Women, Journalism, And Discrimination In Indonesia Digital Media

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ABSTRAK

Permasalahan kesetaraan gender dalam kehidupan jurnalistik masih perlu diperhatikan, diskriminasi gender bahkan pelecehan yang dialami oleh jurnalis perempuan dilakukan ketika sedang melaksanakan peliputan. Tujuan dari penelitian ini adalah untuk mengetahui diskriminasi yang dihadapi oleh jurnalis perempuan dan cara untuk menghadapi diskriminasi dalam pekerjaan mereka. Jenis metode yang di gunakan dalam penelitian ini adalah metode kualitatif deskriptif. Objek atau sumber pada kajian penelitian ini adalah data sekunder berupa berita-berita terkait diskriminasi yang diterima oleh jurnalis perempuan serta penelitian terdahulu. Penelitian ini merupakan studi pustaka, observasi, dan analisis wacana secara kritis. Peneliti menggunakan instrumen checklist untuk membantu dalam menganalisis data. Berdasarkan hasil penelitian diskriminasi terhadap perempuan masih banyak terjadi, khususnya di kalangan jurnalis. Diskriminasi gender yang dialami oleh jurnalis perempuan berupa perbedaan pemberian upah, penempatan posisi, fasilitas yang kurang memadai untuk kebutuhan jurnalis perempuan serta pelecehan yang dialami ketika sedang melakukan peliputan. Dalam hal ini jurnalis perempuan melakukan upaya untuk memperjuangkan kesetaraan gender dan diskriminasi yang dialami dengan mengangkat isu-isu terkait perjuangan terhadap kesetaraan gender untuk perempuan terutama dalam bidang jurnalistik.

Kata Kunci: Diskriminasi, Jurnalistik, Kesetaraan Gender, Perempuan

ABSTRACT

Gender issues in journalistic life are still being the consideration. Gender discrimination even experienced by female journalists is carried out when reporting. This study aims to discover the discrimination women journalists face in their work and how they face discrimination. The type of method used in this study is a qualitative descriptive method. The object source in this research study is secondary data in the news related to discrimination received by female journalists and previous research. This research is a literature study, observation, and critical discourse analysis. The researcher used an instrument checklist to assist in analyzing the data. Based on the results of research, discrimination against women still occurs, especially among journalists. Gender discrimination experienced by female journalists is in the form of differentiating prizes, positioning, inadequate facilities for the needs of female journalists and the solutions they experience when reporting. In this case, journalists make efforts to find out about gender and discrimination experienced by raising issues related to gender for women, especially in the field of journalism.

Keywords: *Discrimination, Gender Equality, Journalism, Women*

INTRODUCTION

Previous studies related to this title, including those conducted by (Saragih H Melinda., 2017) in her research, found that female journalists received discrimination, such as not getting a salary. Female journalists admitted that they enjoyed their work as journalists and were grateful for their jobs because female journalists love to write. (Ernita 2019) The discrimination experienced by women journalists can happen anywhere, but women journalists have the motivations that make them enthusiastic and happy with their work. According to (Asih. 2019), the media respects and does not take issue with gender differences between journalists. There is no discrimination because both male and female journalists are the same. (Siregar, Sidharta, and Arlena 2020)

Mentions that women journalists have now earned their rights as journalists are also considered more thorough in reporting. In research (Bire and Hana 2019), female journalists are not facing discrimination against, and they have the opportunity to work according to their abilities, without being compared to male journalists.

However, according to (Stellarosa and Martha Warta Silaban 2019), there is still discrimination against female journalists, such as the dominance of male journalists compared to female journalists. In (Suprihatin et al., 2020) said that harassment or discrimination experienced by female journalists could cause and have an impact on the victim's psychology, namely experiencing shock and trauma. However, this does not make female journalists leave their jobs as journalists. (Roifah., 2018) states that women are still considering having a narrow space in their work, and there is discrimination in their work, such as choosing jobs based on beauty. (Wulandari and Sari 2020) awareness about gender equality for female journalists is still low, so female journalists remain silent about the discrimination they receive. According to (Aderia 2020), many women journalists still experience discrimination such as violence, and they do not dare to tell their superiors about the treatment that women journalists face. The difference between this research and previous research is that it explains more about the discrimination faced by women journalists and how they deal with it.

Journalism is an activity to find accurate information about an event, where the information obtained is packaged and then disseminated to the public (Ashari., 2019). Along with its development, the journalist profession is challenging because it covers searches, processing, and writing news. Because the journalism profession is considered too challenging, many believe that journalism is a job for men. Women are considered unable to carry out pretty risky activities. Therefore journalists are considered jobs for men, and women journalists are given jobs as subordinates to male journalists. This stigma is because there is still a patriarchal understanding: men occupy the most important and central interests, placing men

consistently superior to women. Female journalists in Indonesia still experience discrimination in their work; female journalists are also tiny compared to male journalists. In addition, women journalists get treatment such as harassment when they are reporting. Women journalists do not always get justice because of the absence of a safe space for them.

The problem of female journalists facing discrimination is reasonably complicated in Indonesia because of the large number of male and female journalists. The list of members of AJI (Alliance of Independent Journalists) shows that until 2012 (Luviana 2012), the number of female journalists who are members of the Alliance of Independent Journalists (AJI) is 347 people. Meanwhile, the number of male journalists who are AJI members is 1521. Only about 18.6% of female journalists are from a total of 1868 AJI members in Indonesia. The solution to these problems emphasizes Law no. 7 of 1984 (Law No. 7/1984) concerning the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). On the way to ratifying this law, the Indonesian government realized that there was still much discrimination against women in all development fields. This discrimination threatens the achievement of gender justice and equality in Indonesia.

According to the author, the discrimination experienced by female journalists is because there are still many who think that journalism is a world for men, and the patriarchal understanding is still attached. Therefore it is necessary to understand the perception of journalists who have a significant relationship with gender equality (Handayani et al. 2020). Besides that, it is also necessary to realize that women also have the same rights as men. Therefore, the author hopes that with a solution in strengthening the law on gender equality and understanding that women also have the same rights as men, there will be no discrimination against women journalists in carrying out their work. From the description above, there are fundamental questions related to the discrimination faced by female journalists. From the explanation of the problem above, the writer decided that "Women, Journalism, And Discrimination in Indonesia Digital Media" became the focus of this research.

The problem in this research is what discrimination do women journalists face in carrying out their jobs? How do women journalists deal with discrimination in their work?

Based on the formulation of the problem, the objectives of this study are to find out the discrimination faced by female journalists in carrying out their work. There are several benefits expected from researchers. This study's results can be a lesson or basis in knowing the discrimination experienced by female journalists; besides, the expectation also exists to add insight for readers in knowledge about how female journalists deal with the discrimination they experience. The results of

this study can be a lesson as reference material for researching discrimination against women journalists.

In conducting this research, the author limits the current problem to be a discussion. Research is limited to the discrimination experienced by women journalists. The author focuses on the types of discrimination experienced by women journalists and their ways to overcome them. On the conceptual basis, the author focuses on journalists, gender equality, discrimination and digital media.

Journalists have an essential meaning for the community because, with the existence of journalists, the public can get available information. And not left behind to get information. (Bahri 2018) Journalism is something related to journalism and newspapers. A journalist is a person whose job is collecting and writing news in newspapers. However, according to (Qorib et al., 2019), Journalism is an activity in communication carried out by broadcasting news or reviews about daily events that are both general and warm in the shortest possible time. In this way, we can conclude that journalism is recording or writing exciting and important events or events that occurred on that day and then distributed to the media.

Gender principally refers to roles and responsibilities as women and men inhabit and family life in the culture and society we live in (Wulan 2012). Gender can also connect as the difference in behaviour between men and women. So gender is a different role between men and women created based on human thought and then shaped by society combined with customs and history. It is often to discuss problems or issues about gender in Indonesia because most of the community considers that the role of women is below that of men. Moreover, this has an impact on the injustice of the rights given to men and women. In addition, this can also hinder the formation of gender equality, namely that women get the opportunities, rights and desires of women somewhat without any discrimination. According to (Wulan 2012), in order to fight for women's rights and gender equality, the CEDAW Convention is based on three main principles, namely: 1) Substantive Equality Principle; 2) The Principle of Non-Discrimination, and 3) the Principle of State Obligations. Within these three principles lies the "prism of women's rights", which becomes the lens for examining, correcting, and eliminating all forms of gender discrimination.

Discrimination is usually carrying an act that limits or discriminates in treatment that carries intentionally; this discrimination is because of differences in gender, religion or profession. Discrimination is a difference in treatment, unequal treatment of a person or group and is usually categorical; the term is usually to describe an act of the dominant majority concerning a weak minority (Fulthoni et al., 2009). Discrimination usually begins with prejudice or fear because of differences within the group. Discrimination can also occur in gender roles. One gender discrimination is position placement, and women occupy positions below men; besides that, there are also differences in wages or salaries.

Digital media stores data digitally or electronically, or digitally, digital media can be in the form of social media, digital video and others. (Flew., 2008) mentions that new media is also called new digital media. Digital media is media whose content combines data, text, sound, and various images stored in digital format and disseminated through networks based on broadband optical cables, satellites, and microwave systems. So digital media is a set of media that stores various data through digital and social media.

The number of male journalists predominates compared to female journalists because women are considered incapable and unsuitable for journalistic work, which is considered challenging and risky. Based on the AJI survey research (Luviana, 2012), female journalists are still far from that male journalists, around 1:3 and 1:4 in Indonesia. Most female journalists worked in print media, then on television, radio, and the least in online media. Around 56.5% of journalists are permanent employees, while the rest are on contract and freelance status. Although they have received various journalistic training, only 17.46% of female journalists have received gender training. The data also shows that only about 33% of female journalists are in journalists' organizations. Only 6% of women journalists occupy positions as editors or decision-makers in the editorial department.

RESEARCH METHOD

The method used in this research is descriptive qualitative method with literature study, observation, and critical discourse analysis. Thus, this study emphasizes data collection and data analysis. The technique of collecting data is done by collecting data in the form of previous research documents and news related to discrimination against women journalists at an early stage and then analyzing it in depth by the author. The object of this research study is a news related to discrimination received by female journalists. Therefore this research is descriptive in the form of a collection of words or textual forms. The source of data used in this study is secondary data, namely data obtained through news related to discrimination experienced by female journalists through the Alliance of Independent Journalists (AJI), which was carried out in the period starting from September 25 to October 22th. The data collection period for discourse analysis is approximately one month because of the limited time to complete the research article assignments.

The researcher's data analysis technique was to make an instrument in an observation checklist to collect data through secondary data. Namely, the latest news related to the title used. The next stage is to analyze, sort and describe the components that have using discourse analysis techniques. Then the last stage is to conclude the results of the analysis.

RESULTS AND DISCUSSION

In most cases regarding discrimination against women journalists, the researchers found from the analysis of research documents previously and news about women journalists that there are still many forms of discrimination that afflict women journalists while working in the media or while covering the field. The form of gender discrimination against female journalists can be in the form of physical or verbal harassment. In a news post highlighted by Risna Halidi and Lilis Varwati on Sunday, March 8, sourced from Endah Lismartini said that in Indonesia, there is only 30 to 35 per cent of women who work as a journalist professionally. According to AJI, the number of female journalists in Indonesia is currently far from that of male journalists, only around 1:3 or 1:4 in Indonesia. This comparison makes women journalists vulnerable to gender discrimination.

The form of discrimination that afflicts female journalists is in the form of status or position in work. Female journalists who are married and have children are in positions that are not too heavy. Reporting news is more relaxed for women, while it is usually given and entrusted to men for heavier ones. Furthermore, the provision of wages or salaries that are not equivalent to male journalists, female journalists still get wages or salaries that are not following their workload. On average, women earn far below their male counterparts. This matter is because there are not many female journalists who become permanent employees. Several female journalists are freelancers or journalists who are not committed to the media industry with specific requirements and long time. Generally, paid freelance journalists according to the news that is successfully covered.

Facilities that are not following the needs of the office are also often felt by female journalists. There are still few media companies where female journalists work to provide lactation or breastfeeding rooms and child care rooms. Several media industries provide lactation rooms but the places provided are not comfortable and seem inappropriate. Besides, those female journalists do not have time to breastfeed, which reduces their optimal work effectiveness to go to the lactation room. However, female journalists choose to express their milk in the toilet if there is no lactation room. The results of this study have similarities with the findings (Pratiwi, Sunarto, and Lukmantoro 2021), which stated that the lactation room in a media industry seemed inappropriate. For example, the room was combined with another room to make female journalists feel uncomfortable, and then there was the only one available among all divisions in the office. The lack of attention from the media industry towards facilities that are not suitable for the needs of female journalists is still an issue that female journalists often fight; this is due to the lack of popularity in the management of media companies.

Then discrimination is in the form of opportunities or rights of women journalists on menstrual and maternity leave. Media companies are still not aware of menstrual leave because they are not as popular as daycare centres and lactation

rooms. Media companies that provide menstrual leave for female journalists sometimes in some divisions still prohibit or refuse when female journalists apply for leave for several reasons. Maternity leave in several media companies is for three months. While reproducing female journalists, it is challenging to balance and divide their time. Even when female journalists have returned from their maternity leave, they are prohibited and seen as impeding their work.

In addition, female journalists also received harassment not only from their co-workers but also from sources. Such as flirting or seducing by calling, asking out on a date and even embracing directly when female journalists finish reporting. Female journalists realize that this is done and meant to be a joke, but their treatment is sometimes excessive. In addition, female journalists become the subject of jokes by male journalists, such as laughing and commenting when reporting in the field, even though female journalists are uncomfortable with their treatment. However, in the end, they let it go because this is a situation that is considered normal.

Harassment does not only occur directly but also through digital terror. As stated by the Chair of the Advocacy Division of the Alliance of Independent Journalists (AJI), Erick Tanjung, in the discussion on the Launch of AJI's Notes on the Situation of Indonesian Press Freedom in 2021, he said that Of the 34 journalist respondents we surveyed, 25 journalists had experienced sexual violence. The victim is a female journalist.

The harassment experienced by female journalists certainly makes them feel disturbed and uncomfortable in carrying out their duties. The AJI note attached in 2016 states that the issue of sexual harassment in the workplace has not shifted. The company does not yet have a specific policy and channel for intimidation and sexual harassment complaints in the workplace. Direct Complaints of acts of sexual harassment are usually to the supervisor. Conditions become complicated when the perpetrators of harassment or intimidation are superiors or female journalists experiencing sexual harassment during reporting.

In addition, the view or stigma of the community considers journalism to be a job for men. In contrast, women are considered not following the needs of fast, dynamic journalism and always chasing time because women have a menstrual cycle. This reproductive process is considered an obstacle for the company. If we look at the facts, women are used as objects when working. According to (Roifah 2018), there is often an assumption that women have their charm, so certain parties often use them for profit.

Like a female journalist who works in the television sector, she must look beautiful when she is doing coverage because the media believes it affects news reading and the audience's view. This condition makes it difficult for women journalists who do coverage in the field because they will not know the conditions

in the field. In contrast, if a female journalist who works in the television sector is pregnant or pregnant, they cannot appear on the screen either for news reading in the studio or the field. This condition shows that conditions or parts of the female journalist's body must be covered. A pregnancy is considered a burden or worsens the screen in theory (Luviana 2012), stating that this is still questionable for reasons that are not clear why pregnant women are not allowed to appear on the screen. Several television journalists revealed that many new television journalists were from former models. Although these provisions are sometimes unwritten, they state that appearance is the main requirement to appear on television.

Then the thought that women can only have domestic life. Patriarchal culture creates Gender discrimination where women's rights and obligations are not the same as men's are marginalized. Patriarchy is an understanding or social system in which men dominate and exploit women. Women are disadvantaged in various fields (Yanuaris., 2021), as patriarchal culture in Indonesia. The public often considers Women often have energy and abilities that are not comparable to men.

However, this patriarchal culture is only a stigma, not a permanent wall and can collapse if there is a will. The evidence is that currently, there are many female journalists, although the number is not comparable to that of men. This occasion has proven that community stigma should not be used as an obstacle but as a development challenge. Women also have the same potential, rights and obligations to achieve their life goals. In addition, a person's ability is not comparable by gender. This analysis has similarities in the results of research (Suprihatin et al., 2020) which says that Indonesia is still attached to a patriarchal culture where female journalists often experience sexual harassment because of gender discrimination and not because of their profession.

Women journalists deal with discrimination by discussing this with their leaders about the treatment they have experienced, such as injustice, inappropriate facilities needed and treatment such as harassment they have experienced in carrying out their duties. In discussing with the leadership, women journalists must be firm and courageous to reveal and fight discrimination in the work environment.

Women journalists also emphasize news coverage related to gender equality issues by including laws related to discrimination. The CEDAW Convention is one of the international conventions that explicitly concerns women's human rights with an approach to Substantive Equality, Non-Discrimination, and State Obligations (Wulan 2012). In preventing gender discrimination that occurs and continues to occur regarding women, especially against women journalists, it is necessary to have a legal reconstruction, considering that women are citizens in resource development. Women certainly have the same position, rights and obligations as men to get the same opportunities in various fields (Pusparini and Swardhana 2021).

Joining a women's journalist organization is also one of the efforts to fight for gender equality in journalists. By joining this organization, women journalists

can come together to discuss the needs of women journalists, problems and identify problems experienced by women journalists, and then provide ideas, create campaigns, or raise various issues related to the struggle for gender equality. Women journalists have indeed fought issues regarding gender equality. They try to raise issues or problems regarding women, such as covering gender discrimination in the scope of work, violence against women. The organization will build solidarity, and this is very important between women so that women journalists can express the problems they face more openly and then lighten the burden on each other (Luviana 2012).

The theory stated in the study (Stellarosa et al. 2019) supports this study, namely gender bias in the mass media as seen from how the mass media displays the figure of women who are marginalized and subordinated. With that statement, the researcher agrees because news related to gender discrimination and harassment against women is still often found in the mass media. The injustices faced by women journalists make them feel that the journalistic industry is not paying attention to women journalists. There has been a lot of evidence and reports that have surfaced, so it is undeniable that female journalists often feel injustice. Negative stigma about women and their work is still rife in people's minds. As stated in the research (Pratiwi et al. 2021), the public's view of women who work as journalists is an unpromising and exciting job to choose. This societal stigma against women journalists makes women journalists raise news about gender equality against women in their work.

The injustice experienced by women workers, especially women journalists, makes them think that there is still a lack of attention and even a lack of understanding by companies and the community about gender equality. Therefore, Sunarti, one of the research sources (Luviana 2012), says she raises women's problems. For example, writing profiles of female politicians and examples of successful women in various fields inspires readers. Sunarti hopes that more women will enter the world of journalism to help raise women's problems.

The struggle of women journalists in publishing news about women's issues and problems needs to be given attention to the broader community to change the mindset about the system of dividing rights and obligations between men and women following journalistic obligations.

However, this research is not the same as the theory (Bire and Hana 2019), namely that companies or the media industry do not limit the space for women journalists to move. They are allowed to continue to carry out their profession without being limited because they are women. The facts on the ground do not match the founding because female journalists still experience injustice and are still fighting for gender equality and the harassment they experience. As stated in the research (Pratiwi et al. 2021) that fulfils child care rooms, the media industry

considers it a burden for companies and discrimination in career paths that is often difficult for female journalists. Marital status is still a consideration that can affect their performance, so it is not uncommon for the media industry to make it difficult for women to climb up to high positions.

The freedom women journalists give in doing their jobs can happen because several mass media companies do not differentiate between women and men in terms of facilities and the distribution of monthly income or salaries.

Research (Wulandari, Dilla, and Saidin 2019) also says no difference between female journalists and male journalists, but female journalists still have exceptions. The exception regarding the location of coverage is to avoid the risks in reporting the conflict. It is not that women journalists are not suited to doing it but to avoid bad things. However, if we look at the reality, the news circulating on social media is about the many discrimination and harassment women journalists face when reporting. According to the researcher, even though they have given an exception for their coverage area, female journalists are still being abused physically and verbally. So it still cannot be said that there is no gender discrimination and harassment against women journalists.

This study shows that although female journalists experience discrimination against their work, it does not make them give up and choose to stop working as journalists. Despite the many obstacles female journalists face, they still enter the media world because this is a challenge that must be overcome (Ernita 2019). Female journalists are still proud of their work as journalists who have broad insights and have a passion for writing news besides their desire to raise issues and problems regarding women.

CONCLUSIONS AND RECOMMENDATIONS

Based on the research results observed, we can conclude that discrimination against women still occurs, especially among journalists. The discrimination includes discrimination against gender, discrimination against job recruitment. In addition to discrimination, women journalists are also often sexually harassed, such as teasing or seducing by calling, asking out on a date and even embracing directly when women journalists finish reporting. There have been 25 female journalists who have experienced sexual violence. If this issue does not follow up immediately, Unfortunately, this continues to happen. Women journalists face discrimination by discussing this with their superiors for the treatment they experience, such as discomfort, inadequate facilities and treatment such as harassment they experience in carrying out their duties. In discussing with superiors, women journalists must be firm and brave to reveal and fight discrimination in the work environment. Joining a women's journalist organization is also one of the efforts to fight for gender equality in journalists. By joining this organization, women journalists can come together to discuss the needs of women journalists. They discuss problems and identify

problems experienced by female journalists, then give ideas, make campaigns or report on various issues related to gender equality.

According to our analysis, people must increase their understanding of gender equality in this increasingly advanced globalization era. In other words, they are removing the stigma of patriarchal understanding, which assumes that women are constantly under men and do not deserve the same treatment. This problem needs to be solved so that issues related to the above problems will not occur again in the future.

We also need to instill the values of gender equality so that discrimination against women journalists does not happen again, not only in Indonesia but also in all corners of the world. Everyone has the same essential rights with different ways of carrying out obligations because our degrees are only different in the eyes of God, not humans. We believe that there is still bright hope for the struggling female journalists if each respects them.

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