



# Who leads the newsrooms and news?

*A report on women's representation in newsrooms and news leadership in Nigeria*





## ***Who leads the newsrooms and news?***

*A report on women's representation in  
newsrooms and news leadership in Nigeria*



## Who leads the newsrooms and news?

A report on the representation of women in the leadership of newsrooms and news in Nigeria

Copyright ©2024 Wole Soyinka Centre for Investigative Journalism

For permission requests, reach the publisher through this email address - [wscij@wscij.org](mailto:wscij@wscij.org)

Published 2024

# Table of contents

---

Table of contents .....	3
Acknowledgments .....	4
Executive summary .....	5
Introduction .....	6
Scope of the study .....	7
Limitations of study.....	7
Data collection procedure and analysis.....	8
Definition of key terms .....	9
What the numbers say about gender parity in the newsrooms and news.....	10
Trends in gender composition of news and newsroom leadership .....	37
Observations .....	44
Conclusion.....	47
Appendices .....	48

# Acknowledgements

---

The Wole Soyinka Centre for Investigative Journalism (WSCIJ) is indebted to the Bill and Melinda Gates Foundation for the generous support which made this report possible under the Report Women! News and Newsroom Engagement project as a tool of engagement with the staff and management of media houses.

Many thanks to the team of journalists and media managers who collected data on the gender composition of the board and management of the 111 media organisations sampled: Juliana Francis, Deputy Editor, *The Eagle Online*; Sharon Ijasan, Senior Correspondent, *TVC News*; Lekan Otufodunrin, Executive Director, Media Career Development Network; and Faith Yahaya, Correspondent, *The Nation*.

We also acknowledge the contribution of the following who participated in the data validation workshop: Adesola Ayo-Aderele, Communication Coordinator, International Institute of Tropical Agriculture (IITA)/WorldFish Project; Chido Onumah, Coordinator, African Centre for Media and Information Literacy (AFRICMIL); Anita Eboigbe, Chief of Staff, Big Cabal Media; and Ajibola Amzat, Managing Editor, International Centre for Investigative Reporting (ICIR).

Our heartfelt gratitude goes to Motunrayo Alaka, our Executive Director/CEO, who gave the concept for the research and led its execution to completion. We also extend special thanks to our colleagues: Samson Ademola, Programme and Research Officer; Emem Nssien, Finance Officer for the Collaborative Media Engagement for Development Inclusivity and Accountability (CMEDIA) project; Oge Ezeobiorah, Programme Officer; and Ehikioya Ataman, Monitoring and Evaluation Intern, who developed the report and worked assiduously to get it ready. Finally, we acknowledge the contributions of Okikiade Adesoji, Communication Executive, who proofread the copy; Yakubu Afuye, IT and Logistics Officer; and Oluwaseun Adeniyi, Graphics Officer, for their work on the cover design, infographics and layout for this report.

# Executive summary

---

This report by the Wole Soyinka Centre for Investigative Journalism (WSCIJ) presents findings from a study that examined the extent of gender representation in newsrooms and news leadership roles across various Nigerian media organisations. The study was carried out with funding support from the Bill and Melinda Gates Foundation.

While the study offers valuable insights, it is important to recognise that the report relies mainly on numerical data, which restricts the exploration of qualitative patterns or underlying factors contributing to gender disparities. As circumstances might have changed since the data was collected, the findings should be interpreted within these limitations.

The descriptive design was employed for this study. A team of journalists gathered information on the gender composition of the board and management of 111 media organisations in Nigeria. They also monitored 11 flagship programmes and pages from 11 news media for the gender composition of anchors/reporters, guests and sources. The analysis of data was primarily quantitative, utilising frequency and percentage. Thematic analysis was conducted on the data gathered to draw patterns.

The study revealed that women's representation in media leadership is low across the four media genres. Women accounted for 25.7% of leadership positions, while men dominated with 74.3%. Print and online platforms exhibited the lowest representation of women at 4.6% and 5.5% respectively, while radio and television showed slightly better representation at 9.2% and 6.5% respectively. Geographically, the South West and North Central had the most women in leadership positions but they ranked lowest in percentage representation. The North West and South South led in gender-balanced leadership with 31.2% and 28.5% representation respectively.

In terms of news representation, the study discovered that women were inadequately represented. Only 24% of anchors and authors were women, with men making up 76%. Men also dominated as expert resource persons or guests, comprising 87.9%, while women constituted just 12.1%. Furthermore, only 7.1% of news focused on women, while 92.9% covered other angles.

Across media platforms, radio and television had a higher representation of women as authors/anchors, with 68.6% and 21.9% respectively. Print and online platforms had lower representation at 17.6% and 11.5%. The print platform had the least women experts at 6.8%, while radio had the most at 54.5%. Online and television platforms had 13.3% and 5.5% respectively. Programmes centred on women and girls were limited on print and online platforms (2.2% and 4.3%), but higher on television and radio (11.5% and 21.6%).

To foster a more diverse and equitable media landscape, proactive measures are needed to enhance gender inclusivity and empower women within the industry.

# Introduction

The underrepresentation of women in leadership positions of newsrooms and news has been a longstanding issue within the media industry globally, in the African continent and in Nigeria. Numerous studies and reports have highlighted the gender disparities and challenges faced by women in their bid to access leadership roles and achieve equal representation within media organisations.<sup>1</sup> A 2020 report supported by the Bill & Melinda Gates Foundation reveals that women remain significantly underrepresented in newsrooms worldwide, comprising only a fraction of top editorial positions.<sup>2</sup> Similarly, the Global Media Monitoring Project (GMMP) reports consistently indicates that women are disproportionately absent from news content,<sup>3</sup> both as subjects and decision-makers.<sup>4</sup> These findings underscore the urgent need to address gender imbalances within the media landscape.

In 2017, the Wole Soyinka Centre for Investigative Journalism (WSCIJ) conducted a [survey on the leadership status of female reporters in newsrooms](#).<sup>5</sup> The findings showed that although there was some parity at mid-career level, the gap quickly widens as one gets to the C-Suites. Another survey by the WSCIJ on the [gender policies and practices in the newsrooms](#) points at family demands as the major reason women are missing in the leadership of newsrooms.<sup>6</sup> Studies such as Okocha and Dapoet (2022), list limited career advancement opportunities, gender bias, and discriminatory practices within news organisations as reasons.<sup>7</sup>

---

<sup>1</sup>UN Women (2013). Women's leadership and political participation. Retrieved from UN Women: <https://www.unwomen.org/sites/default/files/Headquarters/Attachments/Sections/Library/Publications/2013/12/UN%20WomenLGThemBriefUSwebrev2%20pdf.pdf>

<sup>2</sup> Kassova, L. (2020). The Missing Perspectives of Women in News. Bill & Melinda Gates Foundation.

<sup>3</sup> International Women's Media Foundation (2011). Global report on the status of women in the news media. Accessed on 21 July 2023 from: <https://www.iwmf.org/wp-content/uploads/2018/06/IWMF-Global-Report.pdf>

<sup>4</sup> Global Media Monitoring Project (2020). Who makes news? [https://whomakesthenews.org/wp-content/uploads/2021/11/GMMP2020.ENG\\_FINAL\\_.pdf](https://whomakesthenews.org/wp-content/uploads/2021/11/GMMP2020.ENG_FINAL_.pdf)

<sup>5</sup> Wole Soyinka Centre for Investigative Journalism (2017). Gender composition of Nigeria newsrooms. Accessed on 21 July 2023 from: [https://docs.google.com/presentation/d/1w7ZXhDAeqJl\\_5YpQGx2U7XsSiIKS7OQb/edit?usp=sharing&oid=109291217766554386011&rtpof=true&sd=true](https://docs.google.com/presentation/d/1w7ZXhDAeqJl_5YpQGx2U7XsSiIKS7OQb/edit?usp=sharing&oid=109291217766554386011&rtpof=true&sd=true)

<sup>6</sup> Wole Soyinka Centre for Investigative Journalism (2017). Gender policy and practice in Nigerian newsrooms. Accessed on 21 July 2023 from: <https://reportwomen.org/wp-content/uploads/2020/11/Report-of-gender-policy-and-practice-in-Nigerian-newsrooms.pdf>

<sup>7</sup> Okocha, D. O., & Dapoet, B. A. (2022). Assessing the Challenges Confronting Female Journalists in Plateau State, Nigeria. Renaissance University Journal of Management and Social Sciences, 8(2), 37-50. <https://rujmass.com/Journals/2022/dec/5.pdf>

Goal 5 of the Sustainable Development Goals (SDG) speaks to a systematic 9-target outcome with proposed actions to achieve gender equality and empower women and girls. One of the targets, 5.5, seeks to ensure equal participation of women in leadership across every sector, including governance and media.

This study provides an update on the state of women's representation within the media industry in Nigeria, identifies the underlying factors contributing to gender imbalances, and proposes interventions to promote gender parity and inclusivity. It builds upon existing body of research, seeks to contribute to the knowledge on the focus area and serve as a catalyst for change within the media sector.

Through evidence-based insights and recommendations, WSCIJ aims to inspire media organisations, policymakers, and stakeholders to take proactive steps to create an environment that fosters equal leadership opportunities for women in newsrooms and news. The report will serve as an advocacy tool to engage members of staff and management of select media houses through the House-to-House component of the Report Women News and Newsroom Engagement project of WSCIJ.

### **Scope of the study**

The survey covered two broad areas: the representation of women in the leadership of the newsrooms and the news. The study examined 111 news media organisations – print, online, radio, and television on how women were represented on the board and management for the newsrooms. For the representation of women in the news, the researchers analysed major segments and flagship programmes of 11 media organisations selected from the 111.

### **Limitations of study**

Whilst this study provides valuable insights, it is important to acknowledge its limitations. The data presented in the report is primarily numerical, which restricts the ability to establish qualitative patterns or analyse underlying factors contributing to gender disparities. Additionally, the survey focused on a subset of flagship programmes, providing a snapshot of representation within those specific segments. Therefore, the findings should be interpreted within the context of the limited scope of the study.

Researchers collected data on board and management gender composition, of 111 media organisations. Among these, they were able to access both board and management gender composition for 45 organisations. The researchers did not get any data for 24 while they got data on the gender composition of their management only for 59 organisations and 73 on the female-male composition of their boards.

While presenting its findings, the report conscientiously acknowledges the limitations associated with relying solely on numerical data. It urges readers to interpret the results within the constraints of this approach and recognises that circumstances may have evolved since the data collection period. It also acknowledges that the criteria for the selection of programmes which we studied may not be favourable to some media organisations.



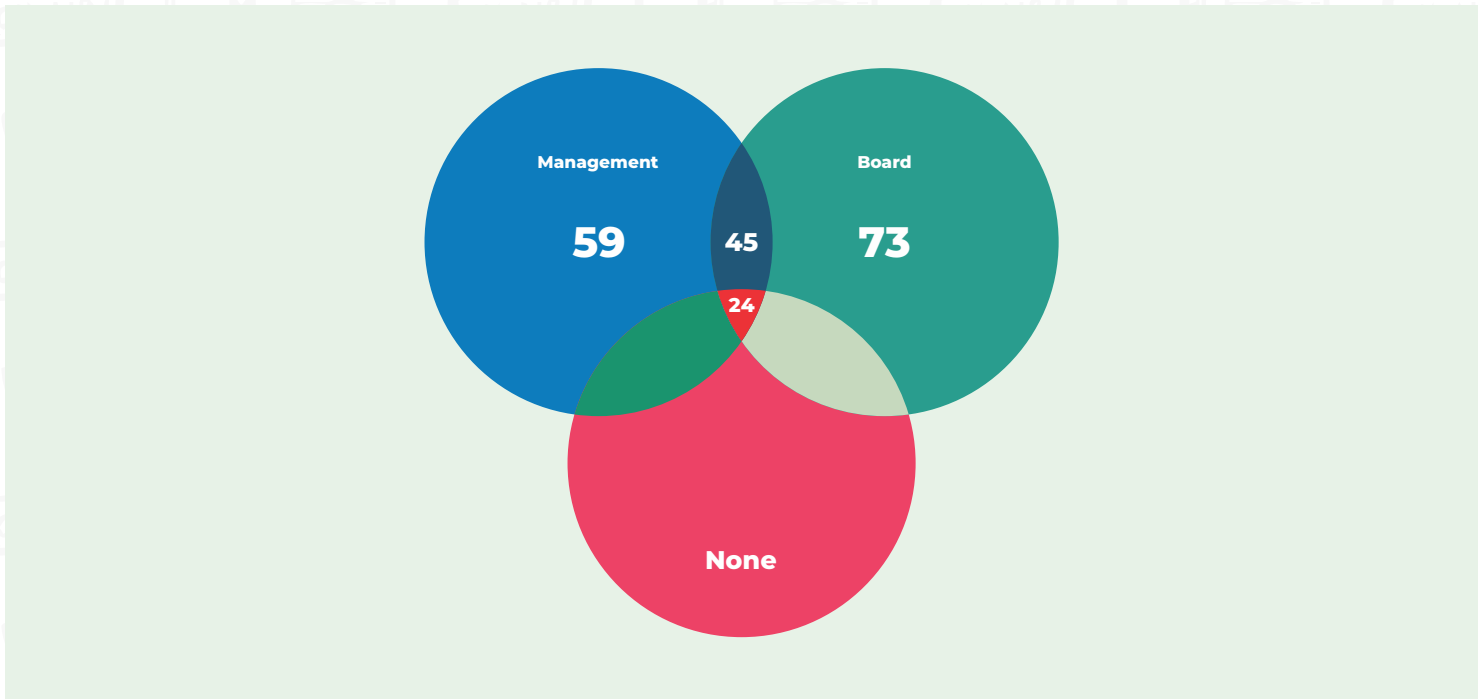


Figure 1: Venn diagram showing the classification of organisations based on the leadership data gathered.

Some data may have changed as the researchers relied on available secondary data. Specifically, it was difficult to obtain data on the board and management of certain media organisations. Similarly, the researchers had difficulty finding equivalency in similar titles as different organisations used different titles for the same roles and experience levels.

The study's limitation also lies in its inadequate coverage of the country. A more comprehensive report could be conducted to delve deeper into the subject. This current report only takes a quick look at the issue at hand.

### Data collection procedure and analysis

The research adopted a descriptive design. A team of journalists gathered information on the gender composition of the board and management of 111 media organisations across all geopolitical zones of Nigeria, except the North East. They also monitored 11 flagship programmes and pages from 11 news media for the gender composition of anchors/reporters, guests and sources. The analysis of data was primarily quantitative, utilising frequency and percentage. Thematic analysis was conducted on the data gathered to draw patterns.

## Definition of key terms

**Anchor:** The host for the flagship programme monitored on radio or television.

**Reporter:** A person who writes a piece of news, feature, article or interview in the newspaper, magazine or website. Usually, this appears as the by-line in the piece of writing.

**Board:** A group of people, usually non-executive and appointed, who supervise the affairs of organisations and influence key decisions. Their roles are often clearly spelt in the constitution of the organisation.

**Geopolitical zone:** One of the six administrative regions of Nigeria, created not solely by distinct geographical boundaries but also by shared geographic location, common ethnic heritage and common political history. The six geopolitical zones are North Central, North East, North West, South East, South West and South South.

**Leadership:** Both the board and management of news media organisations make up leadership in this study.

**Management:** Administrative heads of organisations. They are usually on the ground to give directives on the day-to-day running of the organisation in consonance with the organisation's constitution.

**Resource person:** A guest who appears on radio or television or an expert whose opinions are quoted in a news report.

# What the numbers say about gender parity in the newsrooms and news

In this section is the analysis of the gathered data with results presented using numerical values. This approach provides a quantitative understanding of the current state of gender parity in news and within the newsrooms' leadership, spanning various media genres and geopolitical zones.

## Women in the minority in the management of news media organisations in Nigeria

Data shows that there are 409 people in management across the 111 organisations sampled. Out of the 409 individuals in management positions, 110 (26.9%) are female, while 299 (73.1%) are male.

**409** people in management across the 111 organisations sampled



Female: 110  
**26.9%**



Male: 299  
**73.1%**



Figure 2: Gender distribution at the management level within the surveyed media organisations.

## Men are more than women at the management level of newsrooms with the widest margin in the print genre

Further analysis was conducted on the gender composition of individuals at management levels across the organisations by genres to comprehend the factors influencing these variations. In television, there were 57 (64.8%) male managers and 31 (35.2%) female managers. Similarly, radio had 93 (70.5%) male managers and 39 (29.5%) female managers. The online media platform had 56 (68.3%) male managers and 26 (31.7%) female managers, while in the print media, there were 93 (86.9%) male managers and 14 (13.1%) female managers. When aggregating these figures, the overall composition of management is 299 (73.1%) male managers and 110 (26.9%) female managers, resulting in a total of 409 individuals.

The data indicates that television features the highest gender balance in leadership at management positions, with 35.2% females and 64.8% males. Conversely, the print has the lowest balance with 13.1% females and 86.9% males, resulting in a male-to-female representation ratio more than six times higher.

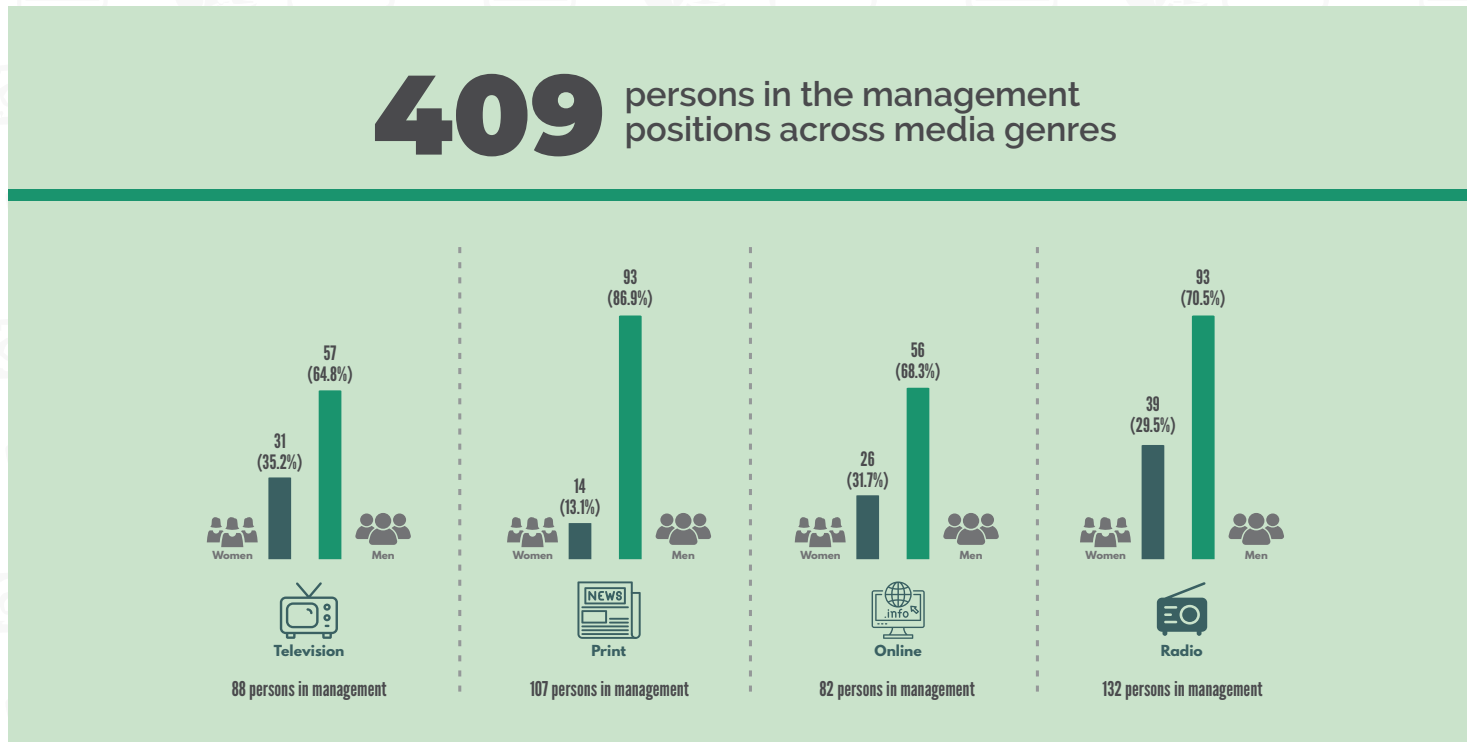


Figure 3: Gender distribution at the management level across media genres

## Boards of media organisations male dominated in Nigeria

**318** persons on the board of the 111 organisations sampled



Figure 4: Gender distribution on the boards of surveyed media organisations

The gender composition of the boards of the 111 sampled media organisations highlights a significant gender imbalance. Among a total of 318 individuals serving on these boards, 77 (24.2%) are female, with 241 (75.8%) being male.

## Women represent only one in every four board members in print media

The study shows gender imbalance in the boards of media organisations across the different genres. Television has 16 (22.2%) women and 56 (77.8%) men; print media has 20 (19.8%) women and 81 (80.2%) men; online platforms have 13 (27.7%) women and 34 (72.3%) men, as well as radio with 28 (28.6%) women and 70 (71.4%) men. Radio has a good distribution of gender across their boards with 28.6% females to 71.4% males; followed by online with 27.7% females to 72.3% males; television with 22.2% females to 77.8% males, and finally the print with the lowest in the distribution, with 19.8% females to 80.2% males on the boards.

**318** persons on the board of the 111 organisations sampled

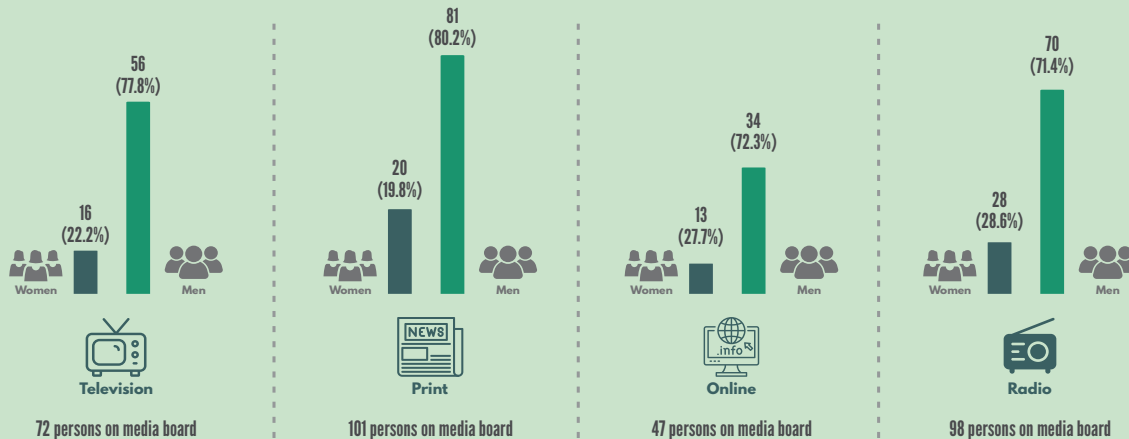


Figure 5: Gender distribution at the level of the board across media genres

## Women-to-men ratio on media boards lowest in North West Nigeria

Figure 6 provides a breakdown of gender representation at the board level across different geopolitical zones. The data underscores zonal variations in gender diversity within board membership. Within the North Central, there are 22 female board members (24.4%) and 68 male members (75.6%).

The North West has 5 female members (20.8%) and 19 male members (79.2%). Similarly, the South East has 2 female members (25%) and 6 male members (75%), while the South South has 5 female members (33.3%) and 10 male members (66.7%).

The South West has a relatively higher female gender representation with 43 female members (23.8%) and 138 male members (76.2%). However, the North West has the lowest female-to-male representation on the boards, whilst South South has the highest.

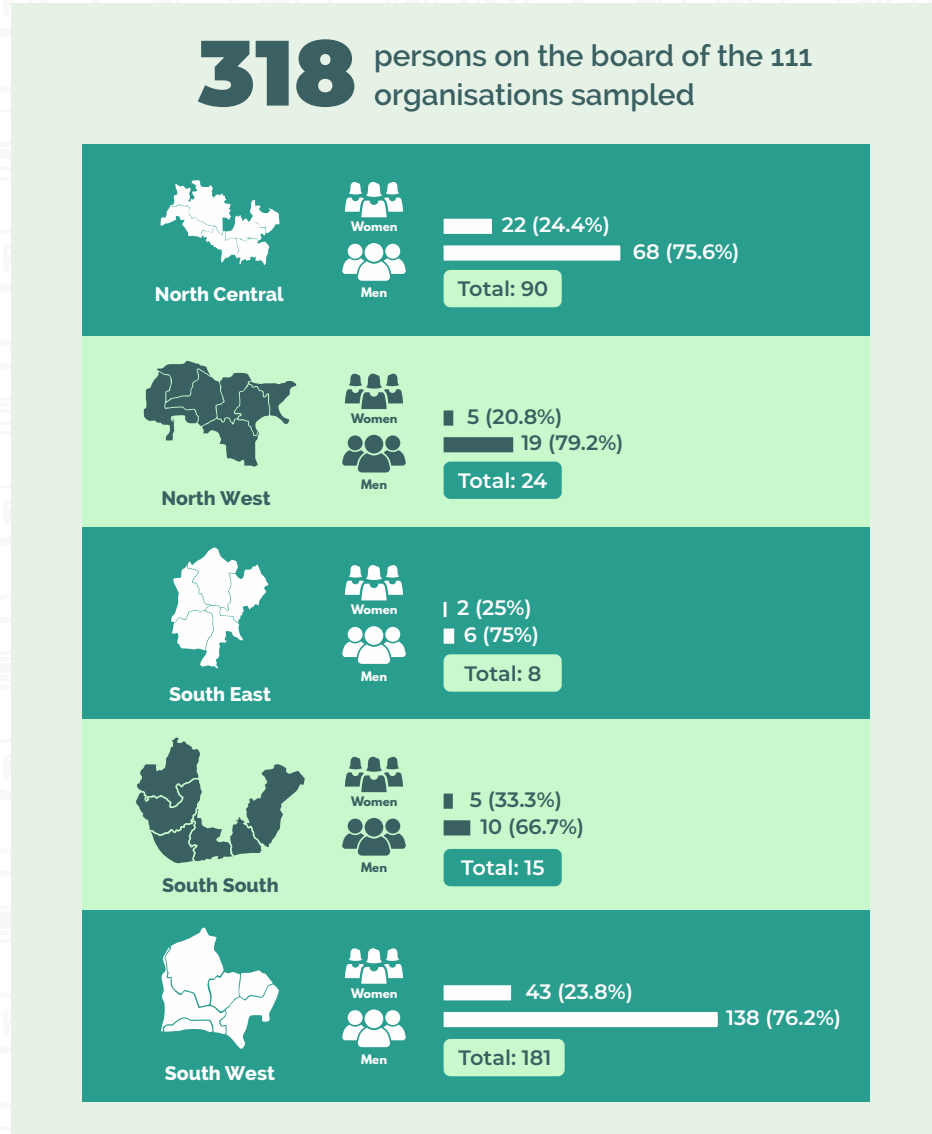


Figure 6: Gender distribution outlook of boards in media houses across geopolitical zones

## Men are more than women within boards in North Central

Out of a total of 90 board members in the North Central, 68 (75.6%) are male while 22 (24.4%) are female. This data indicates a considerable gender imbalance within the board membership in this zone, with males significantly outnumbering females.

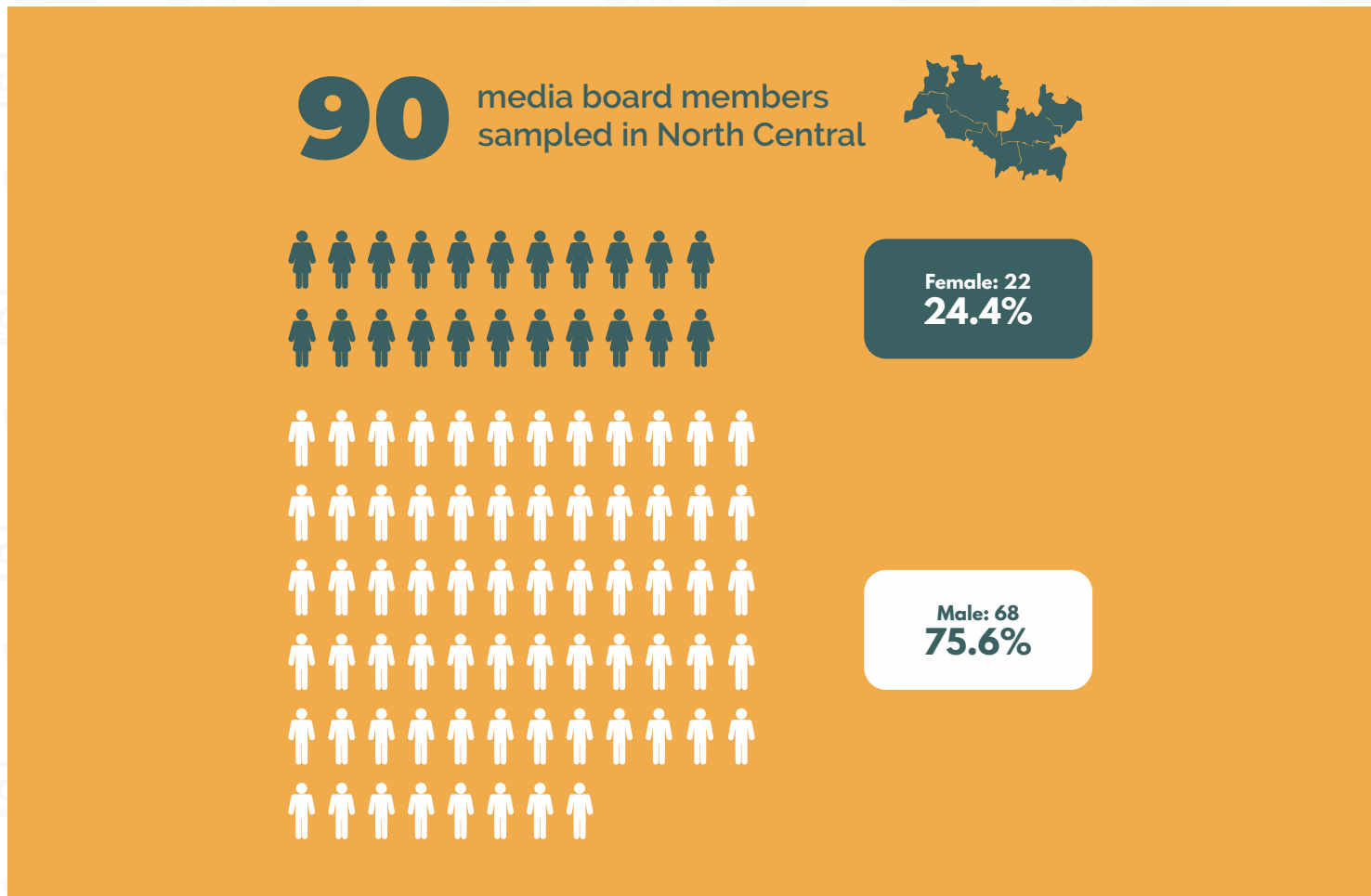


Figure 7: Gender composition of boards in North Central Nigeria



## Within media boards in North West, it is one woman to every five men

The data offers insights into the gender composition of the board within the North West. Out of a total of 24 board members, 19 (79.2%) are male, while 5 (20.8%) are female. This data indicates a notable gender imbalance in the board representation of this zone, with males comprising the majority.

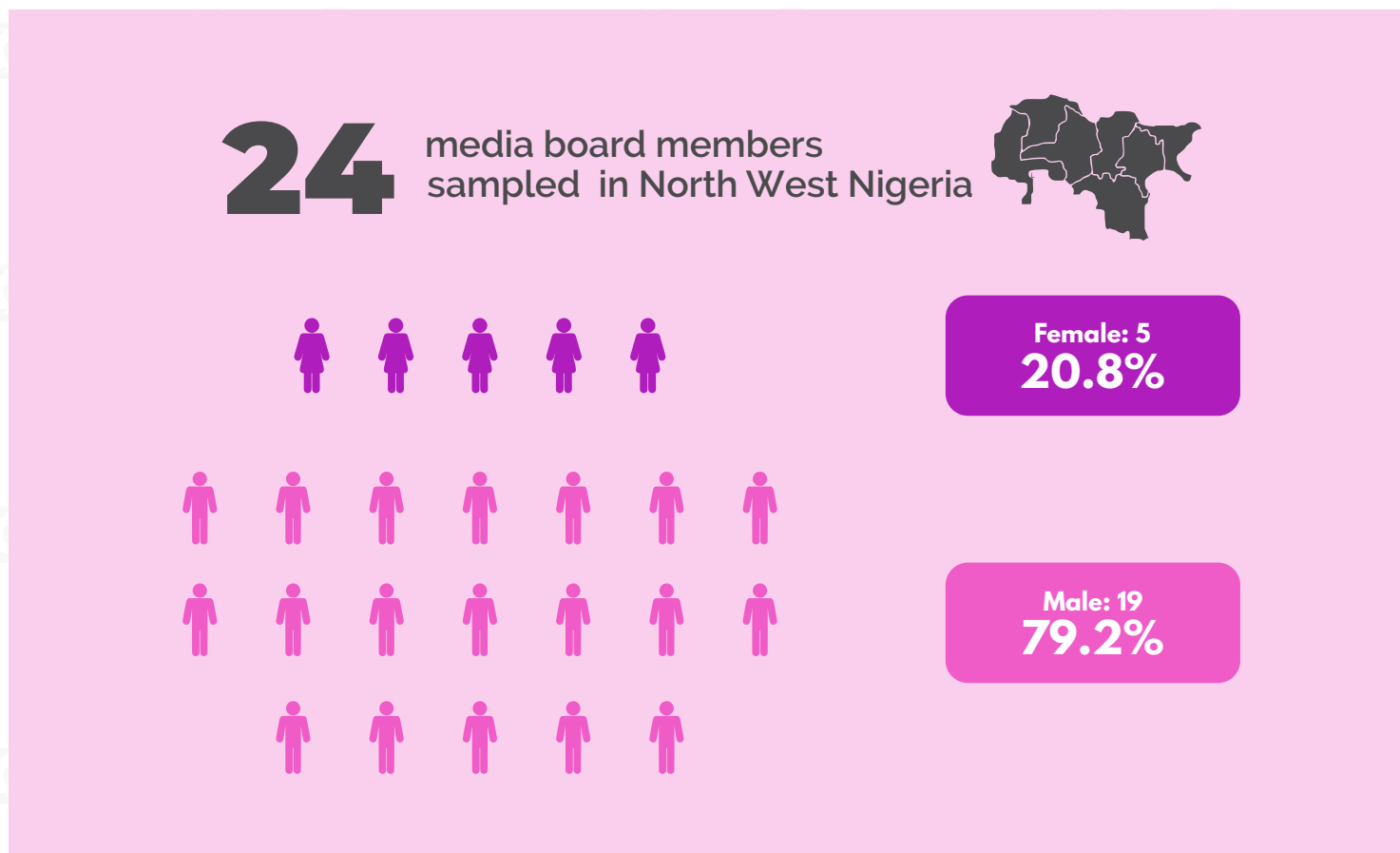


Figure 8: Gender composition of boards in North West Nigeria

## Women represent a third within the boards in South South

Figure 9 shows the gender distribution within the boards in the South South. Among the total of 15 board members, 10 (66.7%) are male, while 5 (33.3%) are female. This data underscores a gender imbalance in the board composition here, with males holding a majority representation.

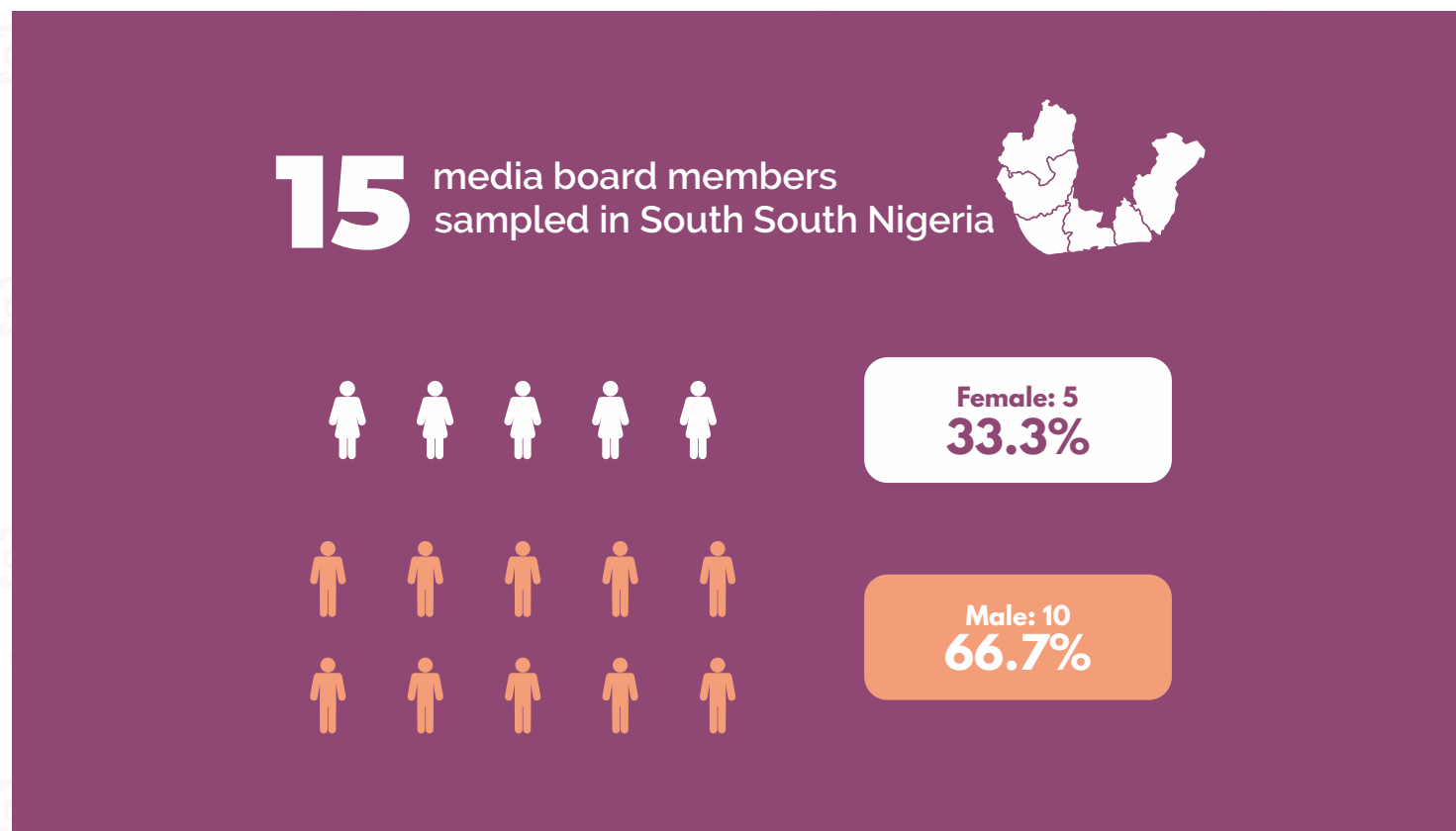


Figure 9: Gender composition of boards in South South Nigeria

## In South East, men hold the majority representation in media boards

Figure 10 shows the gender distribution within the boards in the South East. Among the total of 8 board members, 6 (75.0%) are male, while 2 (25.0%) are female. These statistics reveal a gender disparity in the board makeup of this zone, with males holding the majority representation.

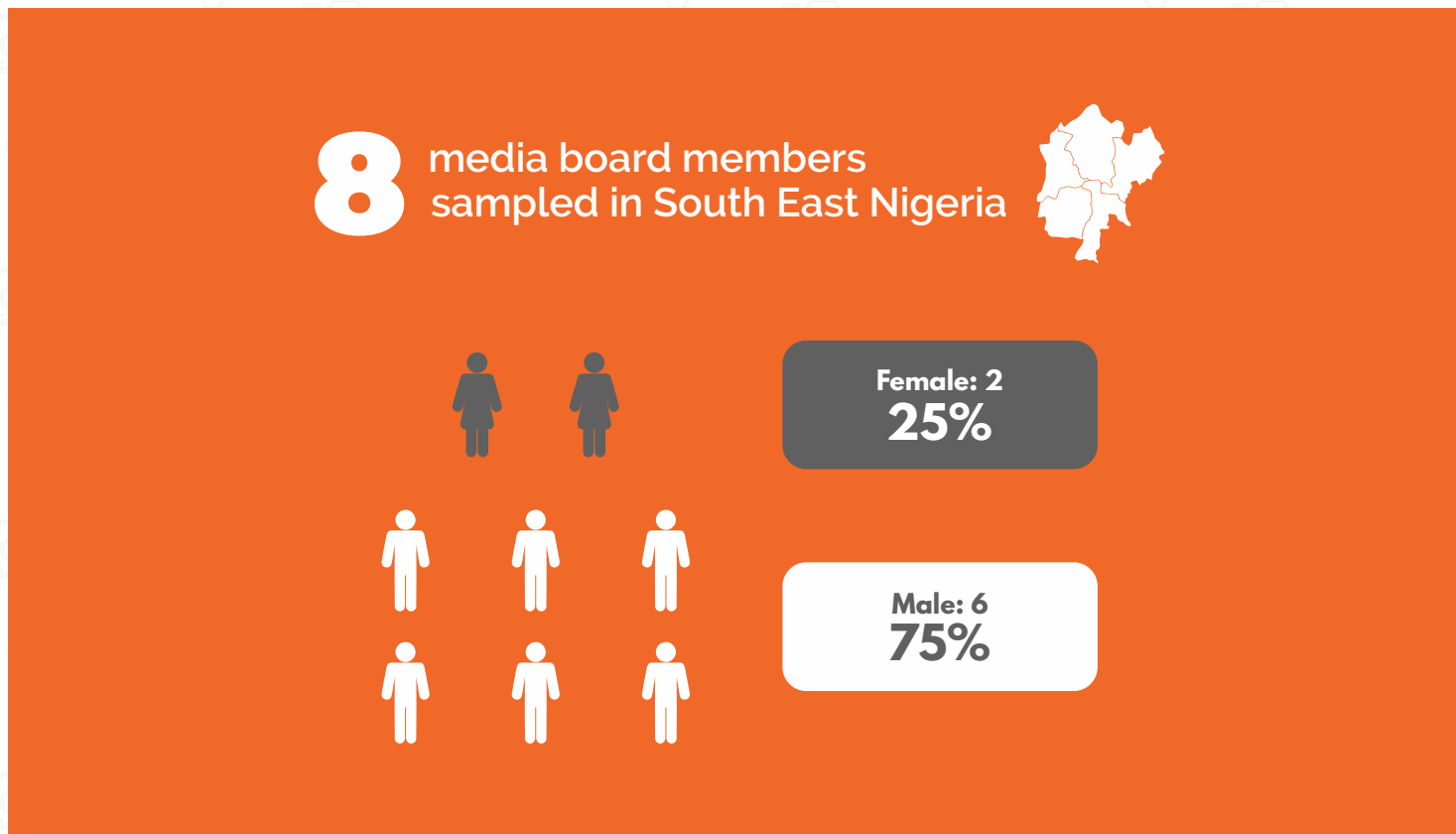


Figure 10: Gender composition of boards in South East Nigeria

## In South West, the board composition is not any better

The data in Figure 11 highlights the gender distribution within the boards in South West. Among the total of 181 board members, 138 (76.2%) are male, while 43 (23.8%) are female. These findings underscore a gender imbalance within the board composition of this zone, with a notable majority of male representation.

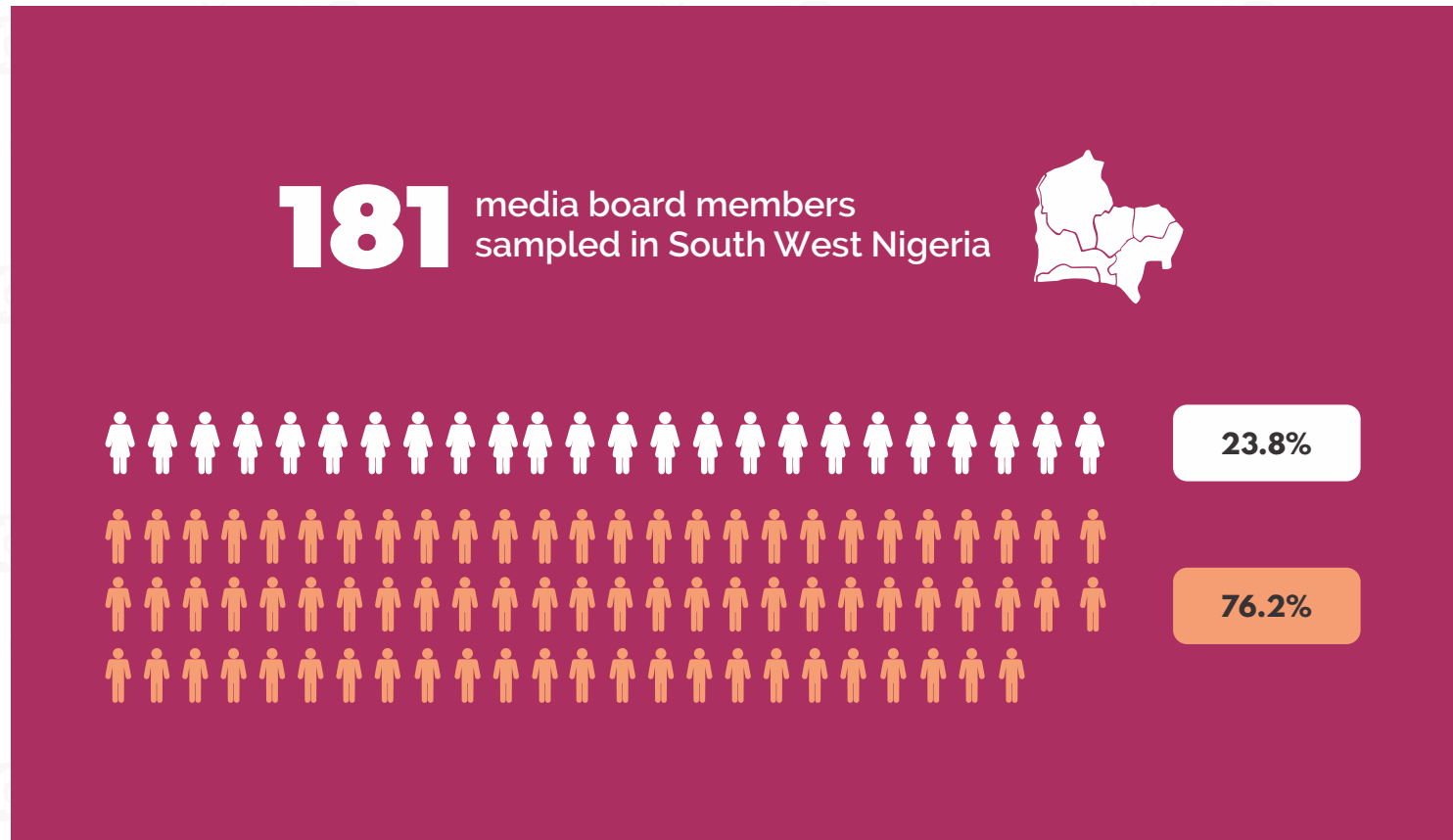


Figure 11: Gender composition of boards in South West Nigeria

## Women-to-men ratio in media management is lowest in South West Nigeria

The figure below illustrates the gender distribution at the level of management across various geopolitical zones. Notably, there are significant variations in male and female representation. In the North Central zone, male managers account for 69 (71.9%) while female managers are 27 (28.1%). Similarly, the North West zone has 25 (62.5%) male managers and 15 (37.5%) female managers. The South South has 25 (73.5%) male managers and 9 (26.5%) female managers. The South West zone exhibits the lowest women-to-men ratio, with 59 female managers (24.7%) and 180 male managers (75.3%).

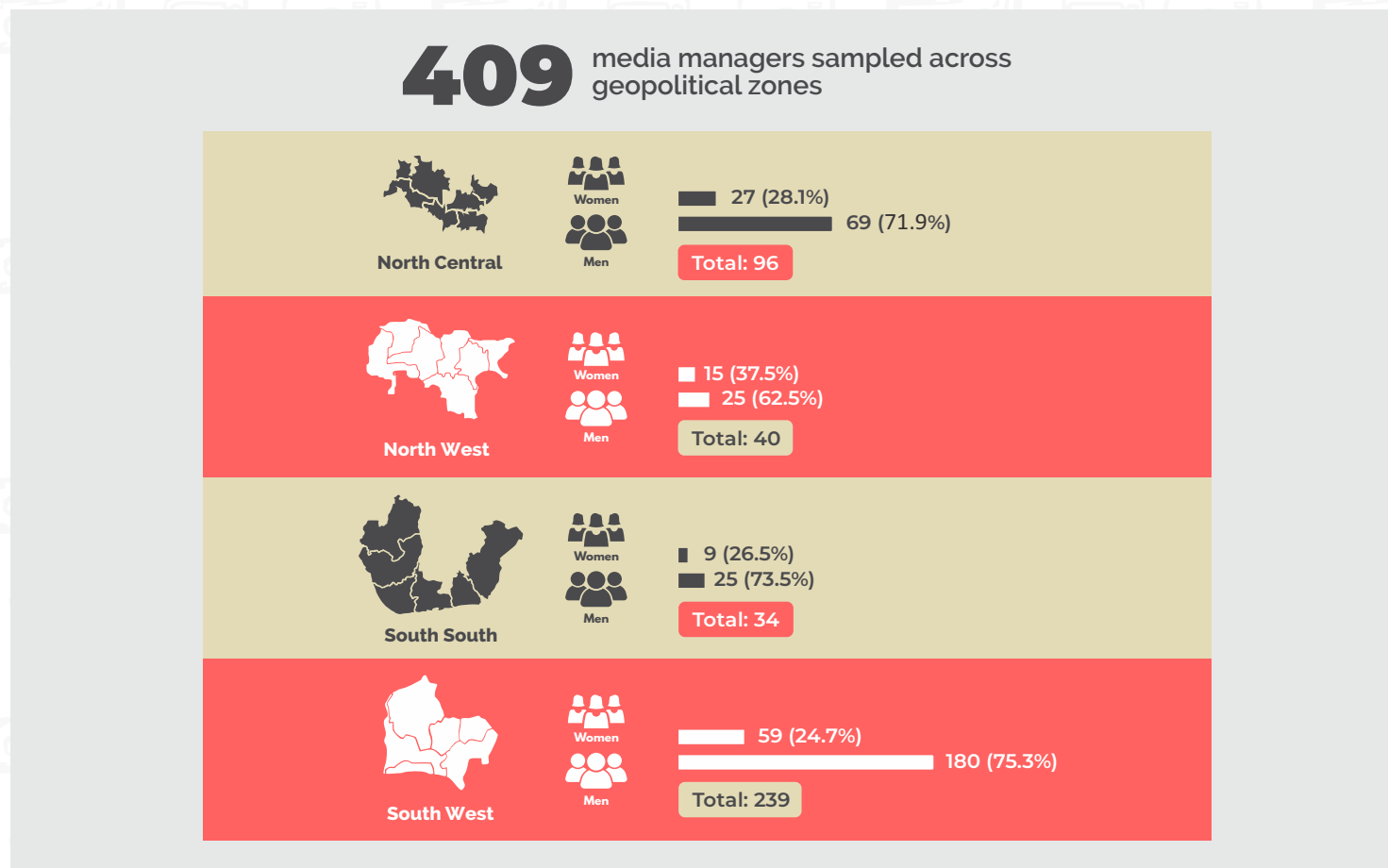


Figure 12: Gender distribution of management in media houses across geopolitical zones

## Male media managers outnumber women in South West

The gender composition of the management in the South West illustrates a gender imbalance, with male managers constituting a higher percentage compared with female managers. Among a total of 239 managers, 180 (75.3%) are male, while 59 (24.7%) are female.

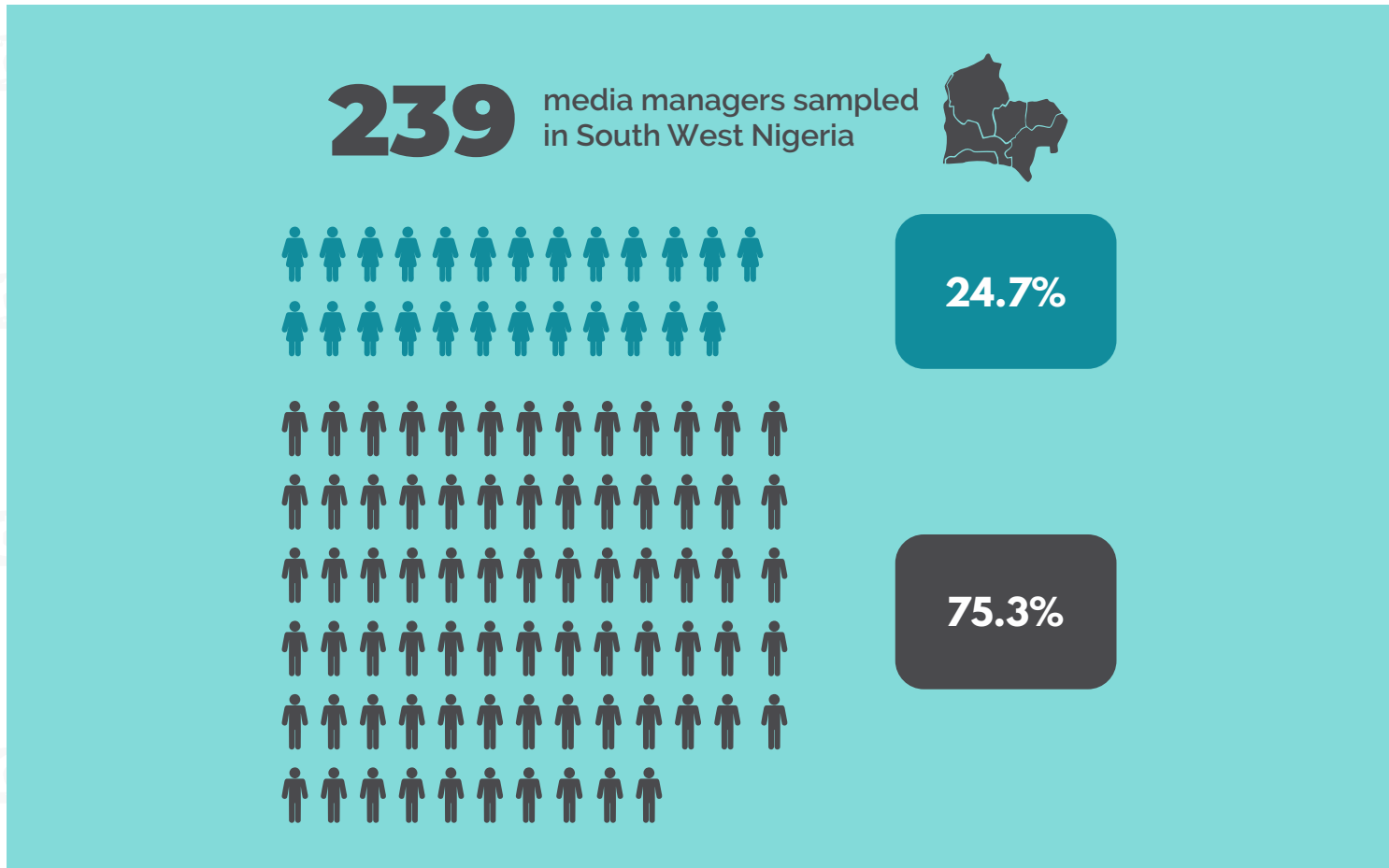


Figure 13: Gender composition of management in South West Nigeria

## Within media management in South South, it is one woman to four men

Figure 14 outlines the gender distribution within media management in the South South zone. Out of a total of 34 managers, 25 (73.5%) are male, and 9 (26.5%) are female. This data highlights a significant gender imbalance, with male managers representing the majority.

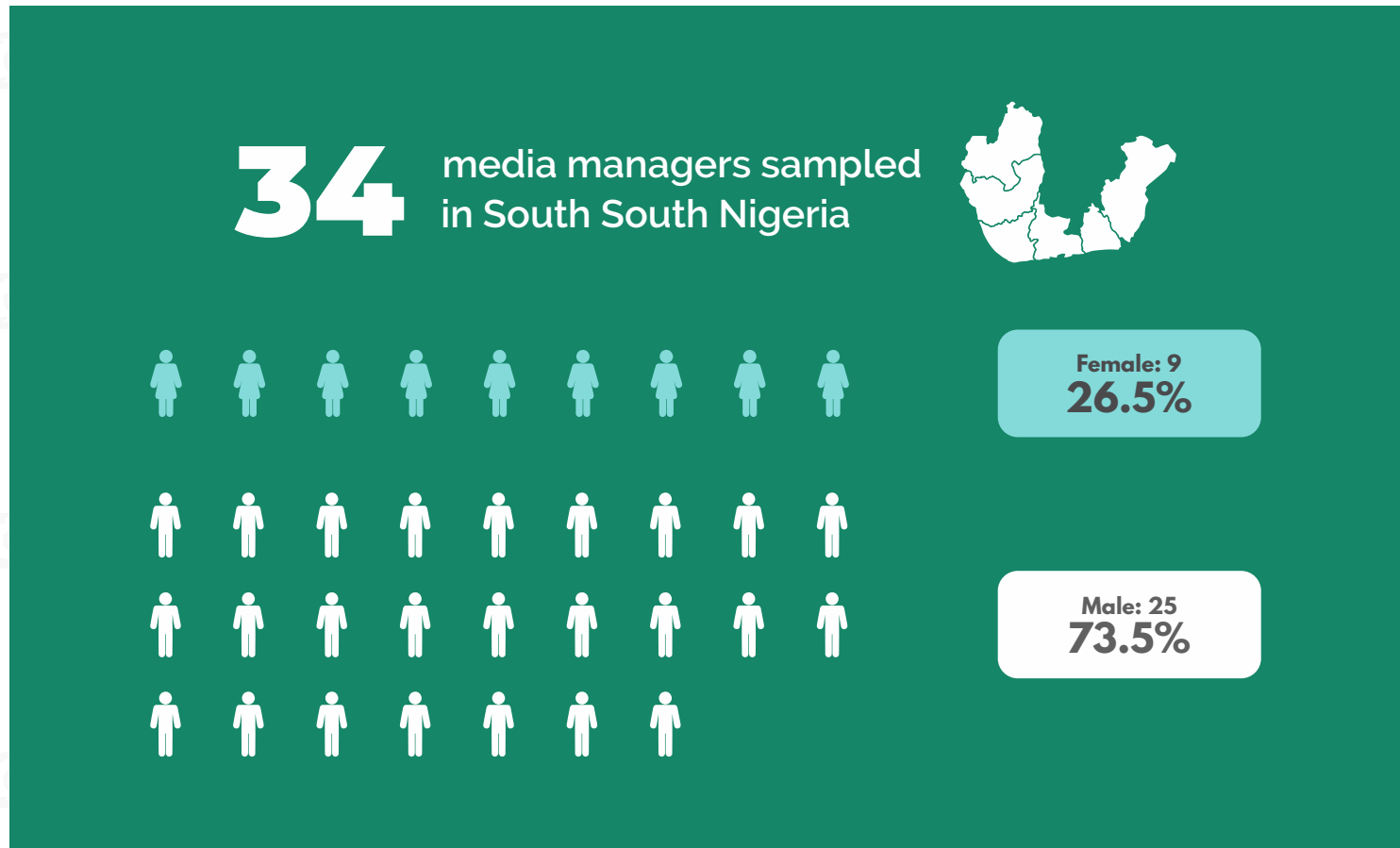


Figure 14: Gender composition of management in South South Nigeria

## Female media managers represent two-fifth of media managers in North Central

The data presented in Figure 15 shows the gender composition of the media management in the North Central. Among a total of 96 managers, 69 (71.9%) are male, while 27 (28.1%) are female. These figures demonstrate a gender disparity, with male managers representing a higher percentage compared with their female counterparts.

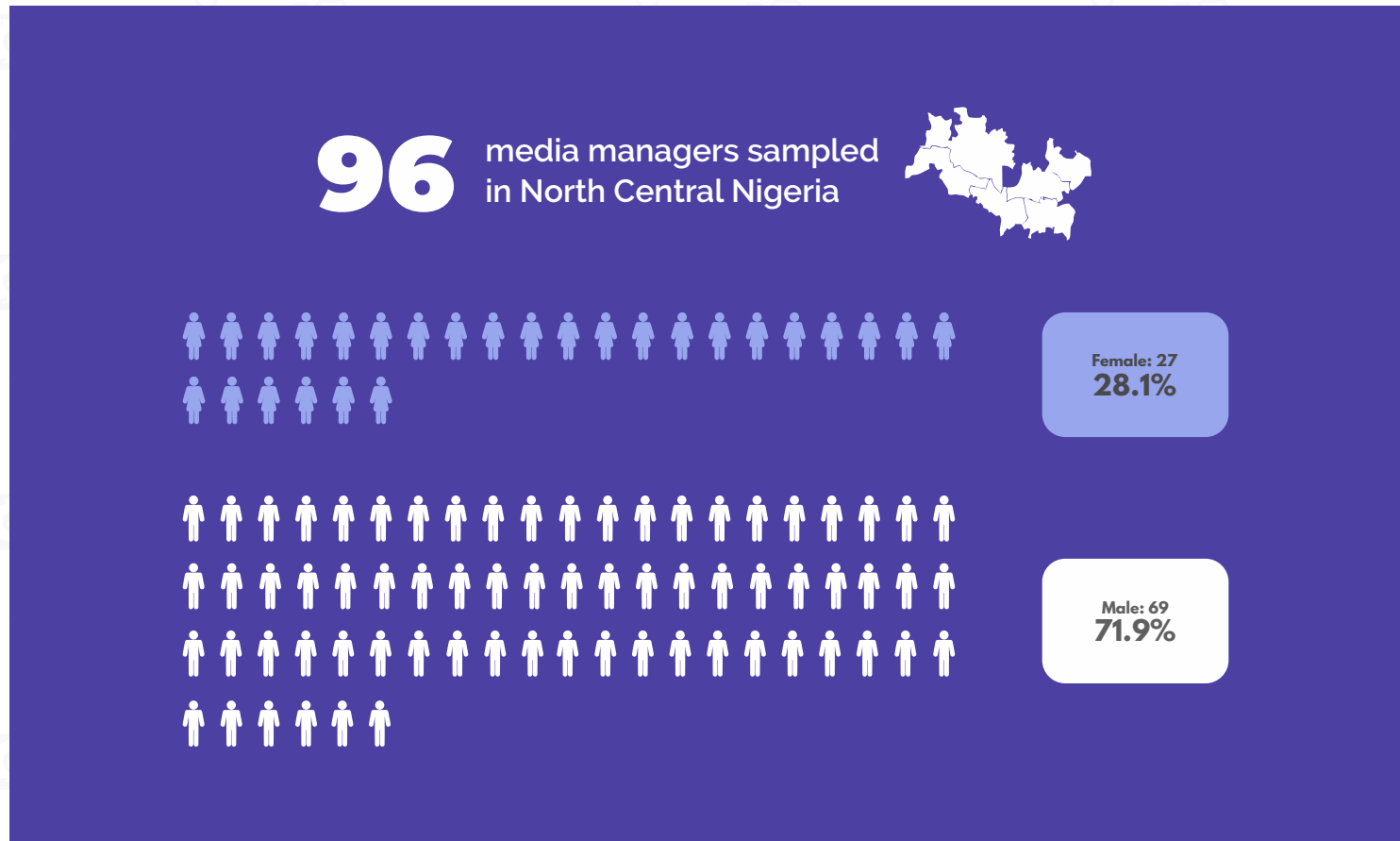


Figure 15: Gender composition of management in North Central Nigeria



## In the North West, women represent three out of five news media members of management

Figure 16 presents the gender composition of the media management in the North West. Among a total of 40 members of management, 25 (62.5%) are male, while 15 (37.5%) are female. This is better than other regions. However, it still indicates a gender imbalance, with male managers constituting a higher percentage compared with their female counterparts.

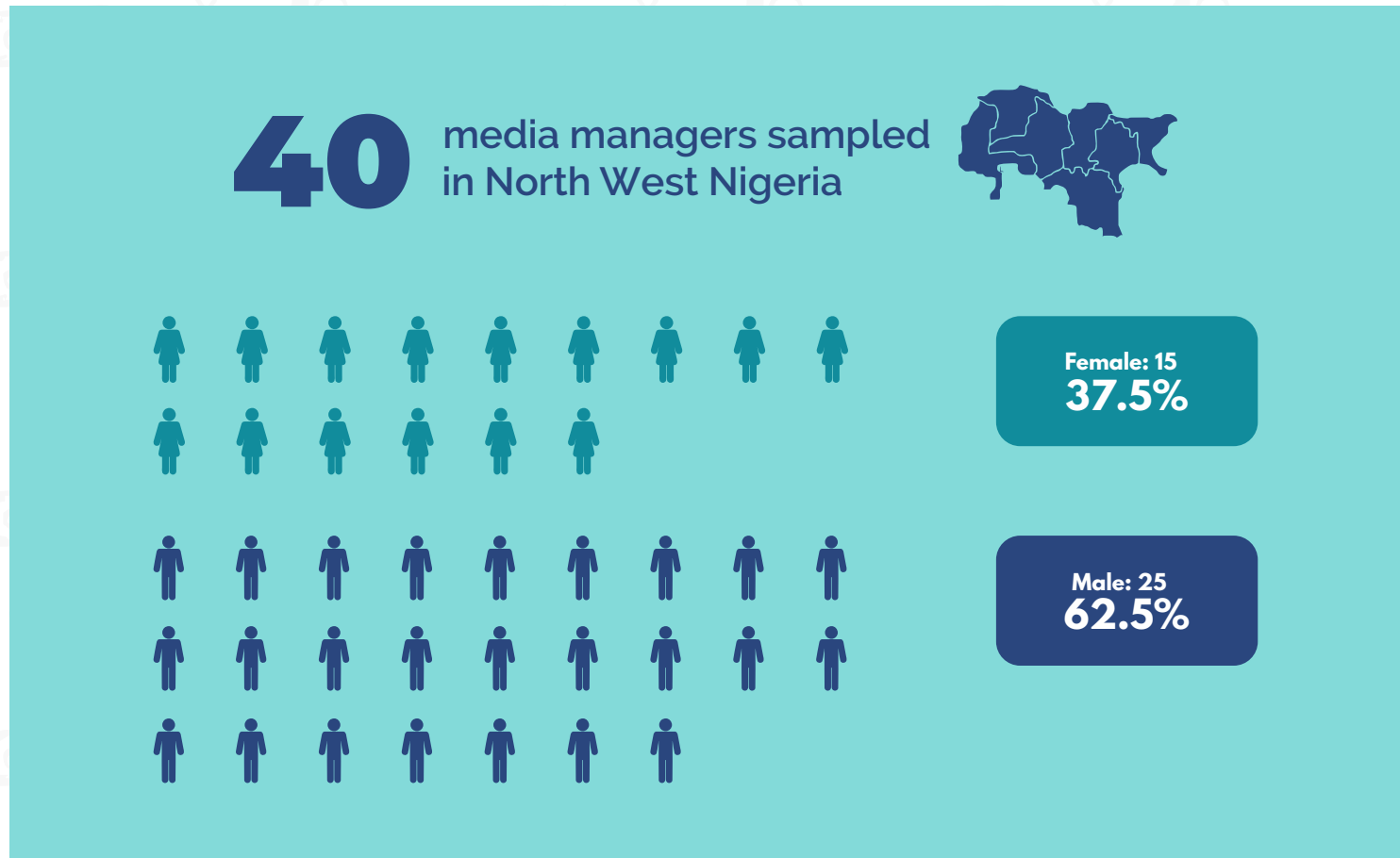


Figure 16: Gender composition of management in North West Nigeria

## Low female representation in leadership positions across zones

Data analysis of leadership (board and management) distribution across different geopolitical zones shows that in the North Central, out of a total of 186 leaders, 137 (73.7%) are male and 49 (26.3%) are female. In the North West, 44 (68.8%) leaders are male while 20 (31.2%) are female. South East has 6 (75%) male leaders and 2 (25%) female leaders. In the South South, there are 35 (71.4%) male leaders and 14 (28.6%) female leaders. South West has 318 (75.7%) male leaders and 102 (24.3%) female leaders.

The cumulative data demonstrates that, overall, there are 540 (74.3%) male leaders and 187 (25.7%) female leaders among a total of 727 leaders. Generally, female representation is relatively low across all zones in leadership positions. The Southwest zone, despite contributing the highest to the total number of females in media leadership, still shows lower rating compared with other zones.

The South West and North Central zones have the highest number of media leaders, reflecting the high number of media organisations domiciled in these zones. However, the male dominance in leadership positions was noticeable in both zones.

**727** persons in leadership positions sampled across geopolitical zones

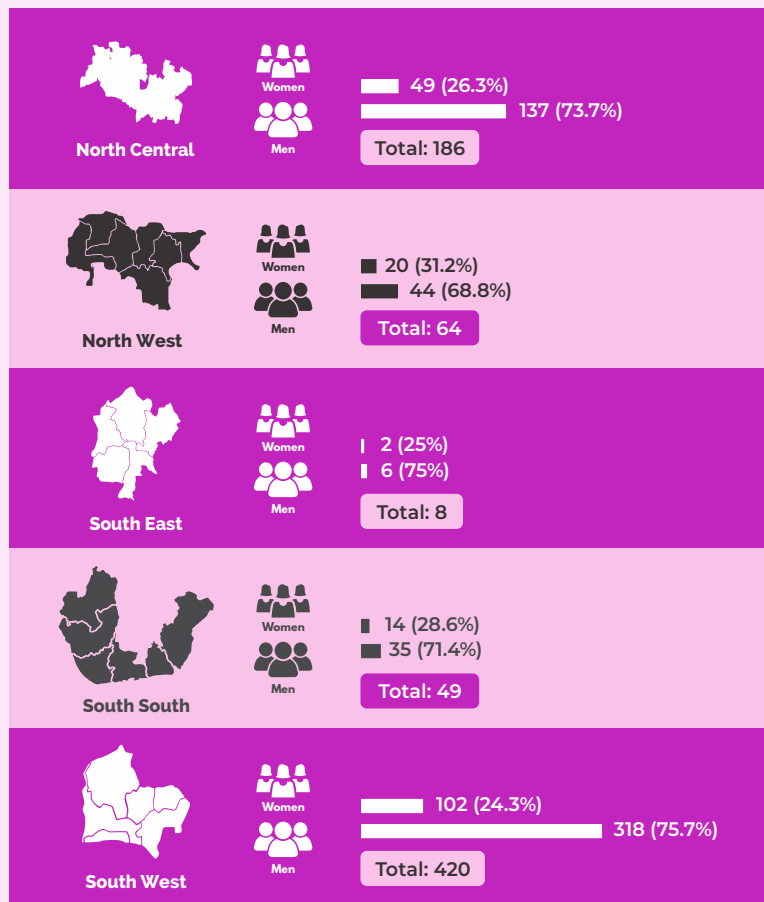


Figure 17: Gender composition of media leadership by geopolitical zone

## News media organisations in the North Central parade low women-to-men ratio in leadership

Figure 18 shows that among a total of 186 leaders, 137 (73.7%) are male, while 49 (26.3%) are female. These statistics underscore a gender disparity within media leadership in the North Central zone, with male leaders constituting a significant majority.

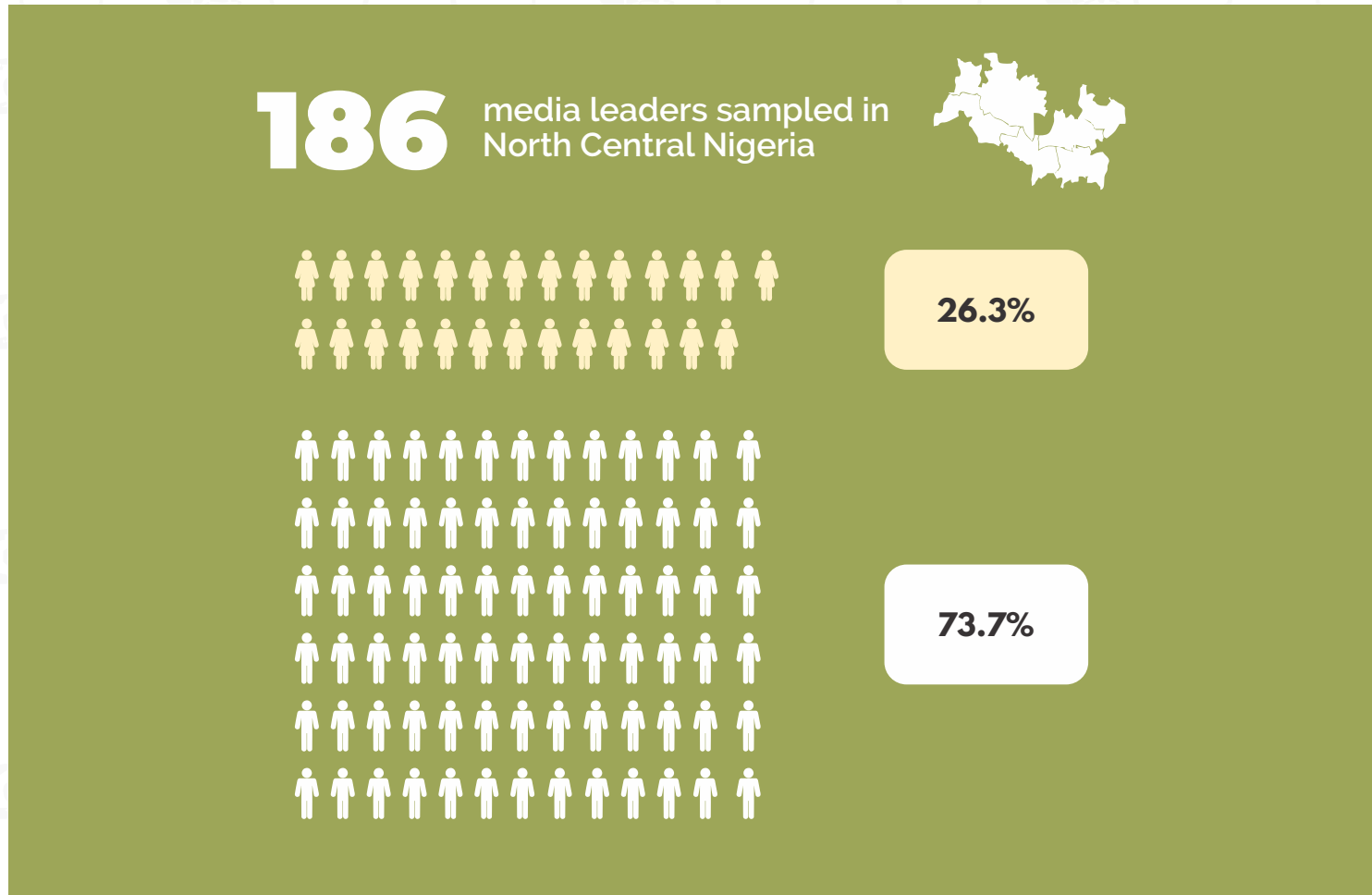


Figure 18: Gender composition of media leadership in North Central Nigeria

## In the North West, there is one woman to two men in newsroom leadership positions

The gender composition of leadership within the media in the North West is presented in Figure 19. Among a total of 64 leaders, 44 (68.8%) are male, while 20 (31.3%) are female. These figures illustrate a gender disparity in media leadership within the North West zone, with male leaders constituting a significant majority.

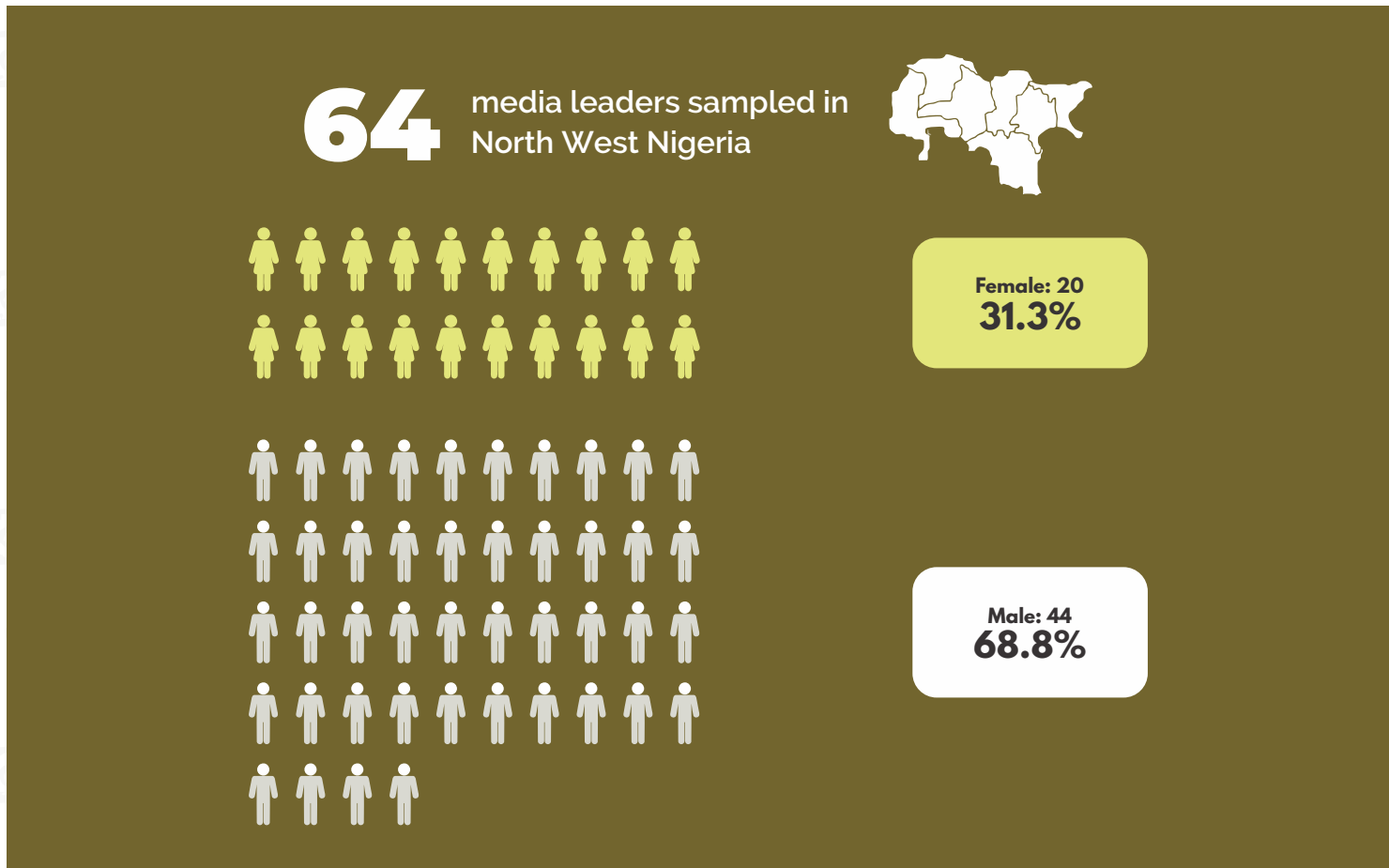


Figure 19: Gender composition of media leadership in North West Nigeria

## In the South East, men also outnumber women in the leadership of news media organisations

The gender composition of leadership from the organisations sampled in South East shows that among a total of 8 leaders, 2 (25.0%) are female, while 6 (75.0%) are male. These statistics highlight a gender imbalance in media leadership within the region, with male leaders representing the majority.

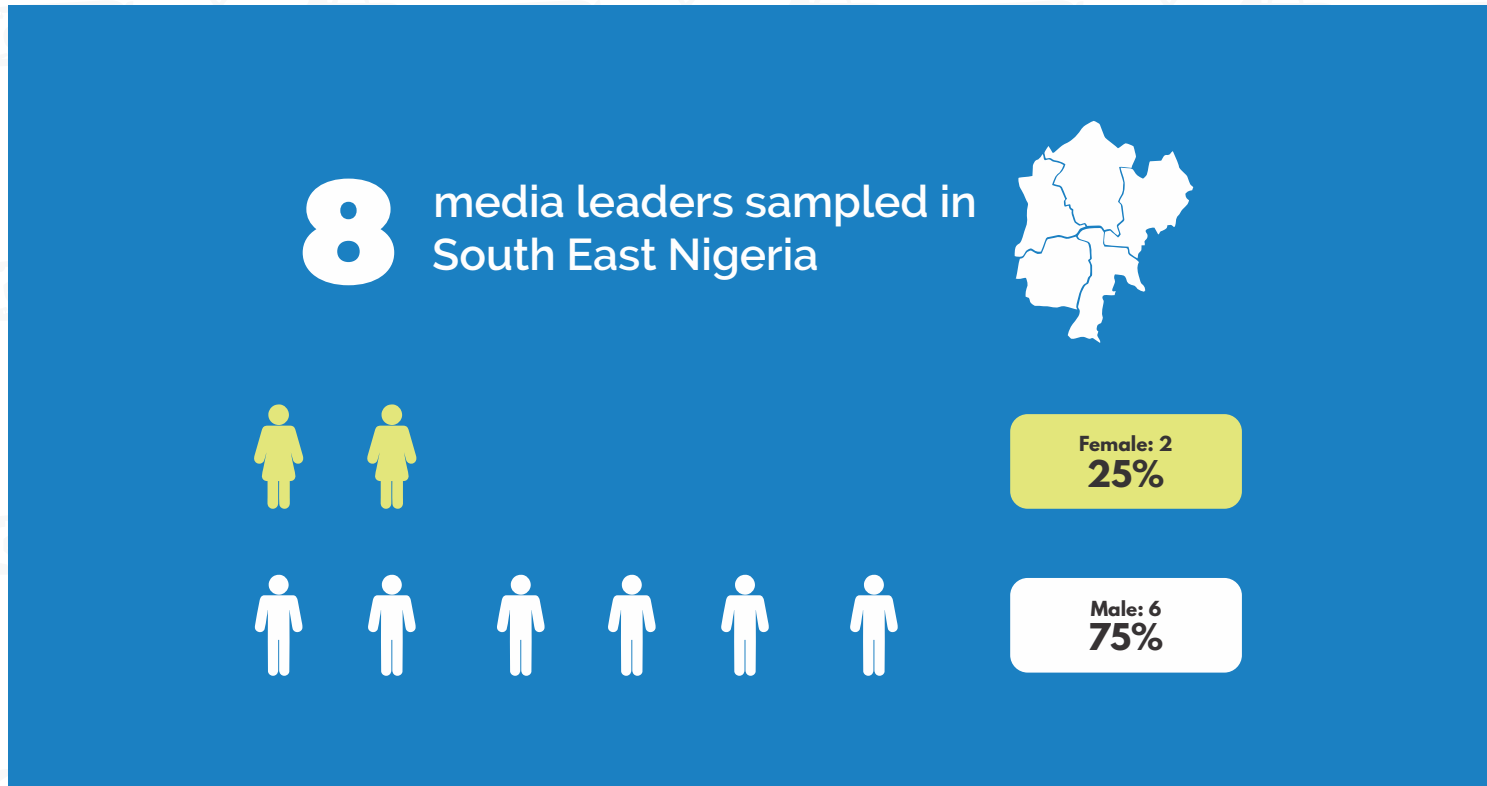


Figure 20: Gender composition of media leadership in South East Nigeria

## Male leaders make up a significant majority of leaders in the newsroom in the South South

Figure 21 provides insights into the gender distribution of media leadership within the South South zone. Among a total of 49 leaders, 35 (71.4%) are male, while 14 (28.6%) are female. Again, male leaders make up a significant majority.

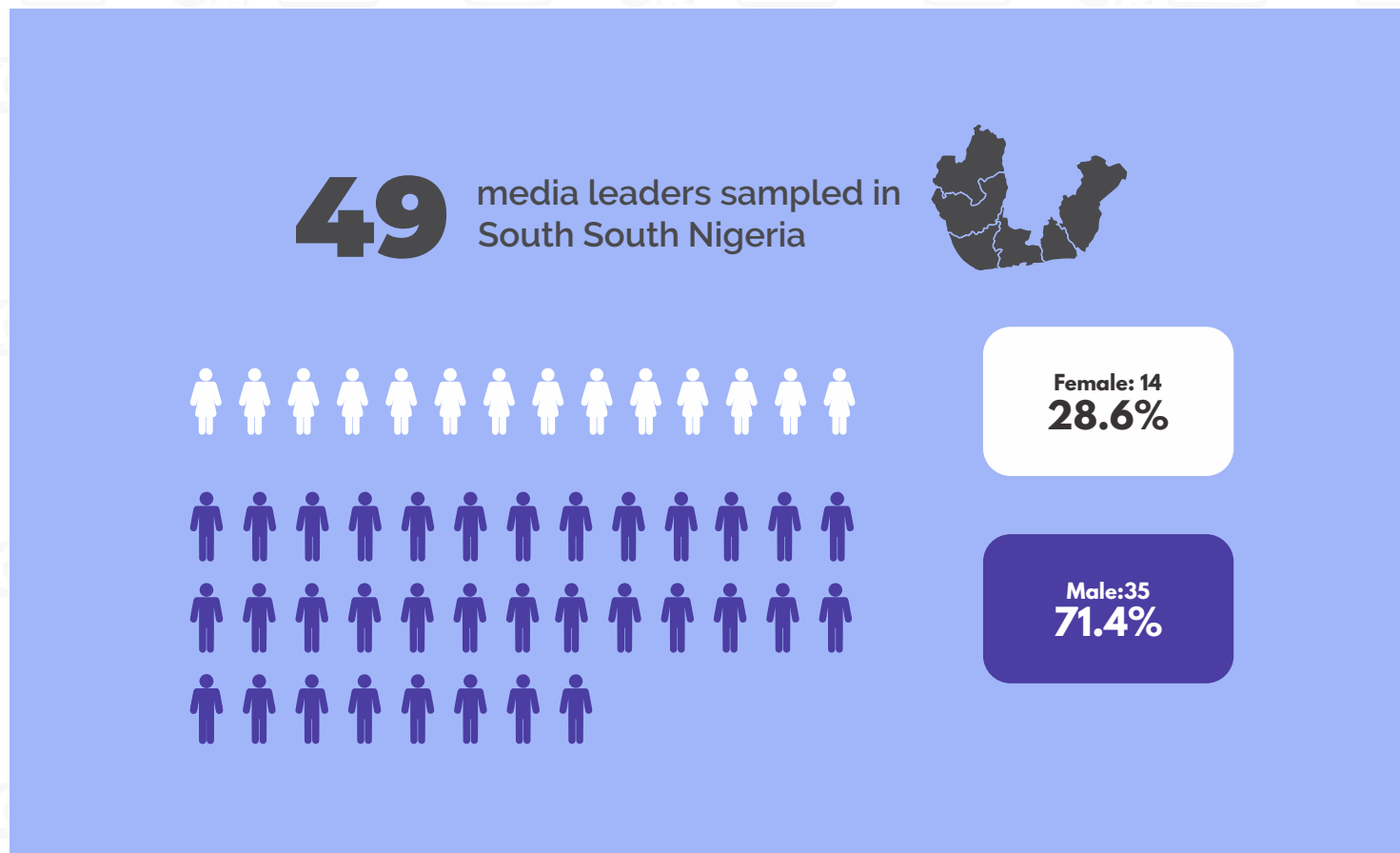


Figure 21: Gender composition of media leadership in South South Nigeria

## More women, low female-to-male ratio in leadership

The data in Figure 22 below depicts the gender composition of news media leadership in the South West. Among a total of 420 leaders, 318 (75.7%) are male, while 102 (24.3%) are female. These figures indicate a gender imbalance in media leadership in the West zone, with male leaders constituting the significant majority. Despite the robust data collated from the zone and the number of media organisations with operations in the zone, the percentage of women in leadership positions remains low.

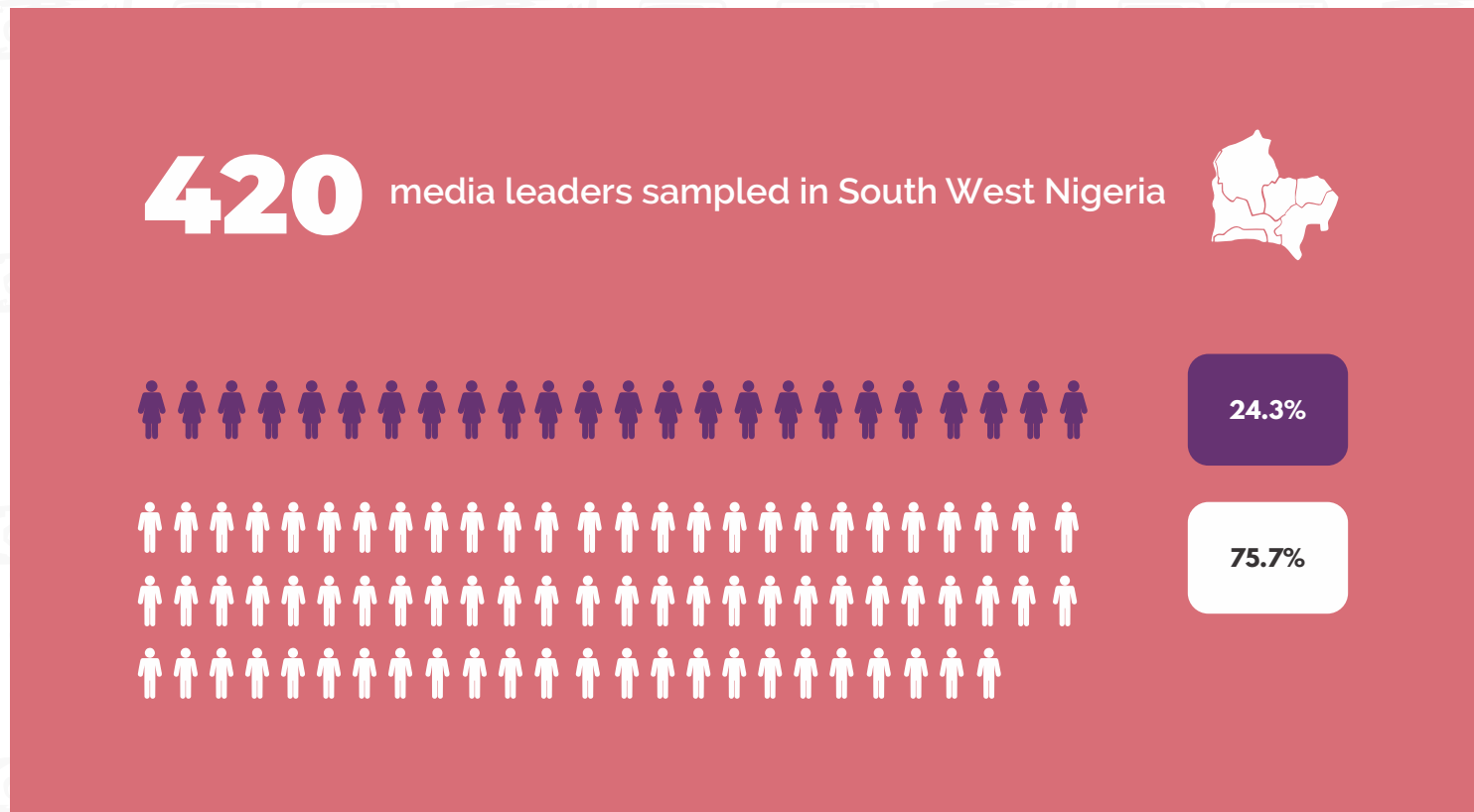


Figure 22: Gender composition of media leadership in South West Nigeria

## Female-to-male ratio in leadership is better in online media

The data in figure 23 below illustrates the gender distribution of leadership across different media platforms. Specifically, within television leadership, there are 113 male (70.6%) and 47 female (29.4%). For print media leadership, there are 174 male (83.7%) and 34 female (16.3%). Online media leadership consists of 90 male (69.8%) and 39 female (30.2%). In radio leadership, there are 163 male (70.9%) and 67 female (29.1%). Collectively, across these media genres, there are 540 male leaders (74.2%) and 187 female leaders (25.8%) among a total of 727 leaders. Going by the data, the female-to-male ratio of leadership is least in print but highest in the online media.

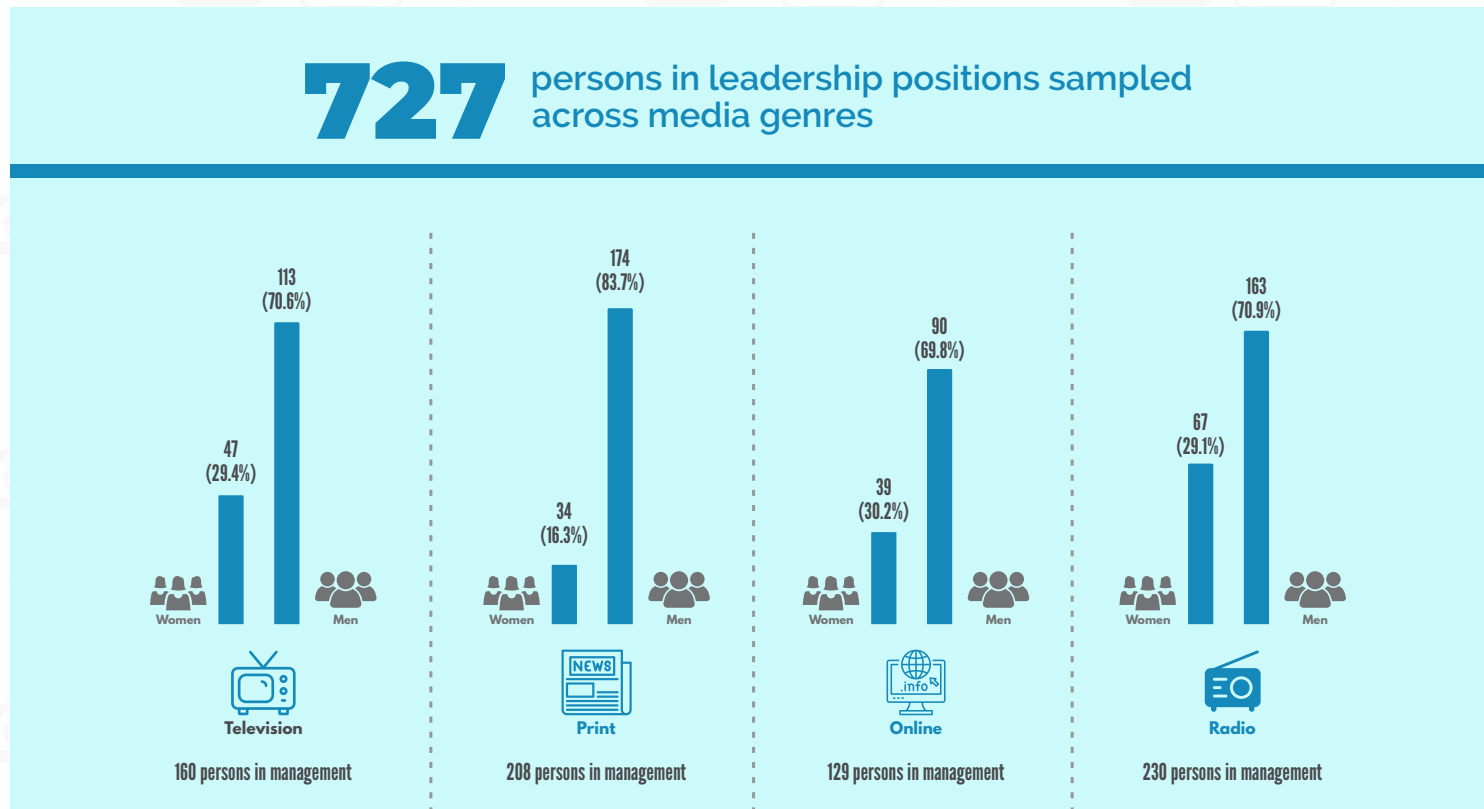


Figure 23: Gender distribution of leadership based on media genres



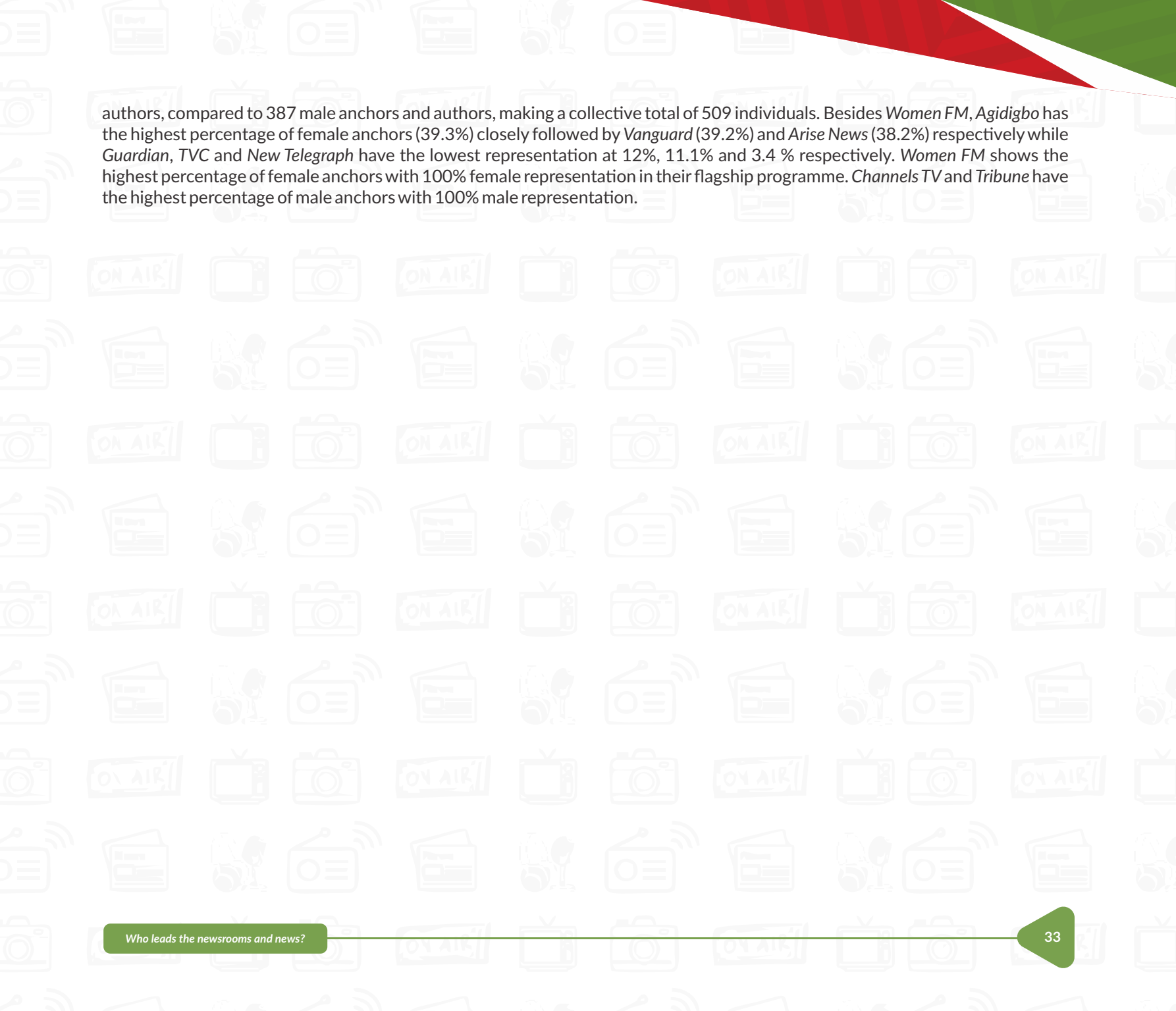
## Men lead as news anchors and authors

The approach to implementing this research involved monitoring dedicated pages (for print and online) and flagship programmes (for broadcast) across select media over a period of 30 days. Among the publications monitored was *Vanguard*, with a focus on its 'Business' page. Researchers also monitored *Channels TV*'s 'Politics Today' programme. For *The Punch*, its 'Special Features' was selected, 'The Hot Seat' for Agidigbo FM, 'National and Politics Page' for *The Guardian* as well as 'Journalists Hangout' for TVC News. For *Arise News*, the research focused on 'The Morning Show', 'Panorama' for *Women FM*, 'Politics Page' for both *New Telegraph* and *Tribune*, while it was 'Investigations' for *Premium Times*.

The data in figure 24 showcases the number and percentages of female and male anchors/authors recorded per organisation for the dedicated pages and flagship programmes. Noteworthy observations include *Vanguard*, which has 38 female authors (39.2%) and 59 male authors (60.8%). In contrast, *Channels TV* has no female anchors (0.0%) but 24 male anchors (100.0%). Similarly, *Punch* features 6 female authors (20.0%) and 24 male anchors (80.0%). For *Agidigbo* there are 11 female anchors (39.3%) as opposed to 17(60%) male anchors, while *The Guardian* features 3 female authors (12.0%) and 22 male authors (88.0%). TVC has 6 female anchors (11.1%) and 48 male anchors (88.9%), while *Arise News* team comprises 26 female anchors (38.2%) and 42 male anchors (61.8%). *Women FM* exclusively features 26 female anchors (100.0%) but no male anchors (0.0%). *New Telegraph* has 3 female authors (3.4%) and 85 male authors (96.6%) while *Tribune* has no female authors (0.0%) but 43 male authors (100.0%). *Premium Times* presents 3 female authors (11.5%) and 23 male authors (88.5%). In total, across all organisations, there are 122 female anchors and



Figure 24: Gender composition of anchors and authors



authors, compared to 387 male anchors and authors, making a collective total of 509 individuals. Besides *Women FM*, *Agidigbo* has the highest percentage of female anchors (39.3%) closely followed by *Vanguard* (39.2%) and *Arise News* (38.2%) respectively while *Guardian*, *TVC* and *New Telegraph* have the lowest representation at 12%, 11.1% and 3.4 % respectively. *Women FM* shows the highest percentage of female anchors with 100% female representation in their flagship programme. *Channels TV* and *Tribune* have the highest percentage of male anchors with 100% male representation.

## Fewer women engaged as resource persons in news

Figure 25 depicts the gender make-up of resource persons recorded for the dedicated pages and flagship programmes monitored across the select media. In *Vanguard*, there are 31 female resource persons (22.6%) and 106 male resource persons (77.4%). *Channels TV* features 2 female resource persons (3.8%) and 51 male resource persons (96.2%). *Punch* includes 3 female resource persons (5.6%) and 51 male resource persons (94.4%). *Agidigbo* reports no female resource persons (0.0%) and 48 male resource persons (100.0%). *Guardian* showcases 5 female resource persons (2.3%) and 210 male resource persons (97.7%). *TVC* has 3 female resource persons (10.3%) and 26 male resource persons (89.7%). *Arise News* features 1 female resource person (3.7%) and 26 male resource persons (96.3%).

*Women FM* stands out with 61 female resource persons (95.3%) and 3 male resource persons (4.7%). *New Telegraph* showcases 13 female resource persons (4.6%) and 269 male resource persons (95.4%). *Tribune* reports 4 female resource persons (3.4%) and 115 male resource persons (96.6%). *Premium Times* includes 10 female resource persons (13.3%) and 65 male resource persons (86.7%). In total, across all organisations, the analysis reflects 133 female resource persons and 970 male resource persons, accounting for a combined total of 1103 individuals. *Agidigbo* has the least female representation in their programmes at 0%, closely followed by *The Guardian* at 2.3%, *Tribune* at 3.4% and *Arise News* at 3.7%. *Women Fm* possesses the highest percentage of female representation of resource persons in their flagship programmes at 95.3% closely followed by *Vanguard* at 22.6% and *Premium Times* at 13.3%. Overall, the representation of the female gender as resource persons is very low.



Figure 25: Gender composition of resource persons

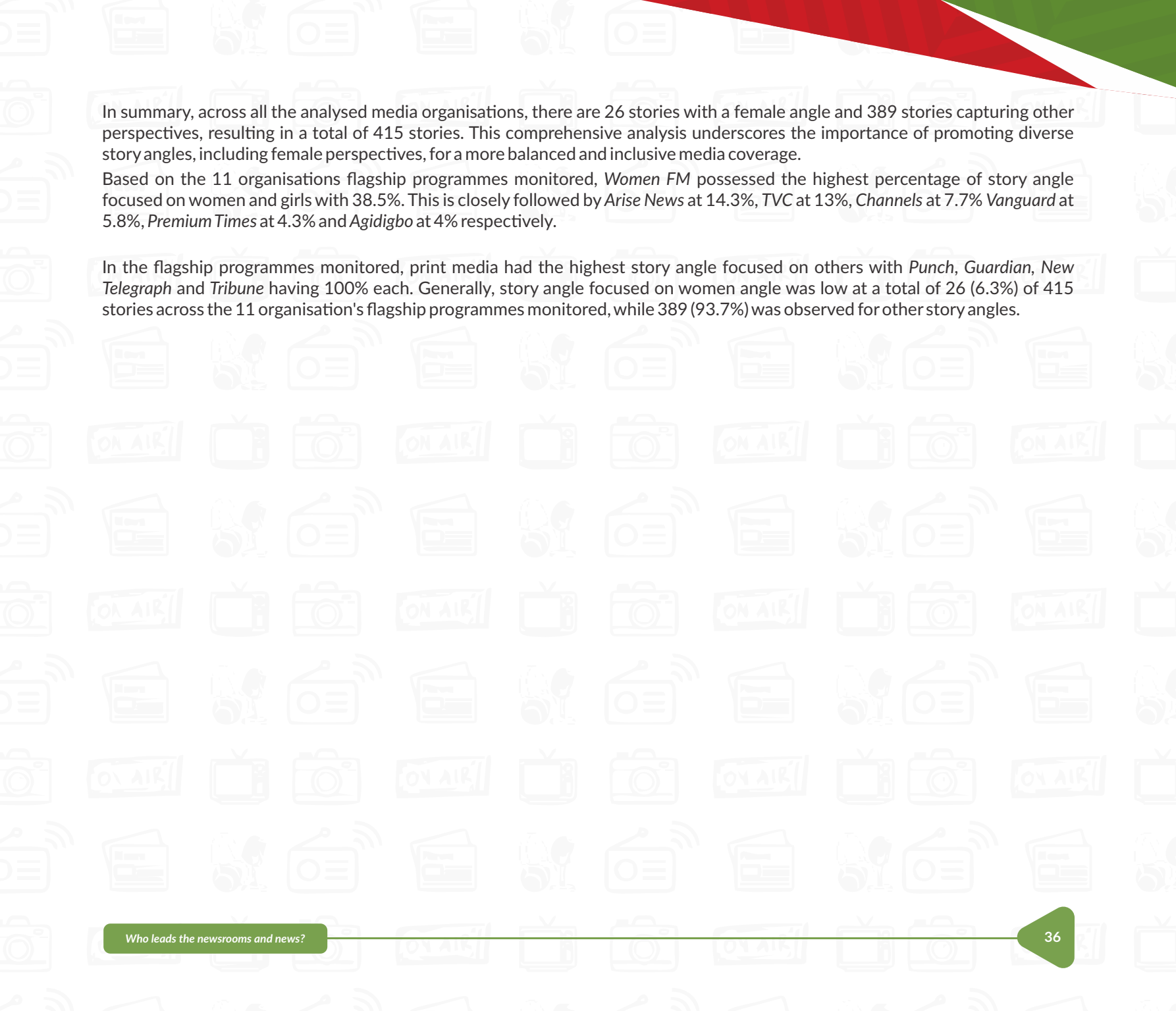
## Need for diverse story angles spotlighted

Figure 26 presents data on the angle to stories within each organisation's story coverage – whether they have a focus centred on women and girls or on other issues. In *Vanguard*, among a total of 103 stories, 6 stories (5.8%) are female-centred, while the remaining 97 stories (94.2%) cover other perspectives. Similarly, *Channels TV's* 26 stories comprise 2 stories (7.7%) with a female angle and 24 stories (92.3%) covering other viewpoints. Meanwhile, all 28 stories (100%) covered by *Punch* exclusively present other perspectives without a female angle. *Agidigbo* contributes 25 stories, with 1 story (4%) focusing on a female angle and the remaining 24 stories (96%) encompassing other perspectives.

*Guardian's* 18 stories exclusively cover other perspectives without any featuring a female angle. Within *TVC's* 23 stories, 3 stories (13%) have a female angle, while 20 stories (87%) encompass other viewpoints. *Arise News* presents 21 stories, of which 3 stories (14.3%) highlight a female angle, while the remaining 18 stories (85.7%) capture other perspectives. *Women FM* contributes 26 stories, with 10 stories (38.5%) emphasising a female angle and 16 stories (61.5%) covering other viewpoints. *New Telegraph's* 79 stories solely present other perspectives without featuring a female angle. Similarly, all 43 stories (100%) covered by *Tribune* and all 22 stories (100%) by *Premium Times* exclusively encompass other perspectives without a female angle.



Figure 26: Story angle focus area



In summary, across all the analysed media organisations, there are 26 stories with a female angle and 389 stories capturing other perspectives, resulting in a total of 415 stories. This comprehensive analysis underscores the importance of promoting diverse story angles, including female perspectives, for a more balanced and inclusive media coverage.

Based on the 11 organisations flagship programmes monitored, *Women FM* possessed the highest percentage of story angle focused on women and girls with 38.5%. This is closely followed by *Arise News* at 14.3%, *TVC* at 13%, *Channels* at 7.7% *Vanguard* at 5.8%, *Premium Times* at 4.3% and *Agidigbo* at 4% respectively.

In the flagship programmes monitored, print media had the highest story angle focused on others with *Punch*, *Guardian*, *New Telegraph* and *Tribune* having 100% each. Generally, story angle focused on women angle was low at a total of 26 (6.3%) of 415 stories across the 11 organisation's flagship programmes monitored, while 389 (93.7%) was observed for other story angles.

# Trends in gender composition of news and newsroom leadership

This section presents the patterns and trends observed in the gender make-up of news and leadership of newsroom under themes to highlight the degree of gender equality. This evaluation encompasses varied media genres and geopolitical zones, offering a comprehensive perspective of the present landscape.

Leadership roles across media genres are heavily skewed towards men

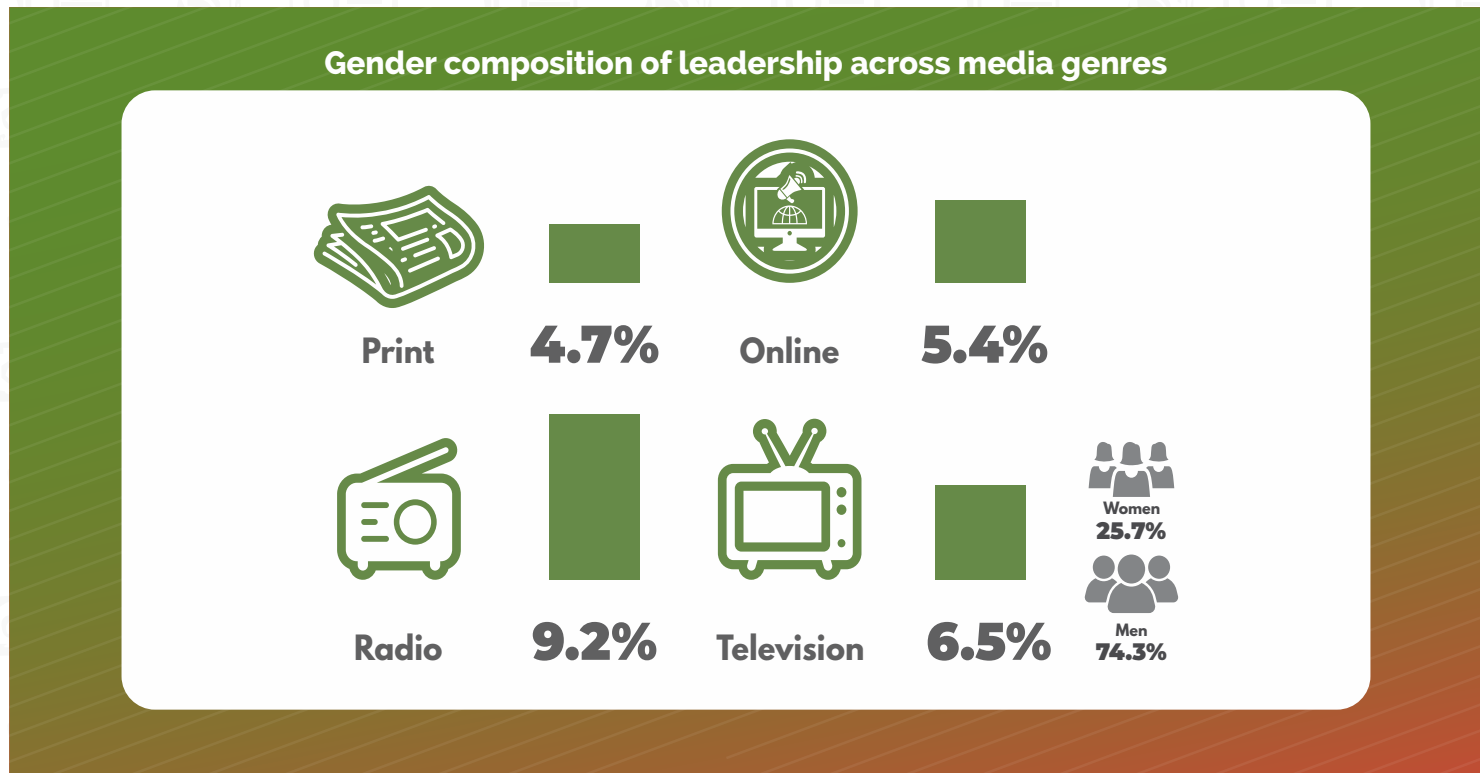


Figure 27: Gender composition of leadership across media genres

Across the four media genres, data analysed underscores significant gender imbalance in leadership roles in favour of men who occupy 74.3% of these positions. In contrast, women hold 25.7% of leadership roles, distributed as follows: 4.7% in print, 5.4% in online, 9.2% in radio, and 6.5% in television. This shows that radio had the highest representation of women in terms of inclusivity in both board and management positions, online had the highest representation of women in management positions, while print despite having the second highest number of leadership positions, had the lowest representation of women.

### Across regions, women representation in media leadership peaks at 31 per cent

Analysis of the gender data on the basis of the geopolitical zone where the sampled media organisations are headquartered or where the country office is situated, shows that South West contributes the most to the 25.7% leadership positions held by women, with 14%; followed by North Central with 6.7%, North West with 2.8%, South South with 1.9% and South East with 0.3%. Men contribute the remaining 74.3%.

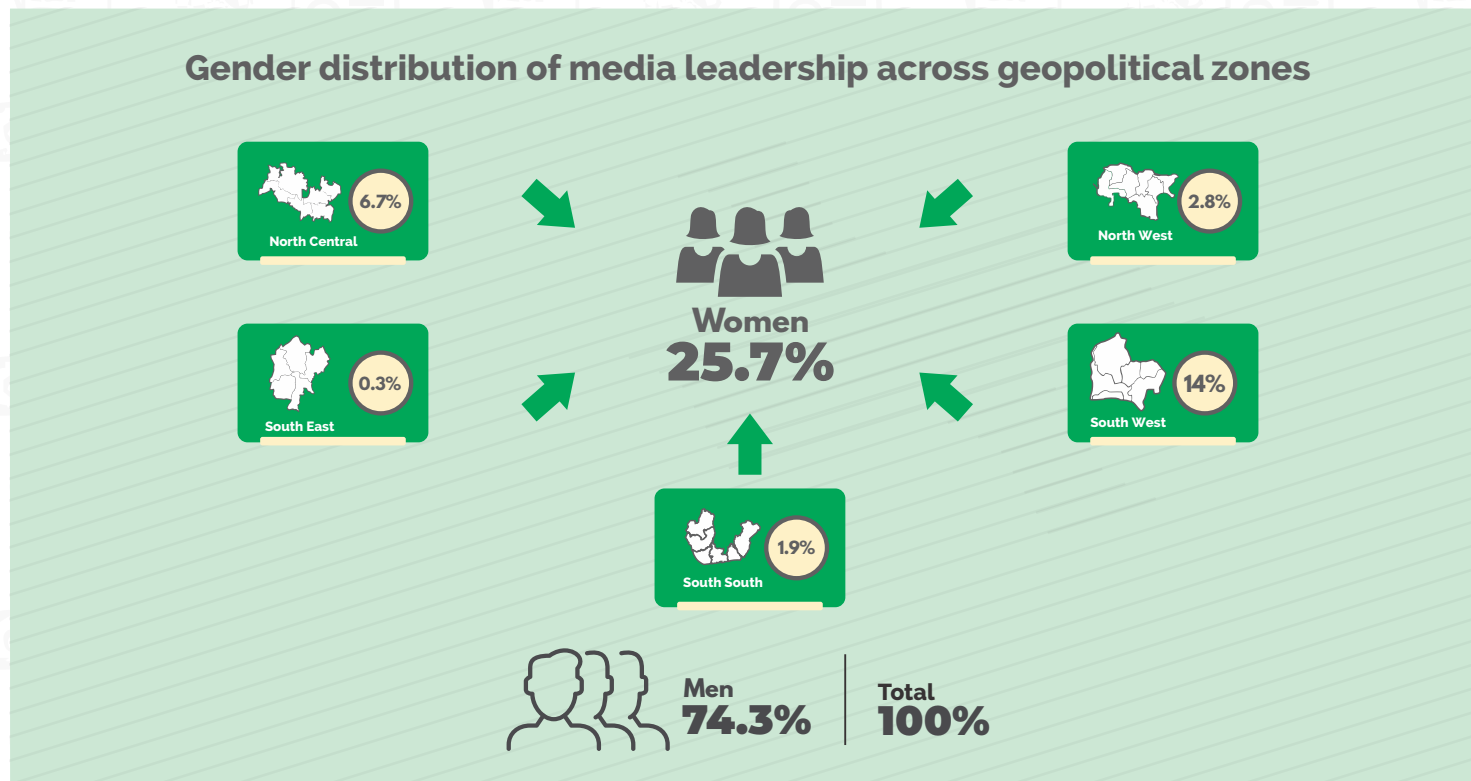


Figure 28: Gender distribution of media leadership across geopolitical zones

In contrast, when the representation of women was analysed per geopolitical zone, the data shows that even though South West has the most women across its board and management positions, it comes in the last position with 24.3%, while South East and North Central follow it closely with 25% and 26.3% respectively. The South South has the second highest representation of women with 28.5% and the North West has the highest representation with 31.3%.

## Gender composition of leadership by geopolitical zone

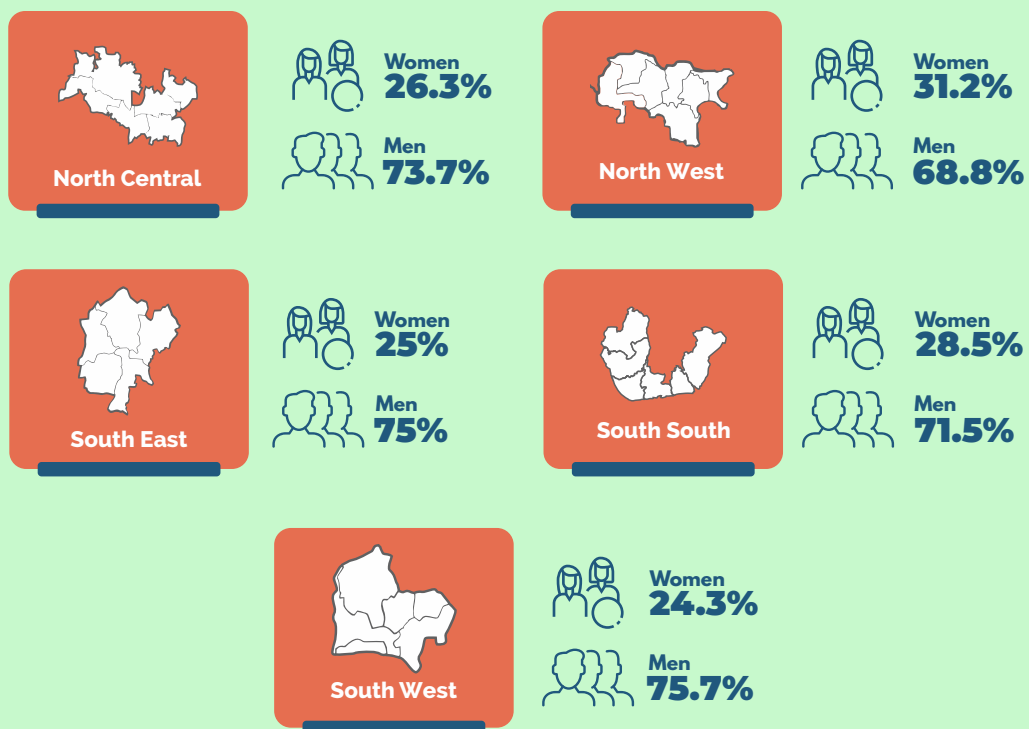


Figure 29: Gender composition of leadership by geopolitical zone



## Women are more commonly found in administrative, financial, legal and support roles

A pattern that emerged from the leadership positions held by men and women indicates a notable gender disparity. Men predominantly occupied high-profile editorial roles such as Editor-in-Chief, Managing Director, Chairman Editorial Board, and various editorial positions. Conversely, women were more commonly found in administrative, financial, legal and support roles, such as Senior Manager Human Resources, Director of Operations, Chief Financial Officer, Senior Legal Counsel, Head Legal and Senior Secretary. This pattern suggests a gender-based division within leadership responsibilities, with men often holding influential editorial and strategic roles, while women hold administrative and supportive roles.

## Women are seen, not heard in news

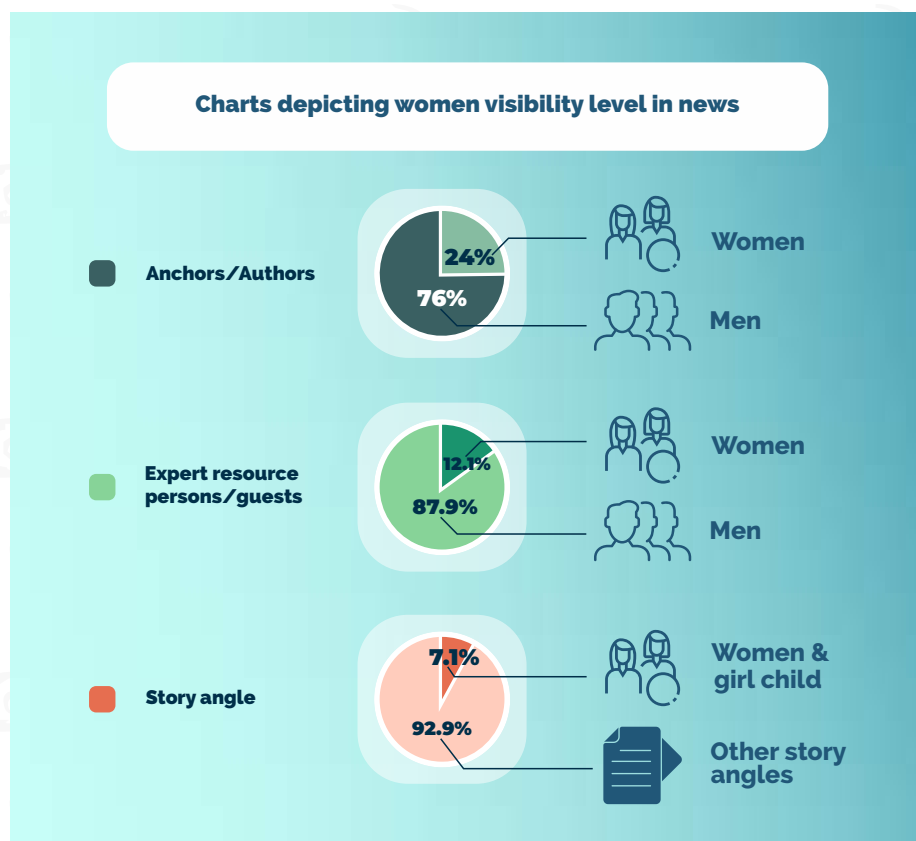


Figure 30: Charts depicting women visibility level in news

In the news, 11 major flagship programmes of popular media organisations across 4 media genres; *print, online, radio and television* were monitored for 30 days and the data gathered reveals an under-representation of women in the news.

24% of the total number represents female anchors and authors, while men represent 76%. Men have seven times the representation of women as resource persons or guests with 87.9%, while women had 12.1% and only 6.3% represented the story angles that had women and the girl-child in consideration compared to other angles with 93.7%. Therefore, although women make up nearly a quarter of the anchors and authors for news, women were featured as resource persons/guests in only a seventh of the news, and only about one-seventh of the news has a female slant.

Except for the radio, men lead news reporting

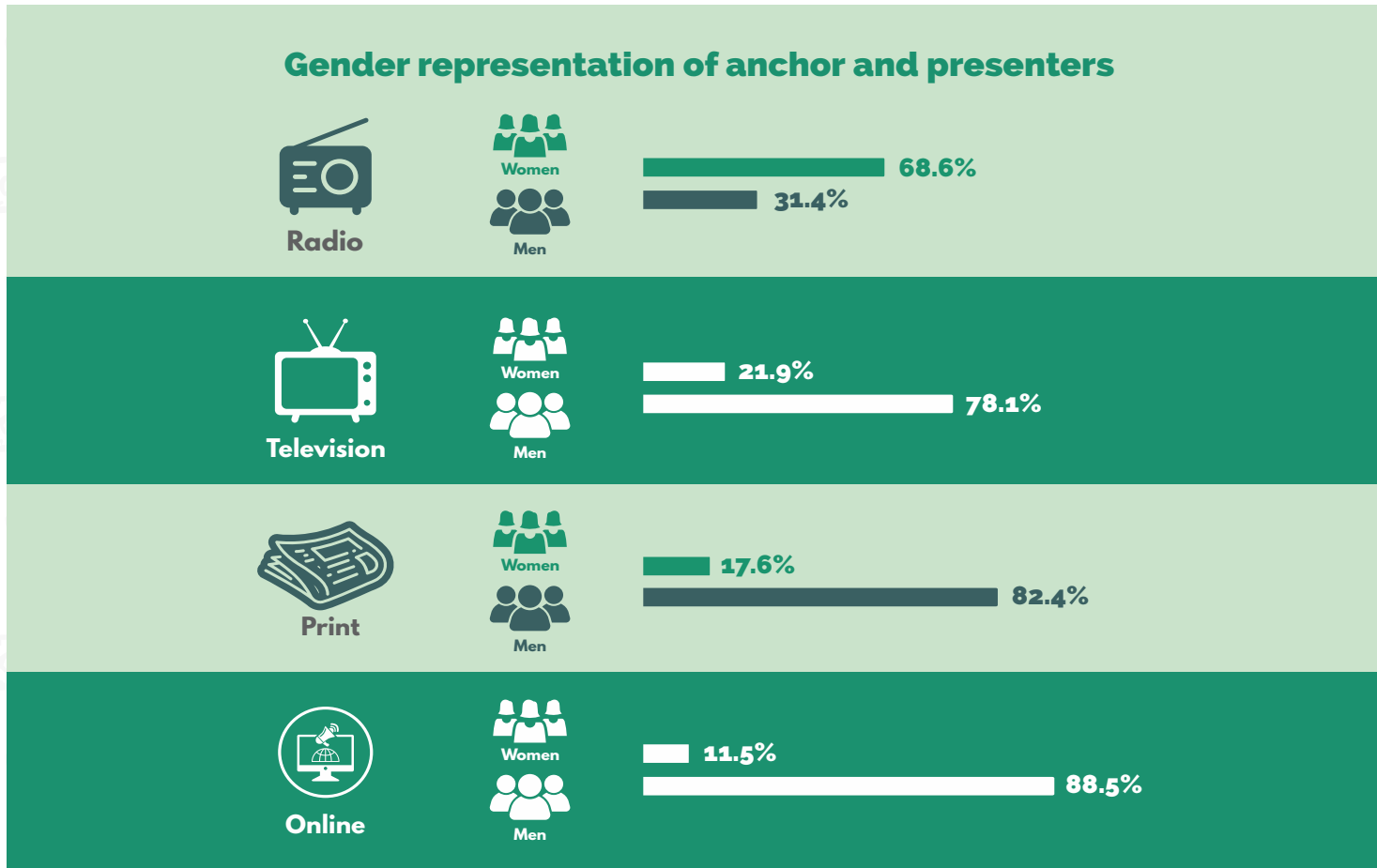


Figure 31: Gender representation of anchor and presenters

Out of the 11 news media organisations monitored, radio had the highest representation of women as anchors or presenters with 68.6%. Television followed with 21.9%, while print and online platforms had the lowest female representation with 17.6% and 11.5%, respectively.

Men lead as expert sources in news across media platforms, but radio

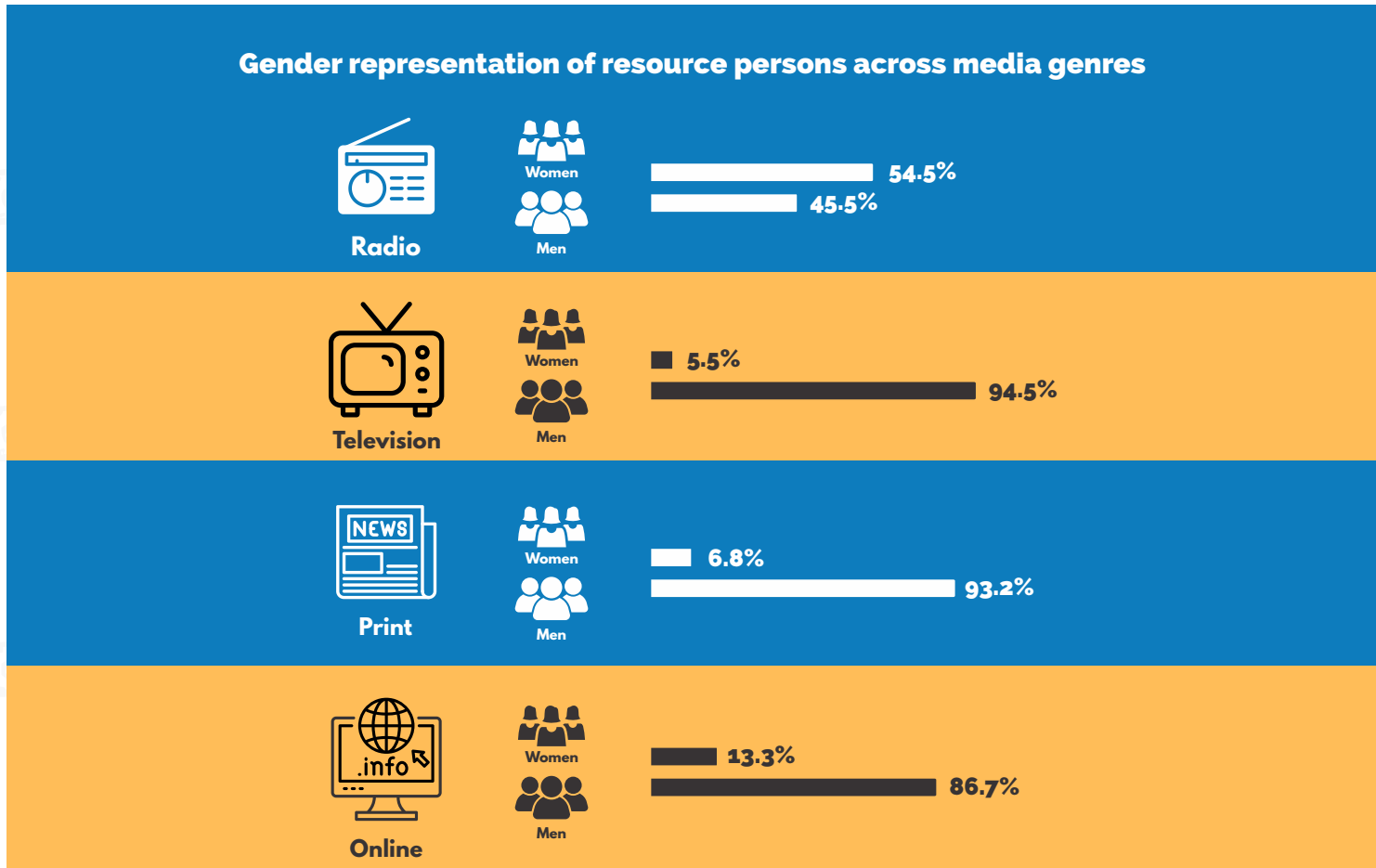


Figure 32: Gender representation of resource persons across media genres

The print media have the highest count of resource persons, standing at 806. Only 55, that is 6.8% of these experts were women. This implies that for every female expert/resource person engaged, a stark contrast of 14 male counterparts becomes evident. For the radio genre, 54.5% of the 112 experts/resource persons are female, making it the highest in women representation. In contrast, online and television genres trail behind with 13.3% and 5.5% female representation respectively.

Most stories do not have a female slant

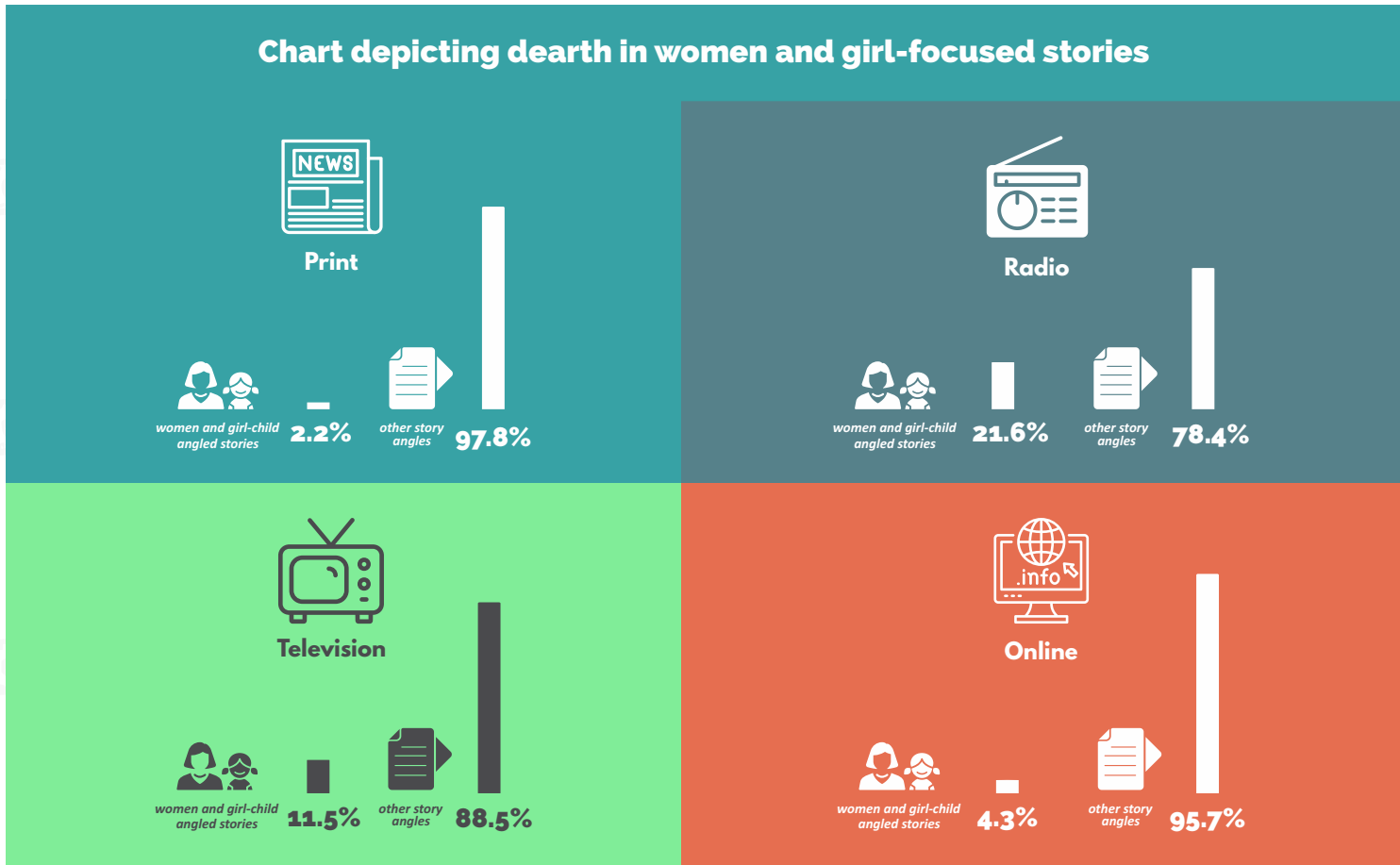


Figure 33: Chart depicting dearth in women and girl-focused stories

Across the four media genres, there was a dearth of investigative stories and broadcast programmes focused on women's and girls' issues in politics, governance, business and economy. Available data shows that only 2.2% of stories in print, 4.3% of online stories, 11.5% of television stories and 21.6% of radio stories have women slant.

## Observations

This study has cast a revealing light on the prevalent gender disparities entrenched within Nigerian newsrooms and in the news, where women, regrettably, hold a mere 25.7% of leadership roles. The study reveals that the inequity is pronounced in print and online domains, where women's representation is disconcertingly low at 4.6% and 5.5% respectively. In contrast, radio and television present a somewhat better scenario, with figures standing at 9.2% and 6.5% respectively.

From the data presented, it is observed that the South West and North Central regions, despite hosting the largest cohorts of women in leadership positions, paradoxically find themselves with the lowest percentage representation. In a curious inversion, the North West and South South regions emerge as vanguards of gender-balanced leadership, challenging the status quo.

The dearth of women as anchors/authors (24%), expert resource persons or guests (12.1%), and in the focal point of news stories (7.1%) paints a poignant picture of underrepresentation. The choice of medium further exacerbates this gender divide, with radio and television emerging as more hospitable platforms for women in roles as authors or anchors, in stark contrast to their print and online counterparts.

It is observed that the print and online platforms have a mere 2.2% and 4.3% respectively allocated to female-focused programmes, a testament to the prevailing neglect. However, television and radio look more promising with 11.5% and 21.6% of programmes focusing on women and girls.

## Recommendations

The media industry in Nigeria can work towards achieving a more equitable media landscape where women may have equal opportunities to lead and contribute to shaping the news and newsroom by taking the following recommendations into account:

### *Media*

1. Implement gender parity policies: Media organisations in Nigeria should develop and implement policies that support women's professional development and ensure gender-balanced representation in leadership positions. This can include setting targets for gender representation at all levels of the organisation and providing training and mentorship programmes to empower women in their careers.
2. Improve representation of women in news reporting: Media proprietors and publishers should actively work to increase the representation of women as anchors, authors and reporters as may be appropriate across all media genres. This can be achieved by fostering an inclusive and supportive work environment that encourages women to take on prominent roles in news reporting.
3. Increase female expert sources: Efforts should be made to improve the representation of women as expert sources in news stories. Journalists and producers can work to build a diverse pool of experts by actively seeking out and cultivating female voices in various fields and topics.

4. Promote gender-sensitive reporting: Editors and other media managers should encourage and prioritise stories that focus on women and the girl-child, as well as gender-specific issues. This can be achieved through training and sensitisation of reporters and editors on the importance of gender-sensitive reporting.
5. Engage stakeholders: Media organisations, civil society groups and government agencies should collaborate to create awareness and advocate for gender parity in the media landscape. This can involve organising forums, conferences, and workshops to foster dialogue and drive change.
6. Celebrating role models: Apart from reporting happenings outside of the media industry. News media in Nigeria should highlight successful women in the media through interviews and features. This can serve as inspiration for other women aspiring to pursue careers in journalism and related media practices.

### **Media support organisations**

1. Conduct comprehensive studies: Media support organisations like the Wole Soyinka Centre for Investigative Journalism, WSCIJ, can carry out comprehensive and qualitative studies to analyse the underlying factors contributing to gender disparities in the media industry. They can even provide funding for others to carry out the research. Such studies can help develop targeted interventions and policies to address the root causes of gender imbalances.
2. Media monitoring: Regularly monitoring media contents for gender bias and imbalance can provide insights into areas that need improvement and allow for targeted interventions.
3. Media focused advocacy: Media support organisations can use their platforms to raise awareness about gender disparities in the media and advocate for gender parity. They can organise workshops, visits and conferences to engage media staffers and managers, policymakers and the public in discussions about the importance of gender inclusivity.
4. Capacity building: These organisations can provide leadership training and capacity-building fellowships for women journalists and media professionals. Workshops on leadership, negotiation skills, gender mainstreaming and career development can empower women to advance in their careers and take up leadership positions.
5. Mentorship and network: Media support organisations should establish mentorship programmes and networking opportunities that can connect aspiring female journalists with experienced professionals who can guide and support them in their career growth.
6. Media awards and recognitions: Media support organisations can organise media awards that specifically recognise and celebrate women's contributions to the media, encourage gender-sensitive reporting and highlight the achievements of women in the industry.
7. Collaboration with media organisations: By partnering with media organisations, support organisations can work with them to implement gender equality initiatives, exchange best practices, and support each other's efforts.

### **Regulators**

Regulators such as the Nigerian Press Council (NPC) and the National Broadcasting Commission (NBC) should:

1. Monitor and audit media organisations: Regulators can conduct regular audits of media organisations to assess the women representation both in leadership positions and content creation.
2. Provide incentives and recognition: Regulators can offer incentives to media organisations that demonstrate a commitment to gender equality and inclusivity. Additionally, they can recognise and reward media outlets that excel in promoting gender-sensitive reporting.
3. Encourage diversity and inclusion training: Regulators can encourage media organisations to provide diversity and inclusion training for their staff, including journalists, editors, and management. Such training can raise awareness about unconscious biases and help create a more inclusive work culture.

### ***Journalism schools***

Journalism schools should do the following to shape the next generation of journalists who are aware, sensitive, and committed to promoting gender equality and inclusivity in the media:

1. Incorporate gender sensitivity in curriculum: Journalism schools should integrate gender sensitivity and inclusivity into their curriculum. This includes teaching students about gender-related issues, media representation, and the importance of diverse perspectives in news reporting.
2. Promote gender-balanced faculty: Journalism schools should strive to have a gender-balanced faculty. Having diverse voices among educators can provide students with a broader understanding of gender issues and serve as role models for aspiring journalists.
3. Foster networking opportunities: Journalism schools can facilitate networking opportunities for female students and connect them with industry professionals who can offer mentorship and support in their careers.

### ***Professional bodies and related organisations***

Media professional bodies and related organisations such as the Guild of Online Corporate Publishers (GOCOP), Nigerian Guild of Editors (NGE), Nigeria Union of Journalists (NUJ), National Association of Women Journalists (NAWOJ) as well as the Newspaper Proprietors Association of Nigeria (NPAN) and the Broadcasting Organisations of Nigeria (BON) should:

1. Establish gender equality policies: Media professional associations and related bodies should develop and implement gender equality policies that promote the inclusion and advancement of women in the media sector. These policies can include targets for increasing the representation of women in leadership positions and ensuring equal opportunities for career growth.
2. Organise regular gender sensitivity programmes: These associations can organise institutionalised and regular programmes including workshops and training sessions properly focused on gender sensitivity and diversity for their members. This can help raise awareness about gender-related issues and equip media professionals with the knowledge and skills to report on gender-related topics in a responsible and unbiased manner.

3. Promote gender diversity in leadership: These associations can encourage media organisations to have diverse representation in their leadership and decision-making positions. They can collaborate with media owners and executives to promote the appointment of more women to top roles.
4. Mentorship and networking programmes: Media professional associations can facilitate mentorship and networking programmes, including trans-sectoral, that connect experienced women journalists with aspiring professionals. These initiatives can provide support and guidance to women in their career advancement.

### Conclusion

The findings of this report revealed significant gender disparities in news and newsroom leadership in Nigeria. Women's representation in media leadership did not meet the United Nations' recommendations for equal gender representation. Across the four media genres, women represented only 25.7%, whilst men accounted for the larger share of representation at 74.3%. This gender imbalance was particularly evident in print and online platforms where women's representation in leadership positions was alarmingly low at 4.7% and 5.4%, respectively.

The study also uncovered an underrepresentation of women in news reporting and as expert resource persons or guests. Only 24% of anchors and authors were women, whilst men dominated at 76%. Similarly, men significantly outweighed women as expert resource persons or guests, accounting for 85.8%, whilst women represented only 14.2%. Moreover, news stories focused on women and the girl-child constituted a mere 7.1%, indicating indifference to female gender-specific issues.

The findings underscore a pressing need for transformative action in the Nigerian media industry to address gender imbalances in leadership and news representation. While certain regions and platforms show better gender representation, overall, women remain significantly underrepresented. The report calls for a comprehensive approach involving policy changes, training programmes, and awareness campaigns to foster a more inclusive and diverse media landscape. The data provides a baseline for future assessments and serves as a catalyst for change within the industry, aligning with the Sustainable Development Goal of ensuring equal participation of women in leadership across all sectors, including media.



# Appendices

## Appendix 1: List of media surveyed (disaggregated by platforms)

### Newspaper

S/N	Media organisation	Location	Medium	BOARD	M	F
1.	Guardian Newspaper	Lagos	Newspaper	10	7	3
2.	The Nations Newspaper	Lagos	Newspaper	6	6	0
3.	Daily Times Newspaper	Lagos	Newspaper	7	5	2
4.	The Tide Newspaper	PortHarcourt	Newspaper	1	1	0
5.	National Network Newspaper	Rivers	Newspaper	1	1	0
6.	Daily Post Newspaper	Lagos	Newspaper	1	1	0
7.	SMA Radio	SMA Radio	Newspaper	0	0	0
8.	Vanguard Newspaper	Lagos	Newspaper	5	4	1
9.	NewTelegraph Newspaper	Lagos	Newspaper	6	6	0
10.	BusinessDay Newspaper	Lagos	Newspaper	2	1	1
11.	Nigeria Standard	Jos	Newspaper	0	0	0
12.	Osun Defender	Osogbo	Newspaper	5	5	0
13.	P.M Newspaper	Lagos	Newspaper	2	1	1
14.	The SunNewspaper	Lagos	Newspaper	9	7	2
15.	This Day Newspaper	Lagos	Newspaper	14	13	1

16.	Nigerian Tribune Newspaper	Ibadan	Newspaper	6	4	2
17.	Nigerian Observer	Benin	Newspaper	0	0	0
18.	Communication Week	Lagos	Newspaper	0	0	0
19.	Peoples Daily	Abuja	Newspaper	0	0	0
20.	The Punch Newspaper	Lagos	Newspaper	4	2	2
21.	Daily Trust Newspaper	Abuja	Newspaper	8	6	2
22.	Leadership Newspaper	Abuja	Newspaper	2	1	1
23.	Blueprint Newspaper	Abuja	Newspaper	7	5	2
24.	The Next Edition Newspaper	Lagos	Newspaper	1	1	0
25.	Independent Nigeria Newspaper	Lagos	Newspaper	4	4	0

## Online

S/N	Media organisation	Location	Medium	BOARD	M	F
26.	Per Second News		Online	0	0	0
27.	Peoples Gazette	Abuja	Online	0	0	0
28.	TheNET.ng		Online	0	0	0
29.	NigerianEye		Online	0	0	0
30.	Business Hallmark	Lagos	Online	0	0	0
31.	The Cable	Lagos	Online	7	3	4
32.	Business a.m.	Business a.m.	Online	6	6	0
33.	Sahara Reporters		Online	2	2	0
34.	News24 Nigeria		Online	0	0	0
35.	Ripples Nigeria	Lagos	Online	3	1	2
36.	The Champion Newspaper	Lagos	Online	2	1	1
37.	NAN		Online	2	2	0
38.	HumAngle	Nigeria	Online	3	2	1
39.	Pulse.ng	Lagos	Online	0	0	0

40.	Foundation for Investigative Journalism (FIJ)	Lagos	Online	6	4	2
41.	Naija News		Online	0	0	0
42.	Daily Nigerian	Abuja	Online	0	0	0
43.	The Citizen	Lagos	Online	0	0	0
44.	Premium Times	Abuja/Lagos	Online	2	2	0
45.	International Centre for Investigative Reporting (ICIR)	Abuja	Online	6	4	2
46.	Legit Nigeria	Lagos	Online	2	2	0
47.	THEWILL Newspaper	Lagos	Online	1	1	0
48.	The Eagle Online	Lagos	Online	1	1	0
49.	Thinkers Newspaper	Abuja	Online	3	2	1
50.	Royal News	Abuja	Online	1	1	0

## Radio

S/N	Media organisation	Location	Medium	BOARD	M	F
51.	Nigeria Info FM	Abuja/ Lagos/ Port Harcourt	Radio	3	1	2
52.	Grace 95.5FM	Lokoja	Radio	6	4	2
53.	Today 95.1FM	Port Harcourt	Radio	0	0	0
54.	Ray power 106.5FM	In 20 states	Radio	13	11	2
55.	Cool FM	Lagos/Abuja/Port Harcourt/Kano	Radio	3	1	2
56.	Rave FM	Osogbo	Radio	1	1	0
57.	Classic FM	Abuja/Lagos	Radio	0	0	0
58.	Sobi FM	Kwara State	Radio	8	7	1
59.	Unilorin 89.3FM	Kwara State	Radio	8	4	4
60.	Liberty Radio	Abuja/Kaduna/Kano	Radio	5	4	1
61.	Inspiration 105.9 FM	Lagos/Ibadan	Radio	5	3	2
62.	Federal Radio Corporation of Nigeria (FRCN	All states	Radio	0	0	0

63.	Voice of Nigeria	Lagos/Abuja	Radio	0	0	0
64.	Hot FM	Lagos/Owerri/Abuja	Radio	3	1	2
65.	Freedom FM	Kaduna/Kano	Radio	12	11	1
66.	Diamond 88.7FM	Kwara State	Radio	3	2	1
67.	SBS 96.3FM	Kwara State	Radio	5	4	1
68.	TNT 102.5FM	Kwara State	Radio	0	0	0
69.	ALbarka 89.9FM	Kwara State	Radio	3	3	0
70.	Royal FM 95.1	Ilorin	Radio	0	0	0
71.	Agidigbo FM	Ibadan	Radio	3	2	1
72.	Impact Business Radio (IBR 92.5 FM)	Online	Radio	0	0	0
73.	Radio One, 103.5FM	Lagos	Radio	0	0	0
74.	WAZOBIA FM	Lagos/Abuja/Port Harcourt/Kano/Onitsha	Radio	0	0	0
75.	Brila FM	Lagos/Onitsha	Radio	0	0	0
76.	Radio Now 95.3FM	Lagos	Radio	5	3	2
77.	Midland 99.1FM	Kwara State(Stated owned	Radio	0	0	0

78.	Women FM 91.7	Online	Radio	4	2	2
79.	Independent Radio	Abuja/Benin	Radio	1	1	0
80.	HIT FM	Calabar	Radio	1	1	0
81.	Rhythm FM	Lagos/Abuja/Port Harcourt/Benin/Awka	Radio	0	0	0
82.	Urban FM	Lagos/ Enugu	Radio	1	1	0
83.	Beat FM	Lagos/Abuja	Radio	2	1	1
84.	Invicta FM	Abuja/Kaduna	Radio	2	1	1
85.	Harmony 103.5FM (FRCN)	Kwara State	Radio	1	1	0

## Television

S/N	Media organisation	Location	Medium	BOARD	M	F
86.	Channels TV	Lagos/Abuja/Benin	Television	2	1	
87.	African Independence Television (AIT)	Lagos/Abuja/Kano/Ilorin	Television	13	11	2
88.	Plus TV Africa	Lagos	Television	0	0	0
89.	Rave TV	Lagos	Television	1	0	1
90.	Broadcasting Service of Ekiti State	Ekiti	Television	3	3	0
91.	Anambra Broadcasting Service (ABS)	Awka	Television	7	5	2
92.	Liberty TV	Abuja /Kaduna	Television	5	3	2
93.	Lagos Television (LTV)	Lagos	Television	0	0	0
94.	Independent Television	Abuja/Benin	Television	1	1	0
95.	AREWA24 TV Channel	Kano	Television	0	0	0
96.	Ogun State Television (OGTV)	Abeokuta	Television	10	9	1
97.	Delta Broadcasting Service	Warri	Television	0	0	0



98.	TVC News	Lagos/Abuja	Television	0	0	0
99.	BBC	Lagos	Television	5	4	1
100.	Nigeria Television Authority (NTA)	All States	Television	7	6	1
101.	Royal TV	Ilorin	Television	0	0	0
102.	Impact Africa Television (IATV)	Ibadan	Television	0	0	0
103.	Core TV News	Online	Television	0	0	0
104.	Wazobia TV	Lagos/Abuja/ Port Harcourt	Television	0	0	0
105.	Super Screen TV	Lagos	Television	0	0	0
106.	Arise TV	Lagos	Television	2	1	1
107.	Silverbird Television (STV)	Lagos/Abuja/Benin/ Port Harcourt	Television	6	5	1
108.	News Central TV	Lagos	Television	6	4	2
109.	TV360 Nigeria	Online	Television	2	1	1
110.	Niger Delta Television, NDTV.	Bayelsa	Television	2	1	1
111.	Galaxy TV	Lagos	Television	5	5	0

# Appendices

## Appendix 2: Media monitoring data on women representation in news

Media organisation	Anchor		Resource Person		Story angle	
	F	M	F	M	Women & girls	Others
Guardian	3	22	5	210	0	18
Vanguard	38	59	31	106	6	97
New Telegraph	3	85	13	269	0	79
Tribune	0	43	18	115	0	43
Punch	6	24	3	51	0	28
Agidigbo	11	17	0	48	1	24
Women FM	26	0	61	3	10	16
Nigeria Info	0	0	0	0	0	0
Channels TV	0	24	2	51	2	24
TVC	6	48	3	26	3	20
Arise News	26	42	1	26	3	18
NTA	0	0	0	0	0	0
Premium Times	3	23	10	65	1	22
	<b>122</b>	<b>387</b>	<b>133</b>	<b>970</b>	<b>26</b>	<b>389</b>

# Appendices

## Appendix 3: List of media surveyed (disaggregated based on the geopolitical zones).

### North Central

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1.	Nigeria Standard	Jos	North Central	Newspaper	0	0	0	0	0	0
2.	Peoples Daily	Abuja	North Central	Newspaper	0	0	0	0	0	0
3.	Daily Trust Newspaper	Abuja	North Central	Newspaper	8	6	2	0	0	0
4.	Leadership Newspaper	Abuja	North Central	Newspaper	2	1	1	0	0	0
5.	Blueprint Newspaper	Abuja	North Central	Newspaper	7	5	2	0	0	0
6.	Peoples Gazette	Abuja	North Central	Online	0	0	0	1	1	0
7.	NAN	Abuja	North Central	Online	2	2	0	1	1	0
8.	HumAngle	Abuja	North Central	Online	3	2	1	6	3	3

9.	Daily Nigerian	Abuja	North Central	Online	0	0	0	4	3	1
10.	Premium Times	Abuja/Lagos	North Central	Online	2	2	0	8	6	2
11.	International Centre for Investigative Reporting (ICIR)	Abuja	North Central	Online	6	4	2	6	3	3
12.	Thinkers Newspaper	Abuja	North Central	Online	3	2	1	0	0	0
13.	Royal News	Abuja	North Central	Online	1	1	0	0	0	0
14.	Grace 95.5FM	Lokoja	North Central	Radio	6	4	2	5	3	2
15.	Classic FM	Abuja/Lagos	North Central	Radio	0	0	0	5	3	2
16.	Sobi FM	Kwara State	North Central	Radio	8	7	1	7	6	1

17.	Unilorin 89.3FM	Kwara State	North Central	Radio	8	4	4	-	-	-
18.	Federal Radio Corporation of Nigeria (FRCN)	All states	North Central	Radio	0	0	0	32	23	9
19.	Diamond 88.7FM	Kwara State	North Central	Radio	3	2	1	0	0	0
20.	SBS 96.3FM	Kwara State	North Central	Radio	5	4	1	6	5	1
21.	TNT 102.5FM	Kwara State	North Central	Radio	0	0	0	4	4	0
22.	ALbarka 89.9FM	Kwara State	North Central	Radio	3	3	0	7	6	1
23.	Royal FM 95.1	Ilorin	North Central	Radio	0	0	0	0	0	0

24.	Midland 99.1FM	Kwara State(State owned)	North Central	Radio	0	0	0	0	0	0
25.	Harmony 103.5FM (FRCN)	Kwara State	North Central	Radio	1	1	0	0	0	0
26.	Independent Television	Abuja/Benin	North Central	Television	1	1	0	7	5	2
27.	Nigeria Television Authority (NTA)	All States	North Central	Television	7	6	1	4	2	2
28.	Royal TV	Ilorin	North Central	Television	0	0	0	0	0	0

## North-West

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1.	Per Second News	Abuja/Kaduna	North-west	Online	0	0	0	19	9	10
2.	Liberty Radio	Abuja/Kaduna/Kano	North-west	Radio	5	4	1	7	5	2
3.	Freedom FM	Kaduna/Kano	North-west	Radio	12	11	1	7	6	1
4.	Invicta FM	Abuja/Kaduna	North-west	Radio	2	1	1	0	0	0
5.	Liberty TV	Abuja/Kaduna	North-west	Television	5	3	2	7	5	2
6.	AREWA24 TV Channel	Kano	North-west	Television	0	0	0	0	0	0

## South-East

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1.	Urban FM	Lagos/ Enugu	South -East	Radio	1	1	0	0	0	0
2.	Anambra Broadcasting Service (ABS)	Awka	South -East	Television	7	5	2	0	0	0



## South-South

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1	The Tide Newspaper	Port Harcourt	South-South	Newspaper	1	1	0	8	7	1
2	National Network Newspaper	Rivers	South-South	Newspaper	1	1	0	1	1	0
3	Nigerian Observer	Benin	South-South	Newspaper	0	0	0	5	3	2
4	Nigeria Info FM	Abuja/ Lagos/ Port Harcourt	South-South	Radio	3	1	2	3	3	0
5	Today 95.1FM	Port Harcourt	South-South	Radio	0	0	0	2	0	2
6	WAZOBIA FM	Lagos/Abuja/Port Harcourt/Kano/Onitsha	South-South	Radio	0	0	0	0	0	0
7	Independent Radio	Abuja/Benin	South-South	Radio	1	1	0	0	0	0
8	HIT FM	Calabar	South-South	Radio	1	1	0	0	0	0
9	Niger Delta Television, NDTV.	Bayelsa	South-South	Television	2	1	1	0	0	0

## South-West

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1.	Guardian Newspaper	Lagos	South-West	Newspaper	10	7	3	5	5	0
2.	The Nations Newspaper	Lagos	South-West	Newspaper	6	6	0	25	24	1
3.	Daily Times Newspaper	Lagos	South-West	Newspaper	7	5	2	1	1	0
4.	Daily Post Newspaper	Lagos	South-West	Newspaper	1	1	0	0	0	0
5.	Vanguard Newspaper	Lagos	South-West	Newspaper	5	4	1	7	5	2
6.	New Telegraph Newspaper	Lagos	South-West	Newspaper	6	6	0	9	8	1
7.	Businessday Newspaper	Lagos	South-West	Newspaper	2	1	1	0	0	0

8.	Osun Defender	Osogbo	South-West	Newspaper	5	5	0	0	0	0
9.	P.M Newspaper	Lagos	South-West	Newspaper	2	1	1	1	1	0
10.	The Sun Newspaper	Lagos	South-West	Newspaper	9	7	2	22	19	3
11.	This Day Newspaper	Lagos	South-West	Newspaper	14	13	1	9	9	0
12.	Nigerian Tribune Newspaper	Ibadan	South-West	Newspaper	6	4	2	10	6	4
13.	Communication Week	Lagos	South-West	Newspaper	0	0	0	0	0	0
14.	The Punch Newspaper	Lagos	South-West	Newspaper	4	2	2	4	4	0
15.	The Next Edition Newspaper	Lagos	South-West	Newspaper	1	1	0	0	0	0

16.	Independent Nigeria Newspaper	Lagos	South-West	Newspaper	4	4	0	0	0	0
17.	Business Hallmark	Lagos	South-West	Online	0	0	0	5	5	0
18.	The Cable	Lagos	South-West	Online	7	3	4	8	6	2
19.	Business a.m.	Lagos	South-West	Online	6	6	0	0	0	0
20.	Sahara Reporters	Lagos	South-West	Online	2	2	0	1	1	0
21.	Ripples Nigeria	Lagos	South-West	Online	3	1	2	3	3	0
22.	The Champion Newspaper	Lagos	South-West	Online	2	1	1	0	0	0
23.	Pulse.ng	Lagos	South-West	Online	0	0	0	12	7	5

24.	Foundation for Investigative Journalism (FIJ)	Lagos	South-West	Online	6	4	2	3	3	0
25.	Naija News	Lagos	South-West	Online	0	0	0	5	5	0
26.	The Citizen	Lagos	South-West	Online	0	0	0	0	0	0
27.	Legit Nigeria	Lagos	South-West	Online	2	2	0	0	0	0
28.	THEWILL Newspaper	Lagos	South-West	Online	1	1	0	0	0	0
29.	The Eagle Online	Lagos	South-West	Online	1	1	0	0	0	0
30.	Ray power 106.5FM	In 20 states	South-West	Radio	13	11	2	3	2	1

31.	Cool FM	Lagos/Abuja/Port Harcourt/Kano	South-West	Radio	3	1	2	3	3	0
32.	Rave FM	Osogbo	South-West	Radio	1	1	0	4	3	1
33.	Inspiration 105.9 FM	Lagos/Ibadan	South-West	Radio	5	3	2	8	6	2
34.	Hot FM	Lagos/Owerri/Abuja	South-West	Radio	3	1	2	0	0	0
35.	Agidigbo FM	Ibadan	South-West	Radio	3	2	1	7	5	2
36.	Impact Business Radio (IBR 92.5 FM)	Ibadan	South-West	Radio	0	0	0	0	0	0
37.	Radio One, 103.5FM	Lagos	South-West	Radio	0	0	0	11	6	5

38.	Radio Now 95.3FM	Lagos	South- West	Radio	5	3	2	4	2	2	
39.	Women FM 91.7	Lagos	South- West	Radio	4	2	2	6	2	4	
40.	Beat FM	Lagos/Abuja	South- West	Radio	2	1	1	1	0	1	
41.	Channels TV	Lagos/Abuja/Ben nin	South- West	Televisi on	2	1	1	14	0	1	4
42.	African Independenc e Television (AIT)	Lagos/Abuja/Kano/Ilorin	South- West	Televisi on	13	11	2	0	0	0	0
43.	Plus TV Africa	Lagos	South- West	Televisi on	0	0	0	8	6	2	2
44.	Rave TV	Lagos	South- West	Televisi on	1	0	1	2	1	1	1

45.	Broadcasting Service of Ekiti State	Ekiti	South-West	Television	3	3	0	6	4	2
46.	Lagos Television (LTV)	Lagos	South-West	Television	0	0	0	11	2	9
47.	Ogun State Television (OGTV)	Abeokuta	South-West	Television	10	9	1	5	5	0
48.	TVC News	Lagos/Abuja	South-West	Television	0	0	0	12	8	4
49.	Impact Africa Television (IATV)	Ibadan	South-West	Television	0	0	0	0	0	0
50.	Wazobia TV	Lagos/Abuja/Port Harcourt	South-West	Television	0	0	0	0	0	0
51.	Super Screen TV	Lagos	South-West	Television	0	0	0	0	0	0



52.	Arise TV	Lagos	South-West	Television	2	1	1	4	4	0
53.	Silverbird Television (STV)	Lagos/Abuja/Benin/ Port Harcourt	South-West	Television	6	5	1	0	0	0
54.	News Central TV	Lagos	South-West	Television	6	4	2	2	1	1
55.	TV360 Nigeria	Lagos	South-West	Television	2	1	1	0	0	0
56.	Galaxy TV	Lagos	South-West	Television	5	5	0	1	0	1
57.	BBC	Lagos	South-West	Television	5	4	1	0	0	0

# Appendices

Appendix 4: List of media surveyed (disaggregated based on the geopolitical zones and media platform)

## North Central/ Newspaper

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1	Nigeria Standard	Jos	North Central	Newspaper	0	0	0	0	0	0
2	Peoples Daily	Abuja	North Central	Newspaper	0	0	0	0	0	0
3	Daily Trust Newspaper	Abuja	North Central	Newspaper	8	6	2	0	0	0
4	Leadership Newspaper	Abuja	North Central	Newspaper	2	1	1	0	0	0
5	Blueprint Newspaper	Abuja	North Central	Newspaper	7	5	2	0	0	0

## South-South/Newspaper

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1	The Tide Newspaper	Port Harcourt	South-South	Newspaper	1	1	0	8	7	1
2	National Network Newspaper	Rivers	South-South	Newspaper	1	1	0	1	1	0
3	Nigerian Observer	Benin	South-South	Newspaper	0	0	0	5	3	2

## South-West/Newspaper

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1.	Guardian Newspaper	Lagos	South-West	Newspaper	10	7	3	5	5	0
2.	The Nations Newspaper	Lagos	South-West	Newspaper	6	6	0	25	24	1
3.	Daily Times Newspaper	Lagos	South-West	Newspaper	7	5	2	1	1	0
4.	Daily Post Newspaper	Lagos	South-West	Newspaper	1	1	0	0	0	0
5.	Vanguard Newspaper	Lagos	South-West	Newspaper	5	4	1	7	5	2
6.	New Telegraph Newspaper	Lagos	South-West	Newspaper	6	6	0	9	8	1
7.	Businessday Newspaper	Lagos	South-West	Newspaper	2	1	1	0	0	0
8.	Osun Defender	Osogbo	South-West	Newspaper	5	5	0	0	0	0
9.	P.M Newspaper	Lagos	South-West	Newspaper	2	1	1	1	1	0

10.	The Sun Newspaper	Lagos	South-West	Newspaper	9	7	2	22	19	3
11.	This Day Newspaper	Lagos	South-West	Newspaper	14	13	1	9	9	0
12.	Nigerian Tribune Newspaper	Ibadan	South-West	Newspaper	6	4	2	10	6	4
13.	Communication Week	Lagos	South-West	Newspaper	0	0	0	0	0	0
14.	The Punch Newspaper	Lagos	South-West	Newspaper	4	2	2	4	4	0
15.	The Next Edition Newspaper	Lagos	South-West	Newspaper	1	1	0	0	0	0
16.	Independent Nigeria Newspaper	Lagos	South-West	Newspaper	4	4	0	0	0	0

## South-West/Online

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1.	Business Hallmark	Lagos	South-West	Online	0	0	0	5	5	0
2.	The Cable	Lagos	South-West	Online	7	3	4	8	6	2
3.	Business a.m.	Lagos	South-West	Online	6	6	0	0	0	0
4.	Sahara Reporters	Lagos	South-West	Online	2	2	0	1	1	0
5.	Ripples Nigeria	Lagos	South-West	Online	3	1	2	3	3	0
6.	The Champion Newspaper	Lagos	South-West	Online	2	1	1	0	0	0
7.	Pulse.ng	Lagos	South-West	Online	0	0	0	12	7	5
8.	Foundation for Investigative Journalism(FIJ)	Lagos	South-West	Online	6	4	2	3	3	0
9.	Naija News	Lagos	South-West	Online	0	0	0	5	5	0
10.	The Citizen	Lagos	South-West	Online	0	0	0	0	0	0
11.	Legit Nigeria	Lagos	South-West	Online	2	2	0	0	0	0
12.	THEWILL Newspaper	Lagos	South -West	Online	1	1	0	0	0	0
13.	The Eagle Online	Lagos	South -West	Online	1	1	0	0	0	0

## North Central/Online

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1.	Peoples Gazette	Abuja	North Central	Online	0	0	0	1	1	0
2.	NAN	Abuja	North Central	Online	2	2	0	1	1	0
3.	HumAngle	Abuja	North Central	Online	3	2	1	6	3	3
4.	Daily Nigerian	Abuja	North Central	Online	0	0	0	4	3	1
5.	Premium Times	Abuja/Lagos	North Central	Online	2	2	0	8	6	2
6.	International Centre for Investigative Reporting (ICIR)	Abuja	North Central	Online	6	4	2	6	3	3
7.	Thinkers Newspaper	Abuja	North Central	Online	3	2	1	0	0	0
8.	Royal News	Abuja	North Central	Online	1	1	0	0	0	0

## North-West/Online

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1.	Per Second News	Abuja/Kaduna	North -West	Online	0	0	0	19	9	10



## North Central/Radio

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1.	Grace 95.5FM	Lokoja	North Central	Radio	6	4	2	5	3	2
2.	Classic FM	Abuja/Lagos	North Central	Radio	0	0	0	5	3	2
3.	Sobi FM	Kwara State	North Central	Radio	8	7	1	7	6	1
4.	Unilorin 89.3FM	Kwara State	North Central	Radio	8	4	4	-	-	-
5.	Federal Radio Corporation of Nigeria (FRCN)	All states	North Central	Radio	0	0	0	32	23	9
6.	Diamond 88.7FM	Kwara State	North Central	Radio	3	2	1	0	0	0
7.	SBS 96.3FM	Kwara State	North Central	Radio	5	4	1	6	5	1
8.	TNT 102.5FM	Kwara State	North Central	Radio	0	0	0	4	4	0
9.	ALbarka 89.9FM	Kwara State	North Central	Radio	3	3	0	7	6	1
10.	Royal FM 95.1	Ilorin	North Central	Radio	0	0	0	0	0	0
11.	Midland 99.1FM	Kwara State (State owned)	North Central	Radio	0	0	0	0	0	0
12.	Harmony 103.5FM (FRCN)	Kwara State	North Central	Radio	1	1	0	0	0	0

### North-West/Radio

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1	Freedom FM	Kaduna/Kano	North-West	Radio	12	11	1	7	6	1
2	Invicta FM	Abuja/Kaduna	North-West	Radio	2	1	1	0	0	0
3	Liberty Radio	Abuja/Kaduna/Kano	North-West	Radio	5	4	1	7	5	2

### South-East/Radio

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1.	Urban FM	Lagos/Enugu	South -East	Radio	1	1	0	0	0	0

## South-South/Radio

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1	Nigeria Info FM	Abuja/ Lagos/ Port Harcourt	South-South	Radio	3	1	2	3	3	0
2	Today 95.1FM	Port Harcourt	South-South	Radio	0	0	0	2	0	2
3	WAZOBIA FM	Lagos/Abuja/ Port Harcourt/ Kano/Onitsha	South-South	Radio	0	0	0	0	0	0
4	Independent Radio	Abuja/Benin	South-South	Radio	1	1	0	0	0	0
5	HIT FM	Calabar	South-South	Radio	1	1	0	0	0	0

## Southwest/Radio

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1.	Ray power 106.5FM	In 20 states	South-West	Radio	13	11	2	3	2	1
2.	Cool FM	Lagos/Abuja/Port Harcourt/Kano	South-West	Radio	3	1	2	3	3	0
3.	Rave FM	Osogbo	South-West	Radio	1	1	0	4	3	1
4.	Inspiration 105.9 FM	Lagos/Ibadan	South-West	Radio	5	3	2	8	6	2
5.	Voice of Nigeria	Lagos/Abuja	South-West	Radio	0	0	0	0	0	0
6.	Hot FM	Lagos/Owerri/Abuja	South-West	Radio	3	1	2	0	0	0
7.	Agidigbo FM	Ibadan	South-West	Radio	3	2	1	7	5	2
8.	Impact Business Radio (IBR 92.5 FM)	Ibadan	South-West	Radio	0	0	0	0	0	0
9.	Radio One, 103.5FM	Lagos	South-West	Radio	0	0	0	11	6	5
10.	Brila FM	Lagos/Onitsha	South-West	Radio	0	0	0	0	0	0
11.	Radio Now 95.3FM	Lagos	South-West	Radio	5	3	2	4	2	2
12.	Women FM 91.7	Lagos	South-West	Radio	4	2	2	6	2	4
13.	Rhythm FM	Lagos/Abuja/Port Harcourt/Benin/Awka	South-West	Radio	0	0	0	0	0	0
14.	Beat FM	Lagos/Abuja	South-West	Radio	2	1	1	1	0	1

### North Central/Television

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1	Independent Television	Abuja/Benin	North Central	Television	1	1	0	7	5	2
2	Nigeria Television Authority (NTA)	Abuja	North Central	Television	7	6	1	4	2	2
3	Royal TV	Ilorin	North Central	Television	0	0	0	0	0	0

### North-West/Television

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1	Liberty TV	Kaduna	Northwest	Television	5	3	2	7	5	2
2	AREWA24 TV Channel	Kano	Northwest	Television	0	0	0	0	0	0

### South-East/Television

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1.	Anambra Broadcasting Service (ABS)	Awka	South-East	Television	7	5	2	0	0	0

### South-South/Television

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1.	Niger Delta Television, NDTV.	Bayelsa	South-South	Television	2	1	1	0	0	0
2	Delta Broadcasting Service	Warri	South-West	Television	0	0	0	0	0	0

## South-West/Television

S/N	Media organisation	Location	Geopolitical zone	Medium	BOARD	M	F	MANAGEMENT	M	F
1.	Channels TV	Lagos/Abuja/Benin	South-West	Television	2	1	1	14	10	4
2.	African Independence Television (AIT)	Lagos/Abuja/Kano/Ilorin	South-West	Television	13	11	2	0	0	0
3.	Plus TV Africa	Lagos	South-West	Television	0	0	0	8	6	2
4.	Rave TV	Lagos	South-West	Television	1	0	1	2	1	1
5.	Broadcasting Service of Ekiti State	Ekiti	South-West	Television	3	3	0	6	4	2
6.	Lagos Televis	Lagos	South-West	Television	0	0	0	11	2	9

7.	Ogun State Television (OGTV)	Abeokuta	South-West	Television	10	9	1	5	5	0
8.	TVC News	Lagos/Abuja	South-West	Television	0	0	0	12	8	4
9.	Impact Africa Television (IATV)	Ibadan	South-West	Television	0	0	0	0	0	0
10	Core TV News	Online	South-West	Television	0	0	0	0	0	0
11	Wazobia TV	Lagos/Abuja / Port Harcourt	South-West	Television	0	0	0	0	0	0
12	Super Screen TV	Lagos	South-West	Television	0	0	0	0	0	0
13	Arise TV	Lagos	South-West	Television	2	1	1	4	4	0



14	Silverbird Television (STV)	Lagos/Abuja /Benin/ Port Harcourt	South-West	Television	6	5	1	0	0	0
15	News Central TV	Lagos	South-West	Television	6	4	2	2	1	1
16	TV360 Nigeria	Lagos	South-West	Television	2	1	1	0	0	0
17	Galaxy TV	Lagos	South-West	Television	5	5	0	1	0	1

WOLE SOYINKA CENTRE FOR INVESTIGATIVE JOURNALISM



   @WSoyinkaCentre

 [www.wscij.org](http://www.wscij.org) | [www.reportwomen.org](http://www.reportwomen.org)

Supported by

**BILL & MELINDA**  
GATES foundation