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even in newspapers they have come to the second level as assistant editor. But what we don't have for the most part, are editor in chiefs etc. but in magazines women have been editors for a long time, and not necessarily just in women's magazines only either. So it has improved. But a lot of women drop out of full time employment from these publishing houses. It's quite a noticeable trend. But this is because the media houses themselves are not flexible enough. This is actually a loss to the media houses. I don't think they realise that. Because they are good at their work and they have a lot of experience and they are dropping out because they want to do something more satisfying. They want to write a book and then there are the usual problems of getting married and having children. I don't know why the media houses don't realise how important it is to retain these people by making adjustments which is entirely possible these days with the technology available. And I think, in India at least, in the metropolitan, English language media I don't think the biases is that evident anymore. But in non-metro, regional language publications we still hear from our colleagues that they are not even paid on par. In the old days the journalists wages were determined by the wage board. So everyone knew what everyone else was getting. But the unions were sort of sidelined. Nowadays journalists unions are no more relevant to negotiating salaries. And they've managed to get almost everyone they've hired in the last 15 years on to individual contracts. So no one knows what the others are getting. And many senior women journalists have said that they feel that they are not getting equivalent to what their male colleagues are getting. But we have no proof because everything is individually negotiated. Women feel slightly embarrassed to negotiate about money. So a lot of the older women feel that that is a great disadvantage. Then there is the attitude that a woman's salary is not the main source of income in a family. So even some of the single women who are in fairly high positions say that they face a lot of disadvantages. But I think younger journalists are much more confident about negotiating their salary. A lot of the older journalists also say that the definition of what an Editor is has changed. In the old days you were supposed to be well read and well educated and you had a perspective. Now there is more of a focus on the business interest.

Do you think the personality of a woman is very important in what profession she takes up? And do you think there is enough social security for women to build up such a personality?

Journalism is not one of those professions where there is routine work like in a bank for example. Journalism, if you want to do well, you have to have an initiative. It's not a lone profession. You can't be terribly shy because you have to interact with a lot of people. You need to be fairly self-confident. These things should be built into journalism training. In the old days the kind of women who went into journalism were mainly from the upper class background where families encouraged going into this profession. So most of my colleagues and I did not have any adjustment problems. And many of us went through the women's magazine routes. But now I find in the journalism schools there are a lot of girls coming from small towns from very middle class backgrounds. They are already fairly bold. They know how to negotiate their rights.

Women journalists, and any working women face similar problems in a work environment, many of which you have talked about in your book on women journalists where you interviewed over 200 women journalists. Do you want to talk a little about these problems?

First of all I want to make it clear that the book is not just about women journalists' problems. It's really an exploration of women journalists' experience in the profession and their perspective on the profession, what they think of issues including media ethics. The first chapter is about the very term 'woman journalist'. I've recorded a full range of opinions on whether such a term should be