



Abi Daruvalla, a renowned trainer from The Netherlands-based Free Press Unlimited conducts a Training of Trainers' (ToT) programme for a group of women journalists on February 2013 in Dhaka.

## Training of Trainers for Developing Women Journalists

Even though the number of women entering the profession of journalism is on the rise, they are still heavily outnumbered by men. The media industry in Bangladesh is dominated by men. Men hold the top posts, including the editorial positions. Women's presence at the midlevel is still far behind men. However, the number of women at the lower level is increasing in both print and electronic media. Many of the young women come from universities as fresh graduates. They mostly learn the trade of the profession while working.

Media support organisations like News Network have been playing an important role imparting training to the young and upcoming women journalists by offering them fellowships for up to six months or even more. They are thus getting an opportunity to learn the basics of journalism and improving the skills.

But there are only a few women media trainers. Only a handful of women journalists are currently available as trainers, most of them based in Dhaka. But that is not enough.

Since more women are arriving in the profession of journalism, there is a growing need for training them. It is felt that female media trainers will be more acceptable to the women journalists. Women trainers are expected to build a female trainees. They are certain gender and sex related issues which can freely be discussed by women rather than by men. This is expected to make any training session more open and interactive.

There is thus a great scope to develop female media trainers from among the senior journalists or from among women who are associated with journalism education at universities.

Women trainers can also freely mix with their trainees and continue off-class discussions. This is very important as out-of-class discussions can make great contributions towards making the training programmes a success.



Participants pose a photo session on completion of a TOT programme on journalism. They were drawn from country's major print and electronic media houses.

# TOT FOR DEVELOPING WOMEN JOURNALISTS'

## Goals and Objectives

The number one goal is to develop teams of women journalist trainers who will be available to train not only female journalists but also the male ones.

The objective of such a programme is to conduct media training for women journalists by female trainers. It is expected to provide the trainees with an opportunity to learn in a more friendly way.

## Advantage and impact of having women journalist trainers

Women can interact better with women; Out-of-class debates and discussions between trainers and trainees; relaxed classroom ambience and atmosphere; women can speak frankly on issues like rape, sexual harassment and gender-related problems.

Participants are in a working session, preparing their presentations for discussion.



If women journalists can build themselves as trainers, the phenomenon is likely to have multiple impacts.

Female trainers can serve as models for young women who have interest to build up career in journalism but are sometimes suffer from indecisions. It can lead women journalists to climb to higher positions and take up the leadership challenge.

It is also expected to help overcome the taboos that are associated with women. One common taboo is that women are not fit for certain jobs, they cannot make proper decisions, and they cannot work late at night. News Network believes that women working as trainers can play an important role in overcoming such barriers. Therefore, it has undertaken the programme, and is committed to continuing the initiative



## THE PROGRAMME

In partnership with

FREE  
PRESS  
UNLIMITED

NEWS  
NETWORK

[www.newsnetwork-bd.org](http://www.newsnetwork-bd.org)

Road 5, House 9, Dhanmondi, Dhaka 1205, Bangladesh.  
Phone +880 2 9660941, Fax +880 2 9663598  
info@newsnetwork-bd.org