



Impact of Work Environment on Professional Integrity: A Case Study of Journalists in Islamabad

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Abstract

This study aims to explore the working environment of Pakistani journalists in Islamabad by analyzing their opinion on media freedom and professional autonomy. It also aims to highlight the limitations and difficulties faced by these journalists while performing their professional duties. To achieve these aims, focus groups and in-depth interviews of media professionals were conducted. The focus group consisted of seven experienced journalists whereas in-depth interviews involved five male and three female journalists of the same city for a comprehensive understanding of their viewpoints and true insight of their position. Results showed all the respondents (male and female) from Islamabad city were not satisfied with their working environment, safety, and security. Not only their salaries were found insufficient for their personal needs yet they were facing certain threats from various pressure groups. The study found that their employers did not provide the minimum required safety and security against these threats.

Key Words: The Professional Profile, Working Environment, Professional Integrity, Professional Independence, The Safety of Journalists, Professional Integrity

Introduction

The working environment and the facilities provided by media organizations to their employees directly impact the professional integrity of journalists, especially in countries like Pakistan, where the journalistic community faces a variety of problems. These problems appear to have a different impact on male and female journalists. Not only gender plays a role here, but the geographical location also has its own contribution. The working environment of all four provinces of Pakistan is different and hence results in different types of standards set by media organizations.

This study is based on the premise that Pakistani journalists receive low salaries which are insufficient to meet their needs and, as a result, it leaves a negative impact on the performance of these journalists. Moreover, lack of safety and security of journalists also puts them at higher risks by various pressure groups as well as terrorists. It is not uncommon in Pakistan that journalists are intimidated and killed in their line of duty. This study, however, also focuses on other related areas such as employment conditions, remuneration, professional autonomy and the role of the media. The study has also highlighted the limitations and hardships which Pakistani Journalists encounter in performing their professional responsibilities. As mentioned earlier that it is an exploratory study so qualitative research method has been used for gathering related qualitative data from experienced journalists through their personal opinions, perceptions and job-related expertise. For that purpose, the researcher has employed two methods – Focus group discussion and in-depth interviews of news media experts in Islamabad.

This essay, therefore, intends to:

Explore the work conditions of Islamabad journalists.

Assess the level of professional integrity of working journalists of Islamabad

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Explore problems and difficulties faced by female journalists of Islamabad.

Literature Review

Journalism, as a profession, is very challenging and often requires extraordinary from the professionals. Journalists, despite difficult duties, are not paid enough to make ends meet. Journalists, while working, day and night all the way through their lives are not paid an adequate amount intended for them and their families (Charles, 2014). In some cases, news organization does not even give salary to reporters, instead, they are paid a monthly stipend as a wage to cover the expense for reporting (Saqib, 2010). The same happens in the case of local media organizations, do not pay any salary to their reporters and reporters are forced to work without salary. Although it is remarked a job for an unemployed person, it is a very improper thing to work on a job without being paid any salary. There are many news reporters who do work in media as journalists but also engage in private businesses at the same time (Ponkey, 2013).

Journalists in Pakistan are facing many problems. One of the researchers declared that Pakistan is a very dangerous country for journalists, not only due to security problems and external pressure but also facing the job security problem. The media organizations often refuse to take such a response that is an international response (Ziauddin, 2012). This, of course, is not something on record but is anecdotal evidence. Statistics also indicate that fourteen journalists died while on duty in Pakistan. The "Committee to Protect Journalist" assessed the situation of Pakistani journalists in 1992. Their report concluded that 56 journalists in Pakistan were killed due to identified reasons. These murders were highly motivated or may get some important proves against any political or non-political personality for their corruption or illegal deeds. And 19 journalists just because of their professional field. Most of the slaughtered journalists belong to print media whereas 20% of these journalists belonged to self-employed correspondents.

Journalists in Pakistan are not just facing life threats, instead, there are other issues that are often not even part of the debates on the health and safety of Pakistani journalists. This includes the mental stress these journalists face. Until the 1930s there was no such word as stress and in the field of journalism until the 1980s (Fedler, 2004). Fedler's historic study on stress reveals that journalists, throughout their careers, face work-related stress. About 90 percent of journalists encounter stress in their work environment. Endres (1988) studied the work conditions of journalists in Ohio. He concluded that a journalist faces severe stress several times a week. The Centre for Disease Control and Prevention stated that journalism is the 7th most stressful job (Reinardy, 2011). The results of this report are certainly not a surprise for those who have the experience of journalism. The intensely competitive environment in the newsroom, long working hours, mostly unfriendly conditions, meeting deadlines and constant public criticism are some of the key factors which make journalists more vulnerable. They have to adapt to a new living style physically and emotionally because of the extra demands, stress, 12 to 15-hour working timings, irregular days off and working on most of the holidays (Felder, 2004; Endres, 1988).

The situation in Pakistan is no different from the situations explored in the above-discussed studies. Our current essay is an extension of those studies in which we present the case of a working journalist in Islamabad city.

Methodology

The nature of the present research requires a qualitative approach to understand the impact of the work environment of media organizations on the professional integrity of journalists in Islamabad. In this study, focus group discussions and in-depth interviews were used to collect qualitative data to answer research questions. We preferred this methodology over the survey method as considering the number of respondents involved, a survey method would not be of much help. The nature of this research that required to have an environment where respondents were able to freely express their observations, opinions and experiences. Moreover, it also helped us observe the behavior, feelings and expressions of the journalists. Focus groups are a search strategy that not only understand audiences and parameters but also help to understand the behaviors (Wimmer & Dominick, 2005).

The population of the study was all the working journalists of Islamabad, who could be full time or part-time journalists as well as those who were working in privately-owned or state-run media outlets. The sampling

technique was purposive and convenience sampling. We also set a criterion of a minimum of ten years of experience in the field of Journalism for all the respondents. Anyone meeting the above set criteria was then purposively chosen for focus group and In-depth Interviews.

Our focus group included seven participants. Morgan suggests having six to eight participants for an effective focus group (Morgan, 1998). Similarly, for in-depth interviews, eight participants were chosen who met the minimum experience criteria. These participants were a mix of five male and three female journalists working in different media organizations in Islamabad.

Data Analysis and Findings

The focus group was conducted in the capital city of Pakistan. Questions in the focus group were based on the problems of the journalists and their effects on professional integrity and quality of work. The discussion in the focus group was later transcribed and analyzed. Various dominant themes were extracted and examined in detail. Focus groups were followed by several in-depth interviews from the journalists for a comprehensive understanding of their viewpoints and true insight of the position. In this section, the following themes have been extracted from the focus group which is further elaborated and discussed.

Results from the focus group

Respondents were acquired about their work environment, personal and professional problems which are being faced in their jobs, their ideas about integrity and other related queries to conceive a comprehensive picture of their work environment and their stresses and concerns. Thus the obtained data were analysed and organized under the major themes regarding various areas of concern. The outcome of these results is as follows:

Personal concerns of journalists

The majority of the participants of the focus group were not satisfied with their salary packages and said it is difficult to manage their living standards in low wages. Participants unanimously pointed out that “salaries of journalists are very low, most of the organizations do not pay on time, no appreciations in terms of rewards given by the media organizations to their employees. Even the journalist’s unions are not playing their role effectively other than a few protests at national press club Islamabad (NPC) for the salaries”. Most of the professional journalists made their views that ‘they can’t give proper time to their families due to workload and time constraints.

Focus group have the views that the working environment of the field is very difficult in Capital city like Islamabad where there is very difficult to accrue information from the major institutions. Participants shared their views that ‘during fieldwork, they are pressurized by government agencies, government institutions and politicians. Many journalists have faced violence like Hamid Meer, Ahmed Norani and many others’. The other major grievances expressed by the journalists were about poor office environments; both at a physical and intellectual level. Participants further expressed their views that the ‘Office environment is not good as should be; not any media organization is protecting national interest’. Answering the question regarding job security focus group shared their views that ‘they have satisfaction as a professional journalist but have no satisfaction about job security in media organizations’.

Professional Concerns of Islamabad focus group Participants

Collectively all of the full-time professional journalists have their views that ‘it is very difficult to accrue official information from different government institutions’. The focus group finds that ‘right to information is only a slogan by the Pakistani Government’. Islamabad focus group participants have major grievances that ‘journalists have no safety or security in a capital city like Islamabad and receiving threatening letters from government organizations, politicians e.g. such as from ex-PM Benazir Bhutto’. The journalists have the views that ‘the journalism is passing through serious problems in Pakistan’ the government does not take step seriously. Senior journalists Ahmed Norani (Jang group) was beaten, Hamid Meer was attacked and Saleem Shahzad has been killed in Islamabad’.

Journalists Concerns regarding Stress at Work

The professional journalists showed their concerns about the stressful environment of journalism in the capital city. Most of them declare that 'today's journalism is the complete name of stress. Organization policy creates more stress when the story is not published after a lot of hard work'. Answering the Question regarding threats from powerful, the participants were unanimously agreed that they are threatened by politicians and government agencies regarding their jobs, respect, life and family. Answering the question regarding the professional independence of journalists, the participants argue that 'stories against the powerful are not published, news against big corporate are stifled because they are the main job advertisers'.

The idea of professional integrity

Regarding professional integrity, participants expressed their views that 'they were passionate about their profession and have selected it by their personal will. They try to report facts honestly despite all the pressures'. Collectively have the views that 'journalists are responsible to communicate actual and impartial news'. Most of the participants of the focus group demonstrated that 'they carry on their job in spite of all perils and threats but their efforts are often not recognized at state level, no rewards are given by the media organizations to their efforts and unions are not sincere for journalist due to the hold of media owners'. The participants of the focus group also contended that 'no one media organization has complete freedom in Pakistan, freedom is only a slogan'. The owners have a hold over news and story selection. Participants further contributed that 'Mostly owners are non-professionals having no concerns with journalism; they have black money through the illegal businesses.

Views of In-depth Interviews of Male Senior Journalists from Islamabad

In Islamabad, in-depth interviews five experienced male journalists were selected from different media organizations. Questions were asked about their work environment, personal and professional problems they face in their job, their ideas of integrity and other related queries to have a comprehensive picture of their work environment and their stresses and concerns. Thus the obtained data were analysed and organized under the major themes regarding various areas of concern.

Personal Concerns of Journalists from in-depth Interviews

The first section of the agenda of the in-depth interview contains personal concerns. The problems and grievances of the journalists related to their personal lives are as obtained from the data of in-depth interviews are as follows;

To begin with, collectively all the full-time professional journalists seemed unsatisfied with their salary packages. They complained about their meager salaries, a journalist expressed the opinion that 'journalist's rights are denied' (92 News). In a similar vein, another experienced journalist from other organizations expressed the opinion that 'journalist is the backbone for both print and electronic media but the salary is equal to nothing and 50% organizations do not pay on time' (daily Jahan Pakistan). So this is how professional journalists in Islamabad criticized the salary system of a media organization in which they are working. According to third journalist 'disparity in salary packages among anchors, reporters and news section overall' (24 News). The fourth journalist shared his opinion that 'If not paid properly can't work wholeheartedly and reward is given to the cunning people' (daily Pakistan), and lastly the fifth participants expressed his view that 'Only two or three organizations pay reasonable salaries and more problems in local newspapers' (daily Pakistan).

Moreover, regarding workload and long working hours, one journalist shared his opinion that 'in media we have endless working hours, bearing huge workload and there is no social life at all' (daily Pakistan). Two other relevant and similar views were received from professional journalists that 'there is no time table in media organizations, therefore, no time manage for family, (daily Pakistan), and 'Main difficulty is endless working hours. In contrast to any other profession, there is no time frame (24 News). According to one journalist 'excessive workload creates more stress and in this way, we cannot recheck our stories' (Daily Jahan Pakistan), and lastly, fifth experienced journalist expressed his opinion that 'no time for his family due to time table problem' (92 News).

Professional journalist's views regarding the field environment of Islamabad one journalist has expressed his opinion that 'work environment is not friendly, but have to adjust accordingly' (92 News). According to another journalist 'There is no such difference Islamabad and other cities it is very difficult to work in field' pressurized and terrified by the agencies and politicians, (daily Jahan Pakistan). On the other hand, an experienced journalist shared his experiences that 'Islamabad is relatively better but there are 'Mafias' who threaten journalists and create hurdles' (24 News). Another journalist has expressed his views that 'Mafia obstructs during reporting and journalism is Life-risking job in Islamabad' (daily Pakistan), and lastly journalist has views that 'office environment is better but field poses threats' (daily Pakistan). Another major grievance expressed by the journalists was of poor office environment both at a physical and intellectual level. One journalist shared his opinion that 'working environment is not friendly' (92 News). So as another journalist expressed his views that 'journalists are also facing different difficulties in field and offices' (daily Jahan Pakistan). However, in a similar context an experienced journalist expressed his opinion that 'as Fourth pillar of the state journalists are facing difficulties and can't remove them, he further described that lobbying in offices and uncertain environment effects journalists directly' (24 News), and two other journalists have shared their views that 'Journalists are influenced through management never directly and in field mafia obstructs reporting' (daily Pakistan).

All-time professional journalists expressed a different opinion about job security and professional satisfaction in Islamabad. One of the journalists shared his opinion that 'not satisfied with the security conditions' but on the other hand he has expressed that 'it's my profession and can't leave it' (daily Pakistan). As another journalist described that 'he is satisfied with his profession, he spent his life in journalism. Despite low salary and uncertain future can't leave it' (daily Pakistan). So this is how one journalist expressed his views that 'not satisfied due to job uncertainty. 18 years spent in this profession. Can't go anywhere else' (24 News). According to another journalist's opinion was 'Yes, he is satisfied and contributing as a journalist but have no regular job and appointment letter' (daily Jahan Pakistan). At the last fifth journalist expressed his views that 'The work that benefits others is always satisfying' (92 News).

Professional Concerns of journalists from in-depth interviews

The problems and grievances of the journalists related to their professional concerns are as obtained from the data of in-depth interviews are as journalists views regarding access to official information in different institutions as one of the journalists expressed his opinion that 'I depend upon journalist's personality to accrue information' (24 News). As another journalist has the opinion that 'it depends on journalist's sources in institutions' (92 News). According to professional journalist 'it is difficult to take information from institutions in Islamabad' (daily Jahan Pakistan). And lastly, two experienced journalists have the same views as mentioned above journalists that 'government offices don't cooperate and take a bribe for information' (daily Pakistan).

Professional journalists of Islamabad have major grievances over security issues. One journalist has expressed his opinion that 'there is no safety or security, facing life and family threats, pressurized by the government when casting news about khatam-e-nabowat' (92 News). According to one journalist 'It's a classified field, journalists face targeted violence, politician's threat through phone calls' (daily Pakistan). Similar views expressed by the journalist that 'life-risking job in Islamabad, a journalist must be provided unconditional security' (daily Pakistan). According to one journalist's observation that 'threats are routine matters in this profession some news case life risk, refrain to report in Islamabad' (24 News) lastly the fifth journalist expressed his opinion that 'no, there is neither security nor it could be provided to every journalist' (Daily Jahan Pakistan).

Concerns of Male Journalists Regarding Stress at Work

The grievances and concerns by the professional journalists of Islamabad in-depth interviews about stress faced by the journalists at the workplace as views regarding organization policy an experienced journalist expressed his opinion that 'have to follow owner's policies, as work on a story then stopped to publish it' (daily Pakistan). As another journalist from the same organization has the opinion that 'journalist is bound by organizational policies and have to follow heartedly' (daily Pakistan). According to an experienced journalist 'immediate superiors do not interfere but sometimes have to follow the owner's policy' (24 News). So as one journalist discussed that

'high profiles have direct influence through policy' (daily Jahan Pakistan). However, one experienced journalist expressed his views that 'very board work particularly in electronic media, a race of breaking news' (92 News).

One experienced journalist expressed his opinion that 'faced life threats from politicians, agencies after news story' (daily Pakistan). As another journalist discussed similar views that 'Mafias' obstructs true reporting and send threatening letters' (daily Pakistan). So as a renowned journalist shared his experience that 'journalism is an unsafe and threatening job but Islamabad is relatively better' (24 News). On the other hand, two experienced journalists have expressed their views that 'facing life and family threats from politicians, agencies, religious groups and they also threats of removal from the job' (daily Jahan Pakistan, 92 News). Journalists views regarding wrongdoing in media organizations as one journalist expressed his opinion that 'owners are powerful don't follow any low use journalist for illegal import-export business' (daily Jahan Pakistan) however, adding to this all the time professional journalist expressed similar opinions that negative stories are encouraged by the owners as it goes in their interest and benefit them for personal gains.

In view of professional journalists about professional independence, it seems that most of the organizations have no freedom at all. One journalist has described that 'journalists are bound by organizational policy' (Daily Pakistan). So as two other journalists expressed their views that 'We're not free to work independently and freedom of expression is only 'slogan' by the government' (24 News, daily Pakistan). However, in a similar context, an experienced journalist has expressed his opinion that 'electronic media has no freedom then press and 'it depends on journalist's personality and value in the market' (daily Jahan Pakistan). In contrast, one journalist has the opinion that he has full freedom, Just he has to inform his superiors and he facilitates' (92 News).

The Idea of Professional Integrity

Regarding the professional integrity of journalist one of the experienced journalists expressed his opinion that 'must work on his beat with full responsibility and honesty' (daily Pakistan). One another journalist described that 'report only after verifying the news story' (daily Pakistan). According to an experienced journalist who shared the true opinion that 'news is like 'Amanat' before giving news it must be verified' (24 News). So as one journalist further described that 'journalists must communicate the news to the public with honesty and facts' (daily Jahan Pakistan) however, another journalist mentioned that 'should not be 'PRO' of anyone and do his job being impartial' (92 News).

Professional journalists have expressed their views that they keep on their jobs in spite of all perils and threats but never ever recognized at the state level. One journalist mentioned that 'there is no concept of rewards by media organizations' (daily Pakistan). So as other journalists expressed the same views that 'PFUIJ and other unions are doing nothing for journalists' (daily Pakistan). Similarly, an experienced journalist has the views that 'rewards and awards are only confined to 'favoritism' (24 News). According to a journalist's view, 'some journalists who have value have a good salary and awarded by 'Plots' (daily Jahan Pakistan). And lastly, the fifth journalist described that 'Journalists rights denied both by government and media organizations' (92 News).

Views of In-depth Interviews of Female Senior Journalists from Islamabad

In Islamabad in-depth interviews three experienced female journalists were selected from different media organizations. Questions were asked about their work environment, personal and professional problems they face in their job, their ideas of integrity and other related queries to conceive a comprehensive picture of their work environment and their stresses and concerns. Thus the obtained data were analysed and organized under the major themes regarding various areas of concern.

Personal Concerns of Female Journalists from Islamabad

The first section of the agenda of the in-depth interview comprises personal concerns. The problems and grievances of the female journalists related to their personal lives are as obtained from the data of in-depth interviews are as follows;

To begin with, the female journalists have complained about their meager salaries, one female journalist has expressed the opinion that 'female journalists have fewer salaries than men' not given promotions and their talent is doubted by the high-ups and colleagues also' (daily voice of Pakistan). In a similar way, one female journalist shared her views that 'no, the concept of rewards and salary is very low she further described that Anchors get more salary despite having no journalistic background' (PTV News). In contrast, one female journalist belonging to the government sector draws her opinion that 'I have a good salary and awards are also provided by media organizations' (APP). Moreover, regarding workload and long working hours, one journalist shared her opinion that 'late working hours create anxiety for our family and children. The social stigma attached when coming at late hours' (PTV News). So as one female journalist expressed her views that 'facing problems related to strict office timings, difficult to manage time for her family and home' (daily voice of Pakistan). In this way, the last female journalist shared her views that 'there is very difficult to balance social life and she has no spare time for family and relaxation' (APP).

Female Professional journalist's views regarding field environment of Islamabad one journalist has expressed her opinion that 'Work environment is difficult for women in print media compared to electronic' and having no safety covers particularly during rallies and face verbal harassment during field reporting people to use 'slang' (daily voice of Pakistan). According to another female journalist's opinion that 'females have to face sexual harassment and have some problems as usual, if you are professional you can mold the environment to your ease' (PTV News). On the other hand, the last female journalist expressed her views that 'every woman has her own experiences and I have no field experience' (APP). Another major grievance expressed by the female journalists was of poor office environment both at a physical and intellectual level. One journalist shared her opinion that 'women are threatened by the editors most in the field as well as offices, and females have to face sexual harassment as well' (daily voice of Pakistan). So as other female journalists described her opinion that 'women are mostly 'show pieces' assisted by many people for their job' (PTV News). However, the last female journalist has shared her views that 'every office private or public has their own work environment, young journalists are educated have to adjust accordingly' (APP).

All-time female professional journalists expressed a different opinion about job security and professional satisfaction in Islamabad. One journalist shared her opinion that 'she is satisfied because she has spent 43 years in this profession; she has given her life to it and can never leave it' (PTV News). According to one female journalist opinion 'satisfied and had preferred journalism' (APP). As a contrast to the other two female journalists' last journalist expressed her views that 'not satisfied due to no job security and Journalism is a 'Fever' can't be given up now. (Daily Voice of Pakistan).

Professional Concerns of Female Journalists from Islamabad

The problems and grievances of the journalists related to their professional concerns two full time female professional journalists expressed their views regarding access to official information in different institutions that 'they have to develop relations for getting information and faced the same difficulties as any male journalist faces' (PTV, the daily voice of Pakistan). On the other hand, the last journalist expresses her views that 'she works in office no need of any information' (APP). Female professional journalists of Islamabad have major grievances over security issues. One journalist has expressed her opinion that 'there is no security, she faced threats upon her children while reporting Afghanistan Jihad, she further described that threats are the part of the game' (PTV). Similar views expressed by the last two journalists that 'Journalists face targeted violence by political party's workers during protests in Islamabad' (daily voice of Pakistan, APP).

Concerns of Female Journalists regarding Stress at Work

Views regarding organizational policy one experienced female journalists expressed her opinion that 'have to work on owner choice and This Political–Economy influences journalistic integrity' (PTV). One other female journalist expressed her views that 'high-ups develop policies and they interfere where their personal benefits are involved' (daily voice of Pakistan). On the other hand, the last female journalist shared her views that she is working in public sector organization and 'bound by organizational policies' professional integrity influenced by organizational policy' (APP). One experienced female journalist shared her opinion that 'faced many difficulties

at the hands of politicians and institutions' (PTV) similar views expressed by the other female journalist that, she has been threatened due to publishing news against a public institution' (daily voice of Pakistan). The last female journalist shared her views that 'it never happened to me, depends on the beats and the nature of fieldwork' (APP). Female Journalist's views regarding wrongdoing in media organizations as one journalist expressed her opinion that 'marketing manager in the guise of news editor use females' they only maximize their business at anycast' (PTV). As another female journalist has expressed her views that 'In case of differences with chief editors they punish her with difficult timings and places' (daily voice of Pakistan). And the last journalist discussed that 'never faced such a situation because working for the public sector' (APP).

The Idea of Professional integrity

Regarding professional integrity of journalist one of the experienced female journalists expressed her opinion that 'It is a holy profession' one should follow the codes of ethics made by PFUIJ in 1950' (PTV). As another female journalist expressed her views that 'truth and impartiality should be the guiding principle for journalists' (daily voice of Pakistan). And according to last journalist 'female journalists must realize their limitations and draw their boundaries accordingly while selecting working area' (APP). Professional female journalists have expressed their views that they keep on doing their jobs in spite of all perils and threats but never ever recognized at the state level. One journalist shared her views that 'no concept of rewards and appreciations by the owners or organizations also' (PTV). Similar views shared by a journalist that 'low salaries especially for females, private unions are giving awards to some extent' (daily voice of Pakistan). On the other hand contrast views expressed by the female journalist that 'awards are provided by media organizations' (APP). In view of female professional journalists about professional independence, it seems that most of the organizations have no freedom at all. One journalist has expressed her views that 'not today, the sanctity of news has been destroyed in the name of journalistic freedom and current affair programs have destroyed news' (PTV News). Another journalist expressed her views that 'freedom to a certain extent' (daily voice of Pakistan). The last female journalist shared her opinion that 'journalists are bound by organizational policies' (APP).

Conclusion

In this study, it is found that working journalists in Islamabad city have several grievances and concerns about stresses being faced during fieldwork as well as in the offices. It is also revealed that the journalist is bound to follow the organizational policies and can't enjoy the freedom of expression except for a few media organizations which allow their employees to work objectively. It is also found that the salary packages are not sufficient to maintain the dignity of professional and personal life. Journalists work under pressure of low wages and scarcity of time for their family life. Moreover, it was observed in spite of these circumstances and environment journalist is satisfied and devoted to his profession. This study reflected the concerns of journalists to attain the information, reporting and suppression by the government agencies as well as politicians. The study depicted that journalism has become insecure both male and female journalists shared their grievances about having no security to the journalists and they are living in fear and threats. Female journalists face gender discrimination, harassment exploitation salary packages compared to male journalists.

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