

ISSUES AND PROBLEMS OF WORKING JOURNALISTS IN RAWALPINDI/ISLAMABAD



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Abstract:

Journalists and media workers operating in Islamabad/Rawalpindi, Pakistan's capital, operate in extremely difficult environment. Yet journalists in Islamabad/Rawalpindi compete with frighteningly permanent violation of rules and pressures as a significance of their work, which lead them to widespread self-censorship. The issues with the journalists are complex and it is a historic failure to provide professional training for local media journalists, the reluctance of media owners to give suitable benefits and provide the safety to journalists. The Pakistani journalists are forced to work in worst conditions; they are facing many economic problems along with the mental and physical health problems. It is exploratory research in which a questionnaire survey many problems were identified. Convenient sampling technique is used for collecting the hundred samples from the population. Print and electronic media both are facing the similar issues. Many journalists are not satisfied with their current job facilities. These all problems affect the performance and quality of journalist's work. Journalists are facing hurdle in their job without the basic facilities like transportation etc. Journalists are under continuous mental stress due to the lack of facilities and poor working conditions during reporting.

Chapter one: Introduction

The problems and issues challenged by journalists is a subject in its self as it is not only limited to Pakistan but in other societies as well. To discuss these problems it is important to identify them.

The working conditions for journalists have degraded; journalists in Islamabad/Rawalpindi are being targeted, threatened, kidnapped and deprived of access to the field. There are about 14 journalists have been killed in the country since the 'war on terrorism' started (Ashraf, 2001)

According to the David et al (1998), when society is in developing process and in intermediary phase, and centuries-old social and cultural organizations are flatten to the base, journalists have no option but to cover depression, death and damage. Pakistan's journalists are working under many difficulties in the last few years. The government and the terrorists and the military intelligence agencies force the media to cover their activities and promote their mottos and if journalists do not follow their advice they may be the victim of their attack. Local police, non-government organization, lawyers and other military agencies harass media workers. The clash of government with the media stakeholders put influence on journalists and media personnel, especially fighting for the wage board award and for better working conditions, which also include the injury and accident safety.

To get the news about the country is the right of every citizen and it is the responsibility of the journalists to provide the news based on the facts. Journalists are providing the news without editing or biased (Hiau, 2008).

Pakistani journalists and media workers have been working the world's most dangerous situations for so many decades. The ongoing terrorism, emerging unrest in different parts of the country as well as armed separatist movements like those in the country have been making Pakistan a very dangerous place for journalists. Journalists have lack of knowledge for safety precaution is needed in the red zone (Margolis, 2011).

Pakistan is confirmed the world's most hazardous country for journalists in last many year, and media reporters. Since the working circumstances for reporters have become worst, journalists and reporters in Islamabad and Rawalpindi areas are being targeted, exposed. No doubt, every profession needs commitments, but reporters and media workers are more dedicated and loyal in the wisdom that presently they are the most susceptible group of people directly linked to unsafe and risky zones. In these days every Pakistani journalist's, media personnel life is at danger. The predominant uncertainty and fear leads their relatives at hazard of radical attacks or harassment by the intelligence agencies. In such bad times, the journalists are working hard for the survival (Haroon, 2010)

Narrating the decisions of the courts, John (2004)¹that the anti-press and anti-democratic laws that came from the colonial British rule are implemented till today but every government introduced more restrictive legislation such as the safety laws, the Security Act of Pakistan, and the Press and Publications (Amendment) Ordinance 1963. When these bad laws are introduced, the successors of the founder of the Pakistan fail to recall what their front-runner spoke on the floor of the Central Legislative Assembly of the undivided India on January 28th 1925: "It is nothing else but a disgrace to any civilized government to resort to a measure of this character

(Bengal Criminal Law Amendment Ordinance) and to have freedom of the press on your lips is absurd".

There are many problems that local (Rawalpindi and Islamabad) journalists are facing in these days. The investment in the material development of news networks by the Pakistani Media owners is very high but no such kindness is evident in providing a good working conditions to the Journalists.

There are many problems that local journalists are facing. The main idea behind this research is to highlight the problems and give a solution about these problems.

1 Problems for Journalists:

1.1.1 Seventh wage Board Award:

Ahmad (2006) In the last ten years, the next wage board award was due; the amount of advertisement in the media has been increased by more than 500 percent. They also owned television channels and getting discounts in excise duty on paper, printing machines and electrical devices through their attachment with the military administration and the generals. Media organizations and the government are exploiting the Pakistani journalists. They are exploiting continuously as the seventh wage board award is pending. Newspaper owners are regularly refusing the implementation of seventh wage board award. In the seventh board award it is suggested that the salaries will be revived and re adjusted according to the other organizations. The salaries are according to the cost of living.

According to the constitutions of Pakistan the media organizations must release the new wage board award after every 5 years. It is also required to increase the salaries on regular basis as the inflation rate is continuously increasing. Seventh wage board award also measure the safety of

the journalists. Night shift transport facility, wages for over timing, apprenticeship is being paid and job security and appointment letter is being discussed in wage board².

1.1.2 Working Hours:

According to the labor's law the working hours are fixed for journalists. But practically the journalists don't have permanent working hours; they can be called at any time. There is no relaxation for any journalists in the night although if he worked in the whole day. News channels are in a rush to break news. The concepts of breaking news influence the timing of journalists. Since the last few years when the media organizations came, there are more than 30 channels to provide the information and breaking news to the targeted audience before any other news channels. Media organizations are expecting to work more than 8 hours without extra payment or benefit. It is generally observed that they are not paid according to the agreement or some of the media organizations denied their outstanding dues. Journalists have no other options to work under these circumstances. Everyone can clearly judge that journalists working in newspaper are demoralized by the chief editors or higher authorities who consider that perhaps media persons have no social life and no family life. It is near to impossible for the journalists to live without clothing, bread, home facility, insurance and medical facilities and children education, perform their practiced projects without job safety, life insurance and security of their life etc. (Naz, 2011)³.

1.1.3 Threat calls:

The journalists who are reporting on armed forces policies, they are facing these kinds of aimed calls. Journalists are threatening by the local armed forces like ISI and other military groups. Journalists are not feeling safe from these agencies. Local journalists sometimes have no source

to get the information by first hand, which affect their ability to work. They are under the continuously pressure by their family also, as they believe that the journalists are in trouble if they write something about these stories during the military operation. (Bari, 2012).⁴

1.1.4 Target Killing:

Target killing of local news reporters and journalists are getting momentum. It is reported in an international journal *Guardian* (UK) that Pakistan is the deadliest place for the journalist. Many of the journalists are killed during last two years. Wali khan Baber was killed while he was coming back to his home. Before his murder he received some serious threats from the militants about corruption reporting. For most of the media workers jobs related to media is the only source of income for them, and many take risks to get the story done. The ignorance of different safety actions are not for the journalists working in Islamabad but it is applied to all over the region, which is considered as conflict zone. The most damning side of these whole bad conditions is the complete ignorance behavior of the government towards the situation in the critical areas. Media groups in Pakistan have frequently requested the Pakistani government to give security for journalists working in twin cities, but this request come into view to be falling on deaf ears.

The pressure for more information from their organizations forces journalists to take huge hazards, instead of subsequent safety measures. Newspaper and television staff is operational at higher risks in major threat. But these risks and bad working conditions are compelling enough for Pakistani media and media outlets to educate journalists for divergence news reporting. War and terrorism need some policy leading how journalists and media staff should cover much news: when a story is too risky to wrap. (Mukarram Khan, 2011)

1.1.5 Violation of labor laws:

The media organization's owners could be appraised from the actuality that majority of the journalist have no appointment letter at the time of joining. The media owners to discharge a number of legal obligations, thus, have announced the contract system no journalists has the benefits of job safety, provident deposit, gratuity, any medical aid or other benefits. Not only is the media owner but also there are some fake companies who hired journalist as media workers. In recent years the media owners got the powers in Pakistan. As pressure group, they launched their conditions to all the journalists of the country. No one can help the journalists who have been threaten by the terrorists and military agencies. The transparency international and other human rights organizations, members of the political parties, political leader, NGO's, civil society, lawyers, and government all feel fear from the media owners. Media owner's announced and frequently show their powers and authorities by removing the jobs of different journalists from which they feels the real threat and challenge in near future. There is no media group that publishes the story or fight for the journalist's rights (Malik, 2012).

There is a lack of medical facility in media organization for the local journalists in some media groups. There are no concepts of paid leaves. Lower salaries and without leaves are equally disturbing the performance and mental health of the journalists. (Ahmad, 2006).

1.1.6 No Job security:

The insincerity of the Pakistani media tycoons can be arbitrated from the reality that they play with the emotions of the working journalists at large and for their vested favor. They always give a feeling that "solution of every problem" is in the execution of Islamic teachings and Islamic jurisprudence. In the last couple of months many of the journalists were fired from the job

without any pre notice and any other benefits. Government has no answers to solve these problems; rather they are enjoying the perks and privileges. (Aziz, 2006)

1.1.7 Lack of Training and Skills:

Most of the journalists from Rawalpindi and Islamabad are not trained to cover news or report incidents in case of terrorism but they are forced to work in the danger areas, As a result the journalists get injuries and sometimes die during reporting. The government and media owners paid no attention on this issue. For publishing the news in the danger zone, most of the journalists are not aware of the safety measures. Some of them are totally ignorant, and some are not educated as journalists but they have shifted their nature of jobs as businessman and schoolteachers to go into journalism. There is no training for journalists to report and work in the conflict and danger zone. Not a single part of the Pakistan is suitable for the journalists but KPK, Baluchistan and Gilgit-baltis tan provinces are at the hit list of terrorist. Rawalpindi and Islamabad are the most dangerous places as these two cities are the major target of terrorist. Journalists working in these two cities are at great risks (Sethi, 2010)⁵.

1.1.8 Salary package

Salary is the main benefit that someone gets from his or her job. Employees are expecting the salaries on fixed date. Annual appraisal is also necessity for the journalist's salaries. Most of the journalist's salaries are pending with the media organizations. The low salary has been coupled with the pending payments for many months. The senior journalists have hired some junior on low salary to edit the news and reports. If the senior journalists are not getting the payment then its lower staff will also lose its salary. It is lose-lose game for the journalists. Pakistani journalists are not only victim of Taliban, military groups and other local agencies but they are also

demoralized by the media organizations that are paying them low salaries. There are no extra benefits like pensions, health security or medical facility. (Ahmad, 2006)

1.1.9 Violation of Labor laws:

The arrogance of the media businesspersons could be judged from the statistic that no employment letters are issued to them. The media tycoons to outflow a number of permissible responsibilities, thus miserly journalists for the benefits of regular jobs, pensions, gratuity, health insurance, have announced contract system. (Ashraf, 2006)

1.1.10 Weak-Coordination amongst journalists:

Weak-Coordination amongst the working journalists is the main issue between the co-staff members working as journalists in different media organizations. Local Journalists are facing another problem of inserting phrases in the original reports by the higher authorities. The Pakistan is a victim of unprecedented violence and journalists are carrying heavy burden of reporting the detail incidents. But majority of them are not trained for this kind of reporting and safety care. (Usman, 2011)⁶.

In the last many years' Pakistani journalists are working under tremendous pressure and fear. The intimidations and fear that are connected to journalistic working in danger zone were especially bad in hit zones. Despite of all these problems and issues to their professional life and their families are also suffering from danger, there is no contradicting in the fact that Pakistani journalists are brave to face all the threat and they are performing their duties well. There is no disbelief that every occupation needs promise and commitment, but journalists from the twin cities are more dedicated in the sense that in these days they are the most susceptible group of

people directly working in risky areas. Pakistani journalists should provide security and saved from pressures and threats of conferred interests and pressure groups. The media workers can get different benefits like medical and social security insurances and safety of jobs from the newspaper firms if they together work under a mutual code of conduct (Sehar, 2011)⁷.

Journalists should be provided security and rescue from burden and threats of conferred interest and pressure groups. Media organizations can provide the health, life and social security, insurance by implementing mutual code of conduct. There should be an appropriate fund for the mistreated journalists. The journalist organizations should build pressure for the formation of such funds. By increasing the transparency these funds can be increased. Unlucky a large number of journalists from Rawalpindi/Islamabad are being ejected from different media groups without giving any warning and benefits. We have seen the unity amongst Pakistani journalists during the 1980s and 1990s was omitted now. There is a need of joint policy should be formed to bring journalists on a united forum (Sehar, 2011).

The Pakistani journalists are required to not only work in bad working circumstances but also receive scanty remuneration. They are not only unconfident but also under continuous mental, physical and financial pressure to give care to their families.

1.1.11 Conflict between the Journalists and government organizations:

The Journalists, like many financial departments in Pakistan, are suffering from the ignorance of government organizations, although media organizations are getting benefits from the relaxation of government taxes and low taxes on the import of newspaper paper and other related items,

⁷ CentralAsiaOnline.com, Pakistani journalists face death for their reporting. Date Accessed: 01-Aug-2011

supposedly offered to help them in paying new and highly salaries. Only few News Group, they are not providing the good wages to the journalist and other media organizations, which withhold promotion from the group, under the fabrication (Hussain, 2009)⁸.

Due to this influence, the basic rights of Pakistani journalists are not practiced. Pakistani journalists are not given the medical facility, good employment working conditions, the right to form trade unions and law for the reasonable salary and all other facilities that are protected under the Newspaper Employees Act. The Seventh Wage Award for media workers and newspaper reporter, announced in 2000, still not implemented fully and journalists are waiting for the court to resolve this issue. It is stated that the media organizations losses jobs in last many years, with about 600 journalists and other related workers discharged from their services. In most cases, those fired did not receive the salary. The journalists in Pakistan are believed to be committed and hardworking, Pakistan was acknowledged the most hazardous area for working journalists, and media workers there are provoked with real events. There is no doubt that working journalists in RWP/ISB are brave adequate to face the dangers linked to their working environment. Their work need some appreciation from the public as well as from the government, but also give chances for them to enhance the technical educations and jobs environment which will support them to decrease the fears which was created by the terrorists. The danger of terrorism has been harshly touching the Pakistani peoples and working sources since it started in the middle of 2003. Terrorism Act has maintained the lives of thousands of citizens; some of them were working journalists when they were performing their duties. These risky situations have become more critical for local media personals that journalists clubs, which

⁸<http://www.indexoncensorship.org/2011/06/pakistan-%e2%80%9cwe-will-firmly-hold-the-banner-advocating-freedom-of-expression/> 03-June- 2011

were used as meeting points for media personals, are at higher risks in these days (Kahlid, 2006)⁹.

The Pakistani journalists are facing much danger; particularly those reporting news of terrorism and those covering reports from areas where rebellion has exploded are higher than from the last decade. The widespread apathy of media organizations and higher establishment in provided that a related preparation chances for working reporters is not serving matters either. In the middle of these circumstances, journalists and reporting professionals are in front of common criticism for their covering news of violence. As there is no code of ethics however, reporting news linked to violence and radicalism becomes a confront. In the recent past, a number of journalist's firms have had to withdraw from their offices when they receive some threats from terrorists. Luckily, many of these are not real and they were not implemented, but these threats can influence the logical threats that such mischief can have, in particular taking into contemplation the failing law and order conditions in this region. Pakistani journalists, particularly from the electronic type of media, are flattery more showing to risks because of the spirited competitions between the media organizations to declare the latest news (Ashraf, 2006)

It was noted that the reckless competition among broadcasters and a vicious race for breaking news has compromised the professional standards and has given rise to immature and substandard reporting.

Since then media tycoons particularly print media organizations have been more careful in casing news related to violence though majority of the small journalists still bring out images showing mutilated dead body. This aspect highlights the need for training in order to avoid

⁹<http://asiancorrespondent.com/author/khalidkhattak/> Date Accessed: 10-Oct-2011

sensationalism in the coverage of terrorism related issues. One can hope that with the increasing focus on the need of special training programs and the adoption of proper safety measures for Pakistani journalists will bring about a positive change in the coverage of terrorism related news. While moving in the cities and villages to record the news event, providing defensive gear, like flak jackets and some safety packets, are a dream. Excepting some of the larger media organizations, even payment is rare to come by. Many of the journalist's killed/injured in the line of duty get the amount that the government gives out to others, who have died in similar circumstances, The Pakistani government has established Journalists' Victim Fund to deal with this bad working environment as efforts at lift up the question of disparity and unfairness as a labor laws issues are most of time seen as a bid by the establishment to limit journalists liberty. But this will not solve the whole problem and bad situations. Despite all the life risks, Pakistani journalists and the news reporters are sometimes blamed of adoring terrorists in their reporting of terrorism and radical connected occurrences. Electronic media stages in exacting are responsible for playing a negligent role. (Tahir, 2006)

There are many threats to journalist's safety festooned by journalists themselves in the Rawalpindi/Islamabad

1. Non-state actors and armed groups.
2. Local agencies that means security forces, intelligence agencies and political parties and agencies
3. Drug traffickers and smugglers
4. Reporting local disputes

5. Threats from warring parties who want to control information or report an incident in a way that favors them.
6. Abduction and intimidation by state and non-state actors
7. Bomb blasts
8. Target killings by state and non-state actors

1.2 Problem statement:

The study explores the issues and problems of working journalists in Rawalpindi by conducting interviews of media experts and survey from the working journalists. The journalists are not only facing problems like low wages, no medical facility but also they are threatening by the politicians and military organizations. These problems turn the journalists into emotionally weak, simple peace loving journalist's change into fearful and angry individuals. Thus issues and problems of working journalists are the essential aspect of every journalists working in twin cities.

1.3 Objectives of the study:

The objective of the research includes:

According to the previous research, it is the eighth year that the journalists in Pakistan are working on the same salary that was advised in the sixth wage board but in 2011 the 9th wage board was due. Journalists working on different media organizations are still getting their pay

according to the sixth wage board award. In these days journalists are protesting against these issues. The case is in progress in front of Supreme Court and the high court. The High court has already given the decision in favor of journalist and news reporters. Journalists protested in front of the parliament house as well. They also participated in the hunger strikes. Journalists also performed the duties by wearing the black strips on the arm; even some times they discontinue the work. But the media organizations are not agree with them to accept their basic rights. As a result the performance of every journalist has been decreased. The union of the journalists is careworn for the labor rights of the Pakistani journalist (Mukarram Khan, 2011)¹⁰

Due to lack of these basic facilities the percentage of hypertension between the local journalists has been increased and it is above the average level of the whole country. Arrests and physical harassment of journalists are normal in these days.

The basic aim of this study is to identify the issues and job problems to the Pakistani journalists (Rawalpindi, Islamabad). How these issues can be solved.

- Identification of major issues and problems of working journalist in Pakistan.
- To find the solution of working Journalist in Pakistan.
- To analyze the role of State in solving the issues and problems of working journalists.
- To find out the role media organizations in problem solving the working journalists.
- To find out which media journalists are facing more problems in organizations.

1.4 Significance of study:

This research has significant effects in many ways.

The study has great significance for journalists, government bodies and media owners. Firstly the study helps media organizations for solving the problems of the working journalists. It helps the journalist organization to know required working conditions that can lead to high productivity by journalists. It addresses the Media owner's about the issues and problems of working journalists faced during their job. Secondly it provides the guidelines for the media owners as well as the state to protect the rights of journalists (Hamid, 2005).

It can be very helpful in fixing the salaries, safety measures and health facilities. The Media owner is the practical user of this research. It assists them to improve conditions of working journalists in Pakistan. It will provide base for the further researches in the same area.

Media organizations can feel better by solving the problem of bad working conditions in order for them to gain maximum productivity. It will also provide fruitful thoughts to other researchers for expanding the dimensions of the same research.

Chapter Two Literature Review

The nature of the study requires the reference to the past studies on similar area. It becomes more important chapter to examining the previous and related works by different scholar and researcher.

According to Anderson, 2007 the danger to the quality of journalism in advanced democracies is a 'silent problem of alarming proportions' (p.273). The above statement arise a question: When these assumptions are possible, which booms the same fears expressed by researchers, publishing supervisor and reporters regarding the 'killing' of journalism by technical developments and the forces of capitalism.

Melrose (1997) classified the stress into two basic components. The two components are stress against and stress response or stress effect. In details she discussed that there are three-detail structure of the stress. The first level is alarm stage. The second stage of the stress is the resistance stage and the last stage is the collapse stage. In the first stage of stress, it contains the clear warming that there is something wrong and stress agent is present. As a result of this stage the journalists are not interested in taking complex or critical tasks. They feel difficulty in performing the normal routine work due to stress.

The second stage of the stress comes when the stress increased to initial alarm stage. The exhaustive stage is the last stage, which leads to the depression; tiredness is normally accompanied by nervousness, journalist become irritable and feels tension. As the reaction the person lacks the motivation, which is important factor to find happiness in his/her feelings. The motivation becomes more and more negative.

According to the Asian Human Rights Commission (2010, there was no regulation of salary for operational reporters when Pakistan came into being¹¹. The Pakistani journalists are still fighting for their rights before the parliament of Pakistan by passing a resolution that was listed in October 1955. The firmness declared “the parliaments agree with the statement that the government of Pakistan and authorities must assign a Committee to examine and give solution to the situations of the national press particularly to the employed situations of the journalists and give summary report to the parliament”. This resolution was approved by the parliament and after that the government of Pakistan established a commission for the, which suggested the pay rates and employed situations of media workers.

Wage board award in which the wages for journalist's violence personnel has to be made by the federal government that should be improved every five years under a magistrate of the higher courts (High Court or Supreme Court) with same representations from journalists and media tycoons of the media organizations. The first salary award for working journalists was established in 1960 and implemented on December 31, 1960. The last wage board award is due since July 2000. It is also called the seventh wage board award. The authorized gazette of Government of Pakistan approves it and it transformed into a law and compulsory to them (Naz, 2011).

Due to the postponement in the execution of the seventh wage board award for the last 10 years, the journalists in Rawalpindi and Islamabad also depressed of 8th and 9th wage board awards which must be executed after every 5 years. Now days it is a common saying that the media is the 4th pillar of the country and without this pillar the state cannot get development without fulltime journalists and professional employees.

¹¹<http://www.humanrights.asia/news/urgent-appeals/AHRC-UAG-002-2011> Date Accessed: 10-Dec-2011

But this issue is pending in the court for the last 10 years and the working journalists are not getting their basic right of suitable salary and other trimming payback. The Salary of the working journalists and newspapers employees, were not increased according to the July 1996 fixation rate of sixth wage board award. But in the same era (1996 to 1997), the wages of all other government and private worker, defense agencies were increased 4 times at-least (Ashraf, 2011)¹².

After the decision in the favor of the working journalists was declared and became a law, the proprietor of the newspapers (they also holding the electronic media as well) completely rejected this law and started cut back the journalists. Due to the continuous struggle of journalists to apply the wage board awards, the Prime Minister from armed government of Musharraf tried to execute it but owner of the newspapers and electronic media exposed their authority and the military government was helpless in front of them. The All Pakistan Newspapers Society (APNS), which is founded for the favor of media owners, confronted the soundness of the 7th wage board award in the Supreme Court of Pakistan under Article 185 (3) of the constitution.

The media tycoons are united and very cooperative with the state and country but when law enforcement agencies force them to follow the laws, then they will not follow it and create flaws in the system. They are very sharp, because they increase hue and go against establishment.

Similarly, St. Cyr (2008) stated that about 60% of Rawalpindi publishing supervisor at smaller papers stated that they are not satisfied with the job conditions while only about 25% at mid-sized and larger newspapers are satisfied.

¹²<http://www.humanrights.asia/news/urgent-appeals/AHRC-UAG-002-2011> Date Accessed: 10-Dec-2011

Tharp's 1991 study of about five hundred journalists and editors found that one fourth gone for jobs and change their job nature due to bad working conditions.

Adms (2004) carried out an investigative study of the efficiency of CJP in shielding journalists and press freedom principles in Latin America. According to this study, the committee to protect journalists (CJP) is a nonprofit NGO that is working to protect the independence of media and the security of the media professionals in Latin America. It was through qualitative dialogues with employees at the CPJ, open assessments of journalists who have been assisted by the CPJ, chronological records investigation, and casual contributor inspection. Study showed that at home and at international level the organized nongovernmental associations show more ability in bringing improvements; in the conditions of journalists and independence of media. The CJP right to be heard the matters and put them on the schedule, they try to convince the government to bring the policy, events of foundations and conduct of the state. Success at these levels lies in the contribution of local press groups; concerns addressed explicit audiences, the trustworthiness and influence of CJP, and the association's relations within the worldwide press freedom networks. The research has assisted to bridge the gulf between the research on international encouragement and its force and supply a base upon which to further discover the functions of promotional set of connections in the global society.

Cryle (1940) in his paper identified the key factors that added to the renaissance of worldwide discussion for press liberty in effect of the Second World War and in this way mirrored the commencement of new world regulations and media freedom¹³.

¹³<http://www.ucalgary.ca/hic/issues/vol4/5>; Date Accessed: 10-Aug-2011

Lehman (1963) in his paper Press Councils usually has mechanisms for judging; violators of ethics examined the verdict by the Israel Press Council since 1963. The investigated study shaped classification of realistic features of this right and scrutinized how the media's liability method deals through them

Research also proposes those who leave the ground have some doubts. Fedler et al. (1988) declared that thriving media personals that left the pasture – many citing nuisance with salary, lack of administration and long working hours -- were better-off in their new professions, which obtainable suitable salary and operational circumstances.

Some predictors of job approval are close to sexual category. Reinardy (2009) researched that majority of the female press staff feel overloaded, pessimistic and not capable to do their duties successfully, which cause them to think leaving the ground. Those factors, along with a perceived lack of organizational support, helped to explain why approximately a third of female journalists and working staff and younger told that they mean to quit the line of work. The media, like many other financial sectors in Pakistan, suffers from neglect, even though, as the PFUJ points out, journalists benefit from a wide range of government tax franchises and low duties on imported newspaper, supposedly offered to assist them in paying improved wages. But for the Jang Group, the failure to offer decent wages is rooted in the tensions it has with the government, which withholds advertising from the group, under the pretense, that its newspapers and channels provide an unbalanced and unfair coverage.

As a result, the human and public rights of Pakistani journalists are always violated. They are deprived of health protection, a safe working environment, the right to form trade unions and

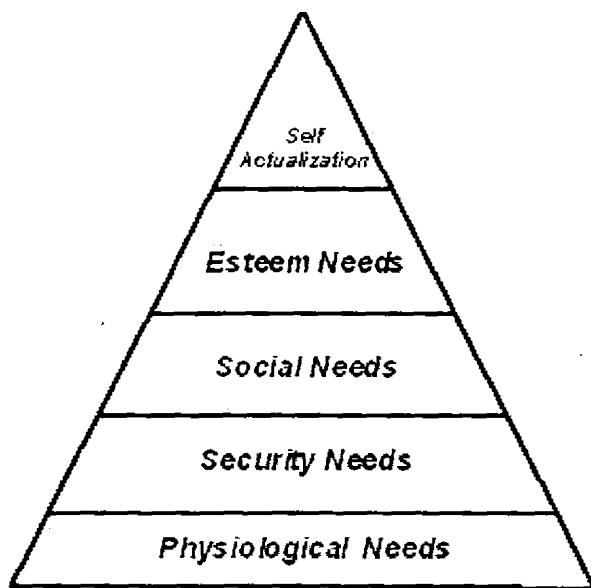
earn minimum wages, as well as other benefits secured under the Newspaper Employees (Conditions of Services) Act. The Seventh Wage Award for journalists and newspaper staff, announced in 2000, still remains only partially honored. Furthermore, the industry as a whole suffered massive job losses over the past year, with about 600 media personnel dismissed, according to the PFUJ. In most cases, those sacked did not receive the payments owed to them.

The journalists in Pakistan are supposed to be loyal and hardworking, "I have observed so many fear episodes while employed as a journalist in Rawalpindi Islamabad, They are the most committed workers when compare to other countries. Again and again, we observed from our coworker journalists, whose bullet-riddled body is found in different areas of the city. And of course, the criminals are never trapped. The five orphaned-children of slain tribal reporter Hayat-Ullah Khan are waiting for justice as to the identity of those responsible for the deaths of their father, mother, and teenage uncle. All three were murdered after Hayat published photos that attest to the intrusion of US forces into Pakistani territory.

Theoretical Framework:

The country is in the control of extraordinary violence and journalists carry the heavy burden of reporting each and every incident in more details. The disaster is that the most of the journalists reporting from the war zones are not skilled and qualified in the techniques of conflict reporting and safety measures. Recently a Pakistani journalist (from Rawalpindi) belongs to the larger group of Urdu Newspaper committed to suicide death. The insensitivity of the media owners can be judged from this incident that none of the newspaper and electronic media aired or wrote this incident and the cause for his suicide that was nonpayment of more than four months wages, and even did not mention the name of journalist Muhammad Azam. The media declared only that Azam committed suicide because he was fronting financial difficulties. This arrogance of the media owners exposes their real anti journalist behavior, which is against the beliefs of real journalism.

2.1 ABRAHAM MASLOW'S NEED HIERARCHY MODEL



'A Theory of human motivation' –Psychological Review Vol.5-1954-*pg.374*

The physiological requirements include the need for basic necessities such as wages, job security, food, shelter, clothing and water safety needs include the need for protection from physical danger such as terrorist attacks, fire, rape, accident, criminal assaults etc.

Social needs have to do with the need for love, affection and acceptance esteem needs mean the strength competence and achievement.

(Taylor's, 2001) scientific supervision theory sees journalists and newspaper employs are an economic animal. The Taylor's describe further that the human beings have the potently to work in isolation with no comparisons. Journalists are normally seen as economic oriented and they always tried to fulfill the organization requirements.

According to Locke (1976)¹⁴, the procedure is complex now since the magnitude of work facets is different for everyone. For example, one journalist may think that salary is very important while another can give job safety as more important for his life. To verify these parameters, Locke (1976) analyze and forward the ideas on the affect theory. The test hypothesis of effect theory is that local journalists give importance facets in a different way when assessing job satisfaction (Locke, 1976). As a result, the analysis is not generic rather they are more specific. For example, the job satisfaction of journalist who feels great importance on salary may have strong positive affect if he receives a salary beyond the expected salary.

On the other hand if his or her salary expectations may minimally affect the job satisfaction of an employee who places less weight on salary.

2.2 Employee performance

The link between job satisfaction and job performance has a long and controversial history. Researchers were first made aware of the link between satisfaction and performance through the 1924-1933 Hawthorne studies (Naidu, 1996). Since the Hawthorne studies, numerous researchers have critically examined the idea that "a happy worker is a productive worker". Research results of Iaffaldano and Muchinsky (1985) have found a weak connection, approximately .17, between job satisfaction and job performance. On the other hand, research conducted by Organ (1988) discovered that a stronger connection between performance and satisfaction was not found because of the narrow definition of job performance.

¹⁴<https://wikispaces.psu.edu/display/PSYCH484/11.+Job+Sat+Date+Accessed+01Feb+2012>

Job satisfaction and job performance are related to each other; however, it is not as strong as one would at first consider. The feeble relation may be credited to issues such as job management or financial behavior. For example, some journalists are designed so that a lower level of presentation is necessary which does not allow for high approval. In addition, in times of high being without a job, disgruntled workers will carry out well, choosing indecisive work over joblessness.

"In 2006, researcher Michelle Jones analyzed three studies pulling together 74 separate investigations of job satisfaction and job performance in 12,000 workers. She wrote: 'The conclusions drawn by these researchers, and many others, indicate the presence of a positive, but very weak, relationship between job satisfaction and job performance.' Jones argues we have been measuring the wrong kind of satisfaction. Instead of job satisfaction, we should be looking at the link between overall satisfaction with life and output at work" (Bright, 2008). In this study, Jones implies that the more satisfied someone is with their life in general, the more productive we will be in our jobs.

2.3 Research questions:

RQ 1: What are issues and problems of working journalists in Pakistan?

RQ 2: What role media organizations are playing for the welfare and uplift of working journalists?

RQ 3: What role state is playing in addressing issues and problems of working journalists?

RQ 4: Whether print media journalists are facing more problems as compared to the electronic media journalists?

RQ 5: What are the effects of these poor working conditions on journalists?

Chapter Four: Methodological Design

3.1 INTRODUCTION

In this chapter we describe the methodology of collecting the data and the statistical tools to be used. In this analysis the tools used play a vital role in obtaining desired results. Research methodology means methods that determine how the data is collected and analyzed (Marshal, 1998). It contains the type of research, sampling methods, sample size, data collection, findings and explanation of the output tables¹⁵ (Khan, 2005).

In this thesis, typical instrument is used for measuring the variables. The type of this research is quantitative and descriptive so questionnaire is used to measure the variables. E. A Hesket (2008) defines the Quantitative research, as it is the collection and analysis of numerical data. Statistics, although not an integral part of quantitative study, are used to confirm or contradict the conclusions the researcher draw to analyze data.

The questionnaire is consisted of close-ended questions in which the likert scale measurement is used to collect the response of the various journalists. The researcher has quantified the likert scale by giving the numeric values.

The questionnaire was given the numeric numbering for data analysis in SPSS. Based on the results of the questionnaire; the results will be operated in the SPSS.

3.1.1 Universe:

Universe is the “aggregate of all cases that conform to some designated set of descriptions” (Isidor, 1981)¹⁶. Population is the subset of the universe in which we are interested to analyze the

data. It can be finite or infinite. In infinite population the samples can be drawn unlimited number of times but in finite population we have countable samples.

The Universe of this research is finite and the extent of this population is Rawalpindi/Islamabad. In this research the universe is the male and female journalist of Rawalpindi/Islamabad. Each city has been chosen to select the samples without biasness in terms of geographical coverage. The population of this research is the working journalists of twin cities (Islamabad/Rawalpindi).

3.1.2 Sampling:

There are two types of samplings techniques, which are mostly used, Probability or simple random Sampling and non-random sampling or judgment sampling. Hundred respondents have answers of the questionnaire both from electronic and print media.

The quantitative research requires random selection of samples, which are selected from the population in the target study.¹⁷ (Duffy,1985). In statistics the sampling depends upon the study, which is sampled to develop universal laws. After becoming universal laws, they become comprehensive to the larger inhabitants. When the samples are taken randomly their results can be generalized.

Probability samples contain simple random, systematic, cluster and stratified methods, whereas non-probability samples can be collected by any of quota, purposive, snowball, self-selection and convenience techniques (Mark et al., 2007).

Convenient sampling is used in order to get the unbiased results. Different areas of the Islamabad/Rawalpindi have visited like press clubs, Newspaper and media channels and Associated Press of Pakistan to conduct the research. Results from the sample can be

¹⁷<http://www.scribd.com/doc/39520315/Non-Probability-Sampling> Date Accessed: 04-April-2012

generalized to speak for the entire population from which the before mentioned sample was taken. The resulting sample must be representative of the population to warrant accurate generalization. There are hundred respondents in a sample so that the results have some significance. This sample is enough to use the normal distribution, which will lead to the exact estimation of the population parameters.

3.1.3 Samples:

A sample is said to be the representative of the population if the analysis made on it yields results similar to those that would be obtained had the entire population been analyzed (Chava et al., 1992)¹⁸

For this research the total sample size is one hundred. There are 74 males and 26 female's journalists are selected for this research.

3.1.4 Measurement

Measurement is a procedure in which numerical are assigned to empirical properties (variables) according to rules (Chava et al., 1992).

3.2 Data collection tool and analysis

Questionnaire is most popular method used to survey for collection of the data.

Questionnaire is one of the most widely used survey data collection technique (Dilleman 2000, cited in Mark et al (2007)). It is widely used in descriptive as well as explanatory researches, but is not used in exploratory or other researches that require large number of open-ended questions

¹⁸<http://www2.uiah.fi/projects/metodi/152.htm> Date Accessed: 01-Aug-2011

(Mark et al., 2007). This research required some response from the journalist of twin cities. So questionnaire was the best method to get the journalists view. The process of collecting the sample from the population was based on “delivery and collection questionnaire” i.e. questionnaires were delivered by hand to each journalist and then collected later.

Data is collected from the primary source. The random sampling technique has used to gather the data. The Questionnaire consists of 25 close-ended questions. All the variables of the questionnaire were formulated as quantitative so that numerical analysis can be performed. Different characteristics were assigned a numerical value. Level of measurement in this case was ratio and interval. Likert scale was used to collect the journalist’s data with the five statements.

3.3 Justification for the selection of these questionnaires

3.3.1 Key Variables

3.3.1.1 1. Journalist/media Reporters

Any employee who is performing the reporting, editing the news, writing articles and collecting different events happening around the society. For example the reporter of daily Jang

3.3.1.2 Harassment

Harassment means that any journalist/media worker has been involved in physical or mental threats by any external source. Threat can be given by phone calls, mobile SMS, through emails or personally. Harassment includes dirty jokes, life threaten phone calls

3.3.1.3 *JOB SECURITY*

Job security means that the journalist has the letter of appointment and he/she has the full time salaried job. Freelancers or daily wages are not included in this category. Job security means permanent salaried job with job offer letter.

3.3.1.4 *SALARY*

Salary is the amount of money, which a journalist is taking in cash. Extra benefits are not included in this variable. Medical facility/ vehicle charges are not included in this category. The monthly salary includes the basic salary plus the allowances.

3.3.1.5 *TRANSPORT*

Transportation means the media organization is giving the facility of conveyance. The media organization will purchase or hire the vehicle for employees to pick them from home and drop back to their home. For example pick and drop facility at home.

3.3.1.6 *PROFESSIONAL TRAINING*

Professional training means any kind of course/certification that is helpful for the journalist to perform their duties well. Professional training can be in any field but it must be related to news and reporting. For example training for reporting in danger zone.

3.3.2 *Software Tools:*

The MS Excel is used to enter the data from the responded journalists. The data is manipulated as numeric against each question. Variables are defined; there are 25 questions that were asked from 100 journalists. 25 different variables are identified. After collection of data the data is transferred into SPSS for manipulation. SPSS is the popular software used for analysis of the data and the graphical output.

3.3.3 Independent variable:

Independent variable is a variable, which can attain any value and bring change to other variables.

There are many independent variables in this case study.

- Low wages, Training, Job security, Working Hours, Health Insurance, threats call, promotion policy and, Implementation of the wage award

3.3.4 Dependent variables:

The dependent variable, which is dependent upon some other variables (Saul, 2008)

The dependent variable in this case is

- Level of Performance of journalist and news reporters

3.4 Data collection through Questionnaire:

The data collected from the 100 journalists working as full time employed in different media groups in Rawalpindi/ Islamabad. The questionnaire has been filled and recorded as face to face. 100 samples size is chosen to give the normal and standard results. The journalists who are selected for interview are selected using the convenient sampling technique.

The answers of each question are digitized in SPSS. We have used the ordinal level of measurement. In ordinals the attributes or the answers of the questionnaire can be ordered.

Chapter five: Results and findings

In this research we use the descriptive statistics. It is the simplest method to compare the data within the sample. The descriptive statistics result allows getting the information or inference about the population. The descriptive statistics method was to give a strong and clear picture of the data. The researcher used the Z distribution. It is normal because it has the sample size large enough so that the samples can reflect the population very easily.

4.1 DATA PRESENTATION AND ANALYSIS

This chapter describes the results and output of the statistical analysis of the data, collected by the questionnaire. There were total 110 samples questionnaire were printed some of them did not respond and we had the data of the 100 samples. There are two parts of the questionnaire. First belongs to the personal information like name, age, sex, education and marital status.

The second category of the questionnaire is based on the research questions, like length of service, salary amount and extra benefits or medical facility.

In order to achieve the objective of the study and to test the research questions, hypotheses were formulated according to the samples.

4.2 Findings:

The basic descriptive statistics shows the output of the gender variable. In this research the sample size is 100 and we use the probability sampling technique to collect the samples. In the sample of 100, the number of female journalists is 26 and male journalists are 74. The percentage of female journalist is 26% and the percentage of male journalist is 74%. The

journalists are selected from different newspapers and electronic media organizations in twin cities. The responded are selected at random from different media organizations.

The number of female journalists is 26 and male journalists are 74. In the descriptive analysis it is concluded that there are more male journalists than female journalist working in Rawalpindi/Islamabad. In Pakistani society the males are dominating in every profession.

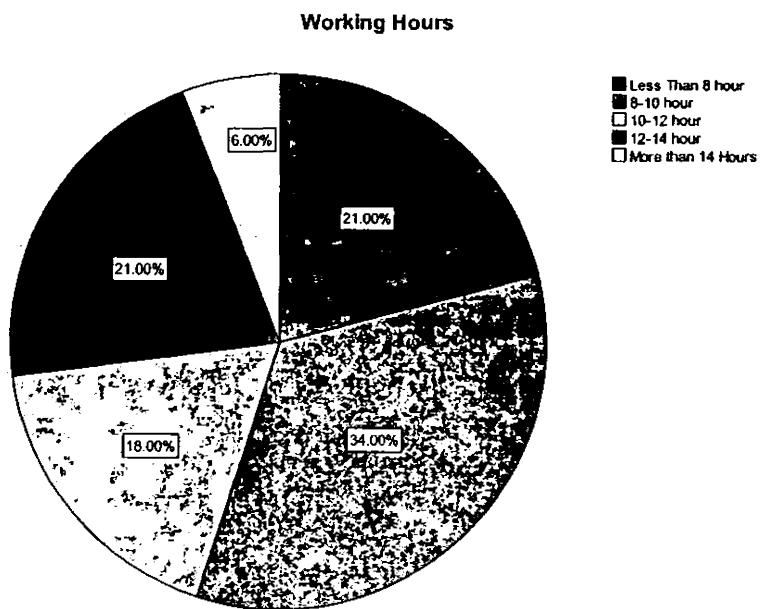
4.2.1 Medical facility

R 1: What are issues and problems of working journalists in Pakistan?

It is observed from the sampled data that 65% (65) of the journalists reported that they have no medical facility. The frequency is quite high which means that media organizations are not giving basic facility to the journalist. 35% journalist is agreed that they have got the medical facility but again it may be some kind of limited facility. Journalists who have been injured during the duty hours were not entitled for the medical facility because they do not have the contract letter.

It is also observed from the same questionnaire that 66% says that their life is not insured. Only 34% journalists say yes that they have been insured by the media organization. It is again the labor law, by which media organizations are not declaring them their employees.

4.2.2 Working Hours



It has been observed that 21% of the journalists that are sampled have working hours less than 8 hours. About 45% of the journalist has more than 10 hours a day to work. Even 25 % journalists and reporter are working beyond the 14-hour.

Media organizations are not paying them for these over time. The social life of the journalists is nothing. Journalist cannot proper time to their families. Journalist is working for more hours than the normal time. This factor affects the performance of the journalists. When journalists work for more than eight hours it will affect the mental and physical health of the journalists. Due to extensive work, the journalists have no time for their family and relatives.

It is observed that majority of the journalists have leaves less than 20 in a year. These leave are applicable when journalist have the contract or job offer letter. Otherwise the salary will be reduced for those journalists.

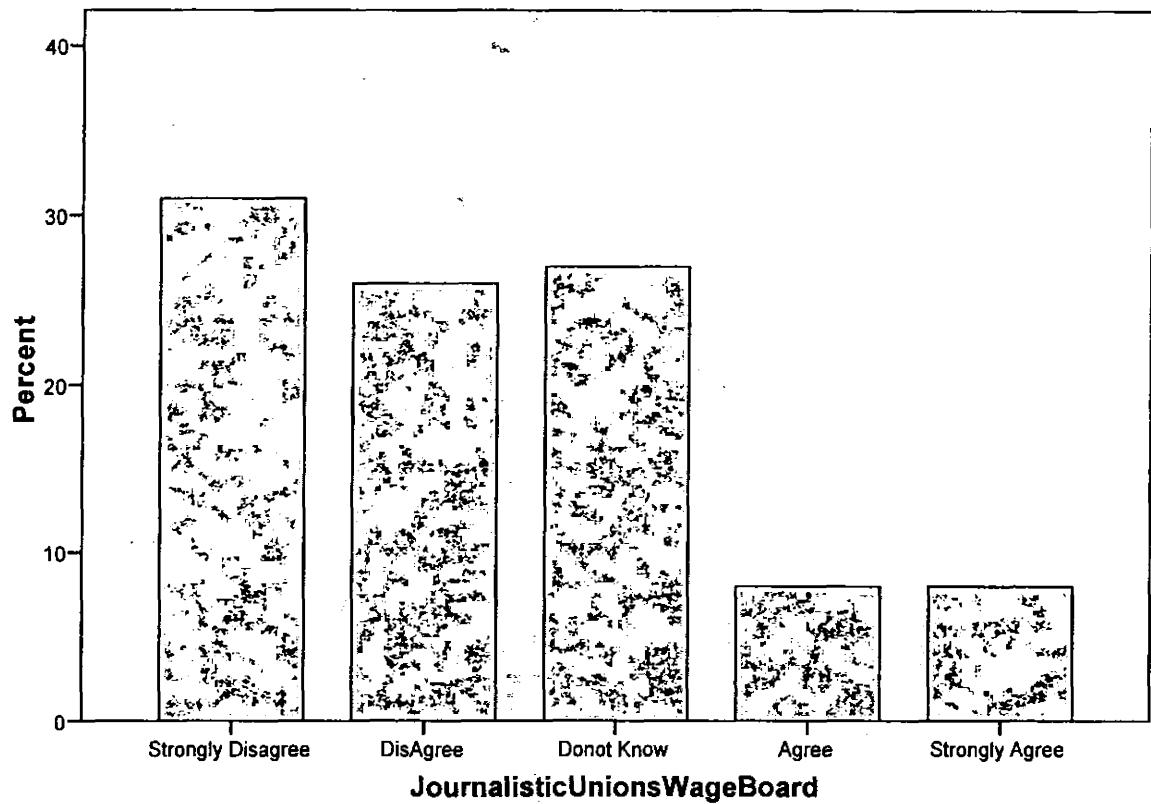
More than 55% journalist has leaved less than 20. For contract journalist and daily wages reporters, who are working with media organization are not allowed any kind of leave. Only

unpaid leaves are available which is against the labor laws. Even in case of urgency journalists are not allowed to take leave without prior permission. Contract based journalists have no official leaves, if they do, the amount equal to per day salary will be cut off from his salary.

The journalists are facing many problems, which include the medical facility, job security and annually leave. The study explores 55% of the journalists has shared their experience that they are not eligible for annual leaves more than 20 while only 12% of the journalists are agree with the statement that they have more than 20 annual leaves. Journalists are facing another issue, which is working hours per day for reporting and editing the news. The media owners and the government do not provide any social benefits and improvement in the working conditions of the journalists as well. Only 6.6% of the respondent are agree that media organizations are providing the good working conditions for journalists. In fact these journalists' bodies are running by the media owners and they are playing in the hands of the media owner. Journalists feel that these bodies are not supporting the journalist's aim and their issues.

R 2: What role journalists unions are playing for the welfare and uplift of working journalists?

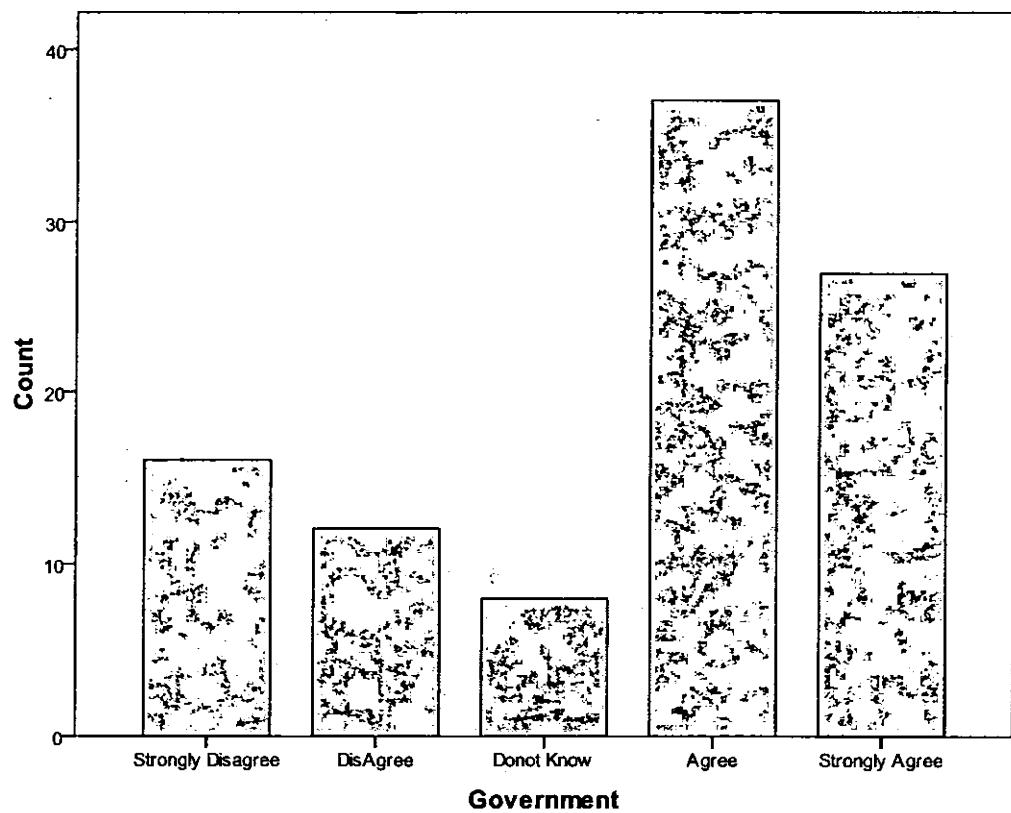
JournalisticUnionsWageBoard



It is observed that media personal or journalists are not satisfied with the journalist's unions. 55% respondent totally rejects any involvement in providing the support on wage board issue to journalists. Journalists are not happy with the performance of these organization or bodies. 12% journalists are only agreeing with the statement that journalistic bodies are helping to user. About 25% said that they do not know. The Journalists are not satisfied with the actions taken by the journalist unions. Only 18% journalists are satisfied with the efforts and performance of journalist's unions. Majority of the journalists are in view that these union bodies are playing in the hands of media tycoons. Journalists' bodies failed to provide the platforms to reduce the problems and issues and highlight them. About 37% of the responded

have the opinion that journalists unions do not help them to improve the working conditions and health facilities. According to the majority of the responded the situation is same as in the past and nothing has been changed. While 25% of the journalist did not give any comment because they are not aware of the working conditions and take it as a routine job.

R 3: The Government is responsible for the delay in the Wage board Award?



It is observed that government is the responsible for the delay in the approval of wage board award. 38% of the journalist's responded with the option agree that they think government has involved in delaying the implementation of seventh wage board award. Only 10% think that they have no idea about this issue but almost 90% journalists are agree in the census that

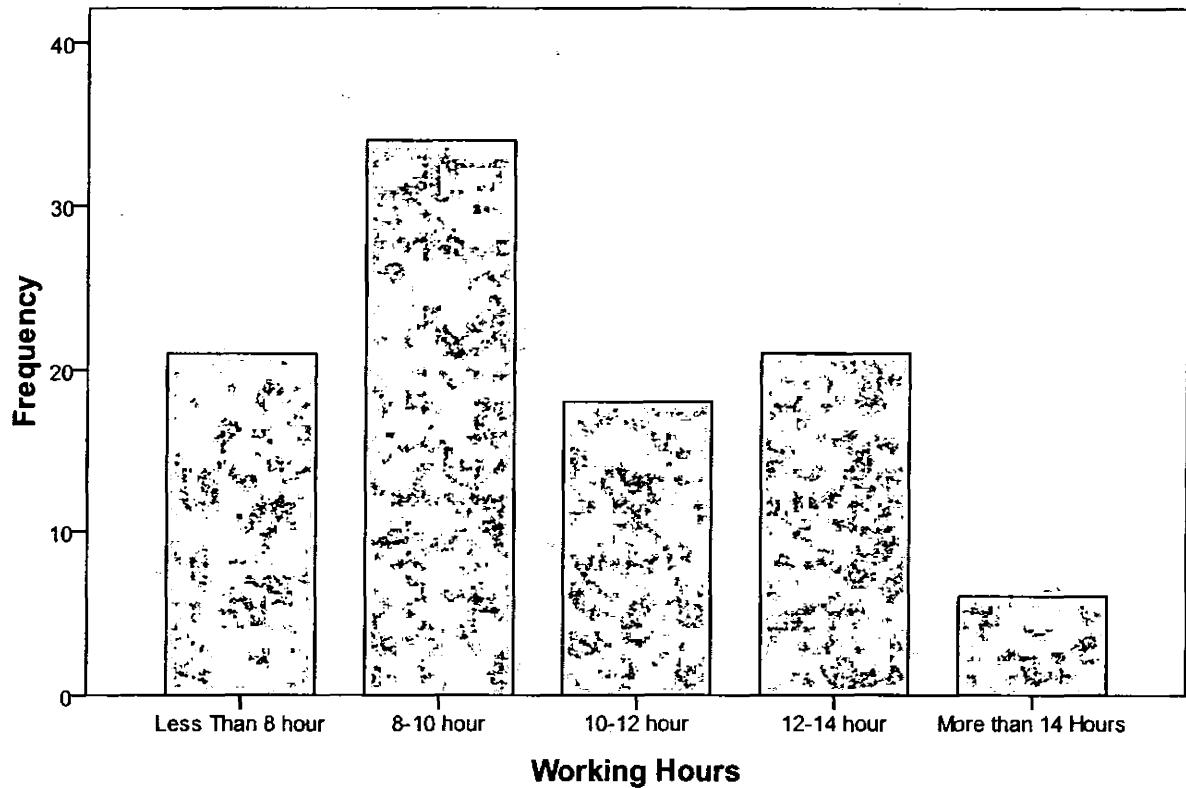
the current government is not interested in wage board award. Some respondent said that they are not agreeing, they think that media owners are the responsible for this delay. Majority of the journalists are agreeing that the government is not sincere with the declaration of 7th wage board award. Journalist's workload is damaging the health and causes them trouble in sleeping. Some of the journalists are reporting for permanent headaches.

Economics recession is very high in all the parts of the world, in this critical situation the role of government is very vital but majority of the journalists feels that government is not playing its role efficiently.

R 4: Whether print media journalists are facing more problems as compared to the electronic media journalists?

It is observed that there are 62% electronic journalists in the experiment. The print media representation is 38%. Now we want to compare the issues and problems with both kinds of media. In these days the number of working journalists working in electronic media is higher than the number of journalists working in print media. The number of TV channels has been increased dramatically in last 10 years. To distinguish between the print media and electronic media the samples are divided into two groups.

Working Hours



The above output is the working hour comparison between the two media groups. In the print media 42% of the journalist and media worker are working more than 10 hours a day. While the 50% or more journalists are working for more than 10 hours a day. These comparisons show that the electronic media journalist is working for more hours than the print media.

There is not much difference in both the groups but 10.5% of the print media worker's are giving more than 14 hours a day. Out of 38 respondents, which was selected, on average 11%

of them are working for more than 14 hours per day. 81.6% of the print media journalist is working beyond their time limit. It shows for any 5 journalists there are at least 4 journalists that are working for extra timing. Majority of the journalists are working more than 10 hours and their timings are not fixed. The late sittings have become daily routine. The social life of the journalists is very bad, because of extra working hours.

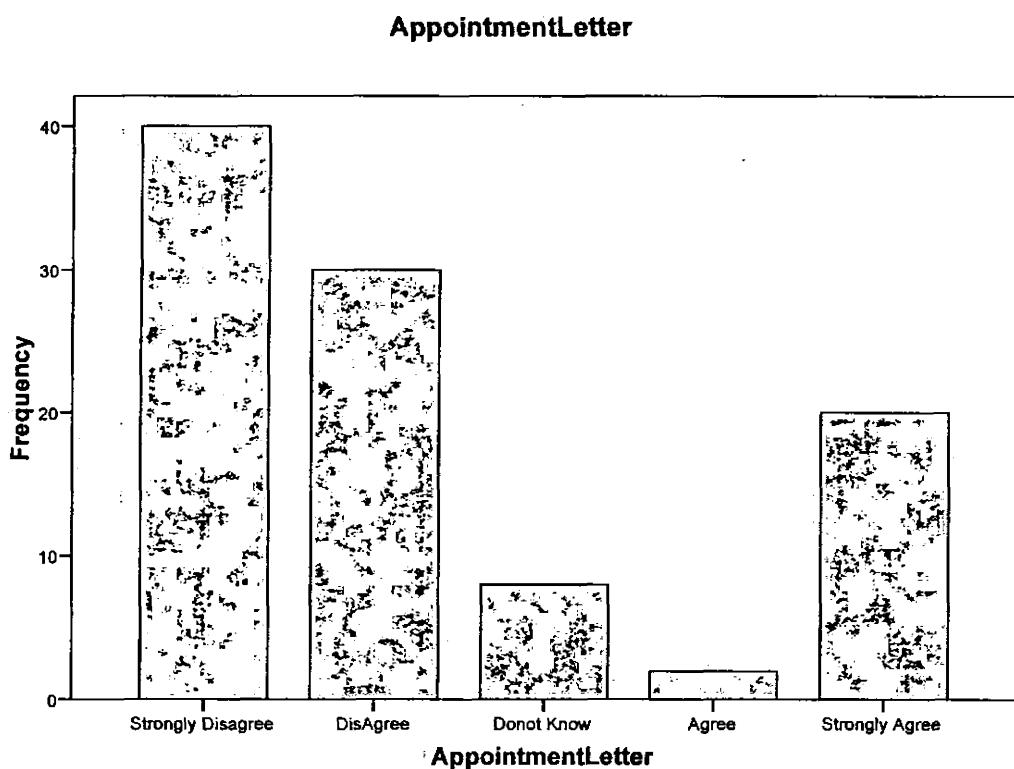
R 5: What are the challenges of working journalists in Pakistan?

It is observed that 34% of the journalists are strongly agreed that they are threatening by the local agencies. They are strongly agree with the statement that journalist in both cities are harassed by the local law and order agencies. 38% of the sampled journalists are agreed with the statement that they feel that local agencies are involved in the harassment of the journalists. Journalists are under huge stress and pressure. Local agencies have free hand to harass the journalist, even some of the journalists have been killed during the investigation by the local agencies. Only 8% are disagreed with this statement that our local agencies are not involved in this activity. They are the people who are technical and do not have any direct connection the news. They are rather the back end editors, content writer.

It is observed that 33% of the journalists are agreed with the statement those politicians are responsible for the harassment of the journalist. 5% are totally agreed with this argument. Only 15% are disagreed with this statement that politicians are not involved in any activity like this. In these days journalists are given threats on record, by phone calls from any minister in the live TV

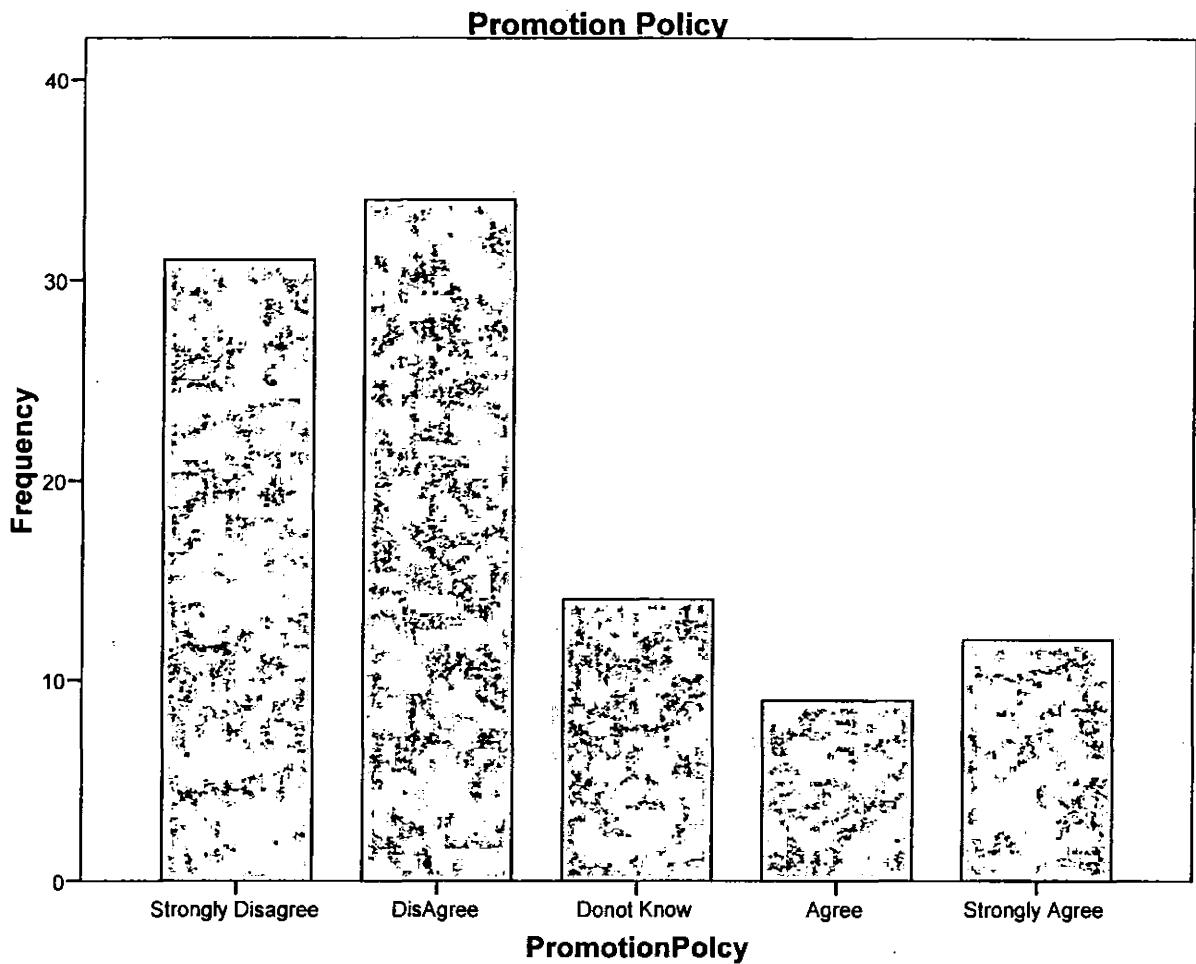
channel shows. In these days media is independent but the politicians do not want to expose themselves in front of the people. They threaten the journalists by different means.

There are many journalists working in Rawalpindi/ Islamabad but they do not have the appointment letter. The questions were asked whether they have any contract letter for joining the job as journalists.



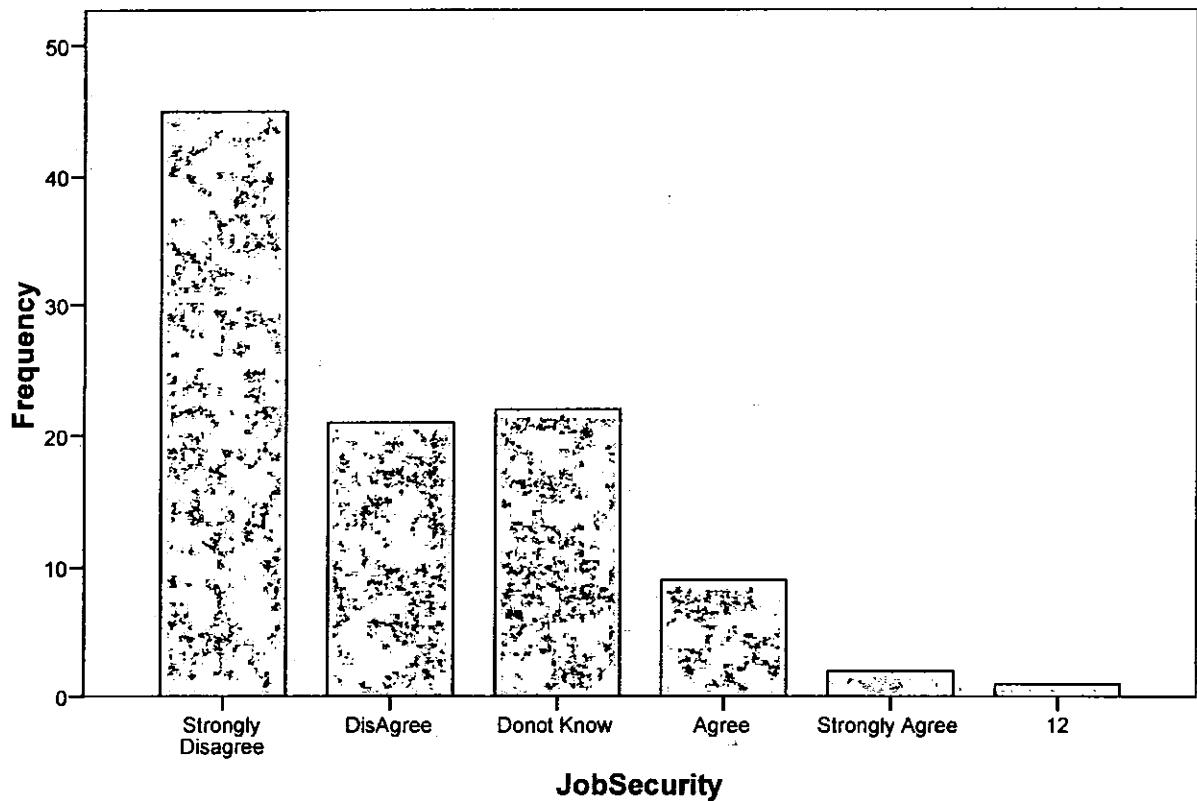
It is observed from the above output that 40% of the responded have not got any kind of appointment letter. The media organizations are happy to hire the journalists by no giving them any formal letter. In this case if journalist get accident or get any kind of injury, then the media organization will not be the responsible for his medical care.

About 68% of the journalist is agreed that media organizations are involved in this activity. 20% said that they were offered proper job and formal offer letters.



It has been observed that from the above analysis that 65% journalist are not happy with the proportion policy. The promotion policy is applicable only for permanent employees. Journalist working on contract will not get any promotion. Only 20% are agreed with the promotion policy they are the permanent employees of any media group. Promotions are also affected by the favoritism; politicians are involved in this event.

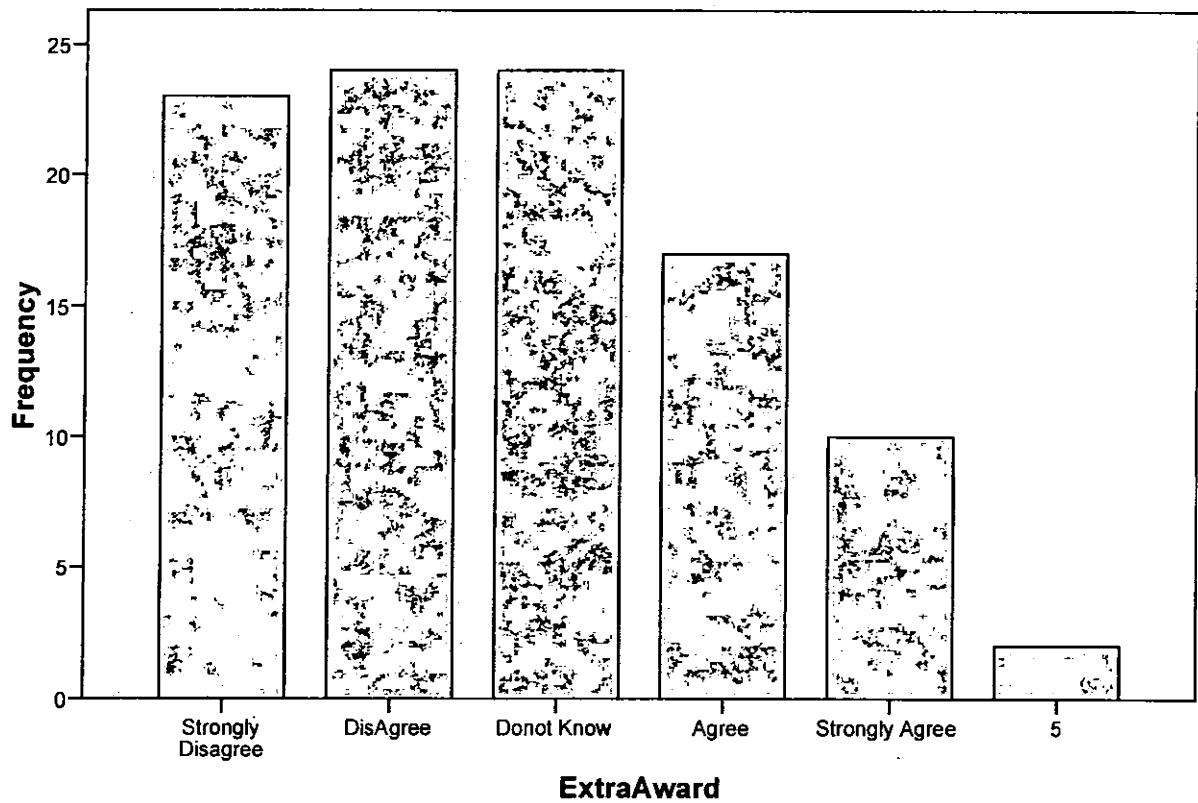
JobSecurity



It is observed that almost 45% of the total respondent have concerned about the job security.

Most of the journalist have job on contract basis. They are not allowed to get any facility that is available for the permanent employees. Only 3% of the journalist selected for the sample is feeling that their job is secure. The media groups are like a one unit against the journalist benefits. Their policies are the same as if one journalist is fired from his job; no one in the market will hire him. Media groups are creating the monopoly in the media market. Journalists are not mentally distributed by this stress that their job is not secure and they are always looking for substitute field where at least their job is secure.

ExtraAward



It has been observed that there is no concept of appreciations. Only 10% of the sample journalists have responded with the option that they are happy with the media owner's motivational schemes. About 70% of the respondent said that they is no such scheme or the scheme is not form them. Media groups are spending many resources on the marketing and advertisement but for journalists they always have the budget issues.

Journalists are not motivated. They think that there is no extra award policy. Rather media organizations policies are demoralizing the journalist.

Linear Model for measuring the effect of working problem on their job performance.

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	12.865	7	1.838	1.843	.088(a)
Residual	91.725	92	.997		
Total	104.590	99			

A Predictors: (Constant), Transport Impact, Medical facility, Salary, Safety Training, Job Security, Life Assurance, Working Hours

B Dependent Variable: Performance

ANOVA is used for the testing of hypothesis that there is relationship between the journalist's issues and their performance. Issues and performance are always related but their relationship is negative. If the quantity of volume of the issues is increasing then the performance of the employee become lower and lower. ANNOVA is used to measure the association between these variables. It is observed that there is a relationship between the independent variables and dependent variable. The calculated F statistics is 1.843 that is significant.

It is observed that our relation is significant.

Relationship model (a)

Model	Unstandardized Coefficients		Standardized Coefficients
	B	Std. Error	Beta
1 (Constant)	2.237	.462	
Medical facility	.176	.259	-.082
Life Assurance	.036	.105	.038
Working Hours	-.054	.094	.064
Salary	.328	.182	.190
Job Security	.204	.071	-.309
Safety Training	.125	.090	.144
Transport Impact	.099	.100	.100

A Dependent Variable: Performance

It is observed that there is a negative relationship between the performance of any employee and the issues or problem, which he/she is facing.

The medical facility has regression coefficient is -0.176. Safety Training, Salary and transport impact have positive relationship between these values.

The regression equation will be look like this

Performance=2.237-0.176* Medical facility+0.036*life assurance+0.054 *Working Hours
+0.328 * Salary+0.099 * Transport Impact- 2.04*Job Security + 0.125* Safety Training.

The performance of the journalists is dependent upon few factors that are linearly modeled in the above regression equation.

It is observed that the by giving the life assurance and more salary, the media organizations can get the best performance from the journalist.

The journalists are protesting against the bad behavior of the media organizations and government attitude. The journalists and news reporters are beaten and tormented because they are fighting for better salary packages and working environments. The year 2011 is measured as the worst year for reporting as many of journalists were kidnapped and killed during the protest and some are killed due to publishing the real stories about some criminal actors. The journalists union is active now and they are also fighting for the journalist's basic rights. From Mr. Ayub's government to the current government, the political parties have affected the working of this group. Rules are continuously changing depending upon the politician's requirements. The political parties helped them in front of camera but off the record they did nothing. Journalists have no freedom to write something on critical issues.

CHAPTER 6 Conclusions, Discussions and Implications of Research

From the findings of this research it is concluded that level of performance of journalist are decreasing day by day. Media owners are the primary reasons for this decrement. Journalists are not happy with their working conditions at workplace. They are protesting for their basic rights like increment in salary, health insurance, and better working environments. Journalist is getting life threats from different sources for publishing the conflict and critical news. Media owner's behavior is not flexible with the journalists unions. It is the main reason in the implementation delay of seventh wage board award. The continuously decline in the performance level of the journalists have affected on the media organizations as well to which these journalists belongs. The mental dissatisfaction of journalists is above the average level of country level. Journalists does not feel secure and safe while reporting in conflicts areas, rather they avoid reporting critical issues.

The whole goodwill of media owners and media organization is vanished. If the current situations do not change then the journalists will start shifting the organizations and they will go abroad or will quite for other professions. Media organizations will lose the experience and skills journalist if they do not support the implementation of seventh wage board award.

For reporting in critical areas there is no training for the journalists. No safety measures are followed so terrorist attacks become more frequently on journalists. Journalists are not aware of how to save themselves in case of emergency. Media owners are in the line of competitions for braking news. The situation of insecurity for the media personnel and working journalists resulted in the murder of both skilled and young future journalists. The unstable working environment in an otherwise successful media industry further enhance to this bad working environment.

There is no fixed timing for journalist; it is a habit for them to work late nights and over time without any extra benefits. Due to extra hardworking their mental and physical health is not at best level. The level of news reporting and quality of the news is decreasing day by day. It is concluded that journalists are not getting the facilities against the work they are doing. The working conditions are not good, journalists have no job security lack of health facilities and they are not able to aware other journalists about these facts. For reporting the actual facts and news they are given live threats and they are killed if they report the actual facts. There are many less qualified journalists, which are blessing for the media owners. These low qualified and unskilled journalists are ready to work on low salary and without basic facilities. They report the news and facts according to the media owner will and political affiliations. They report the news on the agenda of the media owner and give those ideological benefits and economical growth. These journalists avoid themselves to work in the critical and danger areas. Doing so would only make you a burden to emergency crews and colleagues.

While covering the news in the critical areas journalists should work as a team rather than individual so that they can help each other in case of emergency; the team should also carry the first aid box with them. Waterproof gear should be readily available and worn as needed. The journalist job card must be weared so that his/her identity can be obtained in case of any injury. Blood group information must also be kept with the job card and any kind of allergies, preferably on a laminated card and perhaps worn around your neck.

Journalists and their team should take of road conditions and other travelling measures and during reporting they must aware about each other locations and conditions in critical areas.

Evacuation routes should be mapped out and updated as needed. The best way into an area may

not be the best way out. There must be multiple planned and in one planned there must be multiple routes Natural disasters can give rise to a host of other problems, from leaking toxic fumes to water-borne diseases.

Journalists should be aware of the working conditions as well as the surrounding conditions. One member of the team should be watchful for any changes in conditions and be tasked with maintaining and updating exit strategies.

Despite of all life security risks and low wages, Pakistani journalists are working hard and they are hopeful about the implementation of seventh wage board award. Any journalist planning to cover a disease epidemic or a manmade health emergency should be in good health, have an immune system that is not compromised, and have no existing condition that could predispose him or her to illness. The report suggests there are various kinds of conflict and journalists should be aware of the environments they could be placed in and there is a need for an institution to train journalists who could report from conflict zones. It also stresses on developing a code of conduct for journalists working in conflict zones, along with standardizing safety procedures that could help them survive in a conflict zone. The owners of media houses are not paying heed to ensure proper safety and security of their reporters. Cameras and other equipment of media houses are properly insured but not the cameramen and reporters using them. The government and media organizations should have to take serious notice of this issue and ensure that all working journalists are properly insured. There is also need of in-house training programs for journalists to raise their professional capacities and make them aware about the risks of working in dangerous and conflict areas.

It is the responsibility of journalists and media owners to correct these bad working conditions.

No speculation in the media can be succeeding without appropriate investment in the social area and improvement of working journalists of RWP/ISB. It is the responsibility of the media owner's to correct the situation. They can only achieve their goals by proper investment in the favor of journalists and professional workers.

Recommendations:

After analyzing this research, following recommendations are given.

Government and state agencies should help the journalists to free and independent to work by doing this they will never enter into yellow journalism or biased reporting. The nature of journalist should be permanent so they feel secure about job and work hardly. Journalists should be provided the transportation facilities especially to women journalist. There should be some bonus for the journalists to encourage them for working well. To secure the journalists and news reporters who are kidnapped and suffering from injury for reporting on the sensitive issues.

The pay scale must be revised now as the current scales are not suitable at well, do not feel frustrated. The journalists are given respect in their occupation. Medical facilities must be given to each journalist. Duty hours must be flexible and fixed. If it is necessary to work beyond the fixed hour then they must be paid for extra workload. Proper job agreement must be obtained from the media owners so that journalist feels secure about job so they should not search new job opportunists.

The clash between media organizations, journalists and the state still exists even after passing many years. The dust has been temporarily settled but it can explode again any time. No one of the conflict parties is willing to sacrifice. The most surprising part of the story is that the Government is fully committed to implement the Seventh Wage Board Award, supporting the journalist community for the first time. No such commitment was seen in the implementation of the earlier six Wage Board Awards. Why it is so? Some people say that the Government is just using the name of journalists to pressurize media owners to favor the government; otherwise it has no sympathy with journalists. The journalists are fighting the battle for a reasonable rise in their salaries, which is justified.

4.3 LIMITATION TO THE STUDY

While completing the research, the scholar encountered was in the administrating category and retrieving questionnaire from the journalists. Some of the journalists have not responded and they play Passive role some delayed in completing the survey. Some of the journalists were not available at any time. The researchers' resilience and perseverance made him to be able to weather the storms.

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Appendix

Gender

	Frequency	Percent
Female	26	26
Male	74	72
Total	100	100

Medical facility

	Frequency	Percent
No	65	65.0
Yes	35	35.0
Total	100	100.0

Life Assurance

	Frequency	Percent
No	66	66.0
Yes	34	34.0
Total	100	100.0

Working Hours

	Frequency	Percent
Less Than 8 hour	21	21.0
8-10 hour	34	34.0
10-12 hour	18	18.0
12-14 hour	21	21.0
More than 14 Hours	6	6.0
Total	100	100.0

Leaves In a Year

	Frequency	Percent
10-15	21	21.0
16-20	34	34.0
21-25	18	18.0
26-30	21	21.0
5	6	6.0
Total	100	100.0

Working Hours (a)

	Frequency	Percent
Less Than 8 hour	14	22.6
8-10 hour	19	30.6
10-12 hour	11	17.7
12-14 hour	16	25.8
More than 14 Hours	2	3.2
Total	62	100.0

a Channel TV = Electronic

Working Hours (a)

	Frequency	Percent
Less Than 8 hour	7	18.4
8-10 hour	15	39.5
10-12 hour	7	18.4
12-14 hour	5	13.2
More than 14 Hours	4	10.5
Total	38	100.0

A Channel TV = Print

Harassment Local Agency

	Frequency	Percent
Strongly Disagree	2	2.0
Disagree	8	8
Don't Know	18	18
Agree	38	38.0
Strongly Agree	34	34.0
Total	100	100.00

Journalist's harassment by Politicians

	Frequency	Percent
Strongly Disagree	7	7.0
Disagree	8	8.0
Don't Know	47	47.0
Agree	33	33.0
Strongly Agree	5	5.0
Total	100	100.0

Issues and problems of working conditions: a case study of working journalist of Rawalpindi/Islamabad

Name: _____

Age: _____

1. Respondent Position: Journalist Editor Any other _____

2. Job Type: Permanent Contract daily Wages

3. Medium of Organization: English Urdu

4. Channel: Print Electronic Any other _____

5. Medical Facility

- Yes
- No

6. Life assurance policy

- Yes
- No

7. Working hours

- Less Than 8 hour
- 8-10 hour
- 10-12 hour
- 12-14 hour
- More than 14 hour

8. Leaves in a year (leave with full pay)

- 10-15
- 16-20
- 21-25
- 26-30

9. I often go to attend the professional training from my organization?

- 0
- 1-2
- 3-4
- 5-6
- More than 6

SALARY

10. I am being paid according to the level performance is taken from you?

- Strongly Disagree
- disagree
- Do not know
- Agree
- Strongly agree

11. I often get salary in time?

- Strongly Disagree
- disagree
- Do not know
- Agree
- Strongly agree

OVERLOAD

12. I often force to do over work?

- Strongly Disagree
- disagree
- Do not know
- Agree
- Strongly agree

13. I often paid for over timing?

- Strongly Disagree
- disagree
- Do not know
- Agree
- Strongly agree

TRANSPORT

14. I often get transport to perform my office duties?

- Strongly Disagree
- disagree
- Do not know
- Agree
- Strongly agree

15. I usually faced hurdles in performing my duties in time without logistics?

- Strongly Disagree
- disagree

- Do not know
- Agree
- *Strongly agree*

PROFESSIONAL TRAINING

16. I often trained to perform duty in conflict zone?

- *Strongly Disagree*
- disagree
- Do not know
- Agree
- *Strongly agree*

JOB SECURITY

16. I often enjoy my job security?

- *Strongly Disagree*
- disagree
- Do not know
- Agree
- *Strongly agree*

17. I have signed my job contract in time of joining?

- *Strongly Disagree*
- disagree
- Do not know
- Agree
- *Strongly agree*

EXTRA AWARD

18. I often feel proud of getting bonuses for high achievement?

- *Strongly Disagree*
- disagree
- Do not know
- Agree
- *Strongly agree*

19. I am satisfied with the promotion policy?

- *Strongly Disagree*
- disagree
- Do not know
- Agree

- Strongly agree

Choices in beat assigning

20. I often feel free to choose my beat for work?

- Strongly Disagree
- disagree
- Do not know
- Agree
- Strongly agree

WAGE BOARD

21. Journalistic bodies are playing their role in implementation of wage board?

- Strongly Disagree
- disagree
- Do not know
- Agree
- Strongly agree

22. Government is taking extreme steps in implementing of wage board.

- Strongly Disagree
- disagree
- Do not know
- Agree
- Strongly agree

23. I am satisfied with the media owner policy towards journalist rights?

- Strongly Disagree
- disagree
- Do not know
- Agree
- Strongly agree

Harassment

24. I often feel harassed from politicians in performing my duties?

- Strongly Disagree
- disagree
- Do not know
- Agree
- Strongly agree

25. I often feel harassed from local agencies in performing my duties?

- Strongly Disagree
- disagree
- Do not know
- Agree
- Strongly agree