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**Working Conditions of Journalists in District Swat at the end of
Militancy**

MS Thesis



Researcher

Qazi Farman ullah

Registration No. 45-SS/MSMC/F09

Supervisor

Dr. Zafar Iqbal

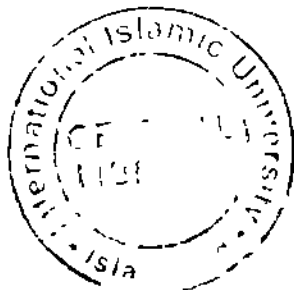
Submitted in partial fulfillment of the requirements for the degree of MS in Media and
Communication at the faculty of Social Sciences, International Islamic University Islamabad

**DEPARTMENT OF MEDIA & COMMUNICATION STUDIES FACULTY
OF SOCIAL SCIENCES**

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Dedication

To My Family

INTERNATIONAL ISLAMIC UNIVERSITY ISLAMABAD
FACULTY OF SOCIAL SCIENCES
DEPARTMENT OF MEDIA AND COMMUNICATION

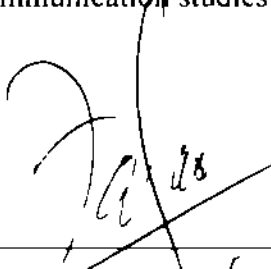
FINAL APPROVAL

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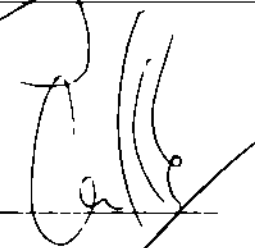
Supervisor

Dr. Zafar Iqbal



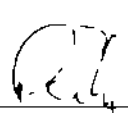
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Prof. Dr. M. Khalid



Internal Examiner

Syed Inam ur Rehman



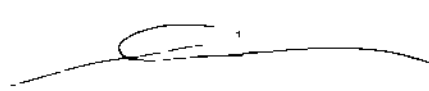
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Declaration

This thesis has been submitted as partial fulfillment of MS in Media and Communication Studies to the Department of Media and Communication Studies. I solemnly declare that this is my original work and no material has been plagiarized and any material quoted from a secondary source has been provided with proper citations and references.



Qazi Farman Ullah

Reg No 45-SS/MSMC/F09

Dated 24-12-2012

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Qazi Farman Ullah

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Abstract

This study aims at investigating the working conditions of journalists in Swat after the militancy ended. Swat is a Militancy hit area and responsibilities of journalists were increased after 2006 when Taliban started their terrorist activities in this scenic valley. It was explored that majority of journalists feel free to write whatever they feel right. Swat journalist were very low paid media workers and have long duty hours than normal eight hours. Majority of journalists feel proud when they introduce their organization. Majority of respondents reported that their organization did not demand seeking of advertisements and did not ask to take care of advertisers' interests. Almost all journalists consider that they have opted this field by choice and want to render services to country and society. It was revealed that media organizations did not compensate their workers in case of loss. Majority of journalists were not satisfied with their salaries and feared that they have threats to be removed from job. They were in search of better opportunities in other media organizations. Almost all journalists consider political affiliations, alteration of news story and biasness harmful for the profession. Majority of respondents consider professional training and workshops necessary for journalists. Respondents feel that journalistic bodies are working for the welfare of journalists, they feel that they have required education of this field and were fit for this profession.

Chapter-1

1.1 Introduction

1.1.1 Journalism in District Swat during Militancy

Pakistan is considered the most dangerous country in the world for journalists. Pakistani journalists are working in one of the world's most uncertain and hostile environments. Press Emblem Campaign (PEC) report (2011), says that In 2011 Pakistan remains very dangerous for journalists. In Pakistan eleven (11) journalists were killed in 2011. More than four dozen have become disabled to such an extent that they cannot even earn their livelihood and more than three hundred and fifty (350) media men were injured while performing their duties. Both military and militants want journalists to cover those stories which favour their objectives. Journalists are attacked when they report news against either side. From last some year's journalists have been working under great pressure, uncertainty, insecurity and hostile environment. The threats to Pakistani journalists are many, especially in the Khyber-Pakhtunkhwa province who are reporting from conflict zone, where military is engaged in operations against insurgency. Journalists face propaganda, threats, coercion, and targeted killings. The safety and security of journalists in conflict zones are very difficult. According to International Federation of journalist report (2009), over sixty three (63) journalists have been killed after 9/11 in Pakistan. Majority of them were killed in Tribal Areas and KP province.

Pakistan Federal Union of Journalists (PFUJ) report (2009), says that journalists are facing so many challenges in Pakistan regarding security, particularly in KP, Tribal areas and in Baluchistan. Media owners provided no protection to journalist's still they continued to work under pressure in the year 2011.

The Geneva based organization Press Emblem Campaign (2011), in its report says that year 2011 was very critical and dangerous for journalists. At least ten (10) journalists were killed and three

hundred (300) were wounded, tortured or threatened by Government Agencies. As more as dozen journalists were arrested in false charges while about five hundred (500) media persons were fired by their employers without prior notices. Many have been denied of their salaries.

According to CPJ in his report (2011), says the killings of journalists were started in Pakistan in 1992. Those who were killed include Javid Ahmad Nasir of daily Tawer, Faisal Qurashi of London Post, Saleem Shehzad of Asia Times on line, Nasrullah Khan Afridi of PTV, Wali Khan Baber of GEO TV, Misri Khan of daily Awsaf, Ghulam Rasul Bagrami of daily Sindh Hyderabad, Jan ullah Hasham Zada of Shamshad TV, Musa Khankhel of GEO TV, Abdur Razaq Johra of Royal TV, Muhammad Ibrahim of express TV, Chishti Mujahid of weekly Akhbar-E-Jahan, Zubair Ahmad Mujahid of daily Jang Mir Pur, Hayat ullah Khan Free Lancer, Allah Nur of Khyber TV, Amir Nawab of APTN, Sajid Tanuli of daily Shemaal, Fazl Wahab Free Lancer, Shahid Somro of Kawish, Dainal Pearl of Wall Street Journal, Sufi Muhammad Khan of Ummat, Muhammad Samad of Warasi of Parcham Karachi, Muhammad Salah ud din of Takbeer Karachi, Carlos Mavroiem Free Lancer, Nawaz Zulfaqar Memon of Nation, Asad ullah Free Lancer, Muhammad Ismail of PPI, Khadim Hussain Shikh of Khabrian. Those journalists who were killed among them forty eight (48) % were reporting politics, thirty five (35) % reporting war, twenty two (22) % reporting corruption, seventeen (17) % reporting crimes, nine (9) % reporting human rights, nine (9) % reporting culture, and four (4) % were reporting trade, commerce and business. According to international law attacks on journalists are unlawful. They are considered as civilians, even war propaganda media is not considered military.

Six Newspapers Azadi, Salam, Shamaal, Khabarkar, Nawa-e-Swat and Awaz-e-Shehr were published from Swat. The national dailies also had a significant presence in the area. Cable Television was very popular. In May 2009 when security forces launched operation Rah- E- Rast in District Swat against terrorists all local Newspapers closed their offices. Newspapers from other parts of the country were also impossible to reach there. After threats from terrorists Cable TV also closed their offices in District Swat. Music channels, audio video and CDs shops were also closed after treats. A local Newspaper named Azadi office was blasted by miscreants. Media men were tortured and threatened by terrorists and also by security forces. Both of them want to give coverage to their point of view and cannot tolerate news against them. Terrorists want

Tele Vision Stations and Newspapers offices on anti-coverage It was very difficult for journalists to cover the war against terrorists in Swat

In militancy and operation Rah-E-Rast at least four (4) journalists were killed Among them a Swat based journalist Moosa Khankhail, working in GEO Tele Vision was killed in February while covering an Aman March of Tahrir-E-Tanzim -E-Nifaz shariat-E-Muhammadi (TNSM) His murder took place within couple of days when TNSM and Khyber Pukhtonkhwa government signed Nizam-E-Adal Regulations for peace in District Swat Qari Shoaib, Abdul Aziz and Siraj-ud-Din were also killed during this period from February to November 2009 Abdul Aziz of Daily Azadi and Khaberkar was killed in shelling of Military Helicopters in Peuchar village of District Swat because he was in Taliban custody Siraj ud din of the Daily Nation was killed in a suicide attack on the funeral prayer of a Police officer in Mingora city, District Head Quarter of Swat Qari Muhammad Shoaib was killed on 8th November 2008 in Mingora Almost all media men were migrated from Swat due to threats and dangers to their lives Pakistan Federal Union of Journalists and other journalistic bodies registered at least two hundred and forty (240) journalists migrated from district Swat, and extended support to them through different ways with the help of other organizations across the country and all over the world

1.2 An overview of District Swat

1.2.1 Historical background of Swat Valley

1.2.2 Pre Islamic History of Swat Valley

Swat valley has long history In 3rd century BC (237 BC) Alexander the great of Macedonia came here and captured Bazira and Ora, which are now known as Barikot and Odigram but he did not stay here for long time and after his return the local people fought against Greek and liberated their land from Greeks and became independent

In 2nd century BC Swat valley was inhabited by Buddhists followers It is generally believed that Buddhism was founded in Swat in king Indrabhuti rule Buddhism spread in swat during 324 BC to 185 BC and become center of the Buddhist religion They penetrated here due to natural beauty of the valley and river This valley was called Udhyana which means Garden due to its scenic beauty and river in the Buddhists era Buddhists came to this valley because of peace,

serenity and beauty of the valley This valley was the center of Gandhara Civilization and has many remains of Buddhism On the orders of king Ashoka they erect a Stupa in Butkhara which is among the earliest Ghundara Stupas Those remains are the proof that those people were very skillful in the architecture and sculptors Buddhists were defeated by Tajik tribe of Laghman in 8th century AD, headed by Sultan Pakhel Gabari (Hay, 1933)

Swat was also ruled by Hindu Shahi dynasty They built temples at different places for worship They constructed fortress to guard themselves from enemies, and also imposed tax on commerce The ruins of their architectural buildings are seen in Malakand pass and Swat hills (Waseem, 2012)

1.2.3 The entrance of Islam to Swat Valley and Yusufzai Pukhton Tribe

When Muhammad Ghaznavi invaded swat in 1023 AD the majority of population was on Hindu religion With the conquest of Ghaznavi Islam entered the valley The first Pukhton tribe who entered Swat valley was Dalazak, who came from South-East Afghanistan Dalazak tribe invaded this valley and started living here but in 1519 and 1520 Yusufzai tribe of Pukhtons drove them out of the area with the help of Zahir ud Din Baber a Mughul king They were living in tribal fashion, divided into two factions which they were called Dalas The head of tribe was called Khan or Malak The Swati Yusufzai never accepted the foreign yoke, and never paid taxes to the rulers of India and Afghanistan (Sultan-i-Room 2009)

In 1863 the Yusufzai fought against British in Ambila battle They also helped anti British elements by providing protections and asylum in Swat In 1895 left bank lower valley of Swat was brought under British control In 1895, when British army advanced towards Chitral the Yusufzai tribe of Swat resisted in Malakand pass In 1897 the people of Swat under the leadership of Sartor Faqir fought against British army to oust them out of Malakand The right bank valley was made part of Dir state in the year 1879 -1881 In 1915, Yusufzai tribe liberated the area from the State of Dir authority (Hay, 1933)

1.2.4 Abdul Jabar Shah

In 1915 the Yusufzai tribe formed a five member jirga or council to look after the affairs of the area The Yusufzai tribe established the state of Swat in organized manner because they were living in tribal environment before 1915 The council invited Abdul Jabar Shah from Sithana and was asked to become king of the new state of Swat He was enthroned as the king on 24th April 1915 The state borders were extended to Landokai because the area down to Landokai was under

British control Abdul Jabar Shah remained king for two years from 1915 to 1917 when the jirga dethroned him on 2nd September 1917, and was driven out of Swat valley (Sultan-i-Room 2009)

1.2.5 Abdul Ghafor Akhund Sahib

In the mid of 19th century different tribes were fighting among themselves to take control of the Swat Those wars continued for several years and hundreds of people were killed At last a religious person Abdul Ghafoor intervened, stopped war and established peace in the region He was God fearing, virtuous, kind and influential person Therefore people called him Akhund Sahib He was basically a Safi Mumand of Hazara district All tribal elders and chiefs made him their ruler (Hay, 1933)

Akhund Sahib was a good administrator and reformer He ruled people of the valley according to Islamic injunctions In his reign justice, equality, Peace and tranquility prevailed throughout the valley He brought great reforms in agricultural field and trade flourished People became prosper and rich as compared to neighboring states of Dir Chitral and Bajwar He had two sons The elder son name was Mian Gul Abdul Khaliq Later on his son becomes the ruler of the Swat state

1.2.6 Abdul Wadood Badshah Sahib

After the death of Akhund Sahib, once again different tribes started wars for getting supremacy over one another Those wars continued for several years With those wars peace of the valley lasted At last all the tribes once again unanimously agreed to enthrone Mian Gul Shahzada Abdul Wadood, the grandson of Akhund Sahib as their king Mian Gul Shahzada Abdul Wadood was the son of Mian Gul Abdul Khaliq, who was the elder son of Akhund Sahib Mian Abdul Wadood wife was the daughter of the ruler of Chitral named Mirza Afzal-ul-Mulk Mian Gul Abdul Wadood was famous with the name Badshah Sahib (Hay, 1933)

Naveed, (2011), Badshah Sahib ruled Swat from 1915 till 1949 In his reign Swat was developed and became welfare state The Wali personally controlled the finance of the state He was the only authority for financial rewards and no bill could be passed without his approval In each Tehsil Tehsildar and Sub- Daftar Mirza was responsible for revenue collection and to submit report in the Wazir -Mal office, the revenue adviser to Wali In Mian Gul Abdul Wadood reign his son Mian Gul Jahan Zeb checked the accounts daily In 1949 he abdicated in favor of his son Mian Gul Abdul Haq Jahan Zeb He became Wali of Swat on 12th December 1949 and ruled the

Swat till the merger of state to Pakistan

1.2.7 Accession of Swat to Pakistan

The state of Swat was acceded to Pakistan in 1947 during the rule of Mian Gul Abdul Wadood. The relations with princely state were determined by Government of India act 1935. The Government of Pakistan authority was only on communication, defense and foreign affairs. On the formation of one unit West Pakistan in 1955 the state of Swat along with all other princely states and tribal areas were declared special areas. In 1956 constitution the status of special area was retained and also the privileges of the princes of all states were guaranteed (Sultan-i-Room 2009).

Hussain, (2001), in 1962 constitution Swat was declared as Tribal Area along with all other princely states. The constitution provided that no federal or provincial law be implemented without the direction and approval of President and Governor of the province.

1.2.8 Mian Gul Abdul Haq Jahanzeb

After his father Mian Gul Abdulhaq Jehanzeb was enthroned and ruled Swat till 1969. He was a modern educated person and a visionary leader. He imparted speedy and cheap justice to his subjects. He gave great emphasis on education. He built schools and colleges all across the Swat. Schools, colleges, hospitals, roads, bridges built by him are even now in service of the people of Swat. He did great developments in Swat. In 1952 Wali of Swat Mian Gul Abdul Haq Jehanzeb founded a College with the name Jahan Zeb Degree College in the capital of state Saidu Sharif. He established four High Schools, twenty-eight lower middle schools and fifty-six primary schools at different places in his state. In Saidu Sharif he also established a girl's high school and high class religious schools Madrasas. State provided Scholarships to all poor students in the schools and Madrasas. The people were very poor but due to his reforms people became rich and educated. Speedy and cheap justice prevailed across the state. During his rule a murder case decision took only a week. The only cost was 5 PISA application form. During his rule the Swat was an exemplary welfare state (Sultan-i-Room 2009).

1.2.9 Merger of Swat to Pakistan

In 1969 princely state of Swat merged into Pakistan. Swat was made district. According to regulation 1 of 1969 PCO the power and functions of the prince were abolished and ceased to

exist anymore. The authority will be performed by Deputy Commissioner appointed by provincial government. The old laws, customs, ordinances and notifications were remained in force.

Naveed, (2011), In 1970, Tribal Area regulations were issued and criminal court was established in Malakand division for the implementation of police act 1861, Frontier Crime Regulation 1901, Code of Criminal procedure 1898, Evidence Act 1872.

In 1971, a Session Court was also established for whole Malakand division in Swat. In 1972 Local Government Ordinance was implemented in Swat. In 1972 interim constitution PATA was created and defined, include Swat, Dir and Chitral districts. Only provincial's executive authority shall extend law to PATA. In 1973 Supreme Court of Pakistan and high court of NWFP were extended to Swat. Civil and revenue courts were also established. In 1975 PATA criminal law (special provisions), civil procedure (special Provisions) were implemented in Swat.

In 1976, PATA special provisions (amendment) regulations were implemented. Majority powers of criminal and civil cases were given to jirga of the elders. Qazi courts were abolished and Tehsildar was empowered to call jirga for the decision of the cases. Only deputy commissioner was the appellate authority against jirgha decisions (Naveed, 2011).

1.3 Journalism in Swat

1.3.1 Journalism before partition of Indo-Pak

During the independence struggle from British rule the people of Malakand and Swat sacrificed everything to achieve their goal of an independent country. Journalists, poets and literary men of the area played their role to awaken the Muslims. When British captured Malakand they collected a large number of manuscripts from the area and preserved them in their libraries. Later on some Pakistani archaeologists and historians unearthed those manuscripts. Those books and writings are clear proof of journalistic conscience of the people of the area (shamas, n d).

Before partition of Indo-Pak, Muhammad Ismail Ajmal started a weekly magazine named Hidayat. He dedicated his paper to the Independence Movement. This was a literary war against British rule and inspired in the hearts of Muslims a hope for an independent Muslim country. It was very difficult task to bring out a Newspaper from such a backward area where nothing existed to facilitate its publication. He did this impossible work on self-help basis with his determination and continued struggle (Hussain , 2001).

Buneri, (2009), two magazines "Al Mahriz" and "Al Mujahid" started publication in 1939 and 1940 respectively. Shahzada Noor Huda was the editor of both these Newspapers. Due to certain political and geographical problems papers could not continue publication for long time and were closed.

1.3.2 Journalism after partition

After partition of Indo-Pak Wali of Swat valley Abdul Ghafor started a Pashto Newspaper "Al-Jihad". The editor of the Newspaper was Abdul Ghafar Peshawari of Toro District Mardan. The paper was printed on spices called Halwa press. The paper had great journalistic value. Later two more newspapers in Urdu and Persian were brought out which were sent to Calcutta, Bombay, New Delhi, Deccan, Bhopal, Rampur, Afghanistan, Turkey, Japan, Germany and Tribal Areas of Pakistan. Those newspapers being published in Samas, a secret headquarter of Indian mujahedeen situated at the bottom of the hills in Swat valley (Shams, n.d).

When Mian Gul Jahanzeb was enthroned as Wali of Swat, journalism showed great progress. Fazle Khaliq started a monthly Magazine named "Swat Digest" which paved the way for the profession to flourish in the area. Establishment of information department in Swat and Malakand Agency proved a good omen for journalism and many journalists came to the field. A magazine was also published by the department of Family Planning in 1966. Department of Information also published a magazine "Riyasat-i-Swat". "Konpol", "Samaj Bahbood", "Swat scouts" and "Galaxy" were other journals which depicted the journalistic nature of the Swat valley (Sultan I Room, 2009).

Shams, (n.d), Fazal Khaliq of Mingora, started publishing a monthly Digest in year 1968 under the title "Swat Digest". It was a digest of high standard. Thus he laid the foundation of modern journalism in Swat. Syed Mian Gul Farosh of Qandi Swat brought out a weekly Newspaper with the name "Falak Sair". The editor of the newspaper was Main Umer Nasih. Fazli Rabi Rahi and Karim Khan started a Monthly journal with name Koh-i-Sajan but it stopped publishing due to financial hindrances. After the stoppage of Koh-i-Sajan, Main Gul Farosh started a Monthly with the name "Da Swat Adabi Series" but this monthly Magazine was also stopped due to financial difficulties. In December 1988 Ihsan ul haq haqani started a fortnightly "Sada-e-Dil", but could not continue it for long time. In 1989, Mian Umer Sayed Nasih published a weekly magazine under the title "Sada-e-Swat" from Mingora, which is also a standard paper of Swat and help to

tram the local journalists Daily "Salam" in 1993 began its publication in District Swat under the editorship of Sayed Umer Nasih. In August 1994, Sayed Badar Zaman Saba launched the weekly "Malakand Times". On August 14, 1994 Niaz Pasha Jadoon launched another daily "Shamal" from Swat. Daily Azadi is published From Swat. Its chief editor is Mumtaz Ahmad Sadiq. At this time six regional dailies Azadi, Salam, Shamaal, Khabarkar, Nawa-e-Swat and Awaz-e-Shehr are publishing from District Swat.

1.4 Militancy in District Swat

1.4.1 Judicial inactivism after merger of Swat to Pakistan

When in 1969 Swat merged to Pakistan peace prevailed in the district. The judicial system of the Wali of Swat was very active and inexpensive. Justice was prompt and cheap. A murder case decision took only a week. The only cost was 5 PISA application form. During the reign of Wali-e-Swat, Swat was an exemplary state regarding justice (Naveed, 2011).

After the merger of Swat to Government of Pakistan people of the state were disappointed from the judicial system of the Pakistan. They did not afford the expenses and prolong procedure of the judicial system. Government of Pakistan implemented PATA regulations in Malakand division in 1976. Qazi courts ceased to function anymore and the jirga of the elders were given authority to decide the cases, which were to be convened by Tehsildar. With those regulations the judicial system was badly affected. This created unrest in the people of Malakand Division. Cases were pending for so many years which disappointed people. They can only appeal to Deputy Commissioner against the jirga decisions (Sultan-I- Room 2009).

Naveed, (2011), Prime Minister of Pakistan Muhammad Khan Junajo lifted emergency from the country in 1985, which was implemented by Zia ul Haq during his Martial law in 1977, some people filled a case against PATA regulation in Peshawar High Court. On 24 February 1990, Court in his decision declared PATA regulation null and void. The Provincial Government challenged this decision of Peshawar High Court in the Supreme Court of Pakistan. Supreme Court also dismissed the appeal on 12 February 1994. Due to this the cases were pending for long time. When the Government decided to replace PATA in Malakand Division the people of Swat gave full support to Mulana Sufi Muhammad for the implementation of Sharia. In November 1994 TNSM supporters took arms for this demand and so many casualties happened (Aqeel, 2009).

1.4.2 Afghan Russian War

In 1979 when USSR Afghanistan war started about 30 lakh people migrated to Pakistan. People of Khyber Pakhtunkhwa welcomed them and helped them. People from Malakand Division got trainings with different jihadi organizations to fight against USSR aggression. In 1980, many jihadi groups came into being with the support of government to fight against USSR aggression. In 80s Khyber Pakhtunkhwa (KPK) and adjacent Tribal Areas were safe havens for freedom fighters of Afghanistan and Kashmir. In Manshira, Batagram and in Haripur training centers were established to train freedom fighters. Swat also became the center of fundamentalists. A camp in Gut Peuchar village of Swat was established to train freedom fighters for jihad in Afghanistan and Kashmir. Later on this camp was used by TTP Swat for training of terrorists. This was strong hold of Taliban during insurgency in Swat (Aqeel, 2009)

1.4.3 Peuchar Training Camp of Swat

Aqeel, (2009), in late 80s somewhere in 1988 a training camp in Swat at Peuchar was established to train people for jihad in Afghanistan and Kashmir. Peuchar is situated in Tehsil Mata some 90 kilo meter away from District Headquarter Mingora. This was founded by local leaders of Lashkari-E-Jhangwi, Lashkari-E- Tuiba and Jish-E- Muhammad. The jihadist commander Umer Rahman is known that he had played great role in establishing this camp. Umer Rahman was the administrative head of the camp. Bin-E-Amin, Shah Dawran and Tor Mola were also associated with camp as chief trainers. People of Dir, Swat, Shangla and Buner were trained here for jihad in Afghanistan and Kashmir. The Swat Taliban Amir Fuzlullah brother Siraj ud Din also got training from here. He was later on killed in drone attack in Bajwar Agency in a madrassa at Damadola (Aqeel, Y 2011). In 2004 a bank was looted by unknown people while they were chanting slogans of Allah O Akbawr. After investigations it was revealed that this attack was planned in Peuchar camp. In 2008, two Chinese engineers were kidnapped from district Dir and were shifted to Peuchar Camp of Swat. A journalist was also killed in shelling in Peuchar camp because he was in Taliban custody.

1.4.4 Sufi Muhammad and TNSM in Malakand Division

Sufi Muhammad belongs to Maidan Lal Qilla of District Dir. He got his education at Panjper in District Sawabi from Mulana Tahir. When he returned to his home after completion of religious education, he established a madrassa in his village Lal Qilla Maidan. Sufi Muhammad was Jumat-E-Islami active member and also elected District Member in Local Bodies Election in Zia

ul Haq era During Afghan USSR war he fought in Afghanistan against Russian forces (Shahid, 2011)

Naveed, (2011), in 1987 Sufi Muhammad left Jumat-E-Islami and founded TNSM (Tahrik-E-Tanzim-E-Nifaz-E-Shariat-E-Muhammadi) for the implementation of Sharia in Malakand Division instead of PATA regulations and civil law. He demanded Islamic system of justice in Courts. On the demand of Sharia in Malakand Division hundreds of thousands people joined his Movement. He also boycotted the general elections in 1988, and appealed to people not to participate in the election process. In 1991 Sufi Muhammad also gave a sit-in in Timargara, District headquarter of Dir Lower. He called off the camp on the surety of Chief Minister Mir Afzal Khan that sharia will be implemented in Malakand Division. In February 1992, Peshawar High Court and in February 1994, Supreme Court of Pakistan declared the PATA regulations null and void and against the constitution of Pakistan. This decision of High Court and Supreme Court gave confidence and massive support to Sufi Muhammad from people for his demand of Sharia.

In May 1994, Sufi Muhammad along with his thousands followers blocked the Malakand pass for a whole week to compel government to implement the sharia. He called off camp from Malakand when the Sharia regulation ordinance was signed by the then acting Governor Khurshid Ali Khan and the copy were given to Sufi Muhammad (Naveed 2011)

Aqeel, (2009), in November 1994 the TNSM followers challenged the Government writ and took arms for their demand. The Government installations were attacked in Swat, Dir and Bajwar Agency. The then Provincial Government of Aftab Ahmad Khan Sherpao implemented Sharia regulations in Malakand Division which was Provincially Administered Tribal Area (PATA). Those regulations were called Nifaz-E-Nizam-E-Sharia Regulations. Sufi Muhammad was not satisfied with this regulation.

After long demonstrations and negotiations in 1999, the Government announces Shari-E-Nizam-E-Adal Regulations. In Swat TNSM received the support of the people because they considered that their miseries reduced with Sharia Regulation. They wanted speedy and cheap justice (Naveed, 2011)

In 2001, when USA attacked Afghanistan Taliban Government, Sufi Muhammad staged a demonstration in Mingora against USA aggression and appealed to the people to start jihad against USA. In October 2001 Mulana Sufi Muhammad went to help Taliban with ten thousands

armed men. When Taliban were defeated, Mulana Sufi Muhammad along with his few followers managed to come back to Pakistan. On the border in Kurram Agency, he was arrested and was imprisoned in DI Khan jail along with his son and son-in-law named Fazlullah. He later on founded Tahrir-E-Taliban Swat. On 12 January 2002, President Musharraf banned TNSM (Aqeel, 2009).

1.4.5 Emergence of Taliban in Afghanistan and Tora Bora Group of Swat

In 1991, after USSR was disintegrated, War Lords started fighting in Afghanistan. In 1993, Tahrir-E-Taliban emerged in Afghanistan and captured half of the country. In Taliban areas, peace was restored. People of Afghanistan were disheartened from the conflicts of warlords and heavy bloodshed in Afghanistan. People were inclined to Taliban. People of Khyber Pakhtunkhwa province had great emotional attachment with them because they considered Taliban real Muslims and freedom fighters. Therefore, they helped them by sending money, gold, clothes, etc. in 2001 (Aqeel, 2009).

Tora Bora group of Swat consists of foreign terrorist elements and local extremists who were trained by Al-Qaida. The foreign fighters were 1000 to 1400 in Swat (Aqeel, 2009). When Taliban came in power in Afghanistan, Jish-E-Muhammad commanders played a great role in Afghanistan jihad, so many of them were from Swat. That group later on became famous as Tora Bora group. The leader of this group was Husain Ali, who belonged to Pechar village of Swat. He was known as Tor Mula. He started taking part in jihad when he was only 12 years old. He fought in Afghanistan against USA in 2001. He was arrested in Shaberghan, where he remained in prison with Northern Alliance and USA. Then he was handed over to Pakistan. After some time, he was released from prison in Pakistan. He then started collecting like-minded people in Pakistan instead of Afghanistan. In Swat, he also commanded the Taliban in military operations. His other companions were Bin-E-Amin, Saif ul Mulk, Qari Mushtaq, and Shah Dawran. Tora Bora group was against any accord with the Government because after peace in Swat, the foreign fighters were to be expelled from Swat (Aqeel, 2011).

1.4.6 Mulana Fazlullah and TTP Swat

According to Shahid, (2011), Mullana Fazlullah's real name is Fazl Hayat. He is not only a student of Sufi Muhammad but also his son-in-law. In 2002, Mulana Fazlullah was released from DI Khan jail after 17 months imprisonment. He was jailed along with Sufi Muhammad in 2001, when they were returning from Afghanistan, where they had gone to help Taliban against

NATO He started FM radio in his village Mam Dhairy, which he re-named as Imam Dhairy He preached the Quranic teachings in his sermons on FM radio Up to 2005, he remained the local Amir of TNSM and preached peacefully He was encouraged with positive response to his sermons by people especially by women In the beginning he got the support of TNSM workers and common people After differences with TNSM central leaders on FM radio operation, Mulana Sufi Muhammad canceled his membership of TNSM (Aqeel , 2009)

During 2004 to 2007, Mulana Fazlullah established some 30 illegal FM radio stations to spread his extremist thoughts From 2002 to 2006, TNSM was not functional in the Malakand Division because Sufi Muhammad was in prison and Tehrik was banned When Fazlullah was expelled from TNSM his inclination developed to TTP which was active in Waziristan and Southern Districts of KPK In 2006, USA attacked a Madrassa in Bajwar agency at Damadola and eighty four students were killed In that attack brother of Fazlullah was killed and after that he started his terrorist activities in Swat In 2007, Mulana Fazlullah started his Movement with the name Tahrik-E-Taliban Swat People supported him with cash, arms, and gold (Aqeel, 2009)

1.4.7 TTP terrorist activities in Swat

Mulana Fazlullah accumulated Million of rupees and gold from the people of Swat for the construction of a madrassa in his native village When a madrassa and training center of Taliban was attacked by USA in Bajawer Damadola, in which Fazlullah brother was also killed After that he started terrorist activities in Swat (Shahid, 2011)

On 3ed July 2007, Lal Masjid operation was lunched then Fazlullah announced jihad against government He used illegal FM radio for preaching of his extremist thoughts He used very stern words against government He became famous as Radio Mulla He ordered his men to start violent activities in Swat He announced to avenge the Lal Masjid operation (Aqeel, 2009)

The first suicide attack was carried on police van in Mingora in which four personals were killed TTP Swat claimed the responsibility Matta police station was attacked with rockets in which one police man was killed and four others were injured In other suicide attack on security forces convoy thirteen personals were killed by TTP Swat Mullana Fazlullah established Qazi courts in Swat and asked people to bring their cases for decision according to Sharia From July to October 2007, the Taliban challenged the government writ and security forces were deployed in Swat on the request of the Provincial Government of MMA Security forces launched operation

against Taliban in Swat in 2007. With this, unceasing series of target killing, suicide attacks and kidnapping were started (Aqeel, 2009)

In 2008, three Al-Qaida members were killed by helicopter shelling in a hill in Mayndam Swat. In August 2008, police with help of local people killed eight Taliban militants in Buner District. To avenge the killing of their workers TTP targeted a Polling station in Buner during By election in a constituency. Before the election they distributed pamphlets in which people were warned not to pole their votes (Aqeel, 2009)

In 2008, two china engineers were kidnapped from district Dir and were shifted to Peuchar Camp of Swat. In District Shangla a group of Taliban occupied a Mosque and warned the people to help their mission and become good Muslims otherwise face consequences (Aqeel, 2009)

During 2008, one Hundred and eighty eight schools including eighty five girls' schools and twenty seven bridges were dynamited by Taliban. Girl education was banned. Eight banks and ten hotels were blown up. Five archeological centers were dynamited in Barikot, Saido Sharif, Malam Jaba, Madyn and Mayndam. Eight hundred hotels and four hundred Private schools were closed during 2008, because of militancy in Swat. Hotel industry suffered two billion rupees loss. Twenty five thousand hotel workers in Swat were unemployed who were associated to hotel industry and tourism. Barbers were warned not to shave the beards otherwise their shops will be dynamited. Cable operators were warned to stop the channels. Music, TV audio video and CDs shops were banned. Vaccination against polio was also banned. Afzal Khan Lala and his nephew Abdul Jabar Khan, who was Tehsil Nazim, were attacked by Taliban in Matta chowak. Both were injured seriously and their driver and body guard were killed. In March 2008, two nephews of Provincial Minister of Science and Technology Ayub Ashari and their friend were killed in Swat by Taliban. Due to Taliban threats and warnings eighty five police personals, thirty five nurses, eighteen Khawateen Councilors, ninety five lady teachers, ten forest officers, ninety five hotel managers renders their resignations from services. About sixty political parties' office bearers also resigned from their offices due to life threats from Taliban (Aqeel, 2009)

Mulana Fazlullah summoned forty political leaders and Civil Society Members before the Taliban court. They were offered conditional immunity if they do not oppose Taliban rule. Only in one year from January 2008 to January 2009, at least eighteen suicide attacks and one hundred and thirty five remote control bomb blasts were carried by TTP in Swat.

1.4.8 Government and TTP Swat agreements

On 21 May 2008, Government signed an agreement with TTP Swat for bringing peace in Swat. Government and TTP Swat announced cease fire. Government announced Sharia in Malakand Division, but this accord was broken by Fazlullah on the orders of TTP Pakistan Chief Bitullah Mehsod, because of army operations in FATA (Aqeel, 2009)

On 16 February 2009, Government signed another agreement for peace with TTP Swat and TNSM. The Government announced that Sharia will be implemented in Malakand Division with immediate effect. The provincial government took all political parties in confidence before the agreement. Cease fire was announced from both sides. This accord also failed to bring peace in Swat because TTP was not ready to lay down arms. Once again Military operation was started in Swat in May 2009 (Aqeel, 2009)

1.5 Rationale of the study

The researcher selected this topic "Working conditions of journalists in Swat at the end of militancy" because the national and international media was giving great coverage to Swat due to Military operation in the region and activities of Taliban movement. When a Madarasa in Bajawar Agency was hit by a missile and eighty four people were perished in this attack. Fazullah's younger brother was among those people. After that Fazlullah started antigovernment activities to revenge this attack. Those activities gained momentum when Lal Masjid operation was launched by Pervez Musharraf led government. Then Fazlullah started terrorist activities openly. Militancy developed in Swat. Media polarized the situation. The district Swat became focus of the media both national and international. Journalist's scope also increased.

The people wanted to know about day today situation of Swat, therefore, the responsibilities of Swat journalists increased. The journalists were facing great difficulties in collecting news. Therefore, the researcher selected the topic to know about the working conditions of journalists in Swat.

1.6 Statement of the Problem

The purpose of the study is to investigate current working conditions of journalism in district Swat. This study aims at exploring the problems and issues of journalists, restrictions on freedom of expressions, problems faced by journalists in collection of news stories and organizational

compensation in case of any loss. The researcher wanted to know about the socio economic status, academic and professional qualifications of Swat journalists. This study also wants to explore about the existence of media organizations working in Swat, and what facilities and trainings those media organizations provide to media workers in militancy hit area of Swat. The study also explores the journalists' political, social and religious affiliations.

1.7 Objectives of the Study

The purpose of the study to know about

- Current working conditions of journalists
- Socio economic status of Swat journalists
- Job security of journalists and job stress
- Restrictions on the freedom of expression
- Qualification, workshops and trainings of the journalist provided by media organizations
- Political, social and religious affiliations of Swat journalists
- Journalistic bodies role for the welfare of journalists
- Supervisor comments on news story
- Advertisements policy of the media organization
- Duty hours of journalists
- Roll of journalists for the society and deprived people

1.8 Significance of the study

The significance of this study was to explore the problems of the journalists of the Swat and to inform the media organizations about these problems. The journalists have suffered great hardships during militancy. The local journalists were the only source to portray the brutal activities of Taliban and give the real and clear picture of the whole situation. To draw the attention of Government, international and national media organizations, media owners, human rights organizations, international, national and local journalistic bodies about the problems of local journalists. To aware those that journalists must be provided training in conflict reporting and to ensure their security.

Chapter-2

2.1 Review of the Literature

Arroyave & Blanco (2005) described that in Latin America the study about the journalists professions are relatively new (Diezhadino, Bezunarte & Coca, 1994), Garcia Cortazar & Garcia de Leon, (2000), Humanes & Ortega, (2000), observed that this is also new in Spain to study the journalist's sociological profiles. They issued the first complete study about journalists' habits. Since then, there has been an increasing concentration in such topics.

Beltran, (1974, 1975), Marques de Melo, (1988), observed that Latin American journalism has been affected especially in Spain since the colonial period. The first part of the audit has focused on some studies in Europe and particularly Spain. It has focused on research on the subject in America. In parts of Europe and North America, it seemed that journalists were happy with their chosen profession (Weaver 1975). In the Iberian Peninsula, on the other hand, research has explored some remarkable peculiarity. Diezhadino, Bazunarte and Coca (1994), observed that only 47 percent of the journalists interviewed stated themselves to be satisfied from their job.

GarcíaTojar (1999), stated that reporters marked significant point of dissatisfaction connected to their professions. Rodríguez Andrés (2000), noted that about 70 percent of Spanish journalists responded to have considered altering their job. In that study, the reasons pointed out were to spend more time with family and peers (36.1 percent), to reduce stress (35 percent) to earn more money elsewhere (29 percent) and for frustration (25.5 percent).

Ortega (2000), observed that stress appeared to be important feature directly connected with this profession. The study conducted in Spain explored that nine of 10 journalists believe that point of stress is high in the profession. Compare distinct empirical studies comprehended in the 1990s in Spain, Ortega noted that stress has greater than before, especially among print media workers. Among the reason stated to explain these high levels of stress were daily pressures (88 percent), long workdays (87.4 percent), professional competition (85 percent), business pressures (67 percent), and political pressures (34.1 percent).

Ortega (2000), explored four factors that cause stress in the field, which were lifestyle, competency, individual, and political. The first refers to the all-consuming characteristic of journalism that forces journalists to assume a lifestyle where little or no time is available for

other activities. Competency refers to not only professional skill, but also to the extent of involvement in relations, something those journalists in that particular study showed resistance toward. The individual characteristic has to do with the degree of personal associations journalists hold with one another, since peer criticism can hold great importance, and is a major source of tension for journalists. Finally, the political aspect refers to the influence the media has in society. Those who reported about certain political issues have the power to frame certain news. This power was also a factor of tension between journalists.

Ortega & Humanes (2000), observed that these attributes have converted into the suitable circumstances for accomplishment in the occupation in Latin America. Two circumstances proved to be interesting when analyzing the workday situation. On one side, given the characteristics of the profession, journalists don't have defined working hours. News is produced twenty four (24) hours a day, and journalists covering certain beats must often be present when the moment dictates. On the other hand, the fundamental need to maintain strong relationships with sources pushes journalists to participate in numerous social activities. In Latin America, as elsewhere, such activities can consume a good deal of any "free time" the journalist may have. Indeed, those who were not "unconditionally free" to be wherever they need to be at any hour can be viewed as a less-attractive employment prospect for media organizations.

In a nationwide journalist survey done in Spain, Rodriguez Andres (2000), found that the extensive work day of the profession is perhaps one of the aspects that showed the most complaints from respondents, with seven out of 10 Spanish journalists' having work days that far exceed the eight daily hours which were considered normal in other professions.

Ortega (2000), found that the prolonged work day was a primary source of stress for many journalists, who often worked far beyond the normal 40 hours per week. In Latin America, one study surveyed Latin American journalists' to articulate their work habits and practices, including access to and use of technologies, power to formulate their editorial agenda, and education and training (Konrad Adenauer, 2005). The study stresses some factors that have implications for the quality of reporting in the region.

In another survey conducted in Colombia, Cardona (2004), found that the typical Colombian journalist was a young, inexperienced and under paid professional who worked more than eight (8) hours a day. Cardona also reported that it is hard for journalists to pursue a career in any media because most organizations do not have a consistent policy that compensates seniority or

bonuses that stimulate any extra work. Indeed, Colombian news media prefer young professionals because they could be under paid and they are more willing to stay much longer in the news rooms or do extra work without the corresponding monetary compensation. Women employed in Colombian media often earn less income than men. In some regions, 80 or 90 percent of the jobs performed in news rooms or media organizations are done by men. Other journalists do not receive a salary, but instead are paid for selling advertisements. This situation not only undermines their independence, but can affect their morale. In the studies these questions were focused: How does journalist's in Latin America perceive their working conditions, and those of their peers? What do they believe is the role of a journalist? How do they perceive the effects of the profession on their personal lives and familiar sphere? What were the sources of professional stress they would identify as impacting their personal and professional lives? The discussion about professional values of journalists in journalism literature revolves around concepts of objectivity versus subjectivity, detachment versus advocacy, observer versus watchdog, or neutral versus participant. The division of journalism philosophies into those dichotomous concepts is problematic because of a variety of ways some of these concepts can be defined. One of the most controversial is the concept of 'objectivity'

Donsbach and Klett (1993), in their study of how objectivity is defined across the journalists in different countries demonstrated that objectivity in the American journalism is usually understood as producing news content which is bias towards official sources, towards facts rather than structures and conflicts. Contrary to the U S journalists, Germans define the term as striving for the detection of true reality' behind political statements which they perceive as biased. Those two definitions of objective journalism demonstrate two different belief and value systems influencing understanding of journalism roles.

Johnston, Slawski, & Bowman (1973), called those different notions of journalism neutral and participant journalism. The first one emphasizes objective reporting, based on factual accuracy, and the verification of information. The news according to this perspective is seen to emerge naturally from the events and occurrences of the real world, and it is sufficient for the journalist to be a spectator of the ongoing social process and to transmit faithfully accurate communication about it. According to the participant notion, the role of journalism is understood more in terms of surveillance of the environment. Even though the nature of news still resides in ongoing social process, the journalist must play a more active and creative part in the development of the

newsworthy. There is no expectation that newsworthy information will reveal itself naturally. Evidently, those definitions are simplified extremes of two journalistic philosophies. Journalists in their daily practices have to compromise between these competing expectations.

Weaver and Wilhoit (1986), identified three journalism functions: 1) interpretive, which includes investigating official claim, analyzing complex problems, and discussing national policy, 2) dissemination function, which involves getting information to the public quickly and concentrating on the widest audience, and finally, 3) adversary function, which includes serving as an adversary of officials or of business or of any other institution or group of people. In practice those functions often overlap. Based on survey of journalists conducted in 1983, Weaver and Wilhoit suggested that journalism professional roles are highly pluralistic and encompassing the functions starting with interpretation of environment and ending with dissemination of descriptive information. In addition, other scholars (Schoenbach et al, 1998, Weischenberg et al 1998), produced even longer lists of journalistic functions identified by German journalists.

Horvat (1991), noted that in the Eastern European tradition, opinion has a higher value than the news itself. Horvat also expressed concern, that after many decades of having no opinion at all, the press now offers mostly opinion. Therefore, Horvat suggested that journalists in Eastern Europe favor the active or participant concept of journalism rather than the notion of neutral reporting of events. However, studies of journalists in Eastern Europe in the 1990s provided somewhat mixed evidence about that.

Schoenbach, Stuerzebecher, and Schneider, (1998), surveyed 983 journalists in West Germany and 585 journalists in East Germany in 1992, and 1993, and found out that taking up grievances, a neutral reporter of events, a proponent of new ideas, and a guardian of democracy were the most often identified roles of journalism. Interestingly, the role of neutral reporter was chosen by East German journalists a little less frequently than by journalists in West Germany. In addition, the role as someone who advises and helps people was much more important for journalists in East Germany than for their colleagues in West. The roles of an instructor and someone who exerts political influence were the least important for journalism on both sides and the entertainment and mirroring functions of media were somewhat in the middle of importance.

Another survey of 1123 journalists in Germany conducted in 1992, indicated that most of the journalists perceived their role as analyzers or disseminators of information. The study providing analyses and interpretation of complex problems, getting information to the public neutrally and precisely, getting information to the public quickly, presenting reality as it is, and staying away from stories where factual content cannot be verified, were the most important aims of journalism. The study suggested that journalists in Germany tended to take informative approach towards journalism as opposed to the active role for journalism that aims to influencing the political agenda, or controlling politics, business and society. The only form of active journalism was approved and considered important in terms of developing intellectual and cultural interests of the public, presenting new trends, or giving ordinary people the chance to express their opinions. This study also provided evidence that the way journalists think about their roles does not predict whether they actually realize their intentions. When asked how successful they were in fulfilling the perceived journalism goals in their daily jobs, journalists indicated that advocacy and monitoring journalism was much more difficult to perform and at the same time, passive, or informative journalism roles were dominate in their practice. This study suggested that for different reasons, journalists cannot easily realize their professional roles. Other variables, such as financial resources and goals and culture of media organizations, are the important variables affecting journalists' performance (Weischenberg, Loffelholz, and Scholl 1998)

Oledzki (1998), provided interesting insight into Polish journalism in her study of journalism students in the Institute of Journalism in Poland. This study also indicated that good journalists are responsible for delivering information and they must be conscious of their role in society. In addition, Polish journalism students believe that journalists must be able to find information suitable for the news and report on that high concerns readers and is useful to them. The ideas of objectivity and neutral reporting were also an important requirement for good journalism in Poland. Furthermore, journalism as profession was gaining prestige and recognition and a fruitful career opportunity. The study explored that the opinions of journalism roles vary among Eastern European journalists. The changes from the Communist regime to democratic system resulted in plurality of opinions about the role of good journalism and the purposes of journalism in the society. The success of implementing good journalism into practice was very much dependent on the economic, political, and cultural specifics of media system

Herzberg (1966), determined that after 10 years of analyzing professional attitudes that factors that increase satisfaction of professionals at work include recognition of their work as well as working in an environment where they can make a difference. Job satisfaction among journalists has been the subject of extensive scholarly research in the past. It has generally come to mean how well journalists perceive their jobs, including how much they like their job, as well as their personal assessment of such factors such as working conditions, level of autonomy, relationship to their bosses and salary. In other words, tangible benefits such as salary, benefits and other perks combine with professional rewards like job autonomy and respect to form job satisfaction.

Other studies have found the size of the organization to play a role in job satisfaction, with journalists generally being more satisfied at smaller organizations where there is less bureaucracy and fewer restrictions and the opportunity is greater to participate at all levels.

Demers (1994), showed that professional satisfaction was higher in decentralized newsrooms, characterized by a higher level of autonomy for journalists. In 1995, Pollard also concluded that the satisfaction depended on factors such as frequent discussions with job supervisors and the journalists' perception of autonomy.

Weaver and Wilhoit (1996), found that the best predictors of job satisfaction were the levels of communication among journalists in the newsroom, especially between reporters and their editors, the perception of autonomy, and the flexibility in their work. Most scholars conclude that professional autonomy, participation, dialog in the news room, and the value of their work were decisive factors in influencing job satisfaction of journalists. Job satisfaction among journalists obviously rests on numerous variables. Job satisfaction involves not only journalists' enjoyment of their jobs, but also to their contribution to their companies. If they were happy with their jobs, they tend to work more effectively. If they were not satisfied, they tend to leave their jobs, or sometimes the field of journalism entirely, because of both personal and organizational consequences of dissatisfaction, the news media need to address the issue.

Job satisfaction has been variously defined but there appears to be agreement that overall job satisfaction refers to an affective reaction to a job (Cranny, Smith & Stone, 1992). Many factors comprise job satisfaction and these are sometimes used to measure job satisfaction dimensionally in place of a single overall measure or accompanied by it. The factors include extrinsic or more tangible benefits such as pay and security, and intrinsic or intangible matters such as how often the journalist is in the dark, time spent on investigation, sense of achievement, relationship with

inferiors, colleagues and supervisors, supervisor's helpfulness, leadership's management style, editorial policies, goal agreement with editors and goal success (Weischenberg, Loffelholz, & Scholl, 1998) These factors are also sometimes used as predictors of overall job satisfaction rather than as its dimensions

Weaver and Wilhoit (1996), found that among American journalists pay was not a significant job satisfaction predictor, but relative importance placed on salary was Weaver and Wilhoit also found that job security, regard for the job their organization was doing, frequency of feedback from supervisors, altruism and autonomy were important elements in how journalists evaluated their jobs and their satisfaction Studies have found that organizational change and policies are also related to job satisfaction (Stamm& Underwood, 1993) Journalists working for organizations that place less emphasis on profitability and more on professionalism are more satisfied

Job satisfaction has also been studied for journalists around the world Chan, Pan, & Lee (2004) found that Shanghai journalists derived satisfaction from job autonomy Mwesige (2004) found that a majority of Ugandan journalists considered both material and public affairs benefits as very important Ramaprasad (2002) suggested that low pay and lack of training did not appear to influence Tanzanian journalists' job satisfaction

Beam (2006), found that journalists tend to be less satisfied with their jobs if they work for organizations they perceive as strongly profit-oriented Journalists are more satisfied with their jobs if they think their employers value good journalism But perceptions were different and have different effects depending on whether one is a supervisor or not Internationally, the study of job satisfaction among journalists has been popular Several studies have attempted to compare job satisfaction across countries Others are focused on journalists in a particular region One study found that journalists in Shanghai derive job satisfaction from job autonomy similar to journalists in the West especially for those journalists who prefer the Western model of journalism to a more state-controlled system

According to studies in Spain, mediocre salaries and prolonged hours help spark dissatisfaction among journalists Journalists want more time to share with family and friends Nevertheless, international studies from Europe, the United States and Asia may not fit the cultural, social and economic context of Chile While low salaries and long hours may help explain some job

satisfaction, other factors like age, the number of years in the profession and the actual job assignment may play a role. It was important to consider the historical and social context of journalists in Chile, the study explored that journalists were familiar with a tightly controlled system that functioned during the Pinochet regime. In that sense, it may be closer to other Latin American countries, such as Nicaragua, which had tightly controlled media systems but are now operating in a freer era.

Kodrich (n.d.), found that journalists in Nicaragua were trying to change old habits that had developed in an era of government control or censorship, but still faced challenges such as low salaries, long hours and a lack of resources.

Bare (1998), explored that dissatisfaction with media coverage of the 1988 and 1992 elections (Blomquist & Zukin, 1997), public journalism suggests that journalists reengage the public in democracy. The nature of this engagement is still evolving (Lambeth, Meyer, & Thorson, 1998, Rosen, 1994), but because public journalism has its roots in deliberative democracy, creating participatory deliberations is where most public journalism projects begin. At the other end are the controversial mobilizing projects, where journalists define problems and provide solutions (Friedland, Sotirovic, & Daily, 1998). Specifically, public journalists may provide information (events, dates, etc., to mobilize people) (Community Impact, 2002), context, analysis, synthesis, and common ground. They may also inform debate and stimulate dialogue, mobilize people to participate in civic activities, and get involved in solving problems, and as a result hold citizens accountable for their jobs and build community capacity and public life (Schaffer, 2004).

Ramaprasad (2002, 2005), for example, found that journalists in Tanzania and Nepal considered their profession important and joined it because they believed in their goals of informing the public and building society. Research in the tradition of journalist surveys has generally gauged how important the journalistic profession is for its practitioners and may include questions on the reasons for joining the profession. Several press organizations (e.g., Freedom House) rate freedom of the press in countries around the world. Other organizations (e.g., UNDP) include democracy as an indicator of human development (Stevenson, 2004). African countries tend to be on the lower end of these ratings. For example, in the Freedom House (2005) report on press freedom, in 2004, in 194 countries, Uganda ranked 99th, Tanzania ranked 111th, Malawi ranked 114th, and Kenya ranked 126th. Kenya was rated not free, and the other three countries were rated partly free. Analytic pieces on the political, legal and economic frameworks of various

African countries also provide an assessment of press freedom. These too indicate various constraints on press freedom in most African countries (Tettey, 2001)

Most East African countries emerged from colonial rule in the 1960s, using the press as a major tool in their fight for political freedom, but the use of the press as a voice of opposition was soon suppressed in most of these now independent countries. The party that was on the forefront of the independence struggle became the ruling party, multi partyism was ruled out, and the press was subjected to control, based on the colonial laws that remained on the books as well as a new press philosophy where the media were seen as partners of the government in national development (Ramaprasad, 2001)

The political and press scene began to change in the early 1990s. Though considerable internal struggle accompanied its birth, multi partyism came to these countries with the wave of liberalization that swept the world (Morna, 1995). Political plurality brought with it freedom of the press resulting in an explosive growth of the media. But the press is still negotiating its freedoms in these countries. In Kenya, weaknesses in the constitution, judicial reticence, statutory limitations on press freedom and other obstacles such as political interference, patronage, unethical practice, and poor training all contribute to this state of affairs (Odhiambo, 2002)

In Uganda, in addition to laws, economic roadblocks, illiteracy, and an oral tradition, journalists and media continue to battle against the government's entrenched hostility to free expression and criticism. In Malawi, power hungry politicians are increasingly using violence, intimidation, and old and new pieces of legislation against media practitioners to stifle press freedom and gag criticism. Ligomeka, (2002), in fact, until recently, Malawians had little independent information available to them because the government controlled all sectors of the media (Oguz, 2004)

Tanzania has had its share of controls but on the mainland, unlike on Zanzibar island, the independent media is becoming stronger and increasingly more confident (IPI, 2004). Also, there is also a growing acceptance from all sides that plurality of the media leads to greater democracy and an increased vibrancy (IPI, 2004)

Mwestige (2004), found that a majority of Ugandan journalists rated press freedom as moderate (mean of 6 on an 11-point scale where a higher number indicated greater perceived press freedom). Laws, self-censorship due to government ownership of media, lack of access to

information, and political interference were some reasons for this rating. Most journalist surveys include a freedom of the press rating to gauge journalists' perception of their country's freedom. Still, Ugandan journalists agreed that under certain circumstances such as national security limits on access to information was justified. Tanzanian journalists rated their press freedom at midpoint (Ramaprasad, 2001).

Journalists located in sensible geographic areas in Colombia feel that delinquent groups are constantly threatening their lives and the ones of their loved ones. Insecurity has taken them to keep an anonymous identity in order to protect their lives. In some regions where the public order situation is delicate, journalists decide not to sign their stories or to make an appearance in front of their news cameras. Nevertheless, some bravery acts have to be highlighted in the middle of the limits that the country's armed conflict sets. Journalists use new ways of partnership based on solidarity, in order to complete their job and protect their lives. This takes importance out of the new information, known as "chiva" or breaking news, and leaves it aside in order to inform to the audience while keeping physical integrity. So, they go to work in groups, and refuse to do reporting in conditions they consider dangerous. Even though the national government has designed a program to protect journalists, reality seems to suggest that criminals still have a lot of advantage, especially in those regions where a void of authority has been detected, and where a great number of communicators are threatened or murdered.

A release for the Fundación para la Libertad de Prensa (Foundation for the freedom of press), gives an account of 2 assassinations in the cities of Cucuta (Julio Palacios, January 11) and Magangué (Rafael Prince, February 19), 64 threats, and 103 aggressions against the freedom of speech in 2005. While in a previous study that took place in different Latin American countries (Arroyave & Blanco, 2004, 2005, Arroyave, Gill & Blanco, 2006), issues related to the Personal dimension and the Institutional dimension category emerged in the groups discussion with journalists, the Threats and Obstacle dimension was a particular category of the Colombia study, reflecting the particular dynamic of the country. As a journalist stated, "We are between three fires: the paramilitary fire, the guerrilla fire, and the Colombian army fire, you know? One doesn't know the exact time when one may be wounded or murdered by any of these three fires." It is clear that to be a journalist in Colombia is not an easy thing. These four dimensions that emerged from the long discussions in the five cities with the communicators that participated in this study make a manifestation a series of dynamics that belong to the practice of journalism in

the country. This research had as an objective to draft the journalist's sociological profile as a subject in the country. The stated in this document reveals fascinating elements, which, at the same time, are reason of worries in the daily life of the professionals that deserve to have a deeper coverage through the use of other techniques that will allow a global and complementary vision of the phenomenon. This way, the profession of journalism in Colombia can count with elements that can help have a better understanding of its development in the country's context.

2.2 Theoretical Frame work

For this study, it has been found that structural functionalism approach propounded by Comte, Herbert Spencer, and Durkheim is the most suitable theory to base the research and its finding. Wallace and Wolf trace the development of structural functionalism to Comte, Herbert Spencer, and Durkheim. The functional approach was developed from the 1930s through the 1960s in the United States. Parsons studied Weber and Durkheim, and translated some of these into English. Parsons thus became a major interpreter of these writers in America, and his interpretation may be considered to have developed the influence of these writers in a particular way. Although a liberal within the American context, Parsons used concepts and models from Weber and Durkheim to establish a sociological approach which countered the Marxian view.

Structural functionalism emphasizes the aspects of social institutions and behavior that are conducive to stability and order within society. Functionalism analyses the way that social processes and institutional arrangements contribute to the effective maintenance and stability of society. The fundamental perspective is opposition to major social change.

Structural-functionalism drew its inspiration primarily from the ideas of Emile Durkheim, Bronislaw Malinowski and Radcliffe-Brown. Structural functionalist theory is associated with Radcliffe-Brown and Evans-Pritchard. Journalists are part of society and effected by the structure.

Structural functionalism concentrates on the positive and negative functions of social structures. Societal functionalism is a particular type of structural functionalism that aims to explain the role of social structures and institutions in society, the relationship between these structures, and the manner in which these structures constrain the actions of individuals. According to structural functionalists, individuals have little to no control over the ways in which particular structures

operate. Indeed, structural functionalists understand individuals in terms of social positions. For example, when the structural functionalists Kingsley Davis and Wilbur Moore discuss social stratification, they do not refer to individuals, but to the positions these individuals occupy. It is not individuals who are ranked, but positions that are ranked according to the degree to which they contribute to the survival of society. High-ranking positions offer high rewards that make them worth an individual's time and effort to occupy. The structural functionalist account of stratification has been criticized on the grounds that there must be other ways to motivate individuals to occupy particular positions and perform certain tasks without such a disparate system of rewards.

This theory applies to current phenomena because journalists work according to the structure of organization as well as social structure. In the light of above theory, research found that those journalists are not freely working because, there, media organization imposed certain restrictions on them. From selection of stories to their dissemination and even media organization demands their workers to get advertisement from business enterprises; they are also asked to don't hurt the interest of advertiser, so we found journalist work within organizational structure and sometimes attained satisfaction about their position and sometimes feel bound to follow organizational instructions.

Apart from organizational structure, journalists also face social structure of their respective society. Sometimes their professional ethics allowed him to report on certain issue but he is bound in his social affiliation. Contrary to both structures, journalists are helpless to report specific issues because, sometimes he is tied with self-structure.

2.3 Research Questions

- What were the working conditions of journalism in District Swat?
- What was the Socio economic status of Swat Journalists?
- Did there exist media organizations in Swat?
- What was the academic and professional qualification of Swat Journalists?
- What were the facilities provided by media organization to journalists?
- Was there any training of journalists provided by media organizations?

- What were the restrictions on freedom of expression?
- Were journalists having any political affiliations?
- Were journalists having any religious affiliations?
- Did journalistic bodies work for the welfare of journalists?
- Did journalists are fit for this profession?
- Did journalists work for the deprived people?
- Did journalists feel their job secure?
- Were their salaries according to wag board award?

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Chapter-3

3.1 Methodology

This research has been conducted by having quantitative analysis. Survey questionnaire was developed to investigate the working conditions of journalists of district Swat. Census sampling technique was used for all members of Mingora press club, because the process of examination of every member of such a population is called a census (Wimmer, & Dominick 1994)

Kracmer (1991) says that survey research is used to describe quantitatively specific aspects of a population examining relationship among variables. It is also used for a selected portion of population and findings are then generalized on the whole population. In survey research, independent and dependent variables are used to define the scope of study. Structured questionnaires are used to assess people's beliefs, attitudes, and self-reports of behaviour. If the researcher wishes to generalize the responses to a population, it is important to have a representative sample. Surveys that rely on self-selection (respond if you are interested) produce non-generalizable results. Surveys also provide information for correlational research. One can correlate responses to some questions (often demographic questions) with responses to other questions often attitudes or reports of behavior.

In this research "working conditions of journalists in district Swat after militancy", the researcher used survey technique because it is the most appropriate tool to inquire instant phenomena.

3.2 Population

According to Smith (1988), "A population is a comprehensive and well defined group or universal set of the elements pertinent to a given research question or hypothesis." Keeping in view the words of Smith, the researcher tried to reach the appropriate groups of people to inquire working conditions of Swat journalists. The researcher kept in account the importance and impact of phenomenon journalism field and selected that portion of society which can better understand the importance of this research work. Therefore, all members of Mingora press club were selected.

3.3 Sampling

The researcher adopted census sampling because, the process of examination of every member of such a population is called a census sampling technique Wimmer and Dominick (1994, p 93)

It was easy to collect data from every member of Mingora press club so researcher used census sampling procedure There were fifty (50) Members of Mingora press club and research collect data from every one of them

3.4 Limitations of the study

This research was limited to Mingora Press Club members only, because Mingora Press Club is only recognized press club in District Swat and was easily accessible for researcher

3.5 Rationale for sectional of Mingora Press Club

Swat is scenic valley of Pakistan, people from all over the world come to see the beauty of the valley, but after 2006, Taliban destroyed the peace of Swat After 2007, National and international media focused Swat Taliban activities, during military operation (May 2009) Journalists faced great difficulties in swat during military operation and four journalists lost their lives while reporting in that area Mingora is the hub of business, education and journalism not only in district but in whole Malakand division Therefore researcher selected Mingora press club members

3.6 Tools of Data Collection

In this study, the researcher used field survey technique to collect the data from the census sample of population through well designed research questionnaire The researcher personally visited the Mingora press club to collect the data from journalists to know about their perception regarding working conditions of journalist of that area Likert scale was used to fill the questionnaires from the respondents The Likert Scale is an ordered, one-dimensional scale from which respondents choose one option that best aligns with their view There are typically between four and seven options Five is very common A benefit is that questions used are usually easy to understand and so lead to consistent answers

3.7 Analysis of the Data

Data analysis and effective presentation of results are important elements of a credible and successful survey. Isaac and Michael (1997) espoused the use of automated data collection tools to facilitate data tabulation and manipulation (p. 137).

In this research the collected data was interpreted by using SPSS and was expressed in simple percentage and cross tab. Findings and conclusion were drawn from the analyzed data through cross tabulation, and data was presented in tables and charts.

3.8 Operational Definition of Variables

3.8.1 Organizational Variables

3.8.2 Autonomy

Independence or freedom, as of the will or one's actions: the autonomy of the individual. The purpose of this variable was to measure the independent or freedom of journalist in operation, allocative and administrative, role in organization.

3.8.3 Organizational performance & Association

According to Richard et al. (2009) "organizational performance encompasses three specific areas of firm outcomes: (a) financial performance (profits, return on assets, return on investment, etc.), (b) product market performance (sales, market share, etc.), and (c) shareholder return (total shareholder return, economic value added, etc.)". In present study this variable is used to measure the association of journalist with their organization, regarding rating of organizational performance, impact on the community, policy emphasis in news quality and policy emphasis in advertising profits and supervisor comments.

3.8.4 Job satisfaction

Job satisfaction can simply be defined as the "feelings people have about their jobs. It has been specifically defined as a pleasurable (or unpleasurable) emotional state resulting from the appraisal of one's job, an affective reaction to one's job, and an attitude towards one's job. These definitions suggest that job satisfaction takes into account feelings, beliefs, and behaviors". This variable is operationalized salary, job satisfaction, promotions, and job security and work hours.

3.8.5 Personal variable

Relating to, or affecting a particular person private, individual In this instant study it operationalized as Job stress, Sense of achievement, Emotional exhaustion, Turnover intentions and Organizational commitment

3.8.6 Social variables

Social refers to a characteristic of living organisms as applied to populations of humans and other animals It always refers to the interaction of organisms with other organisms and to their collective co-existence, irrespective of whether they are aware of it or not, and irrespective of whether the interaction is voluntary or involuntary In this study it is operationalized as Political, social and religious affiliations

3.8.7 Professional Variables

A professional is a person who is paid to undertake a specialized set of tasks and to complete them for a fee, and in this study it explored as Lack of professionalism, Education and training in their relevant field, Relationship with the journalists bodies and Satisfaction with their professional abilities

Chapter-4

4.1 Analysis and interpretation of Data

4.1.1 Demographic Variables

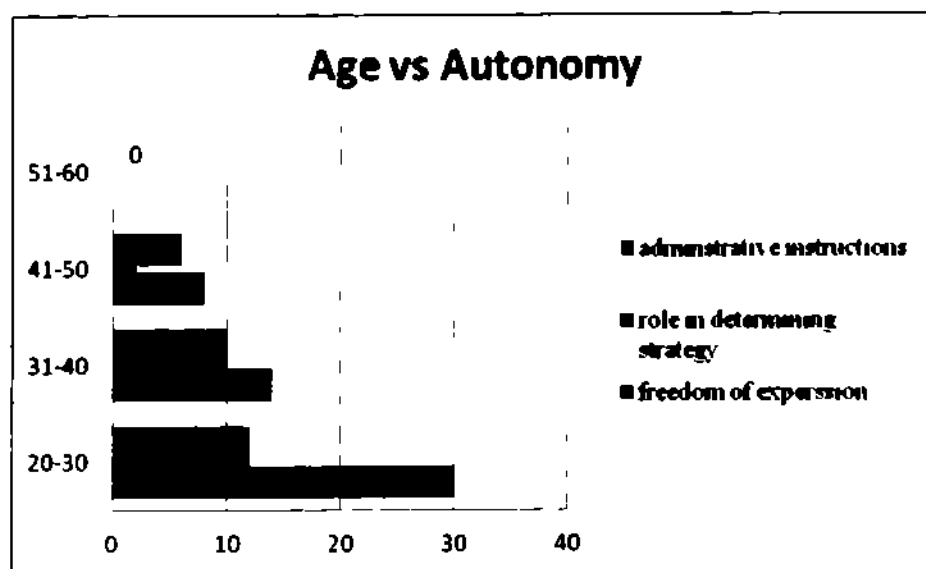
For this research researcher collected data from fifty (50) members of Mingora press club. All respondents were male because there were no female members of Mingora press club. According to the collected data 38% respondents are in age group of 20-30 years, 44% have age group 31-40 years, and 16% were in age group of 41-50 while 2% respondents were in age group of 51-60 years. Majority of respondents have very low income, it was revealed that 86% earn 10000-20000 Pakistani rupees per month, 6% earn 21000-30000 rupees, 2% earn 31000-40000 and 51000-60000 rupees and 4% earn more than 61000 rupees. Majority of the respondents, 80% were married while 20% were single. 18% respondents were metric, 26% were F.A, F.Sc, and 28% were BA and MA respectively. Majority of the respondents 44% have their M.A degree in Journalism and Mass communication, 40% have M.A humanities degrees while 16% have other degrees. Majority of the respondents 64% were working in newspapers, 10% in radio, and 18% in TV while 8% were working in news agencies. Majority of the respondents 86% worked as reporters, 4% as photographers, and 2% were freelancers. Among the total respondents 14% of the were permanent employees of their organizations, 46% were correspondents, 4% were freelancers and part time workers and 32% were on contract basis. It was explored that 18% of the total respondents have no dependents, 6% have 1 dependent, 12% have 2 dependents, 4% have 3 dependents, and 26% have 4 dependents, while 34% more than 4 dependents. Majority of respondents 78% have their self-owned houses, 16% were living in rented homes while 6% were living ad dependent. 28% respondents gave 1-2 hours to their families, 50% gave 3-4 hours and 22% respondents gave more than 4 hours daily. Of the total respondents 38% respondents have 1-5 years' experience, 32% have 6-10 years, and 28% have 11-15 years while 2% have 16-20 years' work experience in practical journalism. Majority of the respondents 98% of total have non pensionable jobs and only 2% have pensionable jobs.

4.2 Organizational Variables

Job autonomy, Role in determination of strategy and freedom of expression

It has been found that a clear majority (about 52%) report to work without any fear or favor or feeling themselves under any internal or external pressures. However, interestingly, a considerable number of respondents (38%) did not respond to whether they work under certain restrictions of any nature.

Fig #1

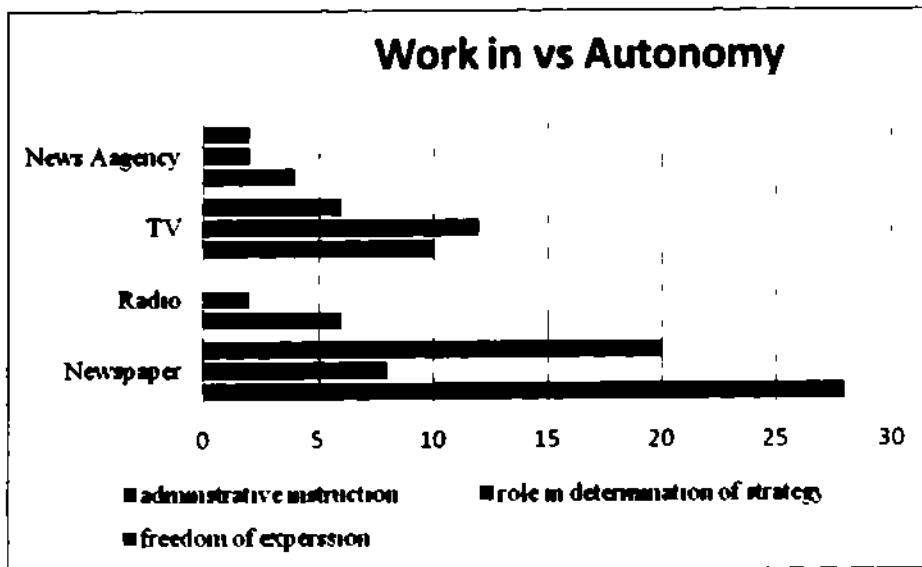


It has been quite interesting to explore the relationship between age and feelings of work under restrictions. It has been revealed that as people grow in age their perceptions about working under pressure tends to increase. Nonetheless, young respondents were found that feeling themselves free in their work without having any or little restrictions. Although a considerable number of them did not respond, this means that they were indecisive in this regard. This was also a sort of pressure on them while responding to the statement. While it was found that young respondents do not feel such restrictions and pressures.

Likewise as their experience increases they feel themselves in chains. Considerable number of young respondents (about 40%) did not think that they have any role in determining the strategic goals of their organizations. From the analysis it was revealed that less experienced respondents did not favor but as experience increases the respondents favor that they play role in determining

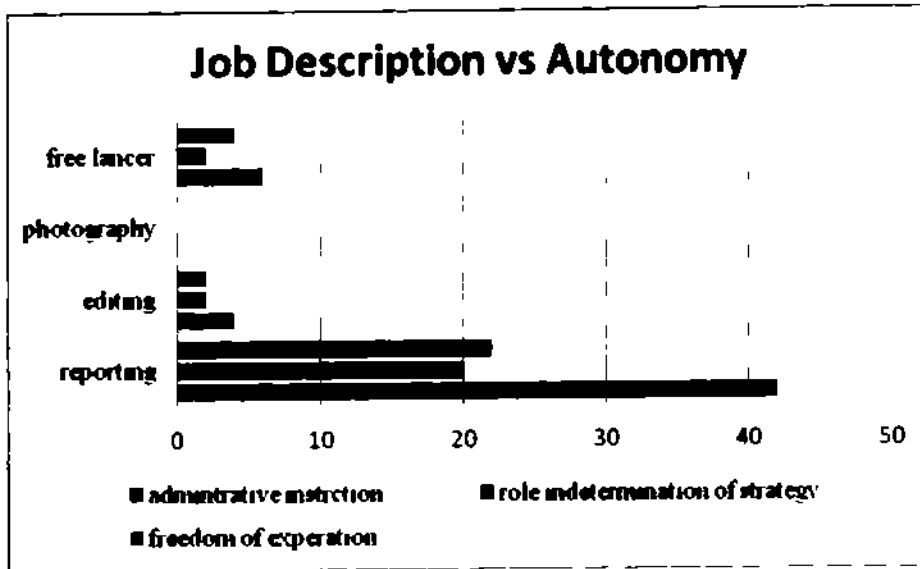
the strategic goals of their organization. The relationship of education with their role explore that high qualified respondents think that their role is important in this regard. Majority of young respondents do what they think right and do not bound themselves to administrative instructions. But on the other hand relationship of experience shows that less experienced respondents follow the instructions of administration while planning coverage of an event as compared to more experienced respondents.

Fig # 2



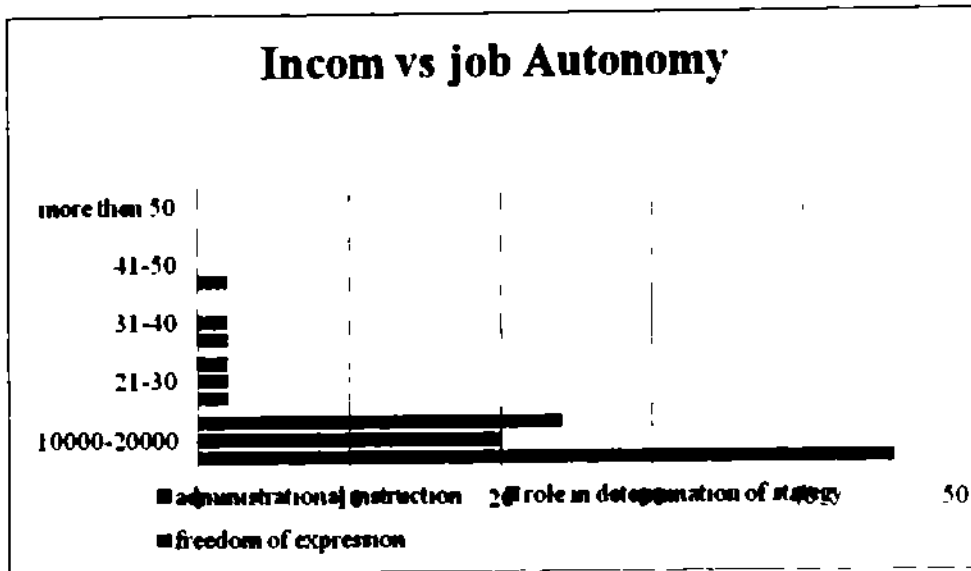
Attachment with the kind of media has also been found to be of relevance and it has been found that respondents from print media feel relatively more free in their choices towards their assignments as compared to electronic media. A considerable number of respondents (about 30%) did not show any response. The relationship of electronic and print media respondents shows that respondents working in print media think that their role is more important as compared to electronic media respondents. It means that the print media workers consider their role more important than electronic media workers in determining the strategic goals of the organization.

Fig # 3



On the other hand (42%) respondents working as reporters in media organizations also did not feel themselves under pressure although they were to meet the dead line and cover all the events of their beats daily. Interestingly (about 36%) respondents did not give any response working as reporters. It has been worth mentioning that high qualified respondents having Master degrees were feeling themselves more under pressure as compared to low qualified respondents. Although a considerable number of them did not respond, this means that they feel themselves under pressure while responding to the statement. While it was found that young respondents do not feel such restrictions and pressures. Half of the respondents (about 50%) do not think that they play any role in determining the strategic goals of their organization. It shows that organizations do not take them in confidence in important decisions. Only 24% argued that they play a decisive role in this regard. Interestingly majority of the respondents (48%) working as reporters were of the opinion that they do not play any important role in this regard.

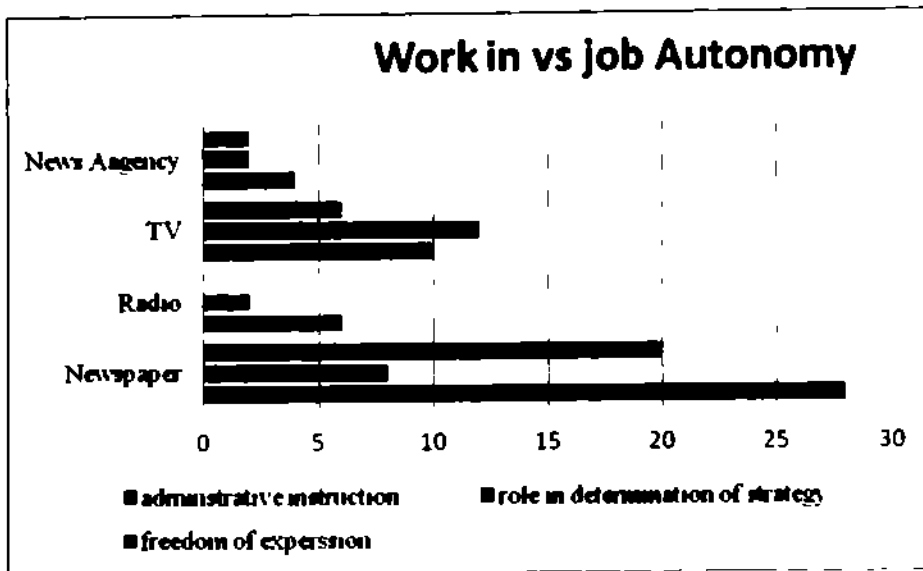
Fig # 4



The relationship of the income and the role in determining the strategy of the organization revealed that low paid respondents (about 44%) think that there is no role of them in determining the strategic goals of their organization. Majority of low paid respondents were of the opinion that they were free to discuss or write whatever they feel right and did not feel themselves under any pressure. A considerable number of respondents (about 30%) did not show any response.

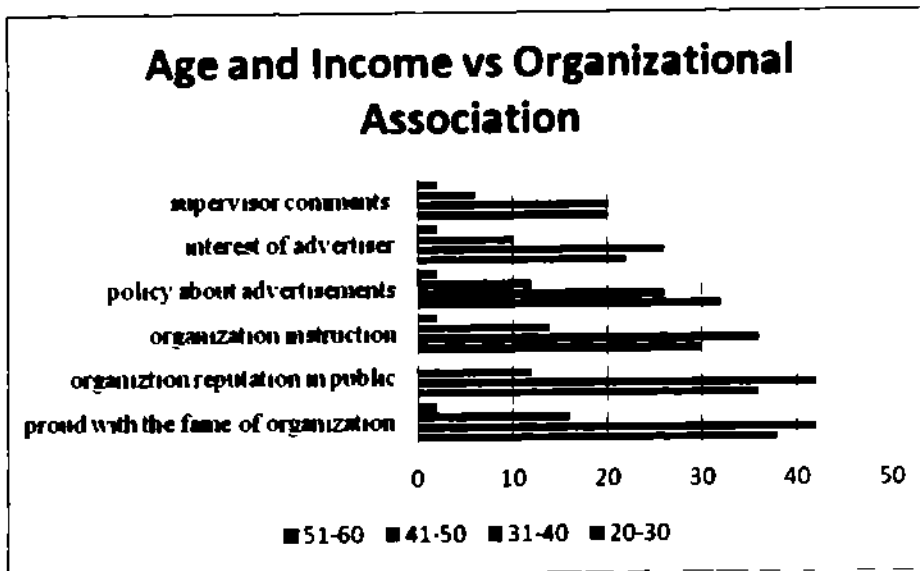
A clear majority of respondents (56%) feel themselves free in covering of an event and do not need to follow any administrative instruction in this regard. Majority (48%) of low paid respondents do not follow administrative instructions. It is quite interesting that none of the high paid respondents was agree, which means that they follow the instructions. To explore the relationship of education and the feeling of work under administrative instructions, it has been revealed that as the qualification increases the respondents follow more the instruction of administration.

Fig # 5



The analysis shows that the respondents working in print media do not follow administrative instructions while respondents of electronic media follow. The analysis shows that print media workers feel themselves more free as compared to electronic media workers.

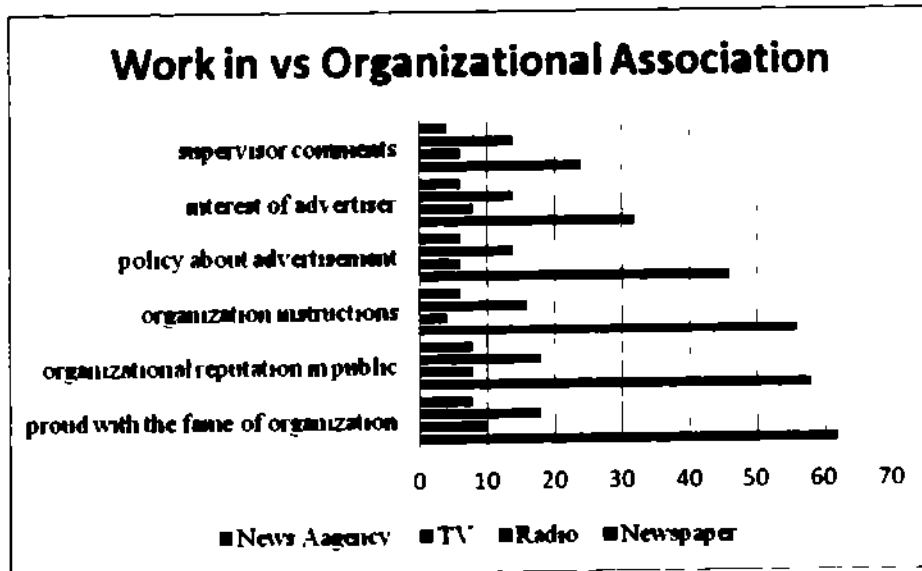
Fig 06



It has been found from the analysis that almost all the respondents (98%) value their organization very high and feel proud that they were working with that organization. It is quite interesting that (84%) low paid respondents feel proud on their organizations. About (92%) respondents think that people rate high their organizations. An overwhelming majority of young and low paid respondents were of the opinion that people like their organization. It means that they were satisfied with the reputation of their organizations. According to analysis it was found that majority of respondents (82%) were asked to follow the organizational instruction while making a news story. The relationship of age, experience and income to the organizational instruction shows that clear majorities of young respondents (68%) low paid (76%) and less experience were asked to follow organizational instruction. From the analysis it was revealed that there was no significant difference in the responses of low and high qualified respondents. It is also quite interesting that low paid (52%) respondents feel themselves free while constructing news story and they were not asked by the organization to take care of the advertisers. From this it is clear that majority of journalists were not facing any compulsion and they were free to express what reality was. The relationship of income shows that majority of low paid (48%) have no organizational orders in this regard. It is worth mentioning that young respondents about (40%) were never experienced such situation. Likewise low paid respondents also opinioned same.

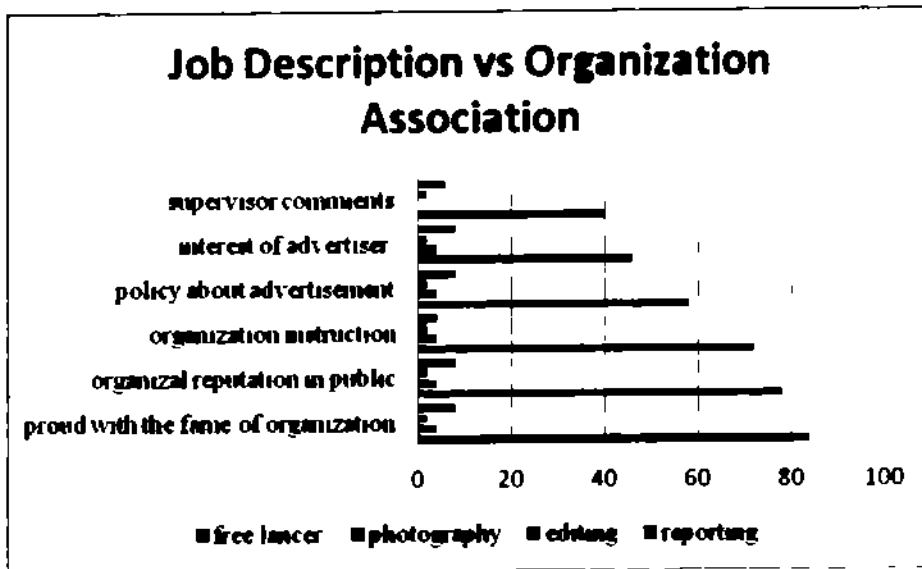
From the analysis it is clear that the media workers have freedom of expression and administration do not hinder in their way. It is quite interesting.

Fig # 7



It was revealed that print media respondents were more free in this regard as compared to electronic media. It has been found that a clear majority (60%) construct news story objectively and do not care of the interest of advertisers, and the organization also does not compel them for doing so. About (34%) work under such type of administrative instructions. It means that the objectivity of the news stories was affected by economic and commercial factors. The print media respondents were more free as compared to electronic media workers who feel themselves more bound. From the analysis it was revealed that respondents having 4 and more than 4 dependents expressed that they were not asked to take care of the advertiser's interests.

Fig # 8

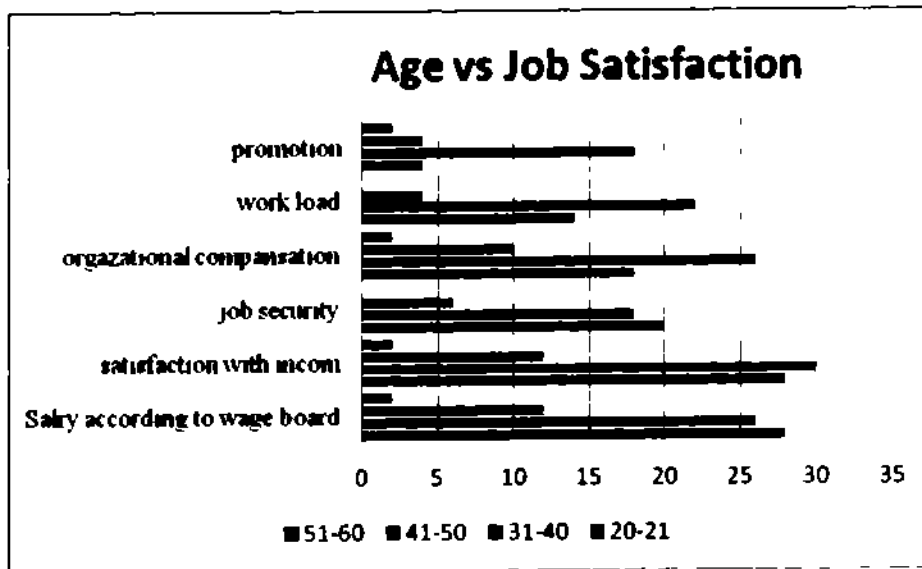


Advertisements are like blood for any media organization in this commercial and competition era but it is quite interesting that (72%) respondents were does not compel by their organizations to look for advertisements and they only concentrate on their beat. Although (14%) did not gave their response while (14%) were demanded by organizations to look for advertisements along with their beat coverage. Likewise it is worth mentioning that reporters think themselves more free as compared to other workers of the media organizations regarding the advertisements seeking. From the analysis it was revealed that low paid respondents (64%) opriained that there is no compulsion on them for looking advertisements from organizational administration. But on the other hand (32%) reporters were asked to follow organizational instructions.

Majority of respondents (48%) reported that their supervisor do not comment on their news story. It means that they are free to discuss or write whatever they feel right and they have no administrative censor or guide lines. But on the other hand 32% were of the opinion that their supervisor comment on the story, and about 20% did not respond which means they were reluctant to comment on it.

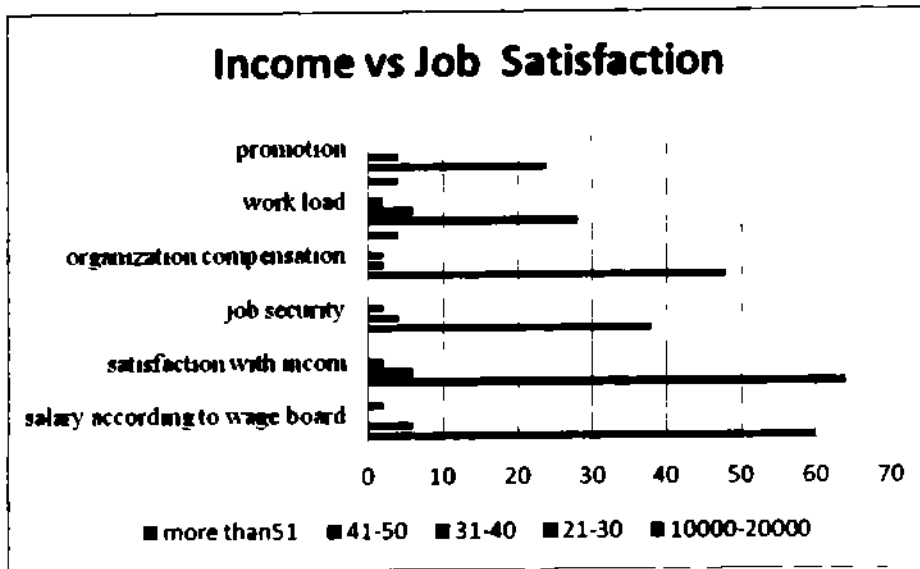
Salary, job security, promotion work load, and organizational compensation

Fig # 9



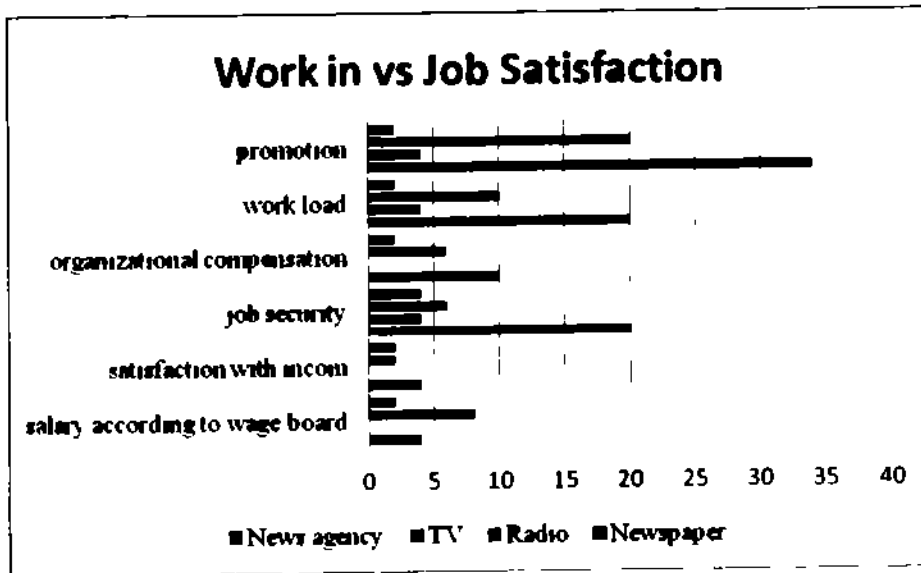
It was found that as the age increases the respondents dissatisfaction also increases. The same situation is with the relationship of experience and the wages of the respondents. Analysis revealed that as the experience of the media workers increases resultantly the dissatisfaction over the wages also increases. As age and dependents increases the fear about job security increases. From the analysis it was found that those respondents having more than 40 years age and having 4 and more than 4 dependents expressed their fear about job surcty It is interesting to mention that after analysis it was found that the less experience respondents expressed their dissatisfaction in this regard. Analysis shows that as the age grow and their dependents increases the dissatisfaction increases about the wages. Likewise the relationship of the education revealed that more qualified respondents were dissatisfied from their wages as camper to low qualified. As the media workers were constantly exposed to physical threats while performing their duties in the field. It was found that a very clear majority (about 56%) think that their organizations do not compensate them in case of any damngs of life and property during performing the duty. About 26% did not respond which also rises question in this regard.

Fig # 10



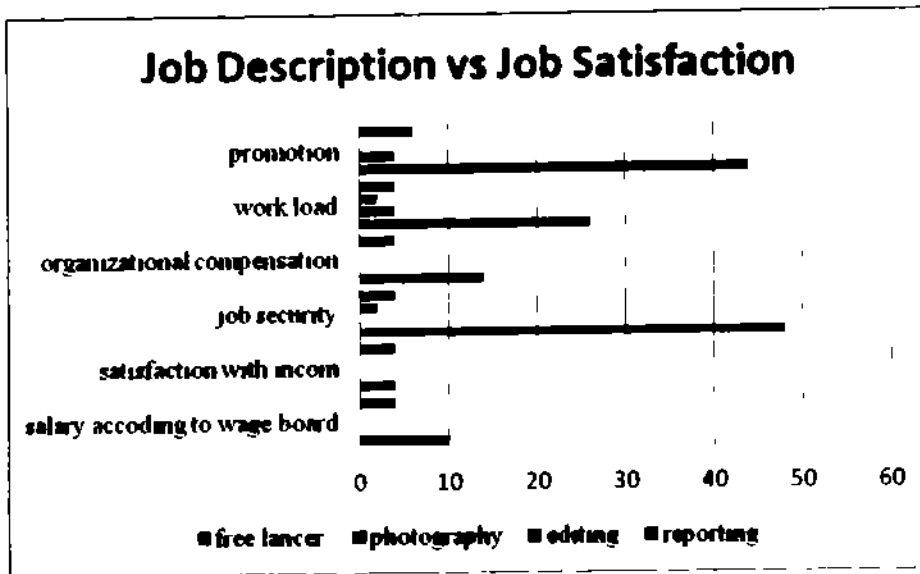
Regarding their income and wages majority respondents expressed dissatisfaction. A very clear majority (60%) of low paid respondents expressed their dissatisfaction over their salaries. It is very interesting that 34% low paid respondents shows satisfaction on their duty hours as compared to high paid respondents. But on the other hand 28% of low paid were dissatisfied from their duty hours. About 38% of the low paid respondents do not feel any threat about being removed from the job, it means that they always search for better wages and if an opportunity comes he may took change. Majority (48%) of the low paid respondents reported that they were not compensated in any loss. It is quite interesting that 50% low wages workers of the media houses agree that they have the opportunity of promotion depending on their performance. Regarding the fear from firing the job the analysis shows that 44% respondents do not feeling any threat about being removed from the job but the 32% respondents reported that they fear that any time they can be removed from the job. The 22% respondents do not give their responses; it means that they are uncertain about their job security.

Fig # 11



From the analysis it was revealed that as compared to electronic media print media workers were dissatisfied more. It shows that in print media the wages of the workers were not according to the wage board award but the electronic media workers receive better wages than print media. It is quite interesting that the electronic media workers feel threatened about firing from the job as compared to print media workers. It was also revealed that respondents working in print media were not satisfied from their wages as compared to electronic media. Comparatively the electronic media houses pay more to their worker as compared to print media organizations. It is worth mentioning that more electronic media respondent's shows satisfaction over compensation in case of any loss as compared to print media workers. It means that electronic media houses take care of their workers. It shows that electronic media houses are more workers friendly as compared to print media organizations. As compared to electronic media the print media workers were less satisfied from their duty hours. About 38% reporters were not satisfied from their duty hours while about 22% did not show any response which means uncertainty in this regard. It is worth mentioning that print media workers responded positively about the promotion in their organizations on their performances as compared to electronic media workers.

Fig # 12



As compared to other media workers 40% reporters expressed their fear of being removed from the job. But interestingly 28% reporters feel no threat about their removal. Majority of the reporters (66%) were not satisfied from their wages as compare to other media workers, because the reporters travel from place to place to cover their beats and assignments. They suffer more as compare to others workers. From the analysis it was also revealed that as the dependents increase the respondents expressed dissatisfaction over their salaries, because their expenditures increase. The reporters are the back bone of any media organization, they face great hardships in reporting and expose to more dangers. After analysis it was found that majority of the reporters (50%) were not satisfied from the organization in regard of compensation in case of any loss or damage to life or property. About (22%) did not show any response which is also worth mentioning that why they were reluctant to show their response freely. About the duty hours 40% expressed their dissatisfaction. But interestingly 22% did not respond about this, while 36% were of the opinion that they do not have tough duty hours as compared to other professions. Although there is no significant difference in the responses of favor or against to this statement but the 22% respondents cannot be ignored, who did not comment. We can conclude that majority of the respondents are not satisfied from their duty hours. They think that they work more as compared to other professions who have fix duty hours but in the field of journalism the duty hours are not fixed. They were on call duty and can be called any time because of the changing political, law

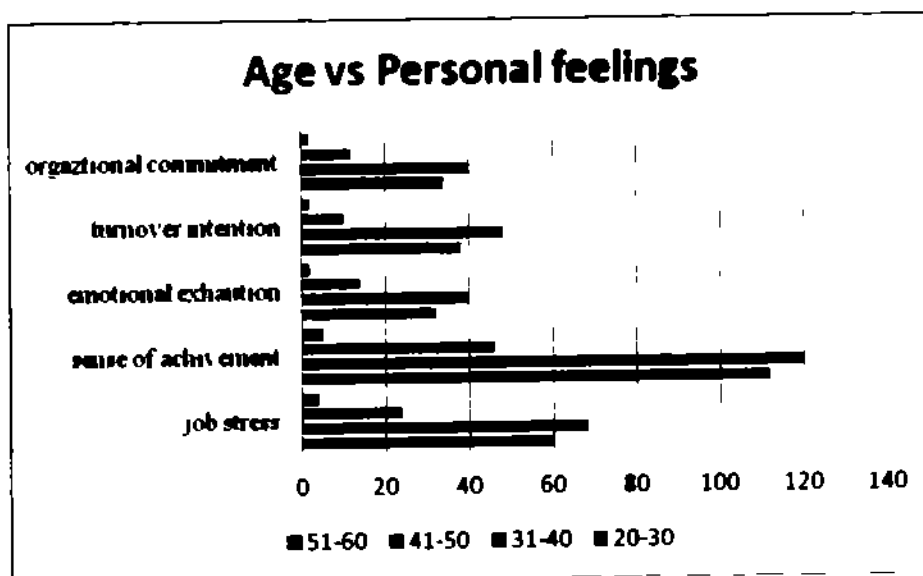
and order situation. The relationship of education shows that high qualified respondents were not satisfied as compared to low qualified respondents.

A clear majority (54%) of the respondents were satisfied that they have the opportunity to get promotion in their organization depending on their performance and efficiency. While 28% showed dissatisfaction in this regard and 18% remained neutral and did not show their responses which mean that they were uncertain in this regard or had some reservations. It was revealed from the analysis that as the qualification of the respondents increases their chances of getting promotion increases. Likewise reporters were more agree as compared to other media workers because they do more than others.

4.3 Personal variables

Job stress, Organizational commitment and Sense of achievements

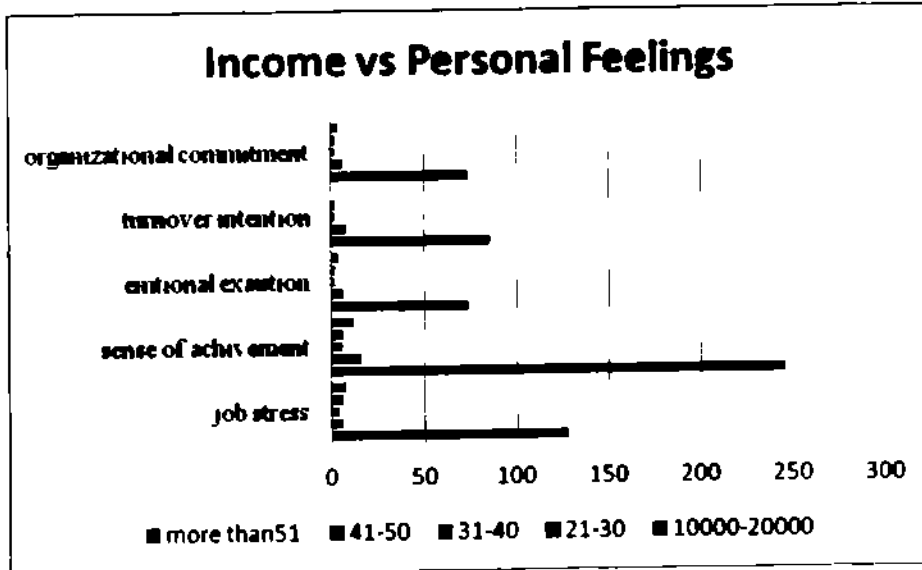
Fig # 13



As journalism is considered the fourth pillar of the state and journalists contribute a lot to nation and country. In today's democratic world the roll of journalism and journalists is of great value. So it is worth mentioning that almost 98% say that they contribute towards the development of the country and nation. The relationship of education and the services rendered by journalists for the development of the country show that as qualification improves the respondents think that

they serve the nation more. About 54% agreed to this. It was found that majority (60%) respondents were happy in their work environment. But about 20% expressed that they feel stress because of their work environment while 20% did not respond which means that they have some reservations about work environment. An everwhelming majority (92%) of respondents felt proud of being journalists. The analysis shows that almost all respondents were in favor, only 8% did not respond. It means that they have opted this profession by chance not by choice. A very clear majority about 82% of young respondents age range between 20 to 30 and 31 to 40 years responded that they their work is worthwhile for their organization. None of the respondent disagrees with this. Only 6% respondents remained neutral. The relationship of education and the work of respondents revealed that as education increases the respondents feel that their work is worthwhile for their organization. From the analysis it was revealed that as experience increases the service for the development increases. It is quite interesting that young journalists feel great concern for powerless people as compared to aged journalists. It means that aged journalists have family responsibilities as compared to young journalists who are free from these burdens. It was revealed from the analysis that as age increases the commitment with the organization increases.

Fig # 14

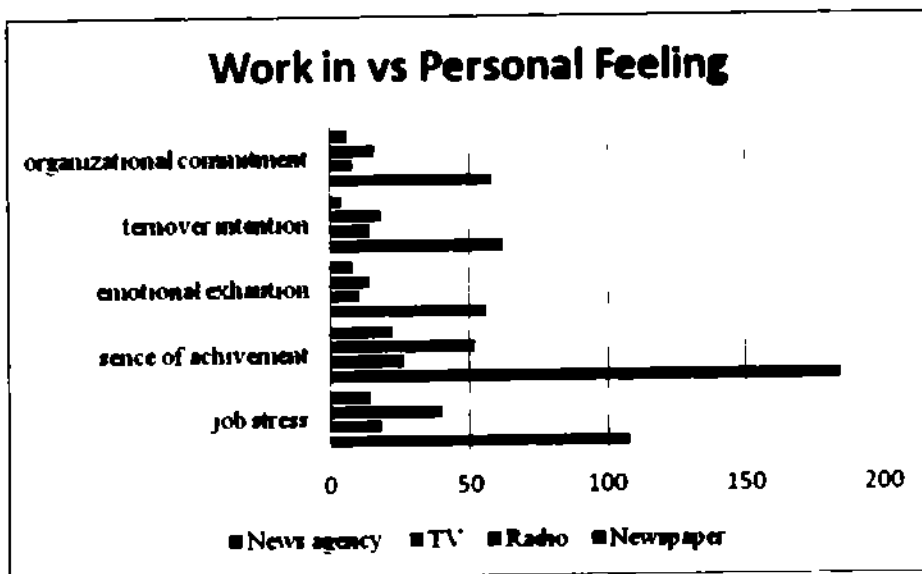


It is quite interesting that about 54% low paid workers do not feel any stress. It is to be mentioned here that 52% low paid respondents reported their satisfaction on their duty hours. A clear majority (86%) of low paid respondents reported that their work is worthy for organization.

It is quite interesting that a very clear majority 86% of low paid journalists were agree that they were contributing towards country development. About 74% low paid respondents were agreed that they do their best for deprived people. The analysis shows that 52% low paid were seeking for change for better wages. It is also interesting that about 50% of single respondents were agreed. It is very interesting that low paid respondents 34% at the same time want to switch off the profcason and on the other hand the same 34% responded that they were not agree. Interestingly 74% low paid respondents show commitment with the organization.

It is quite interesting that a very clear majority 62% expressed that they do not have any stressful hours. But on the other hand about 26% did not show any response in this regard which arses questions about the duty hours of media workers while 12% reported that they face stressful duty hours.

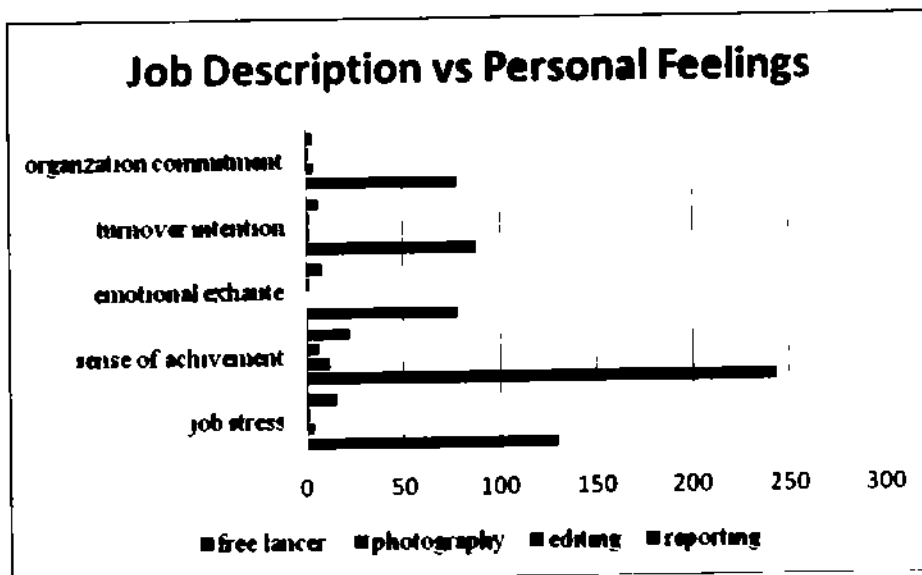
Fig # 15



Journalism play great role by highlighting the grievances of poor people. It is the function of journalists to serve the deprived and helpless masses without any discrimination and policy of the organization. Through this study it was revealed that about 88% media workers feel that they provide help to deprived masses. It is also worth mentioning here that print media respondents were feeling themselves more free as compared to electronic media workers. The reporters, which are the beck bone of the media organization, were not feeling any stress in this regard. The

relationship of the organization and the stress revealed that as compared to electronic media the print media workers feel less stress. About the organizational instruction the analysis shows that about 38% reported that their organization did not issue such orders which create stress for them but on the other hand 30% expressed that they face such type of orders while 32% did not respond which cannot be ignored. The situation here is not clear because no clear majority respond in favor nor disagree it. This shows that journalists face such type of orders. 28% of respondents working in electronic media were agree that they have stressful working hours.

Fig # 16



It is also worth mentioning that majority (86%) of reporters do not feel any stress in their work environment. Very clear majority 94% responded that their work is worthy for their organization. Only 6% remained neutral. 64% of respondents working in newspapers responded that they agree with the statement. The relationship of experience with this statement show that as experience increases the respondents decreases who were agree with the statement. The analysis revelation about the change of profession is quit interesting. It was found that 40% of the respondents do not want to quite journalism as profession but about 38% replied that they will do so if opportunity comes. It means that there is uncertainty in the field. While about 22% remained neutral in this regard. The situation here is not clear. As compared to other media workers reporters think that they render more services for the country development. As the private organizations employs were always in search of better opportunities in other

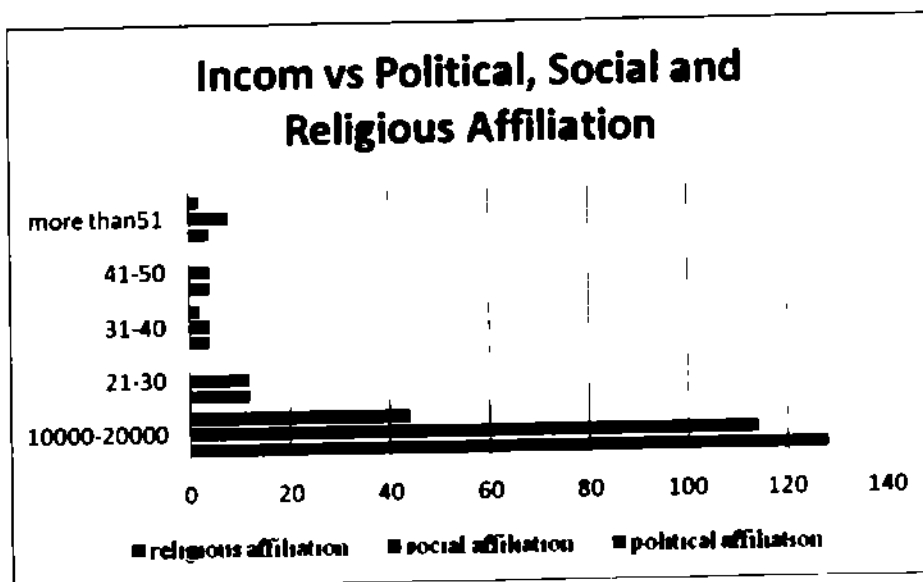
organizations. The same situation is here in media also and clear majorities (60%) of respondents were agree that they always look for the better opportunities in other media organization. About 24% did not respond and only 16% were of the opinion that they do not want to quit their organization. It is also worth mentioning that majority of reporters 56% were agree to change the organization as compared to other media workers. The relationship of the dependents and the change for better opportunity revealed that as the dependents increases the change for better wages also increases.

It was also found that 74% single respondents agree because they have no such responsibilities as like married people. Here too the print media respondents 56% were agree and 24% electronic media workers were agree. It shows that the print media is more free as compared to electronic media. The same situation is with the reporters as compared to other media workers. About 78% reporters were agreeing that they play the role in this regard. About the commitment to the organizational goals in terms of job responsibility a very clear majority 88% responded that they agree. As compared to married respondents single respondents replied in positive with 76% of the total respondents. The workers of the print media were 58% as compare to electronic media who were 24%. It shows that print media workers were more committed. Likewise 78% reporters were agree with this. It was found that as the respondents give more time to family and their dependents increases their commitment to organization also increases.

agree. A very clear majority of respondents about 76% were of the opinion that a journalist around him has social affiliations. 16% disagree while 8% remained neutral. Less experience were more agree as compared to more experts. Majority of reporters 62% were agree. Print media workers were more agree than electronic media workers. As education improves the respondents were more agree that journalist should not have any social affiliations. Singles were more agree than married. Low incomes were more agree. Young were more agree than aged. As the dependents increases the respondents express that they were agree. Less than 4 hours giving to family were more agree.

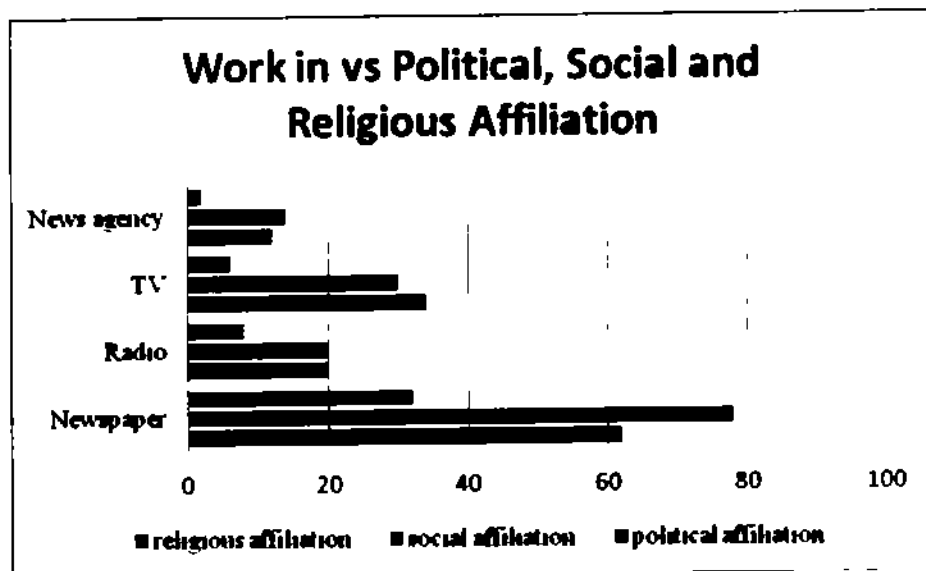
More low paid were agree. As the education increases the respondent's expressed that majority of journalists have social affiliations. Print media workers were more agree as radio and TV respondents. 54% reporters were agree and 26% were neutral. Less experienced were more agreed than more expert respondents. Those who were giving less than 4 hours were more in number as compared to agree or neutral respondents. Respondents having more dependents were more agreed to the statement.

Fig # 18



It was found that a very clear majority 72% of low paid were of the opinion that journalist should not have any political affiliations. As compare to other media workers the reporter think that political affiliation is not good.

Fig # 19



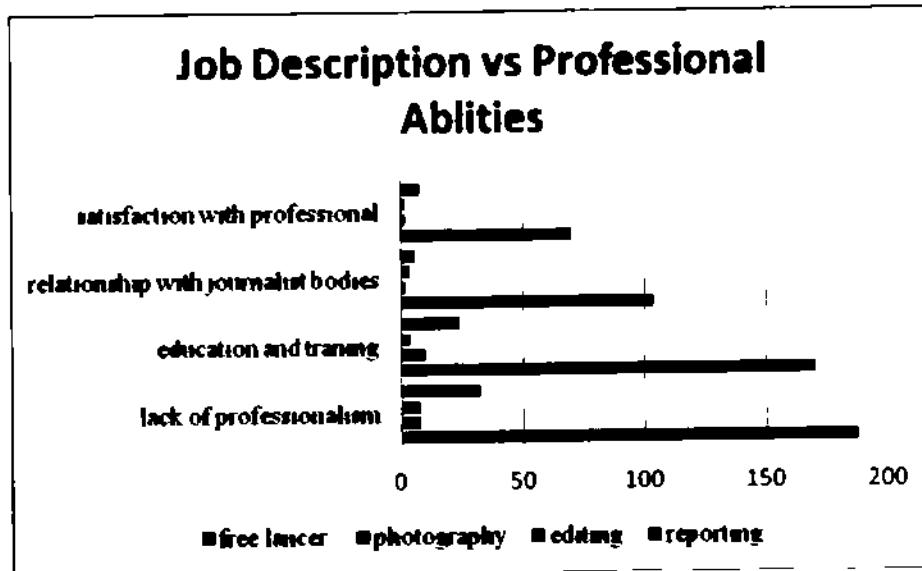
The print media workers were more than the electronic media respondents who reported that the journalists have political affiliations. Print media respondents were more agree as to electronic media workers that journalists have political affiliations. Respondents having journalism and humanities degrees were more agree than others.

Likewise low paid respondents were also agree or neutral with very little difference. With the improvement of qualification the respondents were agree or neutral in this regard. Newspapers respondents as compare to radio and TV workers were more agree and neutral. The same is with the reporters and other media workers. Less experienced were more than more experts.

4.5 Professional variables

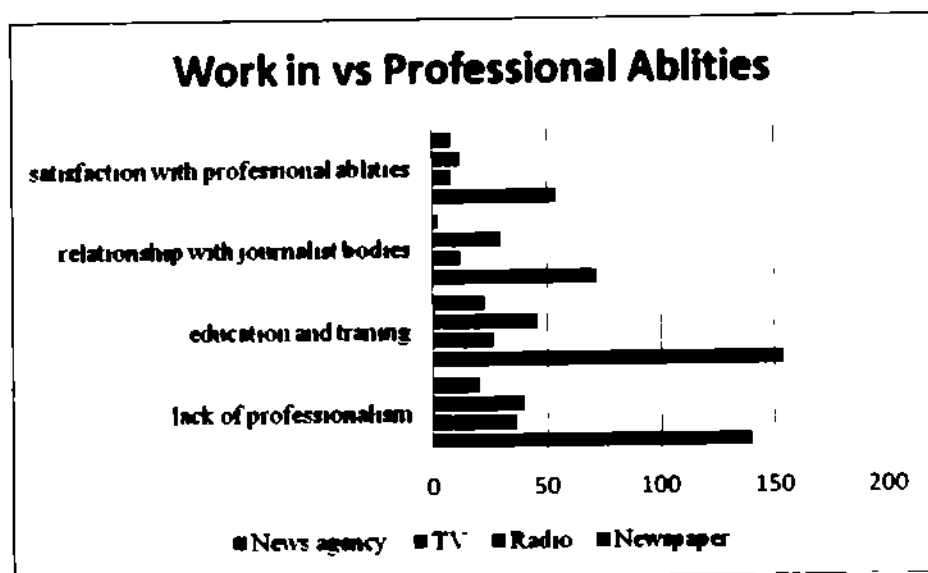
Professionalism, Education, Trainings, Relationship and role of journalistic bodies

Fig # 20



Objectivity is most important feature of a news story. It is against the ethics of journalism to include personal feelings in a news story. The news story must be objective in all regards. If someone includes personal feelings in his writing then that writing is considered literature not news. From analysis it was revealed that 46% feel that they do not like it to alter the story 16% remain neutral and 38% feel that there is no harm to alter the story to make it interesting. A very clear majority 92% believe that they think that they need to be more honest and unbiased in reporting/writing/ my work. It is interesting that young journalist were agree more than aged. Likewise low paid were more agree. The relationship of education shows that as qualification improves the respondents think that they must to be honest. It is quite interesting that as compared to mass communication degree holders the humanities degree holders were more. The print media respondents were more as compare to electronic media workers 80% reporters were of the opinion that they must be more honest.

Fig # 21

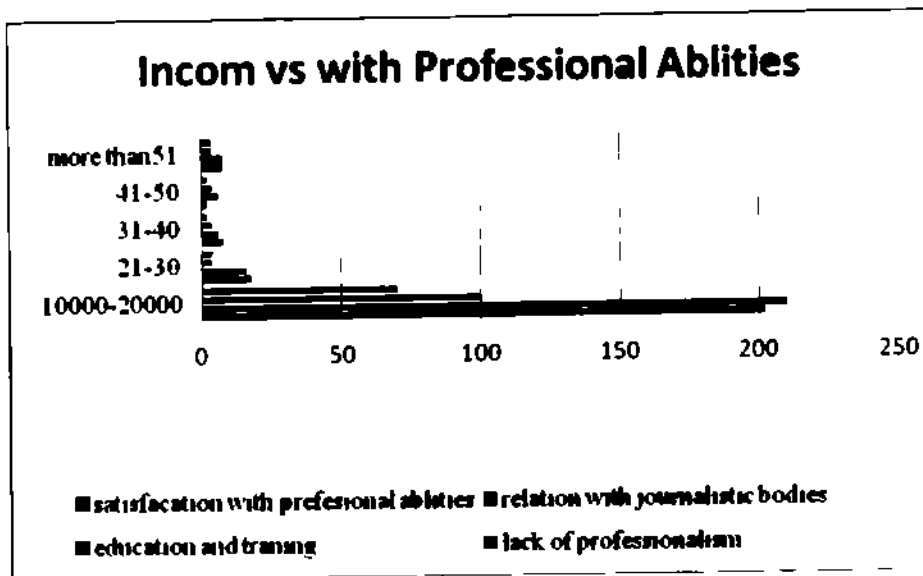


The journalists working as correspondents think that they need more honesty than the contract employs. It is very interesting that as dependents raises the respondents reported that they need more honesty. 58% respondents having 4 and more than 4 dependents were agree. Respondents giving 1-2 and 3-4 were more than giving more than 4 hours to family. Less experienced respondents think that they need more honesty as compared to more experienced respondents. 42% journalists did not respond to this statement because that most of the journalists do not care about professional honesty and objectivity. 46% were agree and only 12% were disagree. It is quite interesting that most of the respondents with improving of educational qualification agree that the journalists are not honest. But it is also worth mentioning that 26% MA and BA qualified remained neutral. 22% respondents having mass communication degrees and 20% having humanities degrees remained neutral which cannot be ignored. The majority of print media respondents were neutral as compare to electronic media workers. But the same number of respondents of both media houses were agree that the journalists do not take care of professional honesty and objectivity. 36% reporters were agree that the journalists were not honest but 38% were neutral to respond.

Majority (82%) of the journalists think them fit for the journalism profession. It was found that as experience increases the respondents think that they have chosen right profession. The relationship of education and the choice of the profession explored that more qualified were of

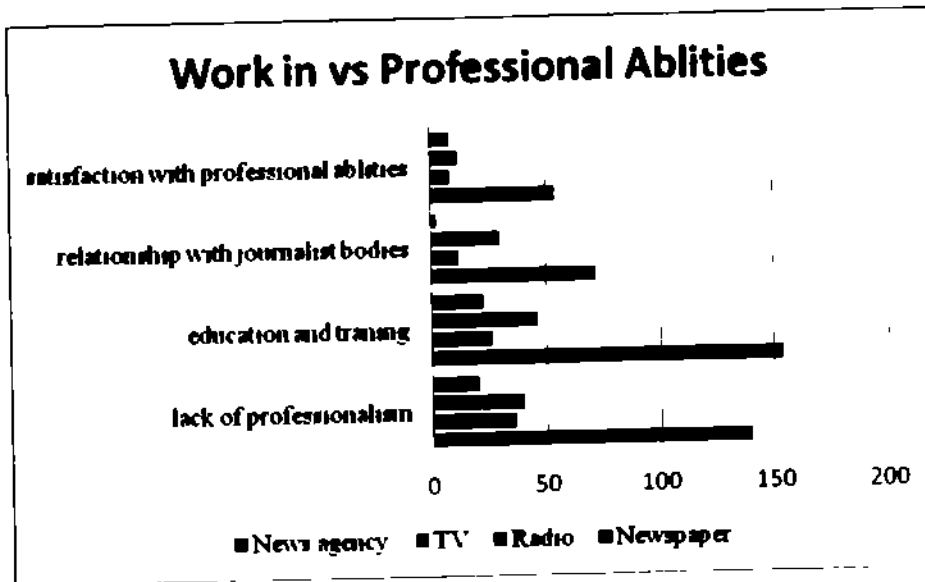
the opinion that they are fit for the job as compared to low qualified respondents. There is no significant difference in the responses with the relationship of experience. It is quite interesting that as the dependents increases the responses were positive in this regard. 52% respondents were agree who have 4 or more than 4 dependents. The relationship of time for family and the choice of profession revealed that 46% respondents who gave 3-4 hours to family think them fit for the job. 70% reporters agree with this.

Fig # 22



The relationship of income shows that 42% low paid think it not good to alter the story, but 32% were agree that there is no harm in it. The relationship of education explore that as qualification improves the respondents do not think it good to alter the story to make it interesting for the readers. But the low qualified were agree more. It was revealed that the mass communication degree holders think it harm because they know the ethics of journalism that objectivity is must. Majority of print media workers think it is harm to alter the story. The majority of reporters 44% think it harm. 26% did not think so and 16% remain neutral in this regard. It was revealed that respondents having more dependents think that it is no harm because they are busy in family life more. More interestingly less experience think it harm as compare to high experience respondents.

Fig # 23



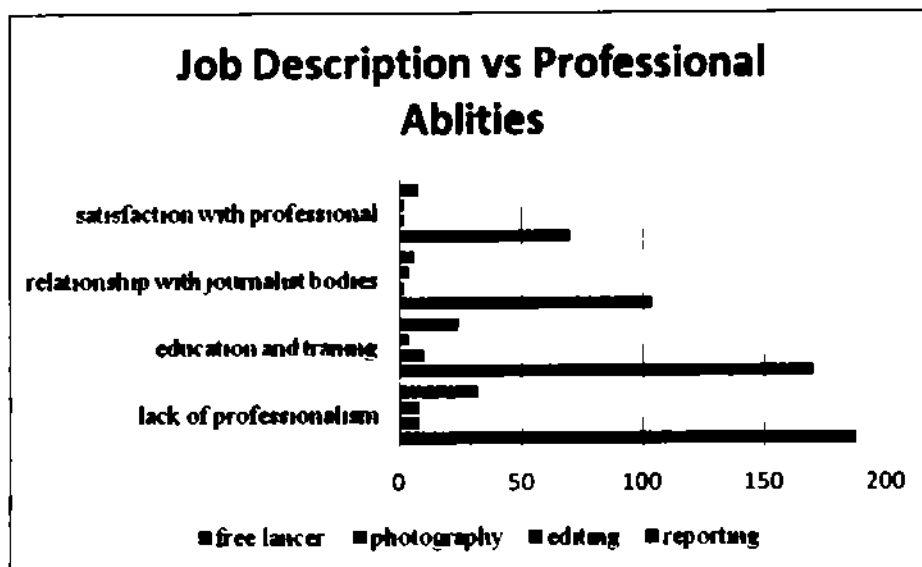
A very clear majority of journalists believe that there is no harm in borrowing the story of your beat from other organization journalists. But 26% disagree with it while 14% remained neutral and did not respond in this regard. It was noticed that majority of young journalists do not think it any harm. 48% low paid respondents agree that this is not a bad thing but on the other hand 24% disagree and 14% remains neutral. It is quite interesting that high qualified think it not bad as compare to low qualified respondents. It was explored that the percentage of the mass communication degree holder's respondents were greater than other degrees holder in this regard. As compare to electronic media the print media workers feel it no harm. Interestingly more journalists 46% were agree but on the other hand 26% disagree with it. The relationship of the number of dependents shows that as the dependents increases the respondents expressed it no harm because they have so many engagements as compare to single or less dependents respondents. It is also worth mentioning that as the respondents giving more time to family their responses shows that they do not think it harmful to borrow a news story from other journalists. As the experience increases it was revealed from the analysis that they think it is not good to borrow. The print media workers were more than electronic media workers in thinking them fit for the job

Majority of respondents about 62% think that they have the required education to become a journalist. But 30% disagree with this. It is quite interesting that 10% of the total respondents

having journalism degree expressed that they have not the required education for the field. It is also worth mentioning that about 54% low paid think that they have the required education but interestingly 28% were disagree with this. The more educated were agreed as compared to low qualified. 34% newspaper respondents were agreed but on the other hand 24% were disagreed. More Respondents working in electronic media think that they have the required education and only 2% were disagree. It is quite interesting that 50% of reporters think that they have the required education but 28% think it is not so.

Over whelming majority (92%) respondents feel that they need professional training in their specific beat. The respondents having mass communication degree think that they need more training in their beat. From the analysis it was revealed that the more educated respondent's need more training as compared to low educated. It was noticed that young journalists respond that they need more training as compared to aged. It means that young journalist want to know more and more about their specific beat. 78% low paid respondents were agree that more professional training is needed for him in his beat. As the single respondents were more so here also the single were agree.

Fig # 24



From the analysis it became clear that over whelming majority (94%) believe that there is need to conduct training workshops for the journalists more often. It was revealed that less

experienced respondents were more of the opinion that the need is greater as compared to more expert respondents. Majority of reporters 82% says that the training is must as compare to other media workers. The ratio of the print media respondents 62% was more as compare to electronic media. It is quite interesting that with the improvement of academic qualification the respondents need the workshops and training more. It is quite interesting that the respondents having MA degree in journalism and mass communication 42% responded that they need that there is need of the workshops for the journalists. It means that they know the importance of training workshops for the journalists more often as compare to other respondents who have other degrees than the relevant field.

A clear majority 68% respondent believe that journalistic bodies were working for the cause of journalism and 58% admit the role of those bodies for the welfare of journalists. But about 23% did not respond in this regard. On the other hand 19% did not believe the role of those bodies. Interestingly there is no significant difference with the relationship of experience and the role of those bodied for the promotion of journalism and the welfare of journalists.

Chapter-5

5.1 Conclusion and Recommendation

5.2 Conclusion

According to analysis all members of Mingora press club were male and there was no female press club member in district Swat. Majority of respondents (44%) were in age group of 31-40 years. Majority of respondents were low paid and earned only 10000 to 20000 Pakistani rupees per month. In total respondents 80 % were married and about 60% have 4 or more than 4 dependents. It was revealed that 44% journalists have MA Journalism and Mass Communication degrees. The majority of respondents (64%) working in newspapers. Majority 86 % respondents were working as reporters in different media organizations. Only 14% respondents have permanent jobs and 32% were on contract basis. Majority of respondents 78% have their self-owned houses. About 50% respondents gave 3-4 hours daily to their families. Majority of respondents have less than 5 years' experience in practical journalism. A overwhelming majority 98% have no pensionable jobs.

From the analysis of collected data it was found that a clear majority (about 52%) report or work without any fear or favor or feeling themselves under any internal or external pressures. About (42%) respondents working as reporters in media organizations also did not feel themselves under pressure. Majority of young respondents reported that they do what they think right and do not bound themselves to administrative instructions.

Half of the respondents (about 50%) among which 40% were young having age group 30-40 did not think that they play any role in determining the strategic goals of their organization. Another survey of 1123 journalists in Germany conducted in 1992 by Weischenberg, Loffelholz, and Scholl (1998) indicated that most of the journalists perceived their role as analyzers or disseminators of information.

It was explored that (56%) feel themselves free in covering of an event and do not need to follow any administrative instruction in this connection. It has been found from the analysis that almost all the respondents (98%) value their organization very high and feel proud that they were working with that organization. This strengthens the study of Herzberg conducted by 1966, he

observed that professional satisfaction increases when organization value and recognize the work of their workers and give them opportunity to make something different

About (92%) respondents think that people rate high their organizations. The relationship of age, experience and income to the organizational instruction shows that clear majorities of young respondents (68%) low paid (76%) and less experience were asked to follow organizational instruction

It has been found that a clear majority (60%) construct news story objectively and do not care of the interest of advertisers, and the organization also does not compel them for doing so. It was noticed after analysis that (72%) respondents are not compelled by their organizations to look for advertisements and they only concentrate on their beat

Majority of respondents (48%) reported that their supervisor do not comment on their news story. Very clear majority (60%) of respondents expressed their dissatisfaction over their salaries. It was also found that very clear majority (about 56%) think that their organizations do not compensate them in case of any damage of life and property while performing their duty. About 40% reporters expressed their fear of being removed from the job. It was found that majority (60%) respondents were happy in their work environment, but 40% respondents expressed their dissatisfaction over duty hours. A similar study was conducted in Spain, by Rodríguez Andrés (2000) noted that about seventy percent media men opinioned that they have long duty hours as compared to other professions, where eight hours is normal duty. Another study about journalists duty hours was conducted in Colombia, by Cardona in 2004 also reported about long and exceeded duty hours of journalist in the country. It is also worth mentioning that majority (86%) of reporters do not fell any stress in their work environment

A clear majority (54%) of the respondents were satisfied that they have the opportunity to get promotion in their organization depending on their performance and efficiency

An over whelming majority (92%) of respondents felt proud of being journalist. This finding strengthen the study of Weaver & Wilhoit (1996) conducted in Germany, the study shows that 95 percent of the journalists reported that they were pleased with their jobs. In Canada 85 percent claim their satisfaction, as did 87 percent in France, 82 percent in the United Kingdom, and 77 percent in the United States

A very clear majority about 82% of young respondents age range between 20 to 30 and 31 to 40 years respond that they their work is worthwhile for their organization

About (60%) of respondents were agree that they always look for the better opportunities in other media organization. The analysis shows that 52% low paid respondents seek to change for better wages

The analysis shows that 86% of the respondents opined negatively on the question of their affiliations with any polity, religion or other faction. It was found that a very clear majority 72% of respondents were of the opinion that journalist should not have any political affiliations

A very clear majority 92% believe that they think that they need to be more honest and unbiased in reporting/writing/ my work. From analysis it was revealed that 46% feel that they do not like it to alter the story. Majority of respondents about 44% think it is harm to alter the story

Majority (82%) of the journalists think them fit for the journalism profession. Almost all the respondents 98% were of the opinion that they were contributing towards the development of the country and nation. This study is similar to the study conducted on Tanzania and Nepal journalists in 2002-2005 by Ramaprasad, the researcher noted that the respondents opted this profession because they considered this profession as a means of informing people and to render services to society, their country and nation

Majority of respondents about 62% think that they have the required education to become a journalist. Over whelming majority (92%) respondents feel that they need professional training in their specific beat. From the analysis we came to know that over whelming majority (94%) believe that there is need to conduct training workshops for the journalists more often. Majority of reporters 82% respond that that professional training for reporters is must

A clear majority 68% respondent believe that journalistic bodies were working for the cause of journalism and 58% admit the role of those bodies for the welfare of journalists

5.3 Recommendations

After conducting this very study and exploring the working conditions of journalists in Swat the researcher can safely say that these flowing areas can be purposed for further studies. New statistical packages and new data may be considered in further researches keeping in view the

new techniques and equipments which have been adopted by the news industry after the advent of new media. With the minor changes the questionnaire can be easily adapted for investigating the working conditions of any war affected area around the globe. Though the current study has uncovered almost all the obstacles and influences which affect professional obligations of journalists working in swat yet a further study implementing comparative analysis of the working condition pre and post war in swat can be very insightful in this regard.

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Questionnaire

Demographic Variables

Gender Male Female

Age 20-30 years 31-40 41-50 51-60
 Over 60

Income Rs 10,000 – 20,000 21,000 – 30,000 31,000 – 40,000 41,000 – 50,000
 51,000 – 60,000 Over Rs 61,000

Marital Status Married Single

Education Matric FA BA MA
 Other _____

Type of Degree Journalism/ Mass Comm Social Science Humanities Natural Science
 Engineering Medical Other _____

Work in Newspaper Radio Television Channel News Agency

Area of Accommodation Rawalpindi Islamabad Other _____

Job Description Reporting Editing Management Photography
 Freelance Reporter Other _____

Job Status Permanent Correspondent Freelance Part-Time
 Contract / Temporary

Dependents _____

(e.g. 3 persons)

House Description

Self-Owned Rented Living As Other _____
Dependent

Time for Family

1 - 2 Hours 3 - 4 Hours Above

Experience

1 - 5 Years 6 - 10 Years 11 - 15 years 16 - 20 years
 21 - 30 years Over 30 years

Job Type

Pensionable Non Pensionable

Statements	Strongly agree	Agree	Neutral	Disagree	Strongly Disagree
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Organizational Variables

Autonomy

• **Operational**

I feel free to discuss or write whatever I feel right					
---	--	--	--	--	--

• **Allocative**

I don't think I am playing any role in determining the strategic goals of my organization					
---	--	--	--	--	--

• **Administrative**

I don't need to follow any administrative instructions while planning coverage of an event					
--	--	--	--	--	--

Rating of organizational performance

I feel proud when I introduce my attachment with the organization I work for					
--	--	--	--	--	--

Impact on the community

I think that people rate high the organization I am associated with					
---	--	--	--	--	--

Policy emphasis in news quality

I am asked to follow the organizational instructions while making news story					
--	--	--	--	--	--

Policy emphasis in advertising profits

My organization does not demand me to look for advertisement, other than covering my beat					
My organization does not ask me to take care of the interests of the advertisers, while constructing a news story					

Frequency of supervisor's comments

I rarely receive any comment(s) from my supervisors on the news story I file					
--	--	--	--	--	--

Salary

0. My salary is set under the wage board standard					
1. I am satisfied with whatever I am paid for my work					

Job security

2. I don't feel threatened about being removed from the job					
3. My organization compensates me in case of any damage to me or my property during work					

Work schedule

4. I don't have tough duty hours as compared to other professions					
---	--	--	--	--	--

Promotion

5. There are enough opportunities of getting promotion in my organization depending upon the quality of work I produce					
--	--	--	--	--	--

Personal Variables

Job stress

6.	I don't feel stressed because of the environment I work in					
7.	I don't have stressful duty hours					
8.	My organization quite often issues orders which create stress for me					

Sense of achievement

9.	I feel alleviated / proud of being a journalist					
10.	I feel that my work is worthwhile for my organization					
11.	I feel that I am contributing towards the development of my country					

Emotional exhaustion

12.	I am working for the powerless and deprived section of the society irrespective of the interest/ policy of my organization					
-----	--	--	--	--	--	--

Turnover intentions

13.	I always look for better opportunities in other media organizations					
-----	---	--	--	--	--	--

4.	I would like to switch my profession whenever I get an opportunity					
----	--	--	--	--	--	--

Organizational commitment

5.	I really feel committed to my organizational goals in terms of my job responsibilities					
----	--	--	--	--	--	--

Social Variables

Political, social and religious affiliations

6.	I personally feel that journalists should not have any political affiliation(s)					
----	---	--	--	--	--	--

7.	I find that most of the journalists have political affiliations					
----	---	--	--	--	--	--

8.	I think journalists should not have any social affiliations (e.g. health, environment etc.)					
----	---	--	--	--	--	--

9.	I find most of the journalists around me have social affiliations with various social causes					
----	--	--	--	--	--	--

9.	I find the journalists around me having religious and ethnic affiliations					
----	---	--	--	--	--	--

Professional Variables

Lack of professionalism

10.	I think I need to be more honest and unbiased in reporting / writing / my work					
-----	--	--	--	--	--	--

11.	I think most of the journalists do not care about professional honesty and objectivity					
-----	--	--	--	--	--	--

3.	I don't feel harm in slightly altering the story to make it more interesting for the readers					
----	--	--	--	--	--	--

4.	There is no harm in borrowing the story of your beat from other organization journalists					
----	--	--	--	--	--	--

Education and training in their relevant field

5.	I feel that I have the required education to become a journalist					
----	--	--	--	--	--	--

6.	I feel that more professional training is needed in my specific beat					
----	--	--	--	--	--	--

7.	I think there is a need to conduct training workshops for the journalists more often					
----	--	--	--	--	--	--

Relationship with the journalists bodies

8.	I think that journalists' bodies like Press Club and PFUJ are working for the cause of journalism					
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9.	I feel that journalists' bodies like Press Club and PFUJ are working for the welfare of the journalists					
----	---	--	--	--	--	--

Satisfaction with their professional abilities

10.	I think that I am fit for the profession I have chosen for myself					
-----	---	--	--	--	--	--