
GENDER-BASED CHALLENGES FACED BY WOMEN JOURNALISTS IN INDIA: WORKPLACE DISCRIMINATION, SAFETY CONCERNS, AND BARRIERS TO CAREER ADVANCEMENT

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ABSTRACT

Women journalists have become increasingly visible in Indian media organizations; however, their professional experiences continue to be shaped by gender-based inequalities, workplace discrimination, safety concerns, and structural barriers to career advancement. Despite significant progress in women's participation in journalism, the profession remains largely influenced by patriarchal norms that affect opportunities, assignments, leadership positions, and workplace security. This paper examines the major challenges faced by women journalists in India, focusing on discrimination in newsrooms, sexual harassment, wage inequality, work-life balance issues, physical and digital safety concerns, and the persistent glass ceiling that limits career progression. Drawing upon Feminist Media Theory, Gendered Organizations Theory, and the Glass Ceiling Framework, the study synthesizes existing literature and analyzes contemporary developments in Indian journalism. The paper also discusses notable case studies that illustrate the risks and challenges encountered by women journalists in both traditional and digital media environments. The findings suggest that while legal frameworks and organizational policies have improved gender representation, substantial inequalities continue to exist. Women journalists frequently encounter discriminatory attitudes, online abuse, restricted access to decision-making positions, and safety threats that adversely affect professional growth and journalistic freedom. The paper concludes by recommending institutional reforms, gender-sensitive newsroom policies, stronger safety mechanisms, and leadership development initiatives aimed at creating more inclusive and equitable media organizations.

KEYWORDS: Women journalists, gender discrimination, newsroom culture, online harassment, media organizations, glass ceiling, India.

INTRODUCTION

Journalism has historically been regarded as a male-dominated profession across much of the world. Although women have made remarkable progress in entering newsrooms and occupying visible positions in media organizations, gender inequality remains a persistent concern. In India, women journalists have contributed significantly to print, broadcast, and digital media; nevertheless, they continue to face numerous challenges that influence their professional experiences and career trajectories.

The role of women in journalism has evolved considerably over the past few decades. Earlier, women journalists were primarily assigned to soft news areas such as education, health, culture, and lifestyle reporting. However, changing social conditions, improved educational opportunities, and expanding media industries have enabled women to enter investigative journalism, political reporting, conflict coverage, and other traditionally male-dominated beats. Despite these achievements, women continue to confront structural and cultural barriers that limit their participation and advancement within media institutions.

Gender inequality in journalism reflects broader social inequalities embedded within patriarchal societies. News organizations often reproduce existing power structures through hiring practices, promotion policies, newsroom cultures, and editorial decision-making processes. Consequently, women journalists frequently experience unequal treatment compared to their male counterparts. Issues such as wage disparities, lack of mentorship, underrepresentation in leadership roles, workplace harassment, and work-life conflicts remain significant concerns.

The rapid expansion of digital media has introduced new opportunities and challenges. While social media platforms have allowed women journalists to build professional visibility and engage directly with audiences, these platforms have also become spaces for targeted harassment, abuse, and intimidation. Online threats have emerged as one of the most serious concerns affecting women journalists globally and in India.

This paper seeks to examine the multifaceted challenges faced by women journalists in India. By analyzing workplace discrimination, safety concerns, and barriers to professional advancement, the study contributes to a deeper understanding of gender dynamics within contemporary media organizations. The paper also explores policy implications and recommends strategies for fostering greater gender equality in journalism.

Objectives of the Study

The study aims to:

1. Examine the major challenges faced by women journalists in Indian media organizations.
2. Analyze workplace discrimination and gender-based inequalities in journalism.
3. Investigate safety concerns, including physical and digital threats.
4. Explore barriers to leadership and career advancement.
5. Suggest policy recommendations for improving gender equity in media institutions.

Research Questions

1. What are the primary challenges faced by women journalists in India?
2. How does workplace discrimination affect professional opportunities and career growth?
3. What safety risks do women journalists encounter in their professional work?
4. How do organizational structures contribute to gender inequality in journalism?
5. What measures can media organizations adopt to create more inclusive workplaces?

Theoretical Framework

Feminist Media Theory

Feminist Media Theory provides an important lens for understanding gender inequalities in journalism. The theory argues that media institutions often reflect and reinforce patriarchal power structures. Women's representation, participation, and leadership within media organizations are influenced by broader social and cultural norms that privilege male perspectives.

According to feminist scholars, newsroom cultures frequently operate through implicit assumptions about gender roles. Women journalists may be perceived as less capable of handling demanding assignments, conflict reporting, or leadership responsibilities. Such assumptions contribute to unequal opportunities and limit professional advancement.

Gendered Organizations Theory

Gendered Organizations Theory proposes that organizational structures are not gender-neutral but are shaped by masculine norms and expectations. Workplaces often reward behaviors traditionally associated with male employees, including unrestricted availability, long working hours, and aggressive leadership styles.

Within journalism, these organizational norms can disadvantage women who simultaneously manage professional responsibilities and family obligations. Consequently, women may

experience slower career progression despite possessing comparable qualifications and professional competencies.

Glass Ceiling Theory

The concept of the glass ceiling refers to invisible barriers that prevent women from advancing into senior leadership positions despite having the necessary qualifications and experience. In media organizations, women remain underrepresented in editorial leadership, executive management, and decision-making roles.

Although women have entered journalism in increasing numbers, their representation declines significantly at higher organizational levels. This pattern demonstrates the continuing relevance of the glass ceiling framework in understanding gender inequality within media institutions.

Review of Literature

Global Perspectives on Women in Journalism

Research across various countries has consistently documented gender disparities within journalism. Studies conducted by international organizations have found that women remain underrepresented in leadership positions despite substantial participation in the profession.

The International Women's Media Foundation reported that women occupy a minority of senior editorial positions worldwide. Although women constitute a growing segment of the journalistic workforce, decision-making power continues to be concentrated among male leaders. Similar findings have been documented in Europe, North America, Asia, Africa, and Latin America.

Global scholarship identifies several recurring challenges, including workplace discrimination, sexual harassment, unequal pay, limited promotion opportunities, and work-life balance difficulties. These challenges often interact to create cumulative disadvantages throughout women's careers.

Women Journalists in South Asia

South Asian countries share common socio-cultural characteristics that influence women's experiences in journalism. Patriarchal social structures, gender stereotypes, and concerns regarding safety frequently shape professional opportunities for women journalists.

Studies from India, Pakistan, Bangladesh, Nepal, and Sri Lanka indicate that women journalists encounter obstacles ranging from restricted mobility to discriminatory newsroom

practices. Female reporters often face pressure to conform to traditional gender expectations while simultaneously meeting professional demands.

Researchers have also documented instances of harassment from political actors, government officials, and online communities. Such experiences can undermine professional confidence and discourage participation in public discourse.

Workplace Discrimination in Journalism

Workplace discrimination remains one of the most frequently discussed issues in journalism research. Gender bias may manifest through hiring practices, assignment distribution, performance evaluations, and promotion decisions.

Women journalists have reported receiving fewer opportunities to cover prestigious beats such as politics, crime, and defense. Instead, they may be assigned topics traditionally associated with feminine interests. Such assignment patterns limit opportunities to gain experience necessary for career advancement.

Research also indicates that women often face challenges in establishing credibility within male-dominated professional environments. Their expertise may be questioned more frequently than that of male colleagues, contributing to unequal professional recognition.

Sexual Harassment and Hostile Work Environments

Sexual harassment constitutes a major challenge within media organizations worldwide. Women journalists may experience verbal harassment, unwanted advances, discriminatory comments, and hostile workplace environments.

The emergence of the #MeToo movement revealed numerous cases involving prominent media organizations. These disclosures highlighted the prevalence of harassment and emphasized the need for stronger accountability mechanisms.

The implementation of legal protections and organizational policies has improved awareness; however, underreporting remains a significant concern due to fears of retaliation and professional consequences.

Safety Concerns Faced by Women Journalists

Safety represents one of the most critical issues affecting women journalists. Professional risks extend beyond traditional reporting challenges and include gender-specific threats that can compromise physical, psychological, and digital security.

Women covering political events, protests, elections, crime, and conflict zones often encounter harassment from sources, officials, and members of the public. Such incidents may involve intimidation, verbal abuse, and physical threats.

The increasing prevalence of digital journalism has introduced additional vulnerabilities. Women journalists are disproportionately targeted through online abuse, including threats of violence, misogynistic comments, coordinated trolling campaigns, and attempts to discredit professional work.

These threats frequently have significant psychological consequences, including stress, anxiety, emotional exhaustion, and self-censorship. In some cases, women journalists may withdraw from online engagement or avoid controversial reporting topics due to safety concerns.

FINDINGS AND DISCUSSION

Gender Discrimination in Newsrooms

One of the most persistent challenges faced by women journalists is gender discrimination within newsroom environments. Although media organizations frequently project themselves as progressive institutions committed to equality and social justice, internal workplace practices often reveal significant disparities. Women journalists continue to report experiences of unequal treatment in recruitment, assignment allocation, performance evaluation, and promotion processes.

Historically, journalism has been structured around masculine workplace norms. Senior editorial positions have traditionally been occupied by men, influencing organizational cultures and decision-making processes. Consequently, women journalists often encounter implicit biases that affect perceptions of their professional capabilities. They may be considered less suitable for demanding assignments involving political reporting, conflict coverage, crime investigation, or field reporting in sensitive locations.

Research suggests that women are more likely to be assigned lifestyle, health, education, culture, and human-interest stories, while male journalists dominate prestigious beats such as politics, defense, economics, and investigative journalism. Since these high-profile assignments often provide opportunities for professional recognition and career advancement, women may face structural disadvantages throughout their careers.

Gender discrimination also manifests through unequal access to professional networks. Informal networking opportunities often play an important role in journalism, influencing access to information sources, mentorship opportunities, and career progression. Women

journalists may find themselves excluded from these networks, reducing opportunities for professional growth and leadership development.

The Gender Pay Gap

Despite increasing participation in journalism, women frequently earn less than men performing similar roles. Gender-based wage disparities remain a significant concern across media sectors. Although salary structures vary according to organization size, ownership patterns, and geographic location, evidence indicates that women continue to experience unequal compensation.

Several factors contribute to the gender pay gap. Women may enter journalism at lower salary levels, receive fewer promotions, or face interruptions in employment due to caregiving responsibilities. In some cases, salary negotiations may be influenced by gender stereotypes that undervalue women's contributions.

The pay gap has broader implications beyond financial inequality. Lower earnings can affect job satisfaction, professional confidence, and long-term career sustainability. Moreover, unequal compensation reinforces perceptions that women's work is less valuable than that of male colleagues.

Sexual Harassment in Media Organizations

Sexual harassment remains one of the most serious workplace challenges affecting women journalists. Harassment may take various forms, including inappropriate comments, unwanted physical contact, coercive behavior, discriminatory remarks, and abuse of professional authority.

The journalism profession often requires close interaction with sources, politicians, business leaders, law enforcement officials, and members of the public. Such interactions can create situations where women journalists become vulnerable to harassment both inside and outside their organizations.

The global #MeToo movement revealed numerous cases involving media organizations and highlighted the prevalence of gender-based misconduct within journalism. Many women journalists shared experiences of harassment that had remained unreported due to fears of retaliation, career damage, or social stigma.

Although legal protections such as the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 have strengthened institutional accountability in India, implementation remains inconsistent. Some organizations have

established Internal Complaints Committees and reporting mechanisms, while others continue to lack effective systems for addressing complaints.

The consequences of harassment extend beyond immediate emotional distress. Victims may experience anxiety, depression, reduced professional confidence, diminished workplace engagement, and, in some cases, withdrawal from journalism altogether.

Work-Life Balance Challenges

Work-life balance represents another significant challenge for women journalists. Journalism is characterized by irregular schedules, long working hours, frequent travel, deadline pressures, and unpredictable assignments. These demands often conflict with traditional expectations regarding women's domestic and caregiving responsibilities.

Many women journalists face the dual burden of professional work and household management. Cultural expectations frequently assign primary caregiving responsibilities to women, regardless of employment status. Consequently, women journalists may experience greater pressure in balancing professional commitments with family obligations.

Maternity and childcare responsibilities can further complicate career progression. Women may temporarily leave the workforce, reduce working hours, or decline assignments that require extensive travel. Such decisions can affect promotion opportunities and professional visibility.

Media organizations often lack family-friendly policies such as flexible working arrangements, childcare support, parental leave programs, and reintegration initiatives following maternity leave. The absence of supportive policies contributes to higher attrition rates among women journalists, particularly during mid-career stages.

Safety Risks in Field Reporting

Field reporting presents unique safety challenges for women journalists. Assignments involving political demonstrations, elections, riots, crime scenes, natural disasters, and conflict situations may expose reporters to physical danger. Women journalists frequently face additional gender-specific threats in such environments.

Verbal harassment, intimidation, stalking, and physical assault are among the risks reported by women journalists during field assignments. These threats may originate from political supporters, protest participants, criminal groups, security personnel, or members of the public. Safety concerns can influence assignment allocation and career opportunities. Some editors may hesitate to assign women journalists to high-risk reporting environments, citing concerns

about safety. While intended as protective measures, such decisions may unintentionally restrict professional opportunities and reinforce gender stereotypes.

Effective safety training, risk assessment procedures, and institutional support are therefore essential for ensuring equal participation in field reporting.

Online Harassment and Digital Violence

The digital transformation of journalism has created new opportunities for audience engagement while simultaneously exposing women journalists to unprecedented forms of abuse. Online harassment has emerged as one of the most significant challenges facing contemporary women journalists.

Digital abuse may include:

- Threats of violence.
- Sexualized harassment.
- Cyberstalking.
- Doxxing (publication of personal information).
- Coordinated trolling campaigns.
- Character assassination.
- Deepfake imagery and misinformation.

Women journalists who report on politics, religion, gender issues, human rights, and social justice frequently become targets of organized online attacks. These attacks are often designed to intimidate journalists, undermine credibility, and discourage critical reporting.

Research indicates that women journalists experience online abuse at significantly higher rates than male colleagues. The gendered nature of online harassment often involves sexualized language, threats of sexual violence, and attacks targeting personal identity rather than professional work.

The psychological impact of digital violence can be severe. Victims may experience anxiety, depression, sleep disturbances, emotional exhaustion, and professional burnout. Some journalists engage in self-censorship or reduce public visibility to avoid further abuse, thereby limiting freedom of expression and democratic participation.

Leadership Barriers and the Glass Ceiling

Despite increasing participation in journalism, women remain underrepresented in senior leadership positions. Editorial leadership, executive management, and organizational governance continue to be dominated by men in many media organizations.

The concept of the glass ceiling provides a useful framework for understanding these disparities. Women often possess qualifications, experience, and professional achievements comparable to those of male colleagues, yet encounter invisible barriers that limit advancement.

Several factors contribute to leadership disparities:

1. Gender stereotypes regarding leadership.
2. Limited access to mentorship.
3. Exclusion from informal professional networks.
4. Family and caregiving responsibilities.
5. Organizational cultures favoring male leadership styles.

Women leaders frequently face heightened scrutiny and are often required to demonstrate competence repeatedly in ways that male leaders are not. Such dynamics can discourage leadership aspirations and reinforce existing inequalities.

Increasing women's representation in leadership positions is essential not only for workplace equality but also for improving media diversity, editorial decision-making, and news coverage.

Case Studies

Rana Ayyub

Rana Ayyub represents one of the most prominent examples of the challenges faced by women journalists in contemporary India. Her investigative reporting on political and human rights issues has attracted widespread recognition as well as intense harassment.

Ayyub has experienced extensive online abuse, including coordinated trolling campaigns, threats of violence, and dissemination of manipulated content. Her case illustrates how digital platforms can be weaponized to intimidate women journalists and restrict journalistic freedom.

Despite these challenges, Ayyub has continued her investigative work, highlighting the resilience demonstrated by many women journalists confronting hostile environments.

Barkha Dutt

Barkha Dutt's career reflects both the achievements and challenges experienced by women in Indian journalism. As one of India's most recognizable television journalists, she has reported extensively on conflict situations, political developments, and social issues.

Throughout her career, Dutt has faced criticism, harassment, and gendered attacks that often extended beyond professional evaluation into personal abuse. Her experiences demonstrate how women journalists occupying visible public positions frequently encounter disproportionate scrutiny.

Maria Ressa

Although based in the Philippines, Maria Ressa's experiences provide important international insights. As an investigative journalist and media executive, Ressa has faced extensive online harassment, legal pressure, and coordinated disinformation campaigns.

Her case demonstrates the global nature of threats against women journalists and highlights the intersection of gender, political power, and digital violence.

Recommendations

Based on the findings, several measures can improve conditions for women journalists:

1. Strengthening Organizational Policies

Media organizations should implement comprehensive gender equality policies addressing recruitment, promotion, compensation, and workplace conduct.

2. Ensuring Equal Pay

Transparent salary structures and regular pay audits should be conducted to identify and eliminate gender-based wage disparities.

3. Strengthening Anti-Harassment Mechanisms

Organizations must establish effective complaint systems, confidential reporting procedures, and independent investigations.

4. Promoting Leadership Development

Mentorship programs, leadership training initiatives, and succession planning should support women's advancement into decision-making positions.

5. Improving Safety Measures

News organizations should provide:

- Safety training.
- Risk assessment protocols.
- Emergency response systems.
- Psychological support services.

6. Addressing Online Harassment

Media institutions should develop digital safety strategies, legal support mechanisms, and technological resources to assist journalists experiencing online abuse.

7. Supporting Work-Life Balance

Flexible work arrangements, parental leave policies, childcare support, and family-friendly workplace practices can improve retention and career sustainability.

CONCLUSION

Women journalists have made significant contributions to Indian media and democratic discourse. Nevertheless, their professional experiences continue to be shaped by gender-based inequalities, workplace discrimination, safety concerns, and barriers to career advancement. While legal reforms, social movements, and organizational initiatives have improved awareness of these issues, substantial challenges remain.

The study demonstrates that discrimination in assignment allocation, wage inequality, sexual harassment, work-life balance difficulties, physical safety risks, online violence, and leadership barriers collectively influence women's careers in journalism. These challenges are interconnected and often reinforce one another, creating cumulative disadvantages throughout professional life.

Achieving gender equality in journalism requires sustained institutional commitment, effective policy implementation, and cultural transformation within media organizations. Increasing women's representation in leadership, strengthening safety mechanisms, ensuring equal opportunities, and addressing online abuse are essential steps toward creating more inclusive newsrooms.

A journalism profession that supports and protects women journalists is not only a matter of workplace equality but also a prerequisite for media diversity, press freedom, and democratic development.

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