Karnali Province</b>	Yug Aawhan daily	437
	Nepali Raibar online	543
<b>Sudurpaschim Province</b>	Paschim Today	133
	Dhangadhi Khabar online	1618
<b>Total</b>		23,515

Table 1: Total number of media selected for this study and the materials published

## Media content about women and gender minorities

This study looks at the priority given by media to women and people of different sexual orientations, which is used as an indicator of this study.

The study shows newspapers and online media in Nepal have not published gender issues as a matter of public importance. Out of the total number of media materials published in those media over the period of two months, only 388 or 1.67 percent news stories are about women and people belonging to different sexual orientations. Of those 388 about women and people with different sexual orientations, 386 are on women's issues and only two about sexual minorities. This reaffirms the fact that Nepali media give less priority to issues of women and people with different sexual orientations.

Location	Media	Total number of media materials published	Total number of media materials on women's issues	Total number of media materials on sexual minorities
<b>Kathmandu valley/ Bagmati Province</b>	Kantipur daily	2270	51	1
	Gorkhapatra daily	4051	56	0
	Naya Patrika daily	1639	16	1
	Onlinekhabar	1753	105	0
	Setopati online	2959	83	0
	Ratopati online	1309	46	0
<b>Province 1</b>	Blast Dainik	1381	3	0
	Purbeli News	178	0	0
<b>Province 2</b>	Janakpur Today	901	3	0
	Todaypati online	175	1	0
<b>Out of valley/ Bagmati Province</b>	Chitwan Post	580	3	0
	Narayani online	371	1	0
<b>Gandaki Province</b>	Adarsha Samaj daily	771	4	0
	Parichaya online	1290	4	0
<b>Lumbini Province</b>	Butwal Today	712	2	0
	Sabal Post	444	1	0
<b>Karnali Province</b>	Yug Aawhan daily	437	3	0
	Nepali Raibar online	543	1	0
<b>Sudurpaschim Province</b>	Paschim Today	133	1	0
	Dhangadhi Khabar online	1618	2	0
<b>Total</b>		23,515	386	2

Table 2: Total media materials on issues of women and sexual minorities

During the study period, Gorkhapatra daily published 4,051 news items. Of the total, only 56 news stories were related to women's issues, which is just about one percent of the total news items. Similarly, online news portal Setopati published a total of 2,959 media materials with only 83 or 2.80 percent dedicated to women's issues. Onlinekhabar published a total of 1,753 media materials, out of which 105 or 6 percent (the highest percentage among all the media outlets selected for this study) were related to women issues.

Likewise, Kantipur daily published 51 media materials related to women's issues, which is about 2.5 percent of the total published materials by the media during the study period.

Newspaper	Total number of media materials	Total number of media materials on women's issues	Total number of media materials on sexual minorities' issues	Online news portal	Total number of media materials	Total number of media materials on women's issues	Total number of media materials on sexual minorities' issues
Kantipur	2270	51	1	Onlinekhabar	1753	105	0
Gorkhapatra	4051	56	0	Setopati online	2959	3	0
Naya Patrika	1639	16	1	Ratopati online	1309	46	0
Blast Daily	1381	3	0	Purbeli News online	178	0	0
Janakpur Today	901	3	0	Todaypati online	175	1	0
Chitwan Post	580	3	0	Narayani online	371	1	0
Adarsha Samaj Daily	771	4	0	Parichaya online	1290	4	0
Butwal Today	712	2	0	Sabal Post	444		
Yug Aawhan	437	3	0	Nepali Raibar online	543		
Paschim Today	133	1	0	Dhangadhi Khabar	1618		
<b>Total</b>	<b>12,875</b>	<b>142</b>	<b>2</b>	<b>Total</b>	<b>10640</b>		

Table 3: Total number of media materials dedicated to women and sexual minorities

It can be concluded that Kathmandu-based daily newspapers and online news portals published a minimal number of media materials related to issues of women and sexual minorities. During the study period, a total of 13,081 news stories and articles were published in six media outlets. Among them, 375 news stories and articles (2.55 percent) were about women and two (0.15 percent) were about people with different sexual orientations.

Chiranjivi Ghimire wrote a news titled 'Difficulties of being homosexual' on September 8 in Naya Patrika daily. Kantipur daily published an article titled 'Identity crisis of third gender' by Amrita Anmol. Apart from these two media, none of the newspapers and online portals carried out news stories or materials about other sexual minorities during this period.

In provinces, seven newspapers published a total of 4,915 news stories, out of which 19 were about women's issues. Seven online news portals carried out a total of 4,619 news stories. Among them, only 10 news stories were of women. Overall, newspapers and online news portals published outside Kathmandu have published a total of 9,534 news stories with only 29 or 0.30 percent dedicated to women's issues. The newspapers and online news portals operating outside the Kathmandu Valley have not published a single news story about sexual minorities.

These findings reveal that issues of women and sexual minorities are not prioritized by newspapers or online news portals operating in Kathmandu and provinces.

Similarly, out of the total of 12,875 news stories included in the study, 10,640 were published online. From the lens of gender sensitivity, online news portals have published more stories on women's issues than newspapers. Of the 388 news stories dedicated to women and sexual minorities, 244 (62.90 percent) were published by online news portals and 144 (37.10 percent) by newspapers. This shows online news portals are ahead of newspapers when it comes to giving more space to women's issues. However, news stories on sexual minorities were published only by newspapers.

These facts suggest that Nepal's newspapers and online news portals are less sensitive to the issues and concerns of women and sexual minorities. This also means that the media in Nepal have not paid enough attention to key issues facing the Nepali society such as political exclusion, gender discrimination, social and domestic violence caused by patriarchal power relations.

## Bylines of women

Out of total news stories published during the study period, not all were had bylines. While some were written by journalists of respective media houses, the others were taken from various news agencies. This study does not analyze this. It only looks at bylines by female journalists, used as an indicator of gender sensitivity in media.

Out of 21,919 news items published in 20 media outlets, only 76 had bylines of female journalists. This is only about 0.30 percent of the total news published by those media.

Location	Media	Total news stories published	Female journalists' byline
Kathmandu valley/Bagmati Province	Kantipur daily	1889	18
	Gorkhapatra daily	3530	7
	Naya Patrika daily	1189	3
	Onlinekhabar	1713	9
	Setopati online	2818	13
	Ratopati online	1246	0
Province 1	Blast Dainik	1381	0
	Purbeli News	178	0
Province 2	Janakpur Today	901	10
	Todaypati online	175	0
Out of Kathmandu valley/Bagmati Province	Chitwan Post	580	0
	Narayani online	371	0
Gandaki Province	Adarsha Samaj Daily	771	0
	Parichaya online	1290	0
Lumbini Province	Butwal Today	712	15
	Sabal Post	444	1
Karnali Province	Yug Aawhan daily	437	0
	Nepali Raibar online	543	0
Sudurpaschim Province	Paschim Today	133	0
	Dhangadhi Khabar online	1618	0
<b>Total</b>		<b>21,919</b>	<b>76</b>

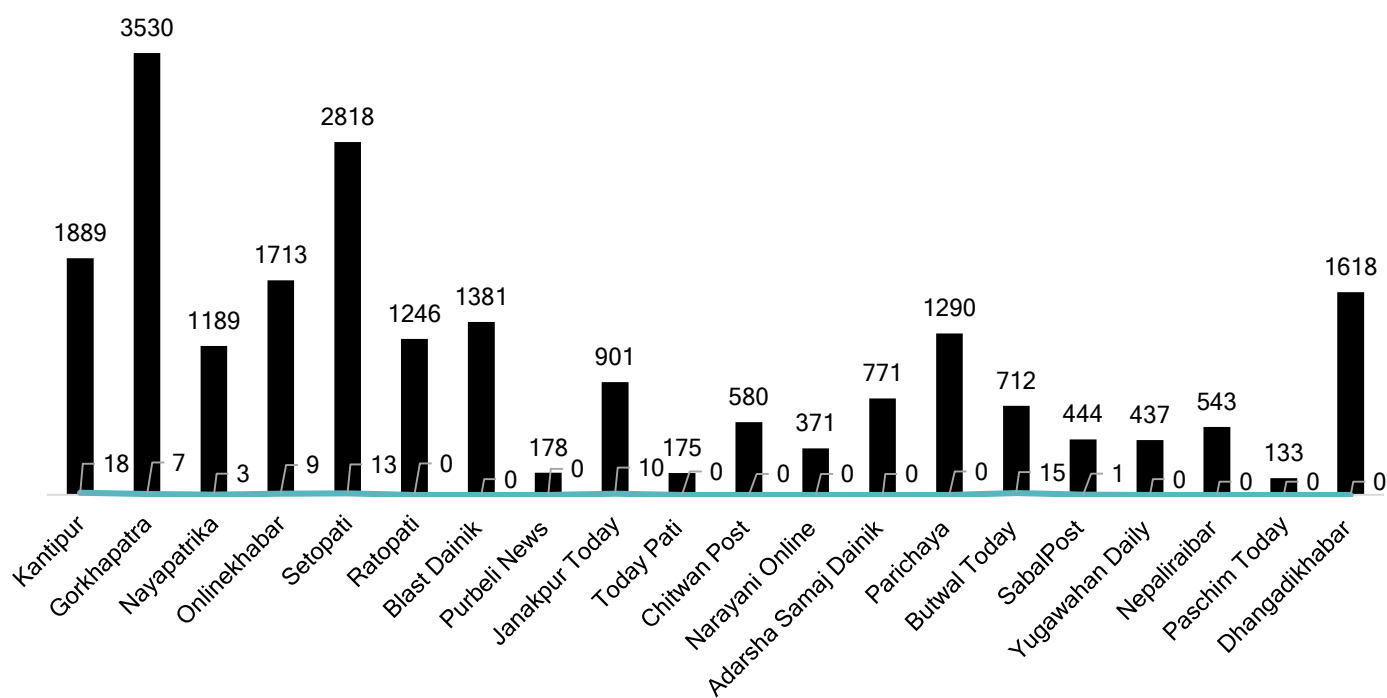
Table 4: Total bylines by female journalists

Kantipur daily published the highest number of news stories containing bylines of female journalists with a total of 18 during the study period. The others with bylines of female journalists are Butwal Today 15, Setopati online 13, Janakpur Today 10, Online Khabar 9, Gorkhapatra daily 7, Naya Patrika 3 and Sabalpost one.

It is not possible for women journalists to have bylines without their presence in the newsroom. This study, however, shows that the media in Nepal are not serious enough about women's participation in the newsroom.

### Bylines by female journalists in Nepali Media

■ Total Published News    — Byline of Women



## Women and sexual minorities as the source of news

Nepali media seems to have highly prioritized men as their source of news. This is due to the dominance of men in the newsroom. The fact that women and people with different sexual orientations can also become the source of news has still not been fully internalized.

In addition, women are rarely considered the source of news as media persons involved in news production are mostly men and have a common tendency of making men as the source of information. Although women become the source of news in matters concerning them, there is a minimal inclusion of women as the source of news on socio-political, socio-economic affairs or other public issues.

Gender sensitivity in the media should also be measured on the basis of how much priority is given to women to be considered the source of news as stakeholders or experts. This is why women and people with different sexual orientations quoted as the news source by the media is considered an indicator of gender equality in the media.

Location	Media	Total number of news stories	Women as the source of news	Sexual minorities as the source of news
Kathmandu valley/Bagmati Province	Kantipur daily	1889	20	0
	Gorkhapatra daily	3530	8	0
	Naya Patrika daily	1189	13	0
	Onlinekhabar	1713	60	0
	Setopati online	2818	42	0
	Ratopati online	1246	19	0
Province 1	Blast Dainik	1381	6	0
	Purbeli News	178	8	0
Province 2	Janakpur Today	901	5	0
	Todaypati online	175	1	0
Out of Kathmandu valley/Bagmati Province	Chitwan Post	580	9	0
	Narayani online	371	6	0
Gandaki Province	Adarsha Samaj daily	771	45	0
	Parichaya online	1290	21	0
Lumbini Province	Butwal Today	712	37	0
	Sabal Post	444	4	0
Karnali Province	Yug Aawhan daily	437	13	0
	Nepali Raibar online	543	9	0
Sudurpaschim Province	Paschim Today	133	9	0
	Dhangadhi Khabar online	1618	13	0
<b>Total</b>		<b>21,919</b>	<b>348</b>	<b>0</b>

Table 5: Total number of news stories with women and sexual minorities as the source of news

A total of 21,919 media materials were studied to know the trend of making women and sexual minorities as the news sources. The news sources mentioned in the media content were in the form of a stakeholder, expert or analyst related to the topic under discussion. Of the total, only 348 (1.60 percent) materials published by the newspapers and online news portals made women the source of news. Just as the dominance of male journalists in the structure and content of the Nepali media, news sources too are dominated by the men. Out of the total published news stories, only 1.60 percent news have used women as the source of news, but not a single person from sexual minority groups are quoted as the news source. This statistic confirms that Nepal's media still has a lot to do in terms of overcoming male dominance in journalism.

Among the newspapers and online portals included in the study, Onlinekhabar made women the news source in its 60 news items. The case of Adarsh Samaj daily was same. These two media outlets are at the forefront of making women as the source of news. Out of 348 news stories with women as the source of news, 165 news (47.41 percent) were published in newspapers and 183 (52.59 percent) in online news portals.

This data shows that online news portals have the tendency of making more women as the source of news than newspapers. The study, however, indicates that Nepali media have included only a small number of women as the source of news. On the other hand, sexual minorities are not made the source of news. This shows that Nepali media are not sensitive to making women and sexual minorities as the source of news.



## Use of gender sensitive language in Nepali media

The study also looked at the language used in news stories regarding women and people of different sexual orientations. Based on the news reports published by newspapers and online news portals included in the study, it is found that the languages and choice of words used by Nepali media are sensitive to women and sexual minorities.

The study found that when views of men and women are reflected in news stories, the use of terminologies that promote gender discrimination were not used much. It has also been found that respectful words were used to refer to both men and women. However, some terminologies used in a few news reports are sexist. For example, on October 7, Kantipur daily published news titled 'Another Dark Side of COVID: Sex for a Living'. The news item covers the struggle of women who were forced into the sex trade due to the economic crisis caused by COVID-19. However, the use of the word 'sex trade' in the news headlines is inappropriate from the gender lens. The same word was not used inside the news. It is only the headline that contained this word. Thus it is important to pay a close attention to gender sensitivity while crafting news headlines.

## Women's issues in editorials and op-ed articles

The media espouse their organizational views through an editorial on any topic they choose. In order to measure gender sensitivity of the media, it is also necessary to look at editorials published by the media. Online news portals publish editorials depending upon the context, whereas daily newspapers bring out editorials every day. The newspapers present their views on contemporary issues of public concern. The media included in this study have published only five editorials on women's issues.

Kantipur daily on 11 October published an editorial titled 'A Long and Arduous Walk for Justice' referring to the group of people that walked all the way to Kathmandu from Nepalgunj demanding justice. The editorial was published in favor of bringing to justice the perpetrators of the murder of Nankunni Dhobi, a victim of domestic violence in Nepalgunj, and the murder of Nirmala Kurmi, a widow.

After the government agreed to investigate the incident, Kantipur again published an editorial titled 'Hope They Don't Have to Come to Kathmandu to Seek Justice Again'.

Similarly, Janakpur Today daily published an editorial calling for mainstreaming women's issues. Butwal Today daily wrote an editorial on increasing violence against women in Lumbini. Yug Aawhan daily carried out an editorial on 'Saving the Girl Child'. Apart from these, other newspapers and online news portals did not publish a single editorial on women's issues during the study period.

Women and sexual minorities face violence, discrimination and injustice across Nepal on a daily basis that some news reports highlight. But these issues rarely become topics for editorials. This also shows that the media are gender sensitive.

On the other hand, opinions are published in newspapers and online news portals in the form of articles and blogs that shape public debate on a given issue. Contemporary socio-political issues are the main topic on which opinions are based. Some of the key issues of contemporary politics in Nepali society are discrimination and exclusion that mainly women and people of different sexual minorities experience.

During the study period 102 articles on women's issues were published by three national dailies and three online news portals from Kathmandu, and one article on issues of sexual minorities. Most of these articles were written by women and some by men. If the number is anything to go by, articles written by women on national politics, society, economy, health, education and other issues is still very low. Among the newspapers and online news portals published from Kathmandu, Gorkhapatra published 521 articles, out of which only 9 articles (1.73 percent) are dedicated to women's issues. Out of 381 writers who published their articles, only 7 (1.35 percent) were women writers.

Similarly, out of 450 articles published by Naya Patrika daily, only 10 (2.23 percent) were on women's issues and only 6 (1.33 percent) were written by women. Among 381 articles published in Kantipur daily, 20 (0.52 percent) were on women's issues with 16 (4.20 percent) written by women. Among the Kathmandu-based newspapers and online news portals, Setopati published the highest number – 52 articles. Of the 141 articles published in Setopati including blogs, 52 (37 percent) were on women's issues. And 71 (50.35 percent) of articles published in Setopati were by women writers. In comparison, Setopati seems to have given a good space to women's issues and women writers.

This study shows that only 6.5 percent of the opinions or blogs published in Nepali media are on women's issues. In terms of the proportion of writers, only about 7 percent of the opinions were by women writers. During the study period, only one article was published on the issues of sexual minorities.

Based on these facts, it seems that the Nepali media have miles go to promote the issue of women and people with different sexual orientations.

## Gender sensitivity in media structure

Whether women's issues are given a priority in the media is largely determined by their representation at the decision-making level, which shows the level of gender sensitivity. There are very few female decision makers in media houses around the world. According to the Global Report on the Status of Women in News Media, 2011, executive boards and chief executive positions of media organizations are dominated by men at 74.1 percent and 72.7 percent, respectively in all seven continents (IWMMF, 2011). According to a 2010 report by the Global Media Monitoring Project, 76 percent of the news subjects (discussed or interviewed) around the world are men and only 24 percent are women. However, women remain more than twice as likely as men to be portrayed as victims – women at 18 and men at 8 percent respectively (GMMP report, 2010).

Women's representation in editorial leadership of Nepali media is limited as mostly men are holding leadership positions in Nepal's media houses. As per the study conducted by Sancharika Samuha in 2015, only 8.1 percent of women are in editorial leadership positions in Nepal. Out of which, only 0.3 percent were working as executive editors, 0.1 percent as sub-editors and 3.6 percent as chief correspondents (Sancharika Samuha, 2015 ). None of the newspapers and online news portals included in this study have women's representation in leadership positions. Furthermore, not a single woman is assuming the roles of Editor-in-Chief, Editor, News Chief etc in these media. Non-representation of women journalists at the decision-making level shows gender inequality in the media.

## Conclusion and recommendations

The study assesses the level of gender sensitivity in 10 newspapers and 10 online news portals operating in Kathmandu and the seven provinces on the basis of gender representation in producing content and holding leadership positions. A conclusion that this study makes is that media publish news materials on women's issues in the form of news stories, opinions, blogs and editorials. However, the number of contents is too low.

Also, issues and concerns of sexual minorities are not given due space by media. It is important to prioritize the issues of women who are marginalized due to patriarchal power relations and are facing multi-dimensional problems. It is also equally important to prioritize the issues of sexual minorities who are excluded, harassed and neglected on the basis of their sexual orientations. For this, it is necessary for media houses to adopt gender sensitivity in their editorial policy and while producing news stories or other contents.

Similarly, from a gender perspective, most of the media in Nepal are giving more space to men. The majority of the media outlets quote men as experts, specialists or resources and that giving a space to women as the source of news or recognizing them as experts is still not so much in practice. Same goes for sexual minorities. The media, considered a proponent of justice, democracy and equality, should have an inclusive voice. The more the news sources are diversified, the greater the credibility of the media. At the same time, the media houses need to conduct necessary training and capacity building programs to make journalists aware of gender sensitivity.

Media houses publish their views on any subject through editorials. This study shows that editorials on issues and concerns of women and sexual minorities, who suffer unending violence and abuses, are few and far between. Violence, murder, rape and atrocities against women take place on a daily basis in Nepal, while people with different sexual orientations have to endure humiliation and abuses every day. Editorials published on these issues, however, are too low.

In order to contribute towards socio-political transformation, media should give adequate and regular space to public discussions and debates on gender issues from multi-dimensional perspectives. Many cases of violence against women came to light during this study period, but many, with the exception of a few media outlets, did not publish enough news stories to discuss these issues. Therefore, it is necessary to continuously publish news stories and articles on multi-faceted issues concerning gender discrimination and inequality. For this, the media should adopt a policy of giving space to news stories and articles that take into account gender sensitivity.

The use of language is also linked to power relations. Therefore, sometimes the language used for women, marginalized communities or sexual minorities can be discriminating. The study did not find any use of the word degrading or discriminating against women or people with different sexual orientations. It is a common tendency of the Nepali media to publish news reports or articles after cases of discrimination, harassment or violence against women take place. Even during the course of this study, there were some news stories about cases of violence or discrimination against women. But news stories of their struggle and resistance have not been highlighted much. The use of language that discriminates against people who are hateful or have different sexual orientations has not been found during the course of this study.

Another important aspect of measuring gender sensitivity in the media is by looking at the representation of women all the way up to decision-making. In this study, presence of female journalists in the newsroom together with bylines in their names has been explained from the perspective of gender sensitivity. Based on the bylines published, it is clear that the representation of women in Nepali media is too low.

Similarly, female journalists' presence in leadership positions is negligible. This shows that Nepali media are not inclusive and have not become gender sensitive. Therefore, media houses must make clear policy arrangements to strengthen diversity, gender identity and inclusion in the workplace. The media can promote gender equality, justice and equality only when the content they produce and the workplace they develop is gender sensitive.

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**Media Action Nepal**, a Member of **Media Freedom Coalition-Consultative Network (MFC-CN)**, is working to promote freedom of expression and media development. Our core working areas include media and journalism, human rights, media research, right to information, communication and policy advocacy. We are committed to making media independent and accountable. Our goals: inclusive, independent and responsible media, and professional journalism, protection of human rights, strengthening of democracy.

Media Action Nepal has been advocating for an effective implementation of international mechanisms for freedom of expression, the United Nations Action Plan on the Safety of Journalists and the Issue of Impunity, and the standards of gender sensitivity both in media content and the editorial leadership.

Since its inception in 2015, the organization has been contributing to independent and responsible press through research, dialogue, advocacy, publication, and documentation, capacity building of journalists in collaboration with national and international organizations.

Within the six years of its establishment, the organization has its presence across Nepal through its offices and coordinators in all provinces. So far, nearly two thousand journalists have had their competencies built through its activities. Approximately ten thousand journalists in Nepal and other South Asian countries have benefitted from its programs and collaborative interventions. It has its active and skilled hands working across Nepal.



 **Thapagaun-10, Kathmandu, Nepal**

 **+977-1-5244164**

 **info@mediaactionnepal.org**

 **<https://mediaactionnepal.org>**

 **MediaActionNepal**  **@MediaActionNpl**