

DUALITY OF NETWORKING AGENCY-STRUCTURES: FEMALE JOURNALISTS IN THE ARENA OF SPORTS MEDIA

FITRIA ANGELIQA

Universitas Pancasila, Jakarta, Indonesia

fitriaangeliqa@univpancasila.ac.id

FIZZY ANDRIANI

Universitas Prof. Dr. Moestopo (Beragama), Jakarta, Indonesia

fizzyandriani@dsn.moestopo.ac.id

Abstract

The purpose of this research is to explore how women journalists carry out various social practices in the many sports arenas they encounter, switching from agents to agencies by mobilising their resources. The research draws on Anthony Giddens' structuration theory, which consists of the concepts of agency, structure, resources, and discursive and practical consciousness. Critical construction became its paradigm, with a qualitative research approach. The unit of analysis is an individual, namely women sports news journalists in online media. Data collection techniques with in-depth interviews and observation. The analysis technique used the hermeneutic phenomenological circle of Paul Ricoeur. The results show the descriptions of the various structures that women sports journalists enter. Besides, bring up the agent's identity or agency because of discursive and practical awareness, where the duality aspect appears. Thus, the structuration occurs in the micro-structure and jumping-up to macros (reflects on the text they produced)—but not at the organisational level as a mezzo—reflects women journalists' ability to present themselves as agencies in the arena's structure.

Keywords: Agency, Duality, Female Journalists, Sports, Structuration.

INTRODUCTION

The cases of violence and harassment against women journalists have been innumerable, ranging from symbolic and verbal (Rego, 2018) to physical. This fact shows that female journalists still experience discriminatory behaviour in various parts of the world (Melki & Mallat 2014; Sreberny, 2014). Discrimination includes sexual harassment, verbal abuse, and, to the least visible, symbolic violence in various forms.

The sports desk is one area that is also considered unfriendly to female journalists (Markula, 2009). Not only because of journalism work (Miller & Miller, 1995), but sports always identified with men. Both in the organisational aspect, business, and the types of games (Hardin & Shain, 2005). Women journalists eventually adjust to reduce professional pressure—including harassment by colleagues and news sources (Antunovic, 2018). They choose to be masculine, marginalise personal interests (Tsui & Lee, 2011), and be willing to be in the male community throughout their profession (Schoch & Ohl, 2011).

In the media's organisational structure—non-woman media—the number of female journalists is also the minority. So, in the structure of the sports media organisation, at least positioning women in two layers of an arena that equally marginalises women's position, namely the media organisation where they work and the sports locus simultaneously.

In particular, with a minimal number and stereotyped as a 'man's world,' female journalists' desk sport is enjoyable to study and becomes the focus of this research. In Indonesia, the number of women journalists is less far than male journalists, with around 20% female and 80% male journalists. Even though the number of media in Indonesia continues to grow, female journalists do not increase (Adriana, 2021). Worse yet, most Indonesian female journalists (86%) have experienced violence throughout their journalistic careers. The latest research at the end of 2021 shows that violence occurs in the physical and digital realms, sexual and non-sexual, and takes a wide variety of forms. In addition to direct action, violence also appears in gender discrimination in the office. Unfortunately, the violence against women journalists in Indonesia is criminalised because no specific rules protect these women journalists (Masduki, Wendratama, Aprilia, & Rahayu, 2022). Besides the journalists, the sexist news also coloured the information about female athletes (Jakarta, 2021). Instead of preaching their achievements, 'beauty,' 'sexiness,' and all femininity are seen in the headlines of these female athletes. This research will explore the dialectic of women sports journalists as agents who are able to structure themselves to agencies in some structured contexts.

LITERATURE REVIEW

Agent and agency are two main dimensions in Giddens(1986)'s structuration theory—one of the sociologists who developed the idea of subject-object duality. Like the ideals of duality, Giddens (1986) never separated the dialectic of structure with the individual as the agent who plays a role in his/her social practice. In a more established stage, the agent can act as an agency if the agent's actions have a vision of empowerment, describing praxis that embodies the unity of his/her thoughts and habits of being.

The prior study about Giddens's structuration in women journalist research locus also shows how empowerment under-bowing the crowdfunding to implement their ideas in a feminist online magazine (Hunter & Bartolomeo, 2019). The description of the reciprocal flow between the structure and agent's behaviour—or the individual and the world's life—patterned

into this habit has been the scientific study of many experts for a long time. This is because habits are the basis for human thoughts and actions (Sparrow, et al., 2013).

In particular, Giddens defines 'structure' as 'structural property', that bounds in the social system's context of time and space. Giddens shows how these structures can also be understood as rules and resources, implicitly affecting reproducing social systems (Giddens, 1979). Hence, the structure constructs a social order, which can be an invisible rule but binds all the members.

Giddens' version of the structure always relates to agent and agency. Giddens shows how the individual as a microstructure cannot escape intersubjectivity relations or the mezzo or macrostructure surrounding them. Here, dialectic occurs in the form of social practice between them. An agent is one who uses force or produces an effect. Agency concerns events in which an individual is a doer, in that the individual can act for one purpose or even unintentionally at any stage in a particular behaviour sequence. Whatever happens or won't happen always involves individual intervention. Action is a continuous process, a flow, the reflexivity that the individual performs and maintains, which forms the basis for the bodily control that principals typically preserve throughout their lives. Therefore, three essential aspects always underlie this individual action: unconsciousness, practical consciousness, and discursive consciousness (Giddens, 1986, p. 9).

Giddens believed there are always relations of power and control exercised by dominant actors in this social practice. The dialectic of control even operates in a highly repressive form of collectivity or organisation. The agent enforces and reproduces the relationship between autonomy and dependence in the context of certain practices. An agent who does not participate in the dialectic of control is, at a minimum, no longer an agent. All power relations, or relations of autonomy and dependence, are reciprocal (in both directions) regardless of the broad distribution of the resources involved. A person locked up and monitored under repressive rules may have lost all ability to act and is not a participant in these mutual power relations (Giddens, 1979).

Practically, Giddens' structuration applied to many studies about the journalistic arena. The dualistic theory, which compiles the subjectivism-objectivism perspective, clearly explains what occurs in the journalist-media world and vice versa. Regarding the journalistic arena, the story's similarity and proximity with readers' experiences influence the acceptance of women journalists. Empirical facts occur in women's magazines (Ytre-Arne, 2014). It describes how women journalists' practical consciousness deployed on the news they wrote on. It is Giddens' reflexivity works on women journalist lifeworld. A similar study, researched by Sunarto (2020) found that women leaders recreated their social practices in the structure of the journalistic world. Instead of being masculine, women leaders choose to become their feminine selves to lead journalist people.

METHODOLOGY

As feminist researchers suggest taking the same position as research studies, research that puts forward subjectivity is an adequate choice. Therefore, the paradigm used in this study is critical constructionist, with Paul Ricoeur's hermeneutic phenomenology as the research strategy. Based on human experience, phenomenology involves the depth of the relationship between the researcher and what he is researching in various ways, such as in-depth interviews or participant observation as data collection (Patton, 2015). This technique intends to deeply explore the objects of experience and describe a person's subjective experience. Thus, the

researcher must have a critical attitude by questioning what is behind the storytelling of the experience (Crotty, 2003). Giddens also believed that agent-structure intertwined surrounded by contexts (Fuchs, 2021). It is why Paul Ricoeur's phenomenological hermeneutics—which contains stages—applied precisely to analyse the dialectic of agents' social practices in many field structures (Hennink, Hutter, & Bailey, 2020).

With this explanation, the unit of analysis are three (3) female journalists who work in online media, particularly in the sports desk. The subject's experiences in the work arena is the main focus. This research focuses on individual transcendental experiences that formed discursive awareness, practical awareness, and ownership of female journalists' resources. Analytical techniques in this research followed the tradition of the hermeneutic circle of Paul Ricoeur. He proposed using an analytical method in four shorter stages but opened up previously hidden meanings. Ricoeur's hermeneutics complements phenomenology with the text's disclosure by placing "suspicion" in the meaning of the text (Langdrige, 2004; Ricoeur, 1991; Kleden-Purbonegoro 2015):

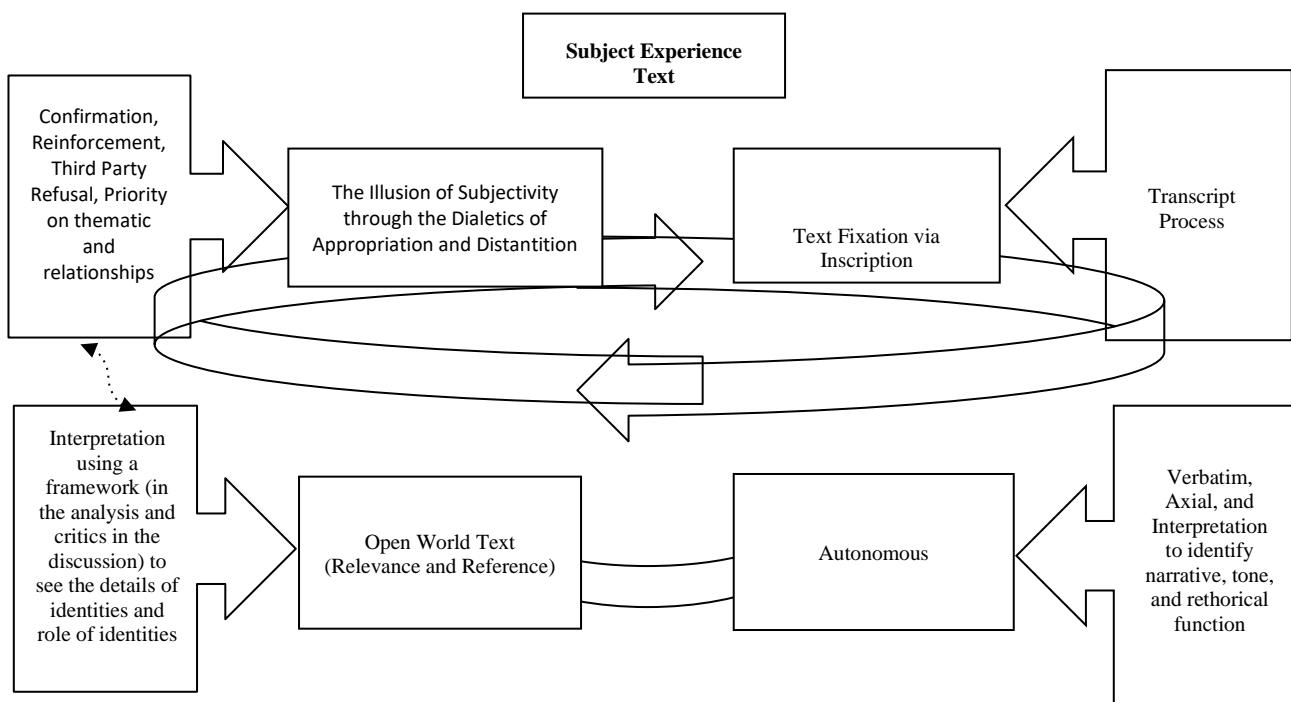


Figure 1: Stages of Paul Ricoeur's Hermeneutic Phenomenology Data Analysis

Source: Angeliqa 2018, adapted from Langdrige, *Phenomenological Psychology* 2007, 134.

FINDINGS

Identifying structuration can only be done with identifying the main structures of the subjects in particular and the other large arena structures that surround them in general. The combination of resource-consciousness (resources) that the agent places in the structure is an essential aspect that allows structuring to occur—even in the microscope, namely the agent herself, to continue to the mezzo macro-structure scope—as Anthony Giddens thought. In this study, the informants are three senior female journalists who have worked at the sports desk for the last ten years. The three informants came from cities in Central Java and have the same hobby, travelling. They are unmarried and over the age of 32 years. The three have been living

separately from their parents since graduating high school. The following describes the findings of the informants' main arena structure.

Table 1. Description of Agent-Structure

No	Type of Structure	Informant 1	Informant 2	Informant 3
1	Family	Living separately since high school. The first child of two siblings became a role model for her younger brother.	Living separately since graduating high school. The second of two children with an older brother.	Living separately since graduating high school. The third child of four children (2 boys, one girl).
2	Initial work arena structure	She was a general news daily reporter. Once rolled to various desks. From this experience, she knows many sources and essential people who consider her a "friend." She is always happy to write articles by prioritising the humanistic aspect.	She became a freelance journalist at the sports desk before moving to Jakarta. Make relation with the sources in the sports sector because of her flexible and sociable attitude. Enjoy writing features rather than hard news.	Become a general news daily reporter. She relates with many sources and essential people. She is always happy to write articles by prioritising the humanistic aspect.
3	Current work arena structure	Feeling the current place of work is like a second family to him.	She treats her male colleagues as big brothers. She never gets angry when made fun of by male seniors.	Feel comfortable with long standing friendships. More silence when talking to male colleagues.
4	News source structure	Firmly reject all requests to date outside of meetings for service.	Decisively refuses all invitations to date outside official meetings, although she is often still amazed by male athletes' good looks.	Firmly reject all invitations to dates outside and fortify herself with a quiet demeanour and a masculine appearance.

The three informants admitted to being independent since they were little. The presence of brothers in the family strengthens the informants' discursive awareness to improve education and independence. They always make a border in a collegial relationship in the work arena. It has been a 'limit' in associating with colleagues. There is still a minority in terms of numbers with male journalists, as is the case in various sports media organisations (Franks & O'Neill, 2014). It describes how the three informants have high discursive awareness about associating with the opposite sex. It is helpful to avoid falling into the domination of men or colleagues who want to take advantage.

Unfortunately, the false consciousness is still embodied. The three informants felt comfortable at work because they considered all their colleague's families. The informants also always proved that they were just as good at working with their male journalist colleagues. They quickly went home late in the morning to finish all their assignments. Even when male colleagues —mostly married — chose to take Saturday/ Sunday off, the three informants still decided to come to the office. The forgiveness of married status and the patriarchal trap are structured perfectly in these informants. Thus, it formed their practical consciousness. They rationalise those inequality situations as typical situations. Because of the interaction length, the informants put their male colleagues as brothers/ family/ partners. As a result, a lot of information is given to male colleagues within their limitations.

Regarding external relations, particularly with news sources, the informants often refuse invitations to eat and 'hang out' that do not fit the context. They understand very well that women journalists are repeatedly harassed, so they choose to be firm from the start. It could be said that the three informants had a practical awareness — they refused immediately when the friend request was out of context. Because of the image's well-believed discursive consciousness, many female journalists use their "womanhood" to attract athletes, administrators, and sponsors (Schoch, 2018).

The problem is about more than just professional relations. Becoming genuine and reflexive in writing takes work. The media do not entirely accept "Unusual"/casual writing styles that include many humanistic aspects they work in. Technology acceleration requires news speed rather than feature reviews (Kian & Hardin, 2009). In the end, casual writing as soft news becomes the final choice by the media, significantly when many sports events will increase news viewers.

Discussion

Female journalists, in their journalistic duties, produce externalisation of works, which are accommodations from editorial board briefs, interests of media organisations, and their ideologies to discourse that embodied them. Correspondingly, they also have managerial responsibilities and maintain good relations with resource persons to ensure their business runs well. The social ties range from the most familiar relationships to the most formal ones.

Marginalisation, Contestation, to Ridiculousity

Based on Giddens' thought about the evolution of the agent into the agency in the theory of structuration, the informant's ability to adapt to whatever social structure she faces is also illustrated, as long as he understands the awareness of what 'works' on her and which resources she needs to utilise. It is an essential point in this research. Convey the findings that agents have two resources with suboptimal ownership. Established educational and job outcomes own resources of material or resources of allocation.

Meanwhile, the informants are shown the authorization resources in the form of body authority by limiting the relationship with sources considered to have gone 'off track'. The problem is that informants continue to act as agents when they see colleagues getting less favourable treatment from the sources. They just kept quiet and made it a chat among female journalists. This condition of not wearing also occurs in various parts of the world, where female journalists 'silence due to excessive reactions will actually 'hit back' the journalist's position (Organista & Mazur, 2019). As conveyed by Informant 1,

“There are so many things like that (want to be a girlfriend and date - red), it can be athletes, coaches, or administrators. Many... you can ask X (mentioning a female journalist colleague - red) if anyone can be 'digested.' But if we are strict from the start, they (athletes, coaches, players-red) also don't dare to mess around ... They respect us.”

Besides, the informants also demonstrated authorization resources when writing timeless soft news articles, which characterises this female journalist (Schoch, 2013; Schoch, 2020). The various social practices in the papers presented depict discursive consciousness that manifests in practical consciousness from the three informants' experiences in different highly patriarchal structures. This non-intentional social practice representing thoughts embodied in action as a form of practical consciousness is called the evolution of agents into agencies in structuring. Agencies can also "fight" by inserting objective symbols in daily texts that they internalise, even though the organisational structure is not always supportive. In each text produced, without realising it—because it becomes routine for the informant—the meaning of the text is associated with her as a woman who has resources and awareness. The practice has also been carried out by many female journalists—especially in the sports desk—to be a 'breakthrough' (Everbach, 2018) and position women journalists as agencies that are not frontal for change. It is where the agent-structure duality occurs. It is manifested in a structured microstructure, which is then conveyed to the macrostructure when the public reads the text. As described by informant 3,

“Anyway, I always wanted to write something 'different' from male journalists. I can take the AF (one of the famous Indonesian footballers - ed) to an interview while riding the commuter line. Usually, I talk to them lightly first, for example, asking about their girlfriends and parents. Until he feels comfortable. I just asked other questions related to the match. Interviews like that can take a long time because it's just like chatting. And there can be many viewers if the news is like that.”

Stories that reflect the reader's experience increase engagement between the text producer (journalists) and their audience and even construct specific thoughts. In sports, construction can take the form of fighting spirit and defending the country, or, when it comes to international events, unity, brotherhood, or love for the homeland.

The problem is that Giddens believes that society consists of interconnected subsystems, which are only partially free - based on their respective functions - to communicate with each other and form networks. Even so, with the actors in it. Giddens divides this community system into five major groups: ecological systems, technological systems, economic systems, political systems, and cultural systems (Fuchs, 2008, p. 62). These four systems are said to be present in the online news media. For example, in ecological and cultural systems, the online media structure also forces female journalists to put aside their personal lives, look masculine, and understand male colleagues. They received both work time division and ridicule (a 'sign of affection' from a brother to sister. —Red). As conveyed by the following informant 2:

“I once dressed up beautifully, wearing eye shadow, lipstick, and blush, but they said, 'What's wrong with your face? How come it's like 'ondel-ondel' (giant creepy-looking doll, typical of Indonesian culture—red)? But I was not angry ... hahaha ... well, tomorrow I won't get dressed anymore.”

The stereotype of 'inability' to women has opened a gap for symbolic violence, which men then use to build structures in society, where women work within these structures. It is a glimpse of 'language as an instrument of power.' Unconsciously, 'male language' has been objectified and used consciously in society's social practice. It illustrates how patriarchal ideology becomes an objective truth used to 'silence' women's voices in the public sphere.

In the political system, promotion acceleration is rarely given to female journalists compared to male journalists (Smucker, Whisenant, & Pedersen, 2003). It shows how the interrelated arena structure fails to support women journalists in evolving into agencies and changing the organisational mezzo structure. Such changes can only occur in the agent's microstructure without "disturbing" the stability of the other structures.

In Indonesia, social practices that contain practical and discursive awareness of female journalists have been formed since they were in the child phase. The patriarchal ideology that these women journalists have faced since they were young has forged them to be more robust and permissive to domestic reasons that their male colleagues put forward. Remarkably, the sports desk, which is very unfriendly to women, also contributes to this patriarchal ideology and 'corners' women journalists in Indonesia with an unpopular choice: to be masculine and remain single or to be marginalised in all areas of the media organisational structure. Here is the chart:

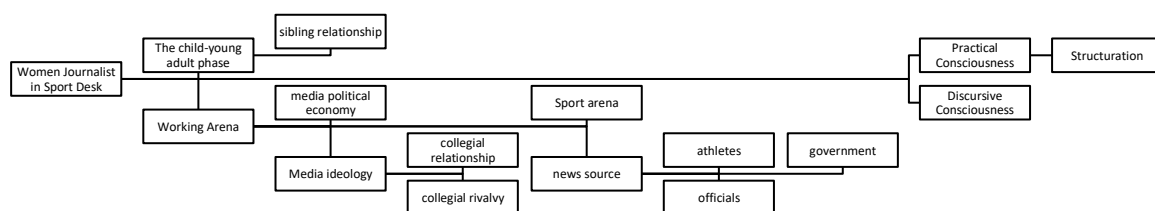


Figure 2: Social Matrix of Women Journalist
Source: processed by researcher, 2021

In other words, the structure also accommodates many other agency resources or other agents' efforts to become agencies. Likewise, the media and sports industry, in particular, is a business-oriented system controlled by a patriarchal culture. It is not only a matter of contestation between agents. Various social structure rules— an extension of this ideology — can also become a 'barrier' to women journalists' efforts to transform into agencies in many dominant structures. Patriarchal ideology, as a rule, implemented in many system structures, eventually forms a social network in which female journalists participate (Pfister, 2010). The inability to place resources and change discursive consciousness can even ensnare women journalists in routine social practices that are wrong at the organisational level and ultimately not recognized as a form of social irregularity.

The results convey how the subject's consciousness is formed due to a microstructural process determined by the ability to manage their primary resources. This micro-structuration occurs because of the agent-resource-structure linkage (which often coincides). Later, it will determine the focus of attention in dealing with various other social fields in the media industry where they work. Some consciousnesses are even reproduced in a structure that has the same context. It mostly happens by accident. The concept of practical consciousness works when action is the embodiment of thought--called discursive consciousness--that persists. Individual actions, ideas, and habits have historical traces, primarily due to 'memory.' Body memories that are moved by thinking inadvertently often occur in practices or characters with fixed patterns, reproduced, or even restructured, depending on how the subject deals with the context.

Thus, it is a mistake to interpret the agent-structure relation as limited to implementing actions or visible thoughts. From its perspective, the concept of 'agency' seems to be reduced to the externalisation aspect in structure with limited 'reach.' When taking positions in action, subject awareness becomes a process that intertwines between internalisation and externalisation without following a precise sequence of stages. It is called internalisation in externalisation and externalisation in internalisation (Maton, 2008, p. 53). Thus, in the context of taking a position in the structure, subjects can externalise their consciousness. At the same time, she internalises the discourse presented by other individuals.

Re-creation as a Defensive Strategy and Efforts to Become an Agency

Furthermore, this dialectical relationship between society and the individual becomes more clearly illustrated in the alternating current of the agent-structure duality. It reflects the subject in the 'social arena' and can cross the scope of micro, mezzo, and macro as a structure always present in every arena the subject enters. Ultimately, what the three subjects do in their microstructure (i.e., act according to their idealism) can be an accurate picture of the duality of objects in an arena with a limited scope. Still, it has a significant influence on the pre-understanding of other actors.

The social practice that the subject does is a form of practical awareness that has chosen its own 'path' because of deep understanding over the years. A picture of the individual's practical consciousness in the structure also results from a 'guide' containing the subject's life experiences. This discursive awareness shows that the arena has been 'saturated' because of the same social practices with hegemony and domination that continue to be duplicated. Therefore, directing action towards more narrow microstructures becomes more meaningful instead of facing constant contestation. According to Giddens's terminology, the slightest reflection of the subject in various arenas remains necessary in the social world. The structure is not something that has a broad meaning but is constantly intertwined between the mental world of the subject and her social world. Developing strategies for placing the subject's awareness in an arena is no longer recognizable, just like the surreptitious addition of resources to subjects. As a result, the structure changes slowly and unobtrusively following changes in the actors' resource ownership proportion.

CONCLUSION

Female journalists in Indonesia are agents who should face several matrices and circular structures with different rules and resources. The other attitude is shown when the macro-structure agrees to variously marginalise and discriminate against women journalists in the sports desk. Ultimately, indulging in such irregularities causes the macrostructure to recognize it as 'normal,' routine, non-frontal, and without challenging social practice. Women journalists'

practical and discursive consciousness formed throughout their lifeworld. More than that, experience as women and independence are the most extensive implicit actions embodied in the working arena. The agent-structure duality that produces structuration occurs in the microscope — in the texts produced by women journalists — which is conveyed directly to the readers of the online media where they work.

REFERENCES

- Ajjak. (2021, July 29). *Aji Jakarta desak media massa hentikan praktik seksime dan subordinasi terhadap atlet perempuan dalam pemberitaan olahraga*. Aji Jakarta. <https://ajjakarta.org/2021/07/29/aji-jakarta-desak-media-massa-hentikan-praktik-seksime-dan-subordinasi-terhadap-atlet-perempuan-dalam-pemberitaan-olahraga/>
- Antunovic, D. (2018). “We wouldn’t say it to their faces”: online harassment, women sports journalists, and feminism. *Feminist Media Studies*, 19 (3). 428-442. <https://doi.org/10.1080/14680777.2018.1446454>
- Ashuri, T. (March, 2012). Activist journalism: Using digital technologies and undermining structures. *Communication, Culture and Critique*, 5(1). 38-56. <https://doi.org/10.1111/j.1753-9137.2011.01116.x>
- Birx, H. J. (2010). *21st Century Anthropology: A Reference Handbook*. California: SAGE Publication.
- Crotty, M. (2003). *The foundations of social research: Meaning and perspective in the research process*. London: SAGE Publications.
- Everbach, T. (February, 2018). "I realized it was about them ... not me": Women sports journalists and harassment. In Vickery, J., Everbach, T. (Eds.), *Mediating Misogyny* (p. 131-149). Palgrave MacMilan Cham. https://doi.org/10.1007/978-3-319-72917-6_7
- Franks, S., & O’Neill, D. (December, 2014). Women reporting sport: Still a man’s game? *Journalism*, 17(4). 474-492. <https://doi:10.1177/1464884914561573>
- Fuchs, C. (2021). *Marxist humanism and communication theory: Media, communication and society* (1st ed.). New York: Routledge.
- Fuchs, C. (2003). Some implications of Pierre Bourdieu’s works for a theory of social self-organization. *European Journal of Social Theory*, 6 (4). 387-408. <https://doi.org/10.1177/13684310030064002>
- Giddens, A. (1979). *Central problems in social theory: Action, structure and contradiction in social analysis*. UK: Macmillan Education.
- Giddens, A. (1986). *The constitution of society: Outline of the theory of structuration*. University of California Press.
- Giddens, A., & Sutton, P. W. (2014). *Essential Concepts in Sociology*. Cambridge: Polity Press.

- Hardin, M., & Shain, S. (2005). Strength in numbers? The experiences and attitudes of women in sports media careers. *Journalism & Mass Communication Quarterly*, 82(4). 804-819. <https://doi:10.1177/107769900508200404>
- Hennink, M., Hutter, I., & Bailey, A. (2020). *Qualitative Research Methods*. California: SAGE Publisher.
- Hunter, A., & Bartolomeo, J. D. (2019). "We're a movement": Crowdfunding, journalism, and feminism. *Feminist Media Studies*, 19(2). 273-287. <https://doi.org/10.1080/14680777.2018.1434805>
- Kian, E., & Hardin, M. (2009). Framing of sports coverage based on the sex of sports writers: Female journalists counter the traditional gendering of media coverage. *International Journal of Sport Communication*, 2. 185-204.
- Kleden-Probonegoro, N. (2015). Pengalihan wacana : Lisan ke tulisan dan teks. In Prudentia MPSS (Ed), *Metodologi Kajian Tradisi Lisan*. (p. 120-149). Jakarta: Yayasan Pustaka Obor Indonesia.
- Langdridge, D. (2007). *Phenomenological Psychology*. England: Pearson-Prentice Hall.
- Maton, K. (2008). *Habitus*. In M. Grenfell, *Pierre Bourdieu: Key concepts*. Durham: Acumen Publishing Limited.
- Masduki, Wendratama, E., Aprilia, M. P., & Rahayu. (2022, January 25). Hampir 90% jurnalis perempuan Indonesia pernah mengalami kekerasan, mengapa begitu masif? The Conversation. <https://theconversation.com/hampir-90-jurnalis-perempuan-indonesia-pernah-mengalami-kekerasan-mengapa-begitu-masif-174700>
- Markula, P. (2009). *Olympic women and the media: International perspectives*. UK: Palgrave Macmillan.
- Melki, J. P., & Mallat, S. E. (2014). Block her entry, keep her down and push her out: Gender discrimination and women journalists in the Arab world. *Journalism Studies*, 17(1). 57-79. <https://doi:10.1080/1461670X.2014.962919>
- Miller, P., & Miller, R. (1995). The invisible women: Female sports journalists in the workplace. *J&MC Quarterly*, 72(4). 883-889.
- Newman, W. L. (2011). *Social research methods: Qualitative and quantitative approach*. Boston: Allyn & Bacon.
- Organista, N., & Mazur, Z. (2019). "You either stop reacting, or you don't survive. There's no other way": The work experiences of Polish women sports journalists. *Feminist Media Studies*, 20(2). 1-18. <https://doi10.1080/14680777.2019.1690020>
- Patton, M. Q. (2015). *Qualitative Research and Evaluation Methods*, (4th ed.). California: SAGE Publications.
- Pfister, G. (2010). Women in sport – gender relations and future perspectives. *Sport in Society*, 13(2). 234-248. <https://doi10.1080/17430430903522954>

- Rego, R. (2018). Changing forms and platforms of misogyny: Sexual harassment of women journalists on Twitter. *Media Watch*, 9(3). 437-446. <https://doi10.15655/mw/2018/v9i3/4948>
- Ricoeur, P. (1990). (Kathleen McLaughlin & David Pellauer), trans. *Time & Narrative volume I*. Chicago: University Of Chicago Press.
- Ricoeur, P. (1991). (Kathleen Blamey and John B. Thompson), trans. *From text to action: Essays in Hermeneutics II*. Illinois: Northwestern University Press.
- Ricoeur P. (2004). (Kathleen Blamey and David Pellauer), trans. *Memory, history, forgetting*. Chicago: The University of Chicago Press.
- Schoch, L., & Ohl, F. (2011). Women sports journalists in Switzerland: Between assignment and negotiation of roles. *Sociology of Sport Journal* 28, 189-208.
- Schoch, L. (2013). 'Feminine' writing: The effect of gender on the work of women sports journalists in the Swiss Daily press. *Media, Culture & Society* 35(6). 708-723. <https://doi10.1177/016344371349130>
- Schoch, L. (2013). "I love to play the bimbo sometimes with athletes" The role of professional interactions between female sports journalists and their male sources in the production of sports reports. *Journalism Practice*, 7(1). 96-111. <https://doi.10.1080/17512786.2012.701922>
- Schoch, L. (2020). The gender of sports news: Horizontal segregation and marginalization of female journalists in the Swiss Press. *Communication & Sport*, 10(4). 1-20. <https://doi.10.1177/2167479520951162>
- Smucker, M. K., Whisenant, W. A., & Pedersen, P. M. (2003). An investigation of job satisfaction and female sports journalists. *Sex Roles*, 49(7). 401-407. <https://doi.10.1023/A:1025120406343>
- Sparrow, T., Hutchinson, A., Bell, J., Crossley, N., Stephens, W. O., Sullivan, S., Fossel, P. (2013). *A history of habit: From Aristotle to Bourdieu*. UK: Lexington Books.
- Sreberny, A. (2014). Violence against women journalists. *Media and gender: A scholarly agenda for the global alliance on media and gender* (p. 35-38). Paris, France: UNESCO & IAMCR.
- Sunarto. (2020). Naturalization of Masculinism: How female journalist leaders in local media resist it. *Jurnal Komunikasi Indonesia*, IX(1). 10-21. <https://doi.org/10.7454/jki.v9i1.11983>
- Tsui, C. Y., & Lee, F. L. (2011). Trajectories of women journalists' careers in Hong Kong: A field theory perspective. *Journalism Studies*, 13(3). 370-385. <https://doi.10.1080/1461670X.2011.592360>
- Ytre-Arne, B. (2014). Positioning the self: Identity and women's magazine reading. *Feminist Media Studies*, 14(2). 237-252. <http://dx.doi.org/10.1080/14680777.2012.713867>
- Venny, A. (2006). Pengarusutamaan gender: Sebuah penantian panjang. *Jurnal Perempuan*, 50(4). 4-5.