



Suliman S. Olayan School of Business



KIP Documentation Project

Lebanese News Managers: A Comparative Study of Gender in the Workplace

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Submitted to

Knowledge is Power (KIP) Project
Olayan School of Business
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Disclaimer: This study was funded by a grant from the United States Department of State. The opinions, findings and conclusions stated herein are those of the author[s] and do not necessarily reflect those of the United States Department of State.



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Executive Summary

This study explores the different experiences of male and female Lebanese journalists in climbing the corporate news ladder. It questions the roles of organizational structure and implicit biases against female leaders in perpetuating a masculine newsroom culture that reinforces the glass ceiling for women. It also draws attention to corporate policies on maternity/paternity leave and childcare, and highlights how female journalists attempt to overcome gender discrimination in the workplace and navigate the socially divergent roles of mother and wife versus successful career woman in a patriarchal society. This study used a mixed-methods approach, including a survey of 308 Lebanese journalists employed at various levels in the corporate hierarchy, as well as qualitative interviews with 25 news managers across the Lebanese news media landscape.