

Women and Media - Recommendations

To fulfill the following recommendations, comprehensive legislation, regulations, and mechanisms (by States and multinational media corporations) are needed.

- *Short term*
According to ICFJ, the psychological warfare of online harassment, threats, and targeted physical violence permeates all aspects of journalistic experience for women targets. Regional and local law enforcement must create task forces for special measures to circumvent them.
- *Medium term*
Employers must offer flexible work hours for women journalists with children. Standardize hiring practices to be more inclusive and ensure equal representation of women reporters in newsrooms. Establishing professional mentorship programs and networking groups provides the support, opportunities, and connections needed to advance. Strong policies, clear reporting mechanisms, and a zero-tolerance stance on harassment and discrimination are mandatory.
- *Long term*
The media controls how women are portrayed. Media organizations must create and adhere to strict guidelines on equitable coverage.