**Women's Journalists in the Practice of Mass Media in the City of Semarang**

**Lusi Setyo Wulandari, Nova Permata Sari**

**Universitas Diponegoro**

**Email** [**lusisetyowulandari99@gmail.com**](mailto:lusisetyowulandari99@gmail.com)

**Abstract**

Being a female journalist is a job that is identical to the world of men, now women have shown their courage by getting out of their domestic affairs and daring to express their freedom without being constrained by the construction that exists in society. This study aims to determine the balance between female and male journalists in the mass media, and the subjective experience of female journalists in carrying out their duties. The study used qualitative approach method and data collection with in-depth interviews, to determine the research resource persons using proposive sampling. The speakers in this study were five people from the mass media. This research uses structuration gender theory. The results of this study indicate that the lack of a balance between female journalists and male journalists in the mass media is seen in terms of the number in each company. In terms of remuneration, almost have not received the same salary as male journalists and there is still violence received by female journalists in carrying out their duties. Violence received in the form of verbal and nonverbal violence and female journalists consider the violence that occurs as a risk of work.

***Keywords: Female Journalists, Gender, Structuration.***

**Jurnalis Perempuan dalam Praktik Media Massa di Kota Semarang**

**Abstrak**

Menjadi Jurnalis perempuan merupakan pekerjaan yang identik dengan dunia laki-laki, saat ini perempuan sudah menunjukkan keberaniannya dengan keluar dari urusan domestiknya dan berani mengekspresikan kebebasannya tanpa terkekang oleh konstruksi yang ada dalam masyarakat. Penelitian ini bertujuan untuk mengetahui keseimbangan antara jurnalis perempuan dan laki laki di media massa, dan pengalaman subyektif jurnalis perempuan dalam menjalankan tugasnya. Penelitian menggunakan metode pendekatan kualitatif dan pengambilan data dengan wawancara mendalam, untuk menentukan narasumber peneliti menggunakan proposive sampling. Narasumber dalam penelitian ini sebanyak lima orang. Penelitian ini menggunakan teori strukturasi gender. Hasil dari penelitian ini menunjukkan bahwa belum adanya keseimbangan antara jurnalis perempuan dan jurnalis laki-laki dalam media massa hal ini terlihat dari segi jumlah dalam setiap perusahaan. Dari segi pengupahan, hampir semua belum mendapatkan upah yang sama dengan jurnalis laki-laki serta masih adanya kekerasan yang diterima para jurnalis perempuan dalam melakukan tugasnya. Kekerasan yang diterima berupa kekerasan verbal dan nonverbal dan para jurnalis perempuan menganggap kekerasan yang terjadi merupakan resiko dari pekerjaan

***Kata Kunci : Jurnalis Perempuan, Gender, Strukturasi.***

**Introduction**

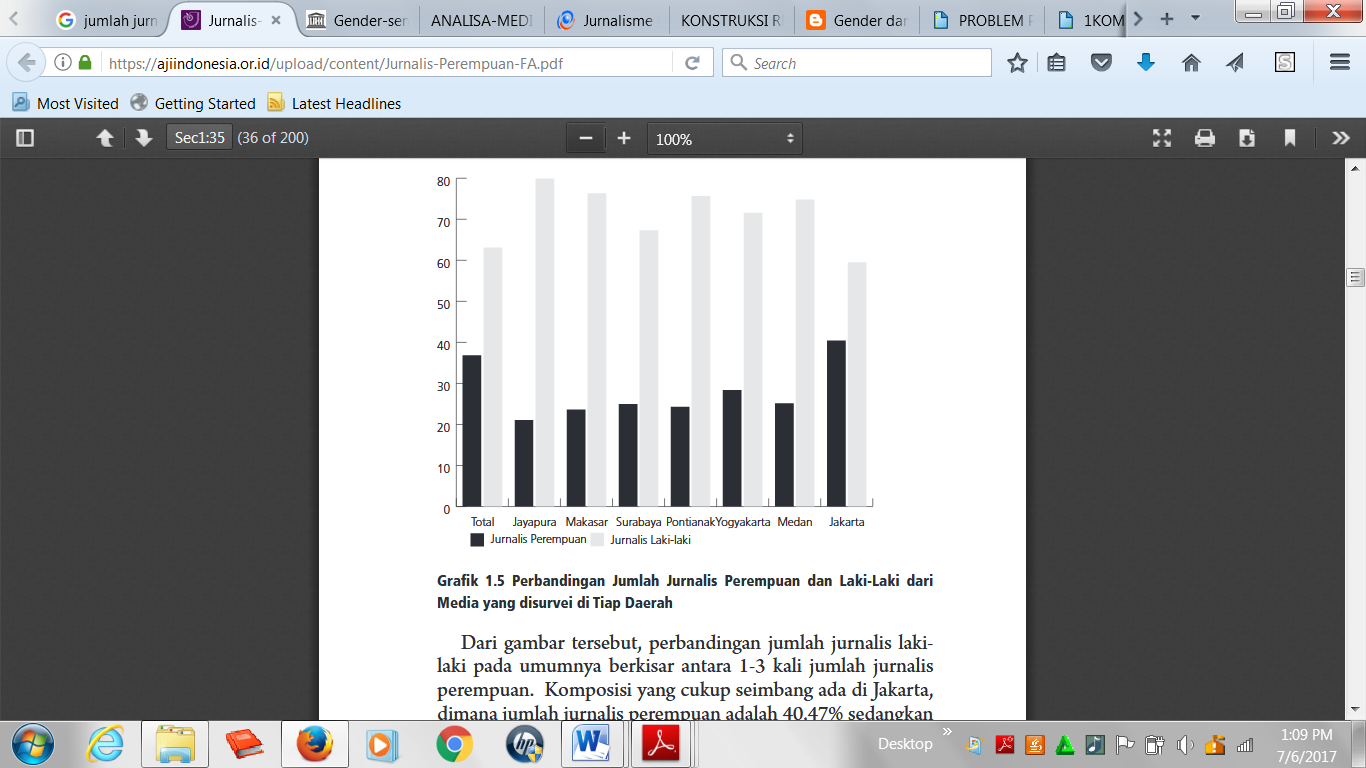
One of the main joints in democracy is gender equality because it guarantees freedom to have the opportunity and access anything for all elements of society. With the current emancipation, women have dared to express their freedom without being restricted by custom or social construction inherent in society. There have been many women who have finally chosen to pursue careers for a future and with openness about emancipation, men in this case have begun to recognize the existence of women to be equalized.

The women now show themselves more courageous and assertive in choosing jobs according to what they want. Even choosing jobs that are usually done by men. Both men and women actually have equal opportunities in various fields of work, but in fact men dominate and cause it to be identified with the work of masculines rather than feminists, one of which is to become a journalist.Depictions of works that are always identified with masculine can be seen with women present in the mass media, print media or online media but still gender bias.

According to a survey conducted by the Alliance of Independent Journalists (AJI) on Mapping the Working Conditions of Indonesian Women's Journalists in Jayapura City, Makassar, Pontianak Pontianak, Yogyakarta, Medan and Jakarta in 2012 showed the composition of male journalists who still dominated and were still minimal female journalists seen from the following graph:

Graphic 1.1

Comparison of the number of female and male journalists from survey media in every region



The data above shows that inequality in female journalists still exists, the number of male journalists is generally 1 to 3 times that of female journalists. A fairly balanced composition is in the city of Jakarta and the most significant gap is found in the city of Jayapura. In addition, only 6% of female journalists who sat as editorials included editors in the head of 1 person, editor of 1 person, program 1 person, producer of 3 people, editor of 5 people, and 178 people as journalists.meaning 94% or the majority of female journalists work as reporters or not editorial decision makers. In 2012, there were 1,521 male journalists from AJI (Alliance of Indonesian Journalists) while only 18.6% of the total AJI journalists in Indonesia were 1,868 members (Luviana, 2012: 35).

Although the portion that occupies strategic positions in the world of journalism is dominated by men, in fact there are some women who succeed in achieving high positions in the world of journalism including,Maria Hartiningsih (Kompas Senior Journalist), Fransiska Ria Susanti (Sinar HarapanDeputy Chief Editor), Hermien Kleden (TempoMain Editor), Adek Berry (AFP Photographer), Donna Sita (Journalist/ Director of Indonesian Women's Magazine Production), Citra Dyah Prastuti (KBR 68H Editor), Fira Basuki (Editor in Chief of Cosmopolitan Magazine), Linda Tangdiala (Editor in chief of Kabar 24 Business Indonesia), Evi Mariani (Head Desk Nasional The Jakarta Post), Neni Ridanireni (Republika Senior Journalist, Yogyakarta), Rika Suartiningsih (Journalist CoordinatorRadio KIS FM Medan), Sunarti Sain (Harian Fajar Editor, Makassar), Nunung Rusmiaty (Chief Editor Honai Magazine, Jayapura), Meladina Sari (Akcaya Pontianak Post Editor), Heti P Yunani (Harian Radar Surabaya Editor), Iin Yumiyanti (Deputy Chief EditorDetik.com Magazine) (Luviana, 2012: 123-164).This proves that in the work of women it is also able to prove that he is worthy in getting the position or position that should be occupied by men until now, what was agreed upon with the previous women in the mass media which had a small amount and was far the true ideal word.

Apart from the number and position, the gap between male and female journalists also occurs in terms of income. Some countries still distinguish between the number of opinions between male and female journalists. The discriminatory practices that have run until now seem natural so that they are described as something that is natural and is commonly done Undang-Undang Republik Indonesia Nomor 1 Tahun 2017About Gender Equalitypasal 5which states that the act of Gender Equality and Justice in the field of Manpower can be carried out through the provision of equal access, opportunity and treatment, the provision of wages, benefits and social security and the provision of similar facilities. Guarantees and protection for occupational health and safety including reproductive health and protection from acts of sexual violence.

Even though it has been regulated in law, discrimination against women still occurs, such as research conducted by Rizki Budhi Suhara entitled Women's Journalist in Mass Media which reveals the patriarchal ideology is still strong within the scope of Indonesian women's journalists, so that the position to be achieved in the public sector or private is still at the crossroads and the key to gender awareness is practitioners from the media themselves. The awareness that must be possessed, such as the awareness that work is part of the rights held by women and awareness to develop the perspectives of women journalists on women's issues must be owned by the media (2015: 22).

The mass media that are concerned with gender issues are far from good. As the research conducted by Hariyanto entitled Gender in Construction Media states that the mass media must be supervisors,but what happens is that the media themselves fall prey to and maintain power because of a lack of professionalism and ethics in the mass media, which results in women becoming victims of eternal pride. The lack of an active role and representation of women in the mass media has made it difficult for women to get out of their current position.Media should increase the number of female practitioners and place women not only as objects but play an active role as subjects (2009: 169). Furthermore, this study discusses the awareness of female journalists on the balance of women and men in the work environment in the mass media, as well as the subjective experience of female journalists in carrying out their duties using gender structuring theory which is part of the theory of media politics.

**Theory of Political Economy**

Political economy theory is a study related to social relations, especially power relations which together form the resources of production, distribution and consumption (Mosco, 2019: 24). This theory is based on the magnitude of the influence of the mass media on changes that occur in people's lives.With its wide spread power, the mass media then determines not only to be able to determine the social, political and cultural dynamics at the local level, but also globally, but the mass media also has a very significant role in increasing economic surplus.This arises from the opinion that mass media has a role as a bridge between production and consumption activities. Through messages that are disseminated through mass media, increasing sales of products and services is very possible to occur when audiences are affected by messages that have been displayed through the mass media. According to Downing in Alyatalatthaf (2018: 904) this theory focuses on consolidation, concentration which includes integration and diversification and internalization.

Furthermore, political economy cannot escape from relations and power, which together with the distribution of economic resources and social resources (Barker in Fadillah, 2015: 157).So that it can be interpreted that political economy is a study aimed at ownership, control and operational strength of the market in the media which in the end the mass media is considered as an economic system that has a connection with a strong political system (Nurfikria, 2018: 48). To apply the political economy approach to communication studies, Mosco offers three important concepts, namely commodification, spatialization, and structuration which will be discussed more deeply in this study.

**Structuration**

Structuration is related to the relationship between institutional ideas, social processes and social practices in structural analysis. Structural theory views that systems are formed by the process of duality between structures and agents in the system. The position of structures and agents in a system is mutually supportive, not ignoring each other (2009: 24-25).

Agency is a basic social concept in structuration theory. It addresses individuals who are seen as social actors created by the framework of their position and social relations involving class, race and gender. This theory recognizes the importance of the process of social individuation. Mosaic in Sunarto, 2009: 19).One important feature of structuring is that social change is seen as a ubiquitous process and illustrates how structures are produced by human agents acting through the medium of the structure.

Through strukturasi theory it can be known about reproduction activities and the production of social systems occurring through three kinds of interactions: communication, power and sanctions. Each of these interactions is interrelated.In the communication interactions the actors optimize the modalities of rules so that they master the structure of meaning. In the interaction of power the actors optimize the modalities of economic and political resources to master the structure of dominance. Sanction interactions of actors optimize normative rules to master legitimate structures.

In carrying out the process of mastering the structure, the actors used repressive and ideological connections. Repressive methods are carried out through actual challenges, intimidation, conquest and others. While the ideological way through symbolic and normative structures that can control the structure of domination in everyday life through group interests, the transformation of contradictions and naturalization of the present.

In the media industry, agents are sexually not homogeneous. Structural theory is then rendered to become a theory of gender structuration. Important implications of this gender structuration theory can be seen in the concept of generating or generating multiple structures and reproductions. In gender structuring, the sex of agents is used based on analysis with a feminist approach and with a feminist approach gender relations are not symmetrical.In the view of socialist feminists, gender relations and gender property are caused by gender ideologies that are patriarchal, capitalist and misogynistic. So that the position of female agents is always demeaned, subordinated and repressed (Sunarto, 2009: 72-73).

Women in the mass media have so far still received a minimal portion. Its representation is far from being said to be commensurate with men. Kompas Gramedia mass media, for example in the structure of the Head of the Business Unit Director Section of seven members, has only one woman in its ranks, also in the Functional Unit Director's Head of six members, there is only one woman. Mass media in this case has a role in.

**Research Methods**

This study uses a type of descriptive research with qualitative methods. Descriptive research is research by collecting data in the form of words, images and not numbers. All that is collected is likely to be the key to what has been studied (Moleong, 2013: 11). Thus the results of this study will contain citation of data and provide an overview of Gender Equality of Women Journalists in Semarang City.

Purposive sampling is used to determine the subject or object of research so that it is able to meet the objectives of this study. Informants chosen by researchers have the following criteria:

1. A female journalist who still works in the mass media.
2. A female journalist in Semarang City

In this study using interviews with structured forms so that all informants were given the same questions and researchers will record all important information needed to support the data in the results of the study. Before conducting the interview the researcher explained to the informant about the topic of the research so that the objectives intended by the researcher would be achieved.

Sources of data in this study using primary data, namely data in the form of text from interviews that have been conducted to the informants. In addition, secondary data that the researchers used in the form of both printed and electronic literature to support research. Data analysis followed the Miles and Huberman models, namely data reduction, data presentation and conclusion (1992: 20).

**Results and Discussion**

**Results**

The researcher will describe the research findings obtained from the results of in-depth interviews using interview guides on gender equality of female journalists in Semarang City.

The speakers in this study were female journalists who worked in several mass media in Semarang City, namely HT (TVRI Central Java), ST (Central Java iNews TV), EA (Tribun Jateng), HN (RRI Central Java), and RT (Central Java Post).

The purpose of conducting interviews with female journalists is to find out the level of awareness of female journalists on the balance of women and men in the work environment in the mass media, and the subjective experience of female journalists in carrying out their work.

The five speakers in this study have served as journalists and for a maximum of 23 years as revealed by HT speakers from Central Java TVRI,“I have been a journalist since 1996”.Female journalists from Inews TV also stated that they had served for 12 years as revealed,“I have been a journalist from 2007 to 2019”. EA journalists from the Central Java Tribune stated that it had been one year as revealed,“I haven't been a journalist for a long time, only about a year ago”. The HN journalist from RRI Jateng also stated that he had been a journalist for four years as revealed,“I have been a journalist here about four years”.RT journalist from Central Java also stated that he had been a journalist for 18 years as revealed, “I have been a journalist from 2001until now”.

When the initial selection became a journalist, the speakers stated that there was no difference in the selection process of men and women, all through the process of employee recruitment in accordance with the regulations set by the company.Resource person for a female journalist from Central Java Post stated, “in recruitment of employees there is no difference whether male or female”.The same thing was expressed by HT, “The Recruitmenton TVRI is not cheating, all according to the procedure, but women are less than men. the number of women is only 5 and there are 10 men”.ST stated the same thing that there was no difference in the selection of Central Java iNews employees, as revealed“The Recruitment in iNews is not difference, all processes are in accordance with the regulations in the company”.

EA gave the same statement that there was no difference between the selection of employees and men and women alike, as expressed,“The Recruitment inTribunJatengis not difference, there is an interview selection, psychological test selection, and health selection”. HN journalist from RRI Jateng also revealed the same thing that in the selection process both male and female admissions were not differentiated as expressed, “The Recruitment is not difference, everyone is same”.

The burden of work that must be done by men and women is the same, there is no assumption that women are seen as being different from men. All have the same job responsibilities. This is as expressed by HT, “For job description, all the same, all do news coverage, not looking at men or women”. HN in carrying out its duties felt that there were no prominent differences between men and women, as revealed, “Nothing,all employees do their jobsandnot looking at men or women”. EA also states that there is no difference at all about the work as disclosed, , “For job description, all the same in Tribun, if there is an incident, we immediately go to the crime scene without exception”. The RT gave the same statement that the job of being a journalist had the same responsibilities both men and women“men and women are the same, soevery woman journalist can do male journalist job”. ST revealed something similar that there was no difference in doing work, “this type of assignment has never been distinguished, depending on who is picket. Is nothing difference”.

The journalist work system stated by the speakers proves that there is no difference between male journalists and female journalists, but from all the sources the researchers interviewed said that the number of male and female journalists was very unbalanced, as revealed by ST,“ in the editorial department there are 4 men and 1 woman and that woman its me,from 35 districts in the working area, the number of women is only 1, 34 of them are men”. RT revealed similar things that the comparison of male and female journalists is still far from balanced, “From Jateng pos there are 40 male journalists throughout Central Java and only 5 female journalists”. HN also expressed the same opinion that the number of men and women still had differences, “in RRI there are 8 male journalists if there are 5 female journalists, all of them including the old generation“. Not different from what EA revealed that the number of women is still small, “ only 10 female journalists from all 40 journalists”. HT also said that there were still differences in the number of journalists on TVRI compared to men, “there are 5 female journalists and 10 male journalists”. The speakers in the above statement mentioned that the number of male and female journalists has no similarities, there is still a distance between the number of male and female journalists.

Differences in terms of the quantity of male journalists and female journalists are followed by payroll, not all female journalists get the same salary as male journalists.As expressed by ST, ”Our wages or salaries have no difference between men and womenbut in terms of benefits there are differencesbecause male journalists are considered to bear children and wives, women journalists have no dependents”. The same thing happened to the Central Java Tribune company, EA revealed that there were differences in benefits, “actually in terms of basic salary there is no difference, but for the benefits of all journalists different according to each performance”. HT and HN said the same thing, both of them worked in public broadcasting so that the wage system was measured from the career path of each individual, ”We are (Public Broadcasting Institution) so if the salary problem is measured by how long do we work and the amount of salary is measured by rank”. Unlike the RT in the Central Java Post company, there is no difference in the provision of salaries, all get the same rights,” If in terms of salary there is no difference, female journalists and male journalists are all the same”.

Almost all the speakers said that there was still a difference in salary payments or wages in the work system.It is also not much different from the work done by female journalists.Women's journalists still get different treatment in carrying out their work, physical and non-physical harassment still occurs, almost all the speakers experienced this unpleasant behaviour, as revealed by HT, “when I did the demonstration coverage, my ass was smacking by an unknown person but I don’t care about it and consider it as experience”. ST said the same thing that had never happened before,” I have experienced non-physical abuse by the police and a male journalist friend, like a sexist joke”. The same thing happened to RT, Non-physical abuse has been experienced as revealed in the following, “I experienced non-physical abuse from male journalists, He said that female journalists cannot do male journalist work andmy friend used to take me to the speaker, and he tried to trap me, and many other female journalists were treated like that, but we were confident because we were professional journalistsand we can also report to the police if there are actions that threaten us”.

**Discussion**

Female journalists work almost every day with male journalists, the existing structure places female journalists as social agents who indirectly shape themselves as tough women, who can do the same work as male journalists. This is consistent with Mosco's statement that individuals as social actors are shaped by a matrix of their positions and social relations involving class, race and gender (in Sunarto, 2009: 19). Furthermore, this is one of the important features of structuring, namely the change that is seen as a process that takes place anywhere and depicts how the structure itself is made by social agents that are practiced or carried out through the media of the structure.

Instead of female journalists able to work like male journalists, other results obtained by the researchers showed that there were still inequality in terms of numbers between male and female journalists. The five speakers said that the number of female journalists is far from balanced or in other words the world of mass media is dominated by male journalists. The current structure strengthens male agents as the main actors in the mass media and women's agents as mere extras, so that gender bias becomes stronger in the work environment of the mass media. Gender bias is a situation where partiality tends to men rather than women. This alignment can occur because of the existence of a strong patriarchal system in Indonesia, women are considered the most appropriate in domestic work rather than public works (Handayani, 2008: 66). The consequences of such conditions structurally place careers, positions and roles of female journalists to be marginal in the organizational structure of the mass media work environment. In terms of quantity, female journalists are no higher than male journalists so that it reinforces the public's view of the male journalist profession and can be one of the influences on the low awareness of gender equality in the journalistic world (Siregar, 1999: 32).

The situation of female journalists is related to reproductive activities and the production of social processes with three kinds of interactions, namely interaction of communication, that female journalists have not been able to maximize regulatory modalities so that they cannot master the structure because those who have a large share in the structure of the work environment are male journalists. Secondly, the interaction of power has to do with women's journalists who have not had the opportunity to optimize the economic and political resource modalities so they cannot master the structure of dominance. Furthermore, the interaction of sanctions, what happens is that the order in women's journalist organizations has not been able to optimize normative rules to master the legitimacy structure because the scope of work that exists today is still dominated by men. The results of the existing research show that there was a submission by male journalists to female journalists, according to the assumptions of the theory of gender structuration relating to the structure of gender dominance in communication interactions, power interactions and sanctioned interactions.

Imbalance in female journalists also occurs in income or in the wage system. Based on the results of interviews with the speakers, the differences were found in the benefits received by female journalists. The allowances for male journalists are higher than female journalists, because they still assume that men have full obligations on their families such as their wives and children, while benefits for female journalists are only for themselves. Allowances are also given based on the results of the performance achieved by each individual so that the income received by journalists is not the same. This is not in line with the Law of the Republic of Indonesia Number 1 of 2017 concerning Gender Equality in article 5 which states that the act of Gender Equality and Justice in the field of Employment can be carried out through the provision of access, opportunity and equal treatment, wages, benefits and social security the same and the provision of the same facilities. Guarantees and protection for occupational health and safety including reproductive health and protection from acts of sexual violence. Gender equality in the income system has not been fully carried out by mass media companies in the city of Semarang, so there are still gaps that occur between male journalists and female journalists.

In addition to structural discrimination and income, there is also cultural discrimination in the form of sexual harassment. Jokes are dirty and sexist talk is often found in everyday life at work. This kind of action just happens because there is no rule in the company that protects female journalists from abuse. In the end such actions became normal for female journalists. The results of the study show that female journalists are more tolerant of abuse and that even harassment received is common in carrying out their work both physical and non-physical abuse. In the view of socialist feminists, gender relations and gender property are caused by gender ideologies that are patriarchal, capitalist and misogynistic. So that the position of female agents is always demeaned, subordinated and repressed (Sunarto, 2009: 72-73).

The suppression of female journalists still occurs today due to the justification of the dominant gender ideology, which is about patriarchy, capitalism and misogyny. The ideology of patriarchy justifies it by using violence perpetrated by male journalists against female journalists wherever they are. Capitalist ideology justifies it by using violence in an alienative form, namely the division of labor based on sex. Women are placed in a more appropriate position with domestic work, meaning as housewives who are not given a salary or wage so that the company does not have to pay any costs that have an impact if women work in companies women workers cannot get their rights such as the same position or salary amount with men. The last is the ideology of misogynism which justifies the process of dehumanization of men by women by degrading women physically, sexually and making women the object of symbolic violence. Without resistance from women, the gender ideology will position women in oppressed groups (Sunarto, 2019).

**Conclusion**

Female journalists from various mass media in Semarang City still experience violence in both structural and violent forms in cultural forms. Harassment in the form of a structural form of salary provision that is still distinguished from male journalists even though in the organizational structure of male and female journalists occupy the same position. The Law of the Republic of Indonesia Number 1 of 2017 concerning Gender Equality clearly states that gender equality can be done by providing equal access, opportunity and treatment, giving equal wages, benefits and social security, but mass media companies have not fully done so. Provisions such as laws in regulating gender equality cannot yet be realized in the world of mass media, so that all mass media companies are expected to be able to realize equality in the provision of salaries for their employees.

The dominance of male journalists towards women also plays a role in perpetuating power in the work environment so that women are vulnerable to violence. Violence in the structural form obtained by female journalists in the form of verbal and nonverbal in carrying out their duties. Verbal violence in the form of joking words, but more sexual, this happens because they see fewer female journalists than male journalists and the attitude of female journalists can only accept the treatment without being able to fight. Likewise with nonverbal violence received by female journalists, this is considered a risk in the work and understand it. Awareness of gender equality in female journalists is also still low and makes women's journalists become groups that are silenced, always humiliated and oppressed.

**Appriciate**

The researcher thanked all the speakers who were willing to take the time to be interviewed.

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