

**IMPACT OF WORKING ENVIRONMENT ON
PROFESSIONAL INTEGRITY OF PAKISTANI JOURNALISTS**



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AUTHOR’S DECLARATION

I, Gohar Ali, Ph.D scholar in the Department of Media Studies at The Islamia University of Bahawalpur do solemnly declare that the thesis entitled, “**Impact of Working Environment on Professional Integrity of Pakistani Journalists**” submitted by me in partial fulfillment of the requirement of Ph.D in the subject of Media Studies is my original work. It shall also not be submitted to obtain any degree to any other university or institution.

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FORWARDING CERTIFICATE

It is hereby certified that the thesis entitled, “**Impact of Working Environment on Professional Integrity of Pakistani Journalists**” by Gohar Ali in the partial fulfillment of the requirement, for the degree of Doctor of Philosophy in Media Studies, under my guidance and supervision, is forwarded for further necessary action.

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DEDICATION

To my beloved parents

May Almighty Allah live them long and happy

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Abstract

This study aims to explore Pakistani journalists' working environment and its impact on the freedom and professional autonomy of these journalists. It also highlights the limitations and difficulties faced by journalists in Pakistan while exercising their professional duties. The study employed two research methodologies: focus groups and in-depth interviews, whereas, the participants were selected using purposive and convenience sampling techniques. Thirty experienced journalists from Islamabad and major cities of Punjab, Sindh, Balochistan and Khyber Pakhtunkhwa province were selected for five focus groups. And thirty-two (twenty-two male and twelve female journalists) were chosen for in-depth Interviews for a comprehensive understanding of their viewpoints and true insight of their positions. Results from the focus groups and in-depth Interviews showed that none of the participants were satisfied with their working environment. They also appeared to be unsatisfied with the job security and low salaries as most of the participants had faced certain threats from various pressure groups while performing their duties. The study also found that most of the journalists do not enjoy professional independence and often experience interference from owners, whereas the organizational policies also add stress to the journalists.

Moreover, gender did not make any difference in the above-mentioned experiences. Both male and female journalists have had a similar experience of low salary, job security, professional independence, and protection against threats from pressure groups. The participants also denied that the media in Pakistan is entirely free and that the journalists have complete professional autonomy. Neither the Government nor the professional organizations of the journalists have any comprehensive plan for the improvement of working conditions of journalists.

Chapter 1: Introduction

1.1 Background of the Study

Pakistan is counted among those countries that have a very insecure environment for journalists. According to the Geneva-based organization, Press Emblem Campaign - PEC (2011), Journalists in Pakistan are facing severe threats as 11 journalists were murdered in 2011 alone. Nearly more than 48 journalists have been crippled to such extent that they remain disabled for the rest of their lives and cannot earn their bread and butter. More than 350 media workers were injured during their professional duties. 2011 was very crucial over journalists, nearly ten journalists were killed and three hundred wounded, tortured, or frightened by powers authorities. Many journalists were victims of illegal harassment. Five hundred were fired out from their jobs without any prior notices. Most of them were deprived of their salaries (Press Emblem Campaign, 2011). In a situation like that, it is pertinent to understand the current situation of journalists in Pakistan and understand how these hardships influence news delivery. Therefore, this study aims to explore the impact of the working environment on professional integrity and job satisfaction of Pakistani Journalists. Its main purpose is to pay scholarly attention to the issues and problems of Pakistan's journalistic community and how it impacts journalistic practices. It is an exploratory study that aims to lay the foundation for further research in an area that has not been widely explored in the past.

As media researchers and scholars across the world also closely examine the professional journalists in their own countries. In addition, it is consider that the world journalistic community would also be able to observe and confirm what the working conditions are and environment Pakistani journalists have, and their strengths and weaknesses compared with their journalists community of the world. As Mwesige described that ‘very little has been done to compare the professional journalists who are working in journalism in developing countries to their counterparts in developed countries’, (Mwesige, 2004). And the motivation of new technologies has led media researchers to rethink the definition of

working journalists (Joseph, 2005). Because 'the future of journalism depends upon the journalists' (Stead, 1997), and the journalists are the most influential groups in any society.

Although journalism as a profession is quite interesting, yet on the other side, demands in the profession of journalism are extraordinary from its professionals. The employed serve this profession at their best, but in return, this field does not pay enough. In short, it can be asserted that this occupation is not programmed for a worker's survival. It does not provide a journalist with high esteem and a reasonable salary to meet both ends. There is no allowance, no pension, no health-security, and no job certainty. The uncomplimentary attitude or rather disparaging behavior is a day to day routine. Even though efficiency in mass media is comparatively considerable, but remunerations are truncated. As a consequence, numerous journalists work from dawn to dusk but do not receive the intended amount to raise their families (Charles, 2014).

The martial law system in Pakistan has seriously undermined freedom of the press in Pakistan. All martial law regimes limit all kinds of freedom of the press and human rights. In the past eight years, several journalists have been charged with different allegations. The media organization has been closed, and the journalists were beaten, intimidated, tortured and arrested (Siraj, 2009).

Working environment and the facilities provided by media organizations to their employees directly impact journalists' professional integrity, especially in countries like Pakistan, where the journalist community faces a variety of problems. These problems may vary in male and female journalists, and this study will further explore. Not only does gender play a role here; 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 media practices for each province. Moreover, the situation also varies with each media organization, which depends on the amount of revenue generation by each individual organization. As a result, it leaves a negative impact on the performance of these journalists. Moreover, journalists' lack of safety and security also puts them at higher risks by various pressure groups and even by the terrorists. It is not uncommon in Pakistan that journalists are intimidated and killed in their line of duty.

As this study focuses on professional integrity, it is important to define professional integrity to draw the boundaries of the study.

A professional is the one who communicates the knowledge, skills, and values of the selected profession. Integrity is widely recognized as one of the key attributes for professionals. It is mainly defined based on loyalty to the profession and assurance to maintain certain standards set by profession (Andreas, 2015). In the case of journalism, professional integrity will base on Journalists who are the backbone of media. They are performing roles like an alert security official watching the political and economic bodies. Journalists are having not only the social since but also for positive improvement of the transparency and objectivity (Andreas, 2015).

1.2 Rationale of the Study

Considering the above scenario, which demands serious academic attention, very few studies have been conducted to explore how these working conditions impact journalists' objectivity. Therefore, the researcher intends that the current study will not only provide the opportunity for debate and discussions among the journalists but also highlight the severity of the issue and how this can be resolved. It will also present the employment conditions, remuneration, professional autonomy and the role of the media organizations for the betterment of these conditions. The study particularly focuses on the limitations and hardships of Pakistani Journalists while performing their professional job.

Several studies have been conducted on journalists at the global level, but no reasonable research has been conducted in Pakistan. Communication scholars and researchers in Pakistan always focused on different issues regarding journalists (e.g. Memon 2015, Shabir, 2012; Ponkey, 2013). But none of them focused on the impact of the working environment on Pakistani journalists' professional integrity. However, keeping in view the continuous mushroom growth in press and media, especially the television news channels in Pakistan and the expectations from them in terms of audience's information, education and opinion building on national and international contemporary issues. There was a dire need to conduct

an objective and systematic study to know what is the impact of the working environment on Pakistani journalists and their professional integrity.

Before moving on to exploring the previous studies on the subject, it is essential to present a summary of why it significant to have better working conditions, job satisfaction, media freedom and relevant organizations to facilitate journalists to present the news objectively. In the following sections, I present the factors mentioned above and the media bodies in Pakistan that support and help the journalists. I will also present the achievements of these bodies in the past for the welfare of Pakistani journalists.

1.3 Working Environment of Pakistani Journalists

According to Memom (2015), it is a common notion that journalists are ‘corrupt’, especially in the far-off regions of Pakistan, particularly where there are no bureau offices. They are even referred to as ‘cocktail’ and ‘ill-bred’ due to Non-professional ways they adopt. Memon argues that these are irregular tasks and lack of facilities, which leave a long-lasting but negative impact on the journalist community (Memom, 2015).

Both female and male journalists work under various pressures, having no support at all by their respective media organizations. Media associations and professional unions of journalists have often failed to protect journalists. Occupational strength and acceptance of international standards of journalism is a serious challenge to media organizations. As far as Pakistan is concerned, the journalism profession is not flourishing due to the uncertain environment. In such a condition, achieving professional integrity is a difficult matter and needs support from all stakeholders. The government and media owners have neglected the personal prosperity and self-respect of journalists. Both cooperate for their agendas, whereas the working journalists often get neglected. For example, the non-implementation wage board award for journalists is a clear proof of collusion among media owners, Government and even politicians. As a result, journalists exposing their corruption and poor performance are detested. In order to publish such news, they have to face threats of arrest and even torture. (Memom, 2015).

Let us take the example of media organizations that usually have poor facilities and support for their employees. For example, lack of professional training, lack of modern facilities like computers and other modern gadgets also make it challenging to perform the tasks. Lack of funds and requisite experience, security issues, fake news stories, low salary packages, low ratings, and threats of retaliation after disclosing secrets of criminal groups and organizations are key factors affecting the integrity of the journalists and their professionalism.

The situation of journalists is even worst in the tribal area along the Afghan border, where the Pakistani army is engaged in an operation against terrorists. Journalists faced many problems such as propaganda, capture, arrest, and even death by the extremists. Pakistan, being the front line state in the war against terrorism, has been facing a war-like situation in those regions for nearly 40 years. Pakistan Federal Union of Journalists (PFUJ) has also raised similar concerns about the safety and security of the journalists working in the tribal area and even in Baluchistan province. In almost all cases, journalists are not provided with any safety and security equipment by their respective organizations (PFUJ).

The job and working environment of journalists is a big problem for journalists now a day. Anderson et al, (2002) studied Working Unusual Hours and Its Relationship to Job Satisfaction. They described that stressful working conditions, such as working unsocial hours and irregular working patterns, create strains that, together with intervening factors related to work, family, or the work environment, ultimately reduce job satisfaction among journalists. That's why the uncertainty level of Job security is high among journalists.

Threats to journalists are often discussed in terms of murder and imprisonment, and there are other ways to keep journalists silent. For example, in 2012, a group of journalists were arrested in Pakistan after attending a media seminar (Kim, 2012).

Although the group was released an hour later, all of their equipment (eg, phone, computer, camera, etc.) was confiscated. In another example of intimidating journalists, the US Department of Justice secretly collected telephone records from the Associated Press reporter and editor for two months (Sherman, 2013). Both CPJ (2013) and the International

Federation of Journalists (IFJ) condemned the campaign as “intimidation of the press and direct attacks on journalists” (IFJ, 2013).

One cannot only blame the media organizations, as the weaker Pakistani economy directly affects Pakistani media and its finances. Other than Pakistan Television Corporation (PTV) and Radio Pakistan, all media organizations have to generate their funds, and government advertisement is one of the significant sources for those funds. These advertisements have often been used as a tool to control media in the past. I will discuss this later in the following chapter to explain how government advertisements have influenced media organizations. Because of this lack of funds, media organizations often prefer to appoint young university graduates without any field experience to avoid payments of heavy salaries to senior journalists.

The freedom of expression is another agony for every journalist. Sometimes, a well-experienced journalist finds a news story but cannot get it published because the editors at the media organizations do not allow it. These situations often leave adverse effects on the professional integrity of journalists.

1.4 Challenges for Women Journalists in Pakistan

Journalism has been a male-dominated profession until recently when female journalists started actively participating in the journalism profession and made a significant contribution to it. The same trend continued in Pakistan, where women are now actively joining both print and electronic media throughout the country. Their joining of media is not without problem as they often face various issues within and outside media organizations. Those who work in the field face even more challenges because of the society that is not ready to accept female journalists working in the field. At times, the problem faced by women journalists is caused by transportation to their offices and in-field reporting. Female media workers often have to work alone while commuting at night to and from the office. It is a daily routine for women, especially when they are being trained or newly joined the media profession. Although the male journalists have often faced such violent torments, the women are working in the same situation and environment, bearing the same hardships and

problems as being insecure and under pressure. Reports of women journalists being attacked, pressurized and defamed appear every year.

Joshi, (2006) studied Women as a journalist, and described that there are many opportunities for women in the field of journalism, but they have to grab these opportunities."Male journalists from the vernacular press reported that the population of female Journalists is less in the press due to the uncondusive work environment (Joshi, 2006).

Moreover, according to a survey report of solidarity center which is working for working conditions of female journalists in Pakistan, women have to bear numerous psychological and physical violence when they attempt to bring some exclusives or bring a story that is against the ‘powerful’ of the country. The attacks on women are described as “Double attack” by Bokova, the Director-General of UNESCO, because they bear these difficulties for being women and also due to being a journalist. Suppression of women journalists is one of those issues which are seldom raised in Pakistan (solidarity center, 2016).

1.5 Job Satisfaction

Media in Pakistan is going at breakneck speed, and many news channels are opening gradually. According to PEMRA (2005), there are working 90 channels in Pakistan. Because of the opening of these channels, hundreds of jobs have been created in each channel. On the one hand, the creation of these jobs is a positive step; on the other, the job satisfaction of journalists is not much. They often appear to be complaining about non-payment or delayed payments of their salaries. They put their lives in danger while reporting, especially in a war zone, but contrary to their efforts, the salary they receive is meager. Indeed, job satisfaction is a complicated matter, for there are enough exercises that affect one person’s job contentment. For some individuals, it is a salary which is their primary need, and for others, it is the professional autonomy that has a higher place. In the case of wages, press reporters have low wages and have no regular financial contract in press media.

A worker is receiving Rs. 10,000 to Rs. 15000 (\$63 - \$96 Approx.) per month. However, English newspapers pay better salaries and usually double the wages of Urdu newspapers for a starting job. Local newspapers commonly hire news reporters in rural regions as freelancers. They are appointed as a correspondent after submitting a substantial amount to the media organization as a security deposit. These correspondents do generally not have any salary, and they are not even well qualified. Media organization hires them based on how much money they can deposit as security and how they protect the interests of a media organization in their city of work. According to Daily Pakistan, more than 85% of media employers are working free of cost and many others suffered late payment issues. For example, Leaders of the Pakistan Federation of Journalists (PFUJ) and hundreds of journalists and media workers marched on Tuesday, 3 September 2019, in the headquarters of Dunya News Group, Lahore, in the Punjab capital against its management those they massive redundancies made by them. The International Federation of Journalists (IFJ) supported its affiliated organizations to condemn the leave and asked the company to withdraw its decision (www.ifj.org). Because of this low or non-payment of salaries, Journalists are often found taking bribes in exchange for suitable coverage.

1.6 Press Freedom in Pakistan

Since the Pervez Musharraf regime, the situation of media freedom has dramatically improved. It is a general conception that during Musharraf's rule, the Government followed a more liberal policy towards the press with fewer restrictions and much less manipulation. However, those familiar with that era, also argue that the authorities used violent policy to silence critical voices in the media. According to Adnan Rehmat and Mantilla (2005), “no moment has been dull in the past years for the media in Pakistan, the gains and losses being dramatic in equal measures.” They argue that during the regime of Pervez Musharraf, the freedom of the press in Pakistan's print and electronic media was reduced by intimidating and harassing journalists. In some cases, the press has been prevented from reporting military involvement in abuses of power by the civil servants in tribal areas where they were engaged against terrorist activities, public events, and corruption. They further note that:

There was censorship on news media, press advice, and Government Issue advertisements to favorite media organizations, forcing off opposition leader's interviews on private news channels, in the disputes of the presidential election and the Supreme Court, dozens of journalists were beaten and arrested (Adnan and Matiullah, 2005, p.25)

The Green Press Report (2006) pointed out that working as an independent journalist in Pakistan is difficult and dangerous. The fact is that Wall Street reporter Daniel Pearl was killed in Pakistan. And this can explain the sad situation of freedom of the press in Pakistan. The force was used against journalists who were beaten and insured to protest for the restoration of Pakistan's judicial system, and popular private television channels were banned during the November 2007 emergency. And PEMRA takes every means to stop criticizing the Government's policies on political issues and fight against terrorism (Green Press Report, 2006).

Siraj, (2009) describes that most of The Government documents are classified as confidential. The media is usually limited to big cities and celebrities. It is, therefore, rural and poor problems are often ignored. The print media is based primarily on press releases that are reflecting on publicity journalism. The owner of the media controls journalists through low salaries without benefits and allowances, contractual appointments. As mentioned above, media owners are only interested in profit-making and, therefore, not much supportive in investigative journalism. A trend of cross-media ownership is on the rise, which is seriously affecting journalistic liberty. The Government influences mass media content through official advertisements. Thirty percent of the advertisements are controlled and distributed to the media through the Press Information Department (PID).

Lack of proper media research also limits media innovation. Moreover, the low purchase power of media audience and lack of industrialization, there is not much for media to rely on for their financial gains. (Siraj, 2009).

1.7 Media Laws in Pakistan

According to Siraj, (2009) some laws allow public officials to refuse to disclose information to the media. The Official Secrets Act restricts government officials from

transmitting information to the media without authorization. According to the rules, no official can provide information to journalists except for the ministers or secretaries of any ministries. As one might expect, the process is very strict. Special powers imply that prejudicial reports will be punished, and the Government will have the right to ban the publication of newspapers or periodicals containing unfavorable reports. The law directly affects the fundamental rights of freedom of speech and human rights.

Similarly, the 1997 Press and Publications Ordinance require news and newspapers to register with the Government to obtain a license. Pakistani Government also introduced a new body called the 'Press and Publication Regulatory Authority' (PAPRA) 2006, which advocates for more replaced existing self-regulatory mechanisms. Pakistan Electronic Media Regulatory Authority can stop any electronic broadcast relating in the name of "vulgarity." Journalists view the defamation act as a replacement of the printing and publication act. The International Press Institute (IPI), the PFUJ and APNEC have shown their dismay on the new defamation act. The Penal Code prescribes punishment for offenses committed within and beyond Pakistan, which endanger the national security, public peace, and public morale. The law also stipulates that any act that is verbally or in writing, visible in any way that would harm Pakistan's security interests or public order, shall be punished. Many governments use this activity as a tool to control the news media. According to the panel code procedure, blasphemy will be severely punished. For example, on July 8, 2003; a court in Peshawar convicted a journalist in a blasphemy case and sentenced to life imprisonment with a heavy fine. He contributed a blasphemous letter in the newspaper on 29 January 2001, which caused violent protests. The Code of Criminal Procedure empowers the Government to stop media content having violent or promoting sectarianism and bad religious feeling in the country.

The first media legal ordinance under section press and publication ordinance (P.P.O) was set and enforced by a Dictator; field Martial General Ayub Khan in this country in 1962. In no time, the media legislation was handed to authorities, advised to crack down the newspaper, close down news broadcaster and arrest the journalist on a particular basis. Holding these acts, Ayub Khan succeeded in controlling the media activation and took over the greatest news agencies, but many other agencies were crushed to a severe crisis. Some of

them suffered a financial crisis and had to ask for support from the Government. P.T.V and radio were established in 1960, but these communicative objects were kept under government control. The strict measures were made over T.V and radio channels during the Zia-ul-Huq dictatorship in 1980. It was enforced "if any summary or document be is released against any Government Issue, the publisher would be liable to severe punishment. These restrictions were enforced to promote the general Zia dictatorship and to set an alliance between the military and religious leaders (Siraj, 2009).

It was very hard and direct censorship over media during the Zia dictatorship. The newspapers were kept under severe pressure. After the tragic death of General Zia, it was felt that the media impediment must be reduced. At last, in the period of general Musharraf, media legislation was established to release the media aspect outlet, but in this period, the media was used to get the requisite object to hold political power. The modern media legality broadened the state monopoly to electronic media, T.V Channels and FM Radio licenses were transferred to private media service. Many private T.V channels were improved forcefully in the region and caused the downfall of the Musharraf dictatorship. It was developed a successful practice by media coverage 2007 lawyers and reinstated matter of Chief justice.

In his study, Siraj, (2009) further described that the media played a significant role in civil society during this time; it was a very alarming situation in Pakistan. The protesting relies on, including often, million of the people were protesting against Musharraf emergency order and demanding the reinstate of chief justice. In this situation, the media played a key and regular role. As a result, Musharraf had to call for an election, and he had to leave the presidency. Afterward, the new Government set up came to overpower. Mr. Asif Ali Zardari was elected as president of Pakistan. He had to pay attention to the public civilian pressure and had to reinstate the chief justice. The emergence power of civil society players in Pakistan history is oared. Regular efforts of media mobilization output did it. To hold Pakistan at the progress road requires stronger democracy, stability, and interest in social and political reforms.

According to Ashraf, (2019) the journalist organizations suffered an invisible political pressure. The Government keeps the state media under its control. The major media organizations are indirectly under pressure by Pakistan Electronic Media Regulatory Authority (PEMRA) that is often used as a tool to silence media organizations, threaten them for suspending licenses or by other tactics such as imposing heavy fines. In the same situation, media is terrorized by state intelligence agencies, powerful politicians and non-state actors. Jang, Express, and ARY news network these are three powerful groups of media that have some relation to politics to some extent. All three groups are very popular for being influential in politics and society.

1.8 Role of Professional media organization in strengthen Journalism

The professional media organization is such an independent subject, including newspapers and electronic media sources holding this news function and directly sighting the audience about every walk of life having different councils and unions commenting upon many hideous issues and events. These professional media organizations have a very close and independent role and mobilization career in their target, including the public complaints and state policies without their personal need indifferences. Media professional organizations have trust in media, building respective quality merits about credit and veteran in media outlets. Professional media organization diminishes cases against journalists.

Media professional organization must include services, served by stakeholders, journalists, editors, media holders, and local members. All reprehensive persons should take an interest in public level remaining modest and responsible for building self-regulation and make the journalist professional merit high above So, that the press freedom could save to assurance. All these workers must be interested in professional training and support to other similar members and get more experience through cooperative activities.

1.9All Pakistan Newspaper Society (A.P.N.S)

All Pakistan Newspaper Society (A.P.N.S) is established in 1950. It provides a standard for newspaper owners to directly manage and watch the interests and activation of the

newspaper procedure. It defends its member involved in the severe different matter at keeps the relatives better law surfacing from registration of press publication ordinance (RPPO) 1960. It subjects collaboration conducting with other organizations and the ministry of information. It holds the management of different types, including advertising and awarding journalists from the Council of Pakistan Newspapers Editors CPNE (APNS, 2018).

1.10 Council for Pakistan Newspapers Editors (C.P.N.E)

CPNE is established in 1957, which is holding work under watching and custody of expert journalists and editors, attempted against Press and Publication Ordinance PPO 1960. Further it is keeping the press holding work under watching and supervision of expert journalists and editors tried against PPO. And holding the press freedom legitimately without political faction as well as taking part in setting press code subject of ethics. CPNE continues its response with federal and provincial governments on the matter of press freedom consistently (CPNE, 2018).

1.11 Pakistan Federal Union of Journalists (P.F.U.J)

PFUJ is the first union of south Asia journalists established in 1950, leading the entire journalist throughout the country. It is related to the international federation of journalists. It is working, holding the response to soupy, a clean environment, and common ground for journalists. It is also working and struggling for the independence of media and setting such a clean environment in which the journalists can work peacefully. PFUJ holds the management including the education of journalists related to profession, requisite training in language skills and modern professional pedagogy working trends according to legal work condition surface, the community of media holders and union in the country (PFUJ, 2018).

1.12 Pakistan Press Foundation

(PPF) an independent non-governmental organization committed to promote freedom of expression and media safety in Pakistan. Established in 1968, PPF has been monitoring attacks on journalists and media workers since 1992. PPF investigate and highlight the cases

of journalists and media at national and international level. PPF is a media search institute whose training center and documentary hold the subject of press promotion and freedom. The foundation conduct seminars and workshops related to mass communication on different relative and important issues, including professional training of journalists and refers to the modern types of equipment to develop the media and journalism (PPF, 2018).

1.13 South Asian Free Media Association (SAFMA)

The purpose of SAFMA is to set a continuous level for media and prepare a common source to plan to unite the weather information unite to bullock room throughout South Asia holding the peace object, comprehending and helping for media organizations and public. It also has a plan to support all the media subject and public trends and hold the many seminars, conferences participating editors, senior journalists parliamentarians and bureaucrats from all over South Asia. It manages debates to create a peaceful atmosphere among the media and the public (Peace Insight, 2018).

1.14 Mishal Pakistan

Mishal Pakistan is another important organization which is established in 2013 joined with many other influential organizations. It is working on setting the communication system mobile and active, managing the media strategies conducting with other media organization support. It also manages the training of journalists and consists of new requisite framework issues to media and status of Pakistan journalist working environment (Mishal Pakistan, 2016).

1.15 Media Matters for Democracy

It is another Pakistan based not-for-profit organization working to monitor and defend freedom of expression, media, Internet, and communications in Pakistan (Media Matters for Democracy, 2018).

1.16 Freedom Network

Freedom network is a Pakistan-based media and development sector organization and registered with the Securities and Exchange Commission of Pakistan (SECP). The organization aims to protect freedom of expression and sees media as a key partner in a democratic and pluralist Pakistan (Freedom Network Pakistan, 2019).

1.17 Significance of the Study

This study is planned to contribute to the promotion of journalism research among academics and institutions. This study will be fruitful for journalists' community, media organizations, society, and the government to understand how the working environment impacts the professional integrity of Pakistani journalists. It will be helpful for the state to formulate policies for journalists and media organizations.

1.18 Statement of Research Objectives

This study will provide an overview of the "Impact of Working Environment on Professional Integrity of Pakistani Journalists." In addition, the study aims to improve understanding of the limitations and hardships which Pakistani Journalists encounter. It aims to:

1. Explore the work environment and work conditions of Pakistani journalists.
2. Assess the level of professional integrity of working journalists of Pakistan
3. Explore problems and difficulties faced by male and female journalists of Pakistan.
4. To know the independence and authority they have in selecting or reporting the news story and influence of Their High-ups.
5. To assess their level of job satisfaction, job Persistency, and job security to know about the physical security conditions and protection in the face of threats to the Pakistani Journalists.

Chapter 2: Literature Review

2.1 Previous Studies about Journalism

Aleksynska et al. (2019) describe good working conditions contributes to the welfare of workers and the success of the organizations. However, separating the everyday reality of men and women at work is not a simple task. This is especially true in our changing work environment, where new technologies and new forms of work are constantly integrated into our workplace.

Buble (2006) found that Job with difficult working conditions can only perform by those employees who meet specific requirements in terms of age, gender, qualifications, health, physical and mental conditions and psychological abilities. Difficult working conditions affect employee performance. Therefore, it is necessary to take measures to eliminate uncomfortable working conditions or, if not possible, to take appropriate safety measures.

Mwesige (2004) further pointed out that globalization has caused a lot of convergence in the global media system, and there have been many researches about media content and audiences in the new global environment. In the context of media research, it has long been pointed out that media research over the past few decades has focused more on the message content, namely the characteristics of news, propaganda and popular culture. In addition, other areas of mass media research include: how to disseminate information, the impact of the media on politics, and the impact of television on children or public use and gratification which they get from the media (Johnstone et al, 1976). Hardit (2005) argues that journalists represent the intellectual workforce or, undoubtedly, brain workers; however, they rely on employment organizations that are almost industrial types and determine the working and living conditions of journalists.

According to Deuze some of the most important studies regarding journalists are done by Johnstone and John. Al (1976) in the U.S; Kepplinger (1979) in Germany; and Tunstall (1970) in the United Kingdom. These studies focus on the major attributes of journalists; such as training, ethnicity, religious beliefs, work routines and patterns, their personal perspectives, and a threat to them posed by enhanced media concentration.

According to a social study conducted by Johnstone et al. in 1976, media generally focuses on three themes i.e. a process by which the media disseminates information to the society, an impact of information dissemination on society, and an infrastructure of a media organization. The researchers claim to have had conducted an initial most systematic survey of the social characteristics of journalists. Their research focused on TV journalists (online and offline), newspaper reporters, columnists, journalists, editors, and local news reporters. This research was an attempt to provide an overview of the nature of journalism in the U.S, examine American journalists from all perspectives: their (social) background, training and recruitment systems, job specifications and professional aspirations, professional code of conduct and values as well as their working conditions.

Weaver and Wilhoit conducted another systematic review of American journalists in 1986, examining the role of journalists, their background, education, attitudes, beliefs, values, and the impact of new technologies on their work style. Later, Weaver and Wilhoit compared their results with the former study of Johnstone et al. Although, the overall patterns of the two studies depict similarity, there is a clear variance between their objectives; John Stone and others stated their goal as a “sociological inquiry, not social criticism” whereas Weaver and Wilhoit asserted that their objective is “systematic investigation”.

Some scholars and academics have commented on the importance of research journalists' working conditions and psychology of journalists. Some people have high expectations for such new research studies, while others give critical attention. As an example of the former, Stead said that, in the text that provides the basis for all journalist research, ‘the future of journalism depends on journalists’ (Stead, 1997); and as Williams says, ‘The protection of news value mainly falls on journalists’ (Williams, 1997). However, as Williams pointed out, it should not be overlooked that “the journalists made a commitment to the commercial interests of the people who hired them (Williams, 1997). In addition, Tomalin (1997) added that “journalists are always better at describing rather than doing, they tell others what is wrong, not practice what we preach.

Riddell (1997) also observed that newspapers live by selling news and views; therefore, the fact that journalism is a commercial business makes the journalist's psychology clear. Indeed, the public's attitude towards the press has completely changed, and journalists are not prepared to be treated as inferiors (Riddell, 1997). Moreover, Journalists are people and have their favorite, because like other people, journalists are sentimental about their environment. Stead (1997) also agrees with him, the ideals of journalists should be universally accessible-to know everyone and to hear everything'. Williams (1997) argues that the influence of newspapers on their readers comes not only from their opinions, but also from their daily news choices, the honesty of the report, the importance of the title, and the value it emphasizes in its characteristics.

In addition, Mwesige (2004) stated that if the media can fulfill the 'noble role' of calling the state to accountability and being the watchdog of society if they (journalists) are credible and can provide reliable information about the state and its socio-political environment.

However, if journalists do not develop the knowledge, skills and freedoms needed to investigate all public affairs, they (media) cannot face the challenges of democratic participation and sustainability. Therefore, it is necessary to understand the people who work in journalism, especially in such countries where the democratization process is weak. Mwesige continues that unless we understand the people who work in these important institutions called the fourth state the role of the news and the media cannot be properly valued.

In addition, It is also necessary to understand the views and opinions of journalists on their occupations, national and socio-economic conditions, especially since they "represent the public" to participate prominently in the formation of social consciousness in the name of public' (Adam, 2001).

The nature of this research is different in varying subjects; Qualitative research method is a universally accepted method of study in the field of Journalism. Germany and the US commenced this method of study for journalism in the 20th century which was supported by all the academics, professors, researchers and specialists globally. The supreme imperative researches having remarkable value in the literature of the Journalism were accompanied in

Great Britain (1970), US (1976), and Germany (1979). Another cherished research regarding US press officer was shepherded by Weaver & Wilhoit (1986). In addition; its two continuations were carried out in the 1990s and 2002.

Riddell, L Classified journalist in three classes:

- a) Academics (Instructors): Individuals who are not working in any university or educational institutes but are well-educated, sophisticated journalists by means of curiosity and personal aptitude towards journalism related to literature and current and overseas activities; whose job is to enlighten and revolutionize the social order.
- b) Technicians (Experts): Individuals who are experts in economics, game, competing, style, theatre, marketplaces, medicine, agricultural, and photography, etc.
- c) Popularize (Propagate): Individuals with the talent of assortment and comprehend, overall community-related interests (Riddell, L. 1997, pp. 110-114).

There are always two types of motivations and rewards equally effective for the professionals and non-professionals of any field. The motivational dynamics are different in nature either are they intrinsic (internal reward, non-tangible in nature e.g., satisfaction) or are extrinsic (external reward, tangible in nature e.g., pay, bonus, car, etc). Meanwhile, at work, these factors are able to keep on intrinsic and extrinsic job foundations (Herzberg, Mausner, & Snyderman, 1959). Intrinsic influences comprise personal satisfaction (enjoyment & pleasure) towards job nature; internally motivated professionals are more open to accept new challenges, work hard, accomplish certain goals, work for excellence, while not looking ahead for self-success. Extrinsic influences encompass external proficient gratification took in societal status, standing surrounded by certified assemblage, communal obligation, salary, job timing, and workload are associated with administrative and journalist occupied vicinity (Szynol, 2012).

2.2 Job Satisfaction among Journalists

Literature had a number of studies comprising constructs of an occupied state of affairs and its aspects of motivation and type of satisfaction as well. Findings in the existing literature indicates that journalist have a preference to work in comfortable conditions free

from threat. Literature suggests a strong relationship between an occupied state of affairs and job gratification. characteristic aspects that consist of sexual category and stage of development of the member of staff, exhaustion, uncomplimentary attitude in the course of job, etc.; aspects associated to the institute of manufacture for instance time interval of the job, timetable, working hours, job's location, undue stress etc., demanding occupied environs affect journalists proficient veracity/ integrity (Robbins, 1998).

The news industry has undergone major changes in recent years. Print readers have dropped fast. Many newspapers are closing and the journalists are losing their jobs. Contemporary Journalism is also sometimes called Digital News, which challenges the journalism industry, its leaders and employees. The Internet has threatened print media advertising revenue and the financial spirit of the traditional press room. From the last ten years, economy, organizational structure, tools, and technology has changed in journalism. Due to these changes the industry continues to try to adapt to the changing world (Franklin, 2008).

Singer (2006) points out that Curious about the various conflicts or hurdles that journalists experience in everyday job is responsible for valuable information in order to look towards practical explanations. The study has investigated this moral dilemma besides the way news conveyed by broadcast specialists. In making an allowance for principle concerns in congregated broadcasting studio, Singer (2006) proposes that cohesive bulletin maneuver, by means of its continuous cutoff date and violent rivalry, knows how to generate enormous workload to progress stories in advance they are substantiated. News media progressively elevate apprehensions regarding deficiency of accurateness, the progression of shock tactics and reliance as of monetary stressors. At the same time, newscast specialists give feedback in date and section. A criterion of accurateness is high amongst the potentials that fixed them separately from unprofessional journalists and bloggers (Philips, 2010) as mass media set-up different practices of address contribution (Garcia & Avilés, 2011).

In his research Charles (2014) found that strict service conditions for journalists, weak trade union activities, gender inequality, and low affiliation is a problem. The journalists of the fourth estate are devoted or there is no remedy once their privileges are desecrated.

Deficiency means to increase wages, the situation in the workplace and the prospects for enlargement of the economic sectors. The research concludes that maximum fourth estate, especially employees in the subordinate positions who serve as per correspondents, are poorly salaried and are insufficiently encouraged which partially clarifies the unfortunate recitals of such employees especially journalists and utmost essentially, the constant disrespect of the integrity of the occupation. Most of the sovereign platforms of media are proven to be unjust which cannot arrange for appropriate remunerations and maintainable careers to journalists. Inappropriately, journalists employed in the national broadcasting activate as public retainers by being submissive to administration and government establishments.

It was seen to have become evident, when press media jumped into electronic media settling their T.V channels, that same employers were settled to work for electronic platform, and according to this stance, same workers work for both genres of media. The media has been mushrooming in Pakistan since a few decades. The express tribune (2014) declared that Pakistan is a very dangerous country for journalists, not only due to security problems and external pressure but also due to plunging certainty of employment. No doubt, the media profession is less secured and lower-paid in Pakistan. The media organization has refused to take such a response that is an international response.

2.3 work environment of Pakistani media and journalists

Some researcher studies conducted about Pakistani media and journalist's community working in Pakistan. Siraj & Hussain (2017) stated that obviously, the Pakistani media is considered to be one of the vocalists of South Asia. Military and national security, editorial policies, advertising considerations, media owners, media laws and regulations, editorial supervisors are destructive factors for journalist's freedom and professional autonomy in Pakistani. The study also showed that journalists in higher positions enjoyed greater autonomy than journalists in lower positions. In addition, journalists have low salaries meeting deadlines, taking lead on other media outlets for breaking news, the power of media owners has also led to a lack of professionalism and low news autonomy in Pakistan.

The Pakistani media is considered to be one of the South Asian vocalists, but in fact, the freedom is far from this (Waseem, 2006). A large number of media are financially constrained and cannot maintain themselves independently. Pakistani media mainly rely on government press releases and seek government advertisements (PPF, 2006).

According to Pakistan press foundation (2019), there has also been severe economic pressure in the Pakistani media industry, which has led to the closure of television channels and several newspapers, which in turn has left hundreds of journalists and other media professionals unemployed. Economic pressures include an average drop per minute for government advertisements to TV channels. The ministry has reduced the tax rate by 1000 percent and the new tax rate will be valid for federal and provincial governments, autonomous agencies and public sector organizations. The PPF (2019) team has monitored 28 cases of violence or threats against journalists throughout the year of 2018. In 18 cases of violence against journalists, preliminary investigations were conducted on cases of violence and attacks against journalists. However, in 10 cases, although the attacks or threats were carried out against their journalistic work, the authorities and law enforcement agencies did not take seriously the attacks or acts of violence against journalists. The problem has not been taken seriously neither their case has been investigated properly (PPF, 2019).

Threats can be defined in general terms as “a series of acts that implicitly oppress or threaten a person with harm or punishment to achieve the desired outcome’ (Gallagher, Harris, & Valle, 2008). The concept of occupational threats limits this broad definition by specifying occupational intimidation, including oppression or threats to people being harmed or punished to prevent certain duties to being performed. These duties are those that are considered to have a potentially negative impact on the offender. The intensity of threats may vary, and the pressure/threat may be implicit or explicit.

The safety of journalists is a topic of global importance. In developing countries such as Pakistan, this issue has become very important due to a series of events in the recent past. The security threats facing journalists are closely related to the ongoing war on terrorism on both sides of the Durand Line, which is the 2,640-kilometer border between Pakistan and Afghanistan. Armed conflicts in tribal areas of the country have increased due

to the ongoing war on terrorism. U.S. drone attacks in tribal areas have also triggered resistance to fire and revenge in these areas. These areas have been a center of the militant activities of the Tehrik-e-Taliban Pakistan (TTP). A report issued by the Rural Media Network Pakistan (2013) states that the safety of media people is one of the biggest obstacles reported by Pakistan. The report also stated that there was no agreement on the safety of journalists either from authorities or from the media organizations.

The history of the past decade has been filled with murders and kidnappings by Pakistani journalists. In particular, media reporters working in tribal areas of Pakistan live in high-risk situations. Writing a report on militant groups in the country's tribal areas is indeed a very difficult job and this is a life-threatening risk. Journalists involved in sensitive issues such as terrorism and the war on terrorism face many pressures from different areas of life, including pressure groups and intelligence agencies. One of the prominent Paris-based organization Reporters without Borders claimed that Pakistan had the second-highest death toll for journalists after Iraq in 2008 (Reporters without borders, 2008).

The same organization announced that Pakistan is the 151st deadliest country in the world's 178 countries in the press freedom index 2011-12.

For the employees, belonging to the profession of journalism, Pakistan is not a safe country. It is not just an assumption but statistics already prove it e.g. slaughtered 14 journalists on work in excess of the progression of time span. In the meantime during 1992, a campaign named "Committee to Protect Journalist" assessed the statics and generated a report which concluded on a murder of 56 journalist due to identified reason e.g., due to in-depth motivation or bearing important evidence against a particular political or non-political personality in need for exposure, etc., and 19 journalists were murdered just because of their professional field. The murdered journalists belong to print media, amid which 20% belong to self-employed correspondents.

Ponkey (2013) argues that there is greater pressure: it may lose its job; government harassment or the threat of prosecution for subverting so-called state secrets. There are other pressures on journalists: family members, peers, and the level of power within their own organizations. The climate of self-censorship is often not established by the government, but

by editors, publishers and key owners. Their position on these issues becomes the default benchmark by which to judge which stories will be covered and how to cover them.

Journalists and editors can often attract authorities and businessmen by gaining benefits and benefits, as well as editors and journalists favored by some politicians. Ponkey (2013) found that many Pakistani journalists established their parallel business projects to achieve their two purposes because they did not pay enough by their respective organizations).

Riaz (2015) mentioned that very few media organizations pay them a small honorarium, allowances or remuneration, mainly to pay for their reporting costs or the cost of producing video reports. There is no formal wage system for journalists who are serving as media reporters or correspondence of media organization. Even Jang Group, the country's largest media group, does not pay any compensation or fees to its rural correspondents. Many rural journalists have to work without any kind of financial benefits from the media organization. Normally, they are unemployed people who want to do reporting as their hobbies, or just for fun, not as a profession. Some people are engaged in other jobs or business, etc. Who also act as reporters for newspapers or TV channels just to satisfy or be recognized as a journalist in society.

In his study Madni (2011) stated another dilemma is that media organizations assign news beats to journalists without paying them wages and have not signed any contracts with them. And even the expenditure is not given to the journalists. Babar (2010) also found that There is another problem that the news organizations do not give salary to the reporters but some other organizations pay monthly stipends to charge their wages of covering and reporting (Babar, 2010).No, confirm method has been invented to pay reporters of local media organizations and reporters uphold their tasks without salary. Although it is remarked as unpaid employment yet there are many news reporters who do work in media but also deviate towards business while reporting continues (Ponkey, 2013).

According to Jamal & Awais (2012), most important financial issues are major hindrances in the outclass performance of a journalist. Unfortunately, in Pakistan, the normal wages of journalists are less than those working in Israel. Worth mentioning is a fact that Israel is financially less stable than Pakistan. Some of basically motivated workers in this

field are very loyal to their profession, having no complaints regarding their tough jobs and moreover are concerned about the issues that their profession faces. Nowadays, the owners of the media lean towards the leasing of fresh graduates having no experience, resulted in worsening professional repute. The owner of different media channels are biased alongside interested in the correspondent's reporting due to financial benefits. Same types of challenges are reported by the journalists consistently. Correspondents are frightened to discuss media due to threats. The findings of the study indicate that common aspects, including religious, norms and ethnicities expressively bound the correspondents' capabilities.

From the 1930s, there was no such word "stress" in journalism until the 1980s. Fedler (2004) described that the concept is anything but a whole new word in the world of journalism. Fedler's historical study about stress reveals that journalists, throughout their careers, have to face work-related stress. About 90 percent of journalists encounter stress in their work environment. Andreas researched Ohio journalists and concluded that during work several times in the week, journalists face stress. The Center for Disease Control and Prevention stated that amongst the most stressful jobs, journalism was spotted to be the seventh (Reinardy, 2011), which is for sure not a surprise factor because of the working conditions. Due to an intensely competitive environment of the newsroom, long working hours, mostly unfriendly conditions, meeting deadlines and constant public criticism, journalists are on a more vulnerable side. The living styles of journalists are mostly made on a compromise because of extra demands, the stress of 12 to 15-hour working timings, irregular days off and working holidays (Felder, 2004; Andres, 1988).

The fluctuating mass media structure has affected specialized occupied situations in numerous aspects. In exercise, these variations demolish intended amplified demands of time and burden of work/job-related stress through augmented psychological and physical struggle (Tyrkkö & Karlqvist, 2005).

A lot of research concluded that association schedules and higher authorities most often control the personal capabilities and norms of journalism. Some intrinsically motivated employees enjoy their profession, carry positive feelings towards their job but are concerned

that the media alliance and broadcasting studio downturns will deteriorate the occupation's pledge to miscellany. Higher administration verdicts on the provision of assets, for example, would be marked by means which execute broadcasting. Also, take account of the provision of news, reportage issues, the budget of reportage themes and time interval (Detjen, 2002).

Remuneration, professional safety, elevation, work pressure, and legislative reimbursement are the features influencing occupational honesty in journalism. All these constructs, like age, experience, job dissatisfaction, and monthly remuneration, are interlinked with each other; age increase results in increased job dissatisfaction. Also, with age, experience surges, and enriched experience results in the promotion of rank and salary. The study also indicated a negative correlation between experience and job dissatisfaction. As the age of an employee increases or the number of family members increase, so does increase the responsibility resulting in arousal of sense of insecurity.

Interestingly, now a day, fresh employees also report insecurity as the main reason for job dissatisfaction. Literature also suggests that with age and multiplying, family members dependent on the dependants cause dissatisfaction for not sufficient monthly income. Similarly, the literature indicates that more qualified employees experience a higher level of job dissatisfaction in terms of salary as compared to employees with normal qualifications. Journalists mostly the field workers face different physical and emotional threats, but, those who perform their duties as part of their best, experience more job-dissatisfaction as compared to the workers belonging to in-studio, etc., (Iqbal & Ullah, 2013).

Deprived occupied working environment and security concerns also affected the principles of journalism, primarily the Urdu press. Short remunerations, lack of encouragement and additional paybacks, no assurance patterns do not fascinate capable young people towards journalism. Per-requisites and constitutional rights for correspondents show a discrepancy in their operational phonological and environmental zones. Geographically, the functional zone in the middle of Islamabad to Karachi also determines the lingual feature. English language journalists fall in this domain and the operational area of Khyber Pakhtunkhwa journalist's Vernacular language. Literature also suggests that intrinsically motivated respondents working with insufficient pay packages have more

comprehensive and remarkable knowledge in journalism, and such workers have to wait for their remunerations. Such employees have to fulfill their family responsibilities too, in such circumstances, demand exceeded the resources, as a result affecting the professional integrity of journalists. Employees with fewer qualifications and insufficient experience and knowledge in the field of journalism are subsidiary sacred sign in camouflage for the possession for various broadcasting establishments in different regions of the biosphere, considered as a worldwide phenomenon (PIPS, 2010).

Memon (2015) stated that there are grand challenges and difficulties faced by Pakistani journalists owing to the weak security structure in the country. Sometimes their security is not promised and lives are under death-threat situations. All this is due to poor management, little pay and working under new or unskilled journalistic organizations. Furthermore, in some cases, that must be dealt with secretly, rude and uncaring heads of the organizations demand the inside information in a critical situation. All the media organizations have felt need to protect their journalists against the mishaps reveal during these cases. It is a serious matter and it is expected of the media organizations to provide a safe and workable environment to the journalists.

Michael et al. (2007) have found that below standard work contracts have become common in the past few days in advanced societies. Increasing flexibility, job schedules, and increasing instability in jobs are all a part of these contracts, especially in journalism. The effort-reward imbalance model perfectly describes this work stress measurement for people who work in the media industry. Logistic regression analysis revealed significantly higher effects in men when the high effort was combined with low rewards such as job security, esteem, money, and promotion prospects on different gender health. However, the reported effect was boosted by a critical coping pattern with work stress among men.

The information of the trade union of journalists shares that most news media labor is deprived of agreements or else with arrangements. Still, then again, these might be completed in a discriminate approach. A survey study conducted by the trade union exposed that merely 42% of chartered correspondent' is ensured systematic agreement for the duration of their entire service. Only 26% have secured a contract for a specific period of service.

However, 32% of journalists work without any agreement in the whole period of service. Journalists correspondingly approve that there are problems in the conscripting and putting into practice of agreements. "The agreement might be intermittent in one-sided and random means. So an agreement, not only in the field of news media but in every field, is significantly essential for the establishment, especially for employees, problems exist in the form of delayed salaries. Delay in salaries is a very common issue in print media. This demotivates the correspondents and is a great risk towards the occupational truthfulness. Lack of job security, job's insurance, agreements, and delay in the salaries are commonly occurring problems in mass media, and play a major role in making this profession uneventful (UAJ, 2012).

In Memon's point of view (2014), to recognize the visions and acuties of journalists regarding their occupation, socio-economic status, and working conditions also be converted into essential, mostly for the reason that they are 'obviously involved in the foundation of communal awareness in the name of the public' and the collection of news dependent on their characteristics. Higher authorities belonging to numerous subdivisions of the general public, who may argue on more or less the whole lot, approve that journalists are authoritative, unfaithful, and careless bunch of people in the state. The reporter must explore the reality hidden behind any event or news.

Furthermore, Mwesige (2004) states that mass media should be able to accomplish the 'noble role' of occupation by being a better supervisory body of the public if the employees (journalists) are trustworthy and can deliver credible info regarding the government and the above-mentioned socio-political atmosphere. On the other hand, if mass media makes sure not to progress the information, ability, and autonomy essential to examine overall municipal stuff, they (broadcasters) cannot upsurge the encounters of equal contribution and tolerance. For that reason, it is essential to have an acquaintance of the individuals who perform their jobs in journalism, predominantly in that nation-state where the democratic procedure is weak. Mwesige carries on that the contribution of mass media and journalists cannot be effectively esteemed until we feel sympathetic to the individuals who fulfill their duties in this substantial establishment which has been named as journalism. Williams's (1997) point of view that the inspiration of a broadsheet on its consulates originates not only

since its articulated sentiments but also again as of its day-to-day assortment of a news bulletin. The uprightness of its reportage, the encumbrance of its captions/highlighted points, and the ethics emphasize on in its topographies.

Most of the journalists have great expectations and they value their occupation very much. All at once, a huge number of journalists promote an elementary problem of the problematic and complex working environment, having a destructive influence on their capability to enhance mass media and journalism. Journalists demonstrate their qualms and offenses as they regard their demands of job and working environment. But they are not familiar with the possible connection flanked by those circumstances and the official standing of the Arabic broadcasting. Most of the journalists express that they measure their task, rendering to the uppermost occupational criteria.

On the other hand, their drudgery state of affairs and the consequence designate such as "the higher authorities of media organizations, who design the strategies and benefits" avert them as execution at the uppermost ability and bound their aptitude to increase the professional standards of the media. Not only are journalists facing teething troubles, in radical context, personal security and financial stressors, but the higher authorities also experience the same stressors in journalism. A large number of journalists' grievances are in contradiction of the higher authorities, secretive and political parties and other pressure groups. On the other hand, the journalists put responsibility predominantly on the fundamental conditions of their professional deprived of explaining who, explicitly, is liable, and devoid of highlighting its replication on media dissertation entirely. Nevertheless, the primary restraint of the profession, the study stated that, is conceivable to overlook journalists' activities surrounded by the state affairs, the situations and the teething troubles swaying their performance and professional integrity (Jamal & Rana, 2012).

Association of professional journalists (1990) states that if journalists are to accomplish their essential goals, performance as per residents' legislatures and custodians of autonomy of expressing personal views, they need to be made certain primary conditions to be capable of executing their job with dedication. Suppose news media is to be permitted and wants to strengthen its integrity. In that case, it should come to be more diligently convoluted with the

communal sphere of influence in comparison with the dogmatic and financial sphere of influence. To strengthen their reliability news media ought to enrich their proficient recital, reproduce on their communal goals, progress occupational self-effacement and inclination to occupy in a negotiation by means of the community.

An additional encounter gives the impression to be in the scrawny situation of journalists with reference to the executives and possessors of broadcasting channels. Numerous journalists who were cross-examined recommended that if journalists are willing to take originality to acquaint with moral appliances. Or have had raised their declarations regarding media owners else additional teething troubles, they would face the stress and perhaps be fired up (Interviews with Sonila, Mesareja). Some candidates also stated the propensity amongst journalists "to settle down" relatively and prize fight on behalf of their profession by way of progressively favored clarification. "Journalists have a preference to perform it innocuous and make an effort to resolve the teething troubles surrounded by the media where they perform their duties in the field. The qualified and skilled journalist, even though confessing the compression of title-holders on journalists, also indorse that more or less have a preference in this method, "Here and now there is less journalism. The whole situation or profession is artificial; there are stressors on or after known journalists. On the other hand, journalists also yield benefit of the stressors and choose the deceitful pathway, in terms of giving outperforming their job's demands (Interview with Aleksandra)

The past few years have shown an increase in burnouts, stress, cynicism, exhaustion, and absenteeism among media professionals. Among all these variables, there lies an attitudinal factor that describes how people feel about their jobs and it is called job satisfaction. There appears an obvious link between job satisfaction and changes in news-room organization because of the above perceptions. According to Beam, satisfaction improved performance, increased output, integrity among journalists and loyalty can be achieved with an improved working environment (Beam, 2006).

To examine stress as an intrinsic quality, literature has been reported regarding journalism as a profession and also a correlation between job satisfaction and job stress has been

discussed. This correlation within journalism is explained using Herzberg's motivation-hygiene theory (Herzberg, 2005).

Different aspects of satisfaction were monitored in different surveys and these aspects are also known as facets. Spector researched that these facets comprise pay, security, policy and procedures, coworkers, personal growth, supervision, appreciation, recognition, communication and fringe benefits. Social researchers and scholars have studied job satisfaction extensively and found that it is a complex phenomenon (Spector, 1997). Sarma examined job satisfaction predictors regarding job characteristics in modern media organizations in Tamil Nadu and Karnataka. The study shows a statistically significant positive correlation among job security of journalists, their job advancements, organizational culture, nature of work, leadership styles of the supervisor, and other coworkers and necessarily how journalists attach importance to these particular factors determine job satisfaction. Job satisfaction is a relatively general feeling of gratification with the numerous features of job and work conditions (Sarma, 2012).

Von Rimscha (2015) found that job satisfaction of journalists depends on autonomy and "risk space" for ambitious and innovative professionals. On the other hand, this autonomy is less influential for media sellers because of the economic motivation that drives them. Therefore, their discrepancy between perceived effort and the reward they get creates a reduction in job satisfaction. Therefore it can be perceived that the media system is derived more from financial benefits than societal benefits. Low performance among ambitious professionals can result in providing an unsatisfying work environment. Hence, the organizations' autonomy and trust should be given to their employees to increase their performance and become more productive and satisfied.

According to Weaver et al. (2005), the level of communication between journalists, especially reporters and editors, flexibility in work, and how they perceive their autonomy in the newsroom is vital in predicting job satisfaction. Most scholars conclude that vital factors affecting job satisfaction include dialogue in the newsroom, the journalist's participation, and the value of their work in their field. A single factor does not determine job satisfaction. A lot of factors are influential. Enjoyment of the employer is an essential factor, but also the

contribution of journalists to their company determines job satisfaction. Happiness at work also fastens up the job performance. Both personal and organizational factors can lead to job dissatisfaction, which leads to job resignations, so this issue should be taken in light (Weaver, D.H. (2005). Ramaprasad found that Tanzania and Nepal journalists were so committed to their jobs. They joined journalism because they believe in building society and informing people about the updates in the surroundings. Research in the practice of journalism has evaluated the importance of journalism as professions as the practitioners have raised its honor and value by their splendid contribution in this field of the profession (Ramaprasad, J, 2003).

The most important aspect of all research related to job satisfaction is journalist autonomy and freedom of expression (Weaver and Willnat 2012), Pollard's Study (1995) quoted by Beam (2006). If journalists have power, independence of work and more freedom of speech in this way, their job satisfaction will increase as well (Beam, 2006).

The most important indicator of journalist's job satisfaction is to allow journalists to choose which stories they want to cover and to freely focus on the areas of their choice (Bergen & Weaver, 1988). Anas (2010) explain that income, infrastructure and professional training make them expert journalists and lead to the betterment of the media organizations.

Rapid growth in the media industry has brought up many jobs, but on the other hand, journalists who are working in these media organizations have no job satisfaction. Massey and Ewart (2007) explained that Job satisfaction is essential in any profession, but it is even more important when we talk about the media. Therefore, this study investigates whether job satisfaction is related to the working environment, salary, rewards, and editorial autonomy of Pakistani TV channel workers.

2.4 Professional integrity of journalists

Eriksen et al. (2005) describe integrity as a determinant of professionalism called Professional Integrity. The following reasons justify the ascribed importance to professional integrity. Fidelity seems to be a plausible explanation as it is the fundamental goal. For example, in the medical context, professional integrity is mainly concerned with profession-

specific loyalty, such as loyalty concerning life and health. The second possible and most important explanation is assurance. For example, in matters related to corruption and matters dealing with conflict of interests are the focus of discussion. The ability to place professional standards above all kinds of self-interests is defined as professional integrity (Eriksen et al. 2015). Professional integrity can also be defined as the degree of straightforwardness and honesty in business as well as professional relationships; being fair in one's dealings and maintaining truthfulness; having no association with false or misleading information or information associated with perjury. Professional Integrity, as defined by Banks, is maintaining and acting upon a deeply held set of values, irrespective of what the situation is and often in a hostile climate (Banks, 2010).

There is no single definition of integrity. A substantial number of definitions are available on the subject and there have been philosophical debates over defining the meaning of integrity (Dare, 2010). To form an understanding of the subject, different approaches in defining integrity can be classified. As Dare described that integrity is not just a single domain; it's a composite concept comprising of autonomy, identity, and integration. Approaches stressing autonomy and identity perhaps imply a certain degree of integration. Integration refers to a higher level of internal consistency of one's beliefs and actions. Dare suggests that the three elements of autonomy, identity, and inclusion are held together and underpinned by 'sincere and thorough reflection.' According to Dare (2010), it is a simple understanding of which can be sought as self-analysis in terms of finding loopholes and contradictions in one's beliefs and values. Between one's beliefs and actions, which simplifies the meaning of integrity more operationally and practically, shifting the emphasis of our analysis from conceptually defined elements, be they autonomy, identity, or integration, to underlying operational ways that guarantee integrity (Dare, 2010).

A person has more freedom or autonomy in his work. He/she does job with more responsibility. And The independence of the media is the driving force for general and social development. Postmodern media see autonomy as diverse content and promote the voices of those who cannot access it. The independence of the media depends on the political, public and economic foundations of society (Seuffer, Wolfgang, Hardy & Gundlach, 2012).

Furthermore, Antigoni (2013) states that the ambiguity of journalists' legal status puts the profession in question as the day-to-day activities of journalists. Moreover, the safety of professional identity regarding journalism is questioned by the ambiguous legal status, resulting in problems related to everyday-day work conditions. Because of the ambiguity of journalists' legal status, potentially powerful actors pose a more significant threat to professional journalists by asking for favorable treatments or even against perils and hazards. As per the perspective, external interference poses a significant threat and does considerable damage to the professional integrity of journalists. The professional integrity of journalists also faces challenges in the form of political, financial and social pressures. Not only just external interferences but internal interventions also pose a more significant threat to professional integrity. The adoption of yellow press and sensational reporting is a way to maximize profit-boosting and audience share (Antigoni, 2013).

Memon (2015) concluded in his study that media and government owners serve each other at the cost of journalists and journalistic ideologies; a typical example of this is the non-implementation of 'wage board for journalists in Pakistan. In addition, the owners of media organizations influence the publications and dissemination of content. The main reason for this is to maximize profit margins. In this way, due to this practice, journalists are not free to report and write the news. Somehow, they must work according to the wishes of the media owners. Another way to stop journalists from working independently includes threats, arrests, beatings, job insecurity, especially feudal influences in rural areas. Among other things, one of the journalists' problems caused by media owners is that they have compiled advertisements for their newspapers and TV channels. This practice of journalists undermines the characteristics associated with news credibility and honest and objective writing.

Baseline Survey Report (2015) in Uganda shared that the level of appreciation and compliance with professional journalism and other internal editorial guidelines remains low and the level of violation is quite high. There are several factors attributable to this: the lack of necessary skills and knowledge, lack of passion for the profession, low pay and absolute impunity in media organizations. Journalists face increasing threats and life risks in completing their work. The number of journalists attacked and threatened and increasing,

and the only purpose is to prevent journalists from reporting public interest. These threats and risks have a negative impact on journalism and the journalist community as well. Breed (1955) highlights that news autonomy is constrained by media structure, social-political ideology, and media professionalism. Shoemaker and Reese (1991) find that various factors influence media content before it reaches the public.

The function of watchdog and the fourth pillar of the state can only be carried out in a democratic society when the media enjoys complete freedom (McQuail, 2010; Habermas, 2006). Sigal (2016) argues that Media autonomy is an essential factor in protecting human rights in a democracy and civil society. Khan (2002) describes that most countries are afraid of the press; therefore, they like the full freedom of the media. They control the press through rules, regulations, ideologies, security issues, national sensitivities, etc.

Helle Sjøvaag (2013) argues that political, economic and media organizations can limit journalist's freedom. He further explained that when journalists participate in the institution's recursive reproduction, they can achieve the news's autonomy.

External and internal factors influence the autonomy of the media. The external factors are "political autonomy of news organizations, including state censorship, Policies, legislation and regulation." Although the internal dimensions are "the journalists have the freedom to make decisions free from administrative pressure, business factors and forces inside the news environment (Helle Sjøvaag, 2013; Reich & Hanitzsch, 2013).

Jamal and Awaisi (2012) describe that the freedom of the press and journalists' independence are the same for journalists who work in private and partisan media. Owners and editors often interfere and undermine the status of journalists as important cultural and professional agents. Editors and owners often reject information or news reported by journalists or prohibit interviews with specific individuals because of their direct interests or political, social, or financial agendas. This unprofessional practice is widespread in the local media, limiting journalists and increasing the negative impact of external difficulties they face.

The comparative studies results indicate that the ethical standards and nature of professionalism are more or less the same in every region of the world. The only difference is in the cultural norm, history, social practices working environment of their respective areas is vary in the different regions (Weaver, 2005).

The question arises, what is the reason behind which makes a journalist centered on a collective settlement. This convention takes in further impartial the concrete deed of writing or reporting and capturing a snapshot. Meanwhile, the above-mentioned belief that journalists in place of a professional assemblage meet the terms using shared standards of conduct and countersign moral sphere. The communal models of mass media show on inconsistency flanked by different realms; on the other hand, the philosophical base remains a universal version. It is the specialized uniqueness that describes the journalist (Jenny, 2010).

Journalists must maintain higher integrity levels by being truthful, fair, and sincere and avoiding any manifestation of conflict of interests. As they criticize and appraise the actions and accomplishments of people, institutions and nearly everything and what they do, it can have an overwhelming and long-lasting impact not only on people, businesses and institutions they cover but also on society largely.

Researchers suggested that there are certain goals determined by the higher authorities. The demand of the market is the demand of the audience. This is very much important to consider before setting any new rule or policy. There are preferably three different rationalities/strategies which enhance the effectiveness of the under controlled work/tasks, a) Headed for vocations/profession, b) the employees should have complete command on their work, c) and self-sufficient in the field (Selander, 1989; Freidson, 2001).

As Per Media act Bhutan (2006), Journalists maintain a certain degree of integrity and decency while presenting the news and try their best to avoid any real or perceived conflicts of interest and to respect not only a case in point but also the dignity and wisdom of their audience. If there are any personal interests or pecuniary regarding subject matter, they mention it earlier to maintain professional integrity. Professional integrity regarding

journalism requires a journalist not to use the information for his personal or private benefits; the same applies to commercial enterprise issues.

Informing public and layman about the surroundings and societal interests, analyzing them, and then enquiring about these powerful forces and public authorities is a vital task of journalists and other media persons; that is what keeps journalists on the toe, which is very important for a democratic society. That is why "watchdog of the society" is usually associated with journalists (Dr. Tarlach, 2013).

A high level of professional commitment has been reported in all journalism departments, especially in print media and in the newsroom settings (Fedler, 2004; Russo, 1998). Visibility of commitment can be recorded because of endurance to negative and highly stressful work environment. Along with all the challenges, journalists show positive emotional attachment towards their field and tasks that are considered healthy and viewed as good public journalism serving the community. Higher occupational identity is generally linked to work autonomy. As mentioned above, journalists have more work autonomy. Therefore, they automatically have a higher commitment to their profession. Researchers have also found that commitment and job satisfaction also have a positive correlation, therefore, despite journalists' highly stressful life, they have been reported to have a higher level of job satisfaction (Fedler, 2004; Russo, 1998).

2.5 Working environment of Female Journalists

This chapter also focuses on the working conditions and job satisfaction of female journalists in various media organizations. Working conditions as a job satisfaction factor include the influence of factors related to employees, called subjective factors, the impact of environmental factors, and the impact of organizational factors primarily related to the organization of production. Studies that consider working conditions as factors of job satisfaction indicate that employees prefer non-hazardous and unpleasant working conditions (Robbins, 1998). They like working conditions similar to those in their home. In addition, researches indicate a link between working conditions and job satisfaction as well (Brill et al., 2001; Newsham et al., 2004; Finnegan and Solomon, 1981; Leather et al., 1998, Veitch et al., 2005; Newsham et al., 2009; Kinzl et al., 2005).

Journalism is an exciting and challenging profession and it sometimes is seen as a bit of interesting. Although it can be interesting or prestigious, it is tough work, managing the deadlines, and not knowing what will be day to the next day. The nature of each profession has its own entity. Similarly, professional journalists need more emphasis on physical, interactive skills and knowledge. That is why women have not been in this profession in the past. But today, the concept of this profession has changed and women are joining this profession of journalism.

According to Kumar (2015), women who were kept outside that profession of journalism are now dominating men in a particular field and working with men, especially at night shifts. Women are not allowed to do the job due to social barriers. Over time, she was allowed to work specifically, such as teaching and nursing profession. But later on, women began working in so-called male work in all professions, especially in the field of journalism. Kumar further discussed in his research that many journalists work have long working hours, from day to late at night. Women journalists are often called back to work to cope with unexpected developments and sometimes need to work while others are not at night, on weekends, or holidays. Unusual working hours can make social life challenging. Besides the long working hours and irregular time table, there are also pressures to meet tight deadlines.

In Pakistan, conflict or political news beat is not considered suitable for female journalists. In general, cultural and social issues are assigned to female journalists, although many female journalists work in large cities and national media, especially in electronic media (International Media Support, 2009).

Shabir (2012) describes that journalism in today's modern world is a profession in which the male and female segments of society are considered equal representation. However, there was a time when journalism was considered a completely male-dominant profession. The women of this profession have been degraded and have to deal with the problems that today's female journalists do not have to face. He further said that in some areas of Pakistan, female journalists are still striving to win equal rights and hope to succeed in the end.

Still, it is the fact that the first group of journalists was challenging, paving the way for today's young female journalists and showing men that the effectiveness of women in the field of journalism. In his research, Shabir further described that Working female journalists in Khyber Pakhtunkhwa Pakistan face many problems during the field reporting.

From all walks of life, whether in the office where they work or and while commuting, i.e., going to their offices and coming back to home. These and many other issues have influenced their personal life and career, and as a result, they are unable to treat their profession fairly. Because of that, the story's actual image is affected, which they want to cover (Shabir, 2012).

Unlike threats or difficult working conditions, sexual harassment has been thoroughly studied in recent decades. Though there are many definitions of sexual harassment, one commonly used definition is “behavior that derogates, demeans, or humiliates an individual based on that individual’s sex” (Berdahl, 2007,p. 644). Research studies have shown that about 50% of women and 10-20% of men have experienced sexual harassment in the workplace during their careers (Berdahl & Raver, 2011).

While sexual harassment is not unique to journalism, there are several reasons why it is essential to study sexual harassment in this profession. First, several studies have shown that sexual harassment is a relatively common experience among female journalists. For example, Flatow (1994) found that 62% of female journalists experienced verbal sexual harassment, 30% experienced non-verbal sexual harassment, 22% experienced sexual harassment, and 20% experienced environmental sexual harassment. Second, the nature of this work requires journalists to interact with their organizational coworkers and supervisors and outside organizations like sources as well. This makes it possible for journalists not only to be sexually harassed by people inside the organization but also by the outsiders who rely on their work.

When considering years of experience, the gender differences between journalists are even greater. Men comprise approximately 75% of journalists with over 15 years of experience (Weaver et al., 2007). And Female journalists are also less likely to hold supervisory positions (Weaver et al., 2007). These gender differences are significant

because the studies found that an organization's gender makeup is a considerable risk factor for sexual harassment. Hence, women working in male-dominated organizations are more likely to experience sexual harassment (Fitzgerald, Drasgow, Hulin, Gelfand, & Magley, 1997). As a result, female journalists may face a higher risk of sexual harassment than women with gender-balanced or female-dominated occupations

The government does not guarantee the implementation of the Pro Women laws, including the minimum protections offered by the “Protection against Sexual Harassment Women at Workplace Act 2010”. Therefore, few media organizations implement the law. Although Pakistan is committed to competing for violence and discrimination against women in general and at the workplace as well. According to the report, “Media and Gender in Pakistan” published by the International Federation of Journalists (IFJ) in 2015, it was observed that more than 50% of female journalists were victims of sexual harassment in Pakistan (IFJ, 2015). According to the PPF (2019), Pakistan has not established any special units to deal with attacks on female journalists. Although there are other private organizations in Pakistan, including the Digital Right Foundation and the Coalition for Women in journalism are working for the safety of women and the protection of women journalists in Pakistan (PPF, 2019).

Since 1849 female journalists have been risking their lives for news coverage and they have been associated with this field for such a long time, for example, when Margaret Fuller reported on the invasion of Rome by the French forces of Louis-Napoleon. Throughout the 20th century, female correspondents are well known for reporting zones in foreign countries with prominent pioneers such as Mary Roberts Rinehart, Sigrid Schultz and Martha Gellhorn. Many of the world's challenging and important stories had been covered by female compromising their personal safety to cover war, politics, and corruption all around the world in many risks involving and diverse environments. Still, all those challenges and risks female correspondents have to face biases that reporters don't cover the news objectively and are limited to "soft" stories. Many cultural norms in different regions don't allow women to have an equal status in fashioning the news agenda. Defaming and disliking are common among this profession if women are working late hours or speak alone with males or else challenging the status quo (Alana & Storm, 2014).

Due to a lack of security and job recruitments in Pakistan, female journalists are at higher risk of losing their jobs. There is a low representation of females in areas like Khyber Pakhtunkhwa and Baluchistan. Women are still conventionally given stereotyped beats though a few have been seen in sports or politics. Still, many women are struggling and are stereotyped to be given time to there instead of making careers in journalism. Another reason is religious extremism that journalists have to face in Pakistan (IFJ, 2014).

Journalism is a mainly male dominating profession. In its own right, journalism is an institution itself, though it can't be separated from democratic setup. Due to the scarcity of female journalists, this sector is often known as 'men's sphere' despite seeing several women involved having careers in the communication sector. News Media is quite a challenging profession involving risks and difficulties for its workers. However, women's lives are in a more challenging environment in this media world. Gender-based discernment in duty allocation, poor working conditions, unequal work status, and exposure to abuse are some of the challenges women have to face in journalism. There are many least discussed factors personally, professionally and socio structurally, which women have to consider for their rights. These factors may include discrimination in work allocation, poor working environment, and poor sanitation services. For certain, these are some of the problems that women have to face in their careers (Dr. Joya et al, 2015).

Women have to face risks more than their male journal fellows and the intensity and difficulty level of risk is also different from others. To recognize the following risks and then take control measures is vital to make the working environment more feasible for female journalists. Women are facing an array of threats linked to the working environment. Because of these threats, the list is insulted by giving different news to make a poor reputation. Online publication of insults, criticism, threats to humiliate, and violent threats, are other significant problems women face. Approximate 8% of women have reported facing sexual harassment while doing their job in the newsroom. One of the primary reasons women reported for not choosing journalism as a career includes fear of being sexually harassed and sexual attitudes in this honor-bound Pakistani society. An encouraging work environment that provides to fulfill their needs is vital for a woman to keep herself focused

on their work without fear of any small issues like going to the toilet. Many organizations do not cater to the special needs of female journalists (CAR, 2015).

Female journalists and bloggers face bullying, harassment, rape threats, violence and many other threats regarding gender. Sexist abuse is also escorted by racist abuse for many of the minority ethnic and religious group female journalists. Sexist, misogynist and humiliating abuse along with threats, harassment, intimidation violence and sexual aggression are few of the gender-related treats female journalists face. Some of these are reported online, leading to a severe and shattering impact on their lives, which may include long-term psychological concerns, including feelings of fear, shame, anger, annoyance, or embarrassment. Sexually explicit emails, text messages, targets of annoying, aggressive, and text messages, inappropriate signs of progress on social networking sites and also staking through emails are very common among females in this field. Many female journalists have quit their public space and had stop writing because of the pressure they had to face in their workplaces (FRA, 2016).

Female journalists have become adapted to the journalistic workforce, regarding salary, working conditions, education, and should not be thought of as separable entities. News sources report many kinds of discrimination women have to face, like verbal harassment and during their journalism careers. They find less personal time to be spent with their family due to many hindrances created by their professional fellows showing that female journalists are given responsibilities and are considered in their professions. Women also face a reduction in their facilities like transport and have exclusion from night shifts.

In the work association, the most beneficial aspect is the organization of employees (Antiogoni, 2013). Of all the times, nowadays, our media world is facing such epidemics as viability and diversity of the industry. Without a doubt, in the media community, the journalism sector ensures the establishment of a potentially secure work environment - based on its main principle: freedom of speech. Cyprus' economic and financial depression is causing the diminishing of the media organization, mostly the ones related to advertising, putting the country on the verge of extinction. Journalists' work association has taken measures to ensure the protection of employees' jobs, working conditions and employment

status under all circumstances. The work association has taken steps to minimize potential risks related to freezing benefits or arbitrary dismissal on the part of employers.

Chapter 3: Theoretical Framework

Modern society is unimaginable without mass media, newspapers, magazines, radio, television, movies, cable networks, Internet, World Wide Web, and more. The mass media is of great educational significance to many people. It fulfills the nature and structure of the political and economic system in which the media operates, prepares itself for various stages of social development, taking into account the interests and needs of the people (Mahsud, 2006).

This chapter briefly analyzes the theories related to this study, the order of the main concepts studied and conceptualization and operation of the concepts. Many theoretical arguments have been put forward as a framework for explaining the impact of the working environment on Pakistani journalists' professional integrity. This is an abstract conceptual system that points to the relationship between these concepts and helps us understand a phenomenon "(West & Turner, 2007).

The goal of finding a theoretical framework for the research is to determine where the researcher can place his work. There is a certain theoretical framework for each study that is not mandatory. However, nevertheless may reach the limit of one or more theories (Riaz, 2004). This chapter examines methods and theories to know the impact of media organizations' working environment on the professional integrity of Pakistani journalists. In view of the overall study's main assumptions, understanding some of the relatively more essential communication theories is very necessary to make possible accurate predictions of the working environment. This study has analyzed the "impact of the working environment on professional integrity of Pakistani journalists." However, the following theories are more relevant to the study at hand.

A theory is a set of assumptions used to explain, predict and be aware of the observable fact. Sometimes it is used to confront or expand the existing facts with the help of empirical evidence through a scientific inquiry. In a study, the theoretical framework is structured to limit or support the theories of the study. It includes concepts, definitions and theory or theories related to the problem under investigation. Therefore, the theoretical

framework explains and helps to understand the dimensions of the problem under study. It is also used to limit the data in specific dimensions by concentrating on particular aspects of the study as per definition and standards and will also provide guidelines for researchers to become able to validate or challenge the existing knowledge (Koehler, 1997).

The framework of this research study is based on, Hierarchy of Influence Model and The Political Economy of Mass Media, as per the objectives and nature of the study that relates and applicable to the problem under investigation. This theory will be discussed below in relation to the present study brief. This theory relates to the problem under investigation as the researcher is analyzing different factors of influence affecting journalists' professional integrity. Such as socialization and attitudes of media workers influence media organizations and practices, influenced by other agencies, social forces, and the function of the ideological position to safeguard the status quo. In this way, this study will help us to find out the factors influencing journalists' working environment as a whole.

3.1 Hierarchy of Influence Model

With these perspectives, it is possible to establish a model of "impact ratings" that includes five levels of influence: personal, every day, organizational, medical (institutional) and ideological (social). I will explain them in more detail below, but we can see them microscopically (or at least individual) to the macro level. In retrospect, the simple definition of such a model has affected the study, proposing an essential distinction between the analytic hierarchy and the individual's position in the network of organizational and ideological constraints. Especially for journalism, this model helps to clarify critics of many journalists, identify their implicit norms and theoretical assumptions, and present appropriate evidence (Reese & Shoemaker, 2016).

3.2 Levels of Influences or Factors

The factors affecting the content of the media can be categorized in a proper way by different levels of analysis so that we can break them down into a model. The hierarchy of influence models treats the design concept of media content as a different theoretical perspective, including the suggested categories of Gans (1979) and Gitlin (1980).

- Content is influenced by the socialization and attitudes of media workers. This is a communicator-centric approach that focuses on the psychological factors that affect your work: professional, personal, and political.
- Media organizations and practices influence content. This approach argues that the content comes directly from the way the media organization is organized. The organizational practice of professional work creates a structure that limits and facilitates actions.
- Other agencies and social forces influence content. This approach has the most impact on content beyond the organization and the communicators: economic, political, and cultural. Public pressure can be found in "market" statements to "make public what they want."
- Content is a function of the ideological position to safeguard the status quo. The so-called hegemonic view holds that the enormous influence of the media content is under pressure to support the interests of social leaders in the status quo.

3.3 Political Economy of Mass Media

In view of the overall study's main assumptions, understanding some of the relatively more important communication theories is very necessary to make possible accurate predictions of the working environment. This study has analyzed the "impact of the working environment on the professional integrity of Pakistani journalists." The political economy of mass media is also more relevant to the study at hand because political economics explains how media and communication systems and content are shaped by ownership, market structure, business support, technology, work practices, and government policies line with the interests. The political economy of the media connects the functions of media and communication systems with the economic and political systems and the ways in which social power operates in society. Media is a communication tool that is owned, managed, managed, or otherwise affected by a political entity (McChesney, 2008).

Helle Sjøvaag (2013) argues that political, economic and media organizations can limit journalist's freedom. He further explained that when journalists participate in the institution's recursive reproduction, they can achieve the autonomy of news. External and internal factors influence the autonomy of the media.

3.4 Patterns how Media is controlled

- The official model that the media is made up of countries (communist countries)
- The "business" model reflects the media ideology of advertisers and their allies
- "Interest" model, the media content reflects the ideology of the funding group, such as political parties or religious groups
- An "informal" template that reflects the goals of each contributor
- The mix of these financing options varies from country to country (Altschull 1984).
- The ideology of social authorities influences content.
- Content is influenced by other agencies and social forces.
- This approach shows the economic and cultural power and public-determined content (Shoemaker & Reese, 1994).

3.5 Government- Media Relationship

Although some media accused the media of hostile relations with the government, the U.S. media generally follow Washington's official line. Almost every country in the world controls the media. It is governed by laws, regulations, permits, and taxes in countries where the media is mostly private (McChesney, 2008).

How State Control the Media

- The media system must be controlled and operated by the government
- News is a tool to improve the ruling power of nations without threats
- Authorities have the power to host and control the media by authorizing and reviewing the media.
- Authorities have the right to revoke and revoke licenses if the media violates the government's licensing policy.
- The state has absolute power to control the media for the benefit of the people.
- This theory describes the mass media's entire purpose as the education of the largest working-class or worker masses.
- All media control is under state guidance.
- Journalists or the press should support leadership rather than supervision.
- All mass communication tools must be mobilized to help governments build their nation, eliminate illiteracy and poverty, enhance political awareness and promote economic development.
- The media should support governments rather than question them.
- Information flows from top to bottom just as the concept of autocracy.
- Individual rights and other civil liberties do not make much sense for significant issues such as poverty, illiteracy, disease, and ethnicity.
- Each country has the right to restrict the flow of information between its borders and foreign correspondents.

Chapter4: Methodology

This chapter deals with the research methodology of the study. It introduces the research questions and the research designs which involve two techniques: focus group discussions and In-depth Interviews. The justification, advantages, limitations and the rationale of the chosen research techniques will be explained in the following passages. This chapter also includes data collection methods for focus group discussions and In-depth Interviews, defining the design and administration of the questionnaire, procedures, venues, and timing of data accumulation. In addition, the data collection instruments, number of focus group discussions, recruitment of focus group participants, moderator and his role, arrangement, implementation and recording of focus group sessions and for In-depth interviews will also be discussed.

4.1 Research Design

Wimme & Dominick (2013) define Research Design as the relationship between the nature of the study and the research method. For selecting a suitable and appropriate research design, it is important that the research study is unique and is capable of answering research questions. A research design is more than just the techniques of the Data Collection, such as in-Depth interviews or questionnaires, but and it also refers to the logic of how these data will be collected. There are so many ways of thinking about the range of research designs used in the social sciences. But some of the questions in this research study are different in nature. That is why, considering these points, objectives, and research questions of the present study the research design was conceived as a combination of Focus Group Discussion and In-Depth Interviews as data collection methods.

This research study explores the impact of the working environment on the professional integrity of Pakistani journalists. It is also the purpose of the study to examine the extent to which the working environment and working conditions Impact their professional integrity and the journalists themselves. According to the nature of the present research study, the Qualitative Research Method was considered to be a suitable process and

procedure for analyzing impact introduced by the working environment of media organizations on Pakistani journalists.

4.2 Rationale for Using Focus Group discussions and In-depth Interviews

In this study, focus group discussions and in-depth interviews were used to collect qualitative data and answer research questions that surveys were unable to do. Because the survey research has many shortcomings as compare with other learning methods of research. Focus group and In-depth interviews are one of them are to measure the actual behavior of journalists.

Neuman, (2000) discussed that in addition to the requirements for the nature of some research questions in this research study, the focus group could be used to collect qualitative data. As he further suggests that it is better to take several perspectives; Among its many methods (Neuman, (2000).

According to Wimmer & Dominick (2005), instead of a survey focus group are, therefore, a search strategy that understands not only audiences and parameters but also behaviors (Wimmer & Dominick, 2005). Focus group discussions and in-depth interviews are designed to elicit participants' perceptions, attitudes, and perceptions about selected topics (Puchta & Potter, 2004). In terms of types of research, two data collection methods based on focus groups and in-depth interviews were used according to the research needs. For some research questions, focus groups and in-depth interviews, data collection methods were used to collect qualitative data for this study.

4.2.1 Research Questions

1. The prime goals of this study are to examine the fame of running working environments, working conditions of Media Organizations and its Impact on the Professional Integrity of Pakistani Journalists. And to realize approximately the job and running conditions of the Pakistani Journalists.

2. What are the levels of media freedom and professional autonomy of the Pakistani journalists, and to what extent do they consider various influential factors organization policy and government media laws in their journalistic work?
3. What factors have had an impact on your professional integrity as a journalist at your workplace? To satisfy all these objectives and goals and cope with the research questions of the study Focus Groups and in-depth interviews were conducted to accumulate the number one fact.

4.2.2 Focus Groups

Well-planned discussions aim to gain a sense of the specific areas in a relaxed and non-threatening environment. About seven to ten people are by an experienced investigator. For those who share their thoughts and opinions, the discussion is relaxing and often enjoyable. Panelists interact by responding to the ideas and comments in the discussion (Krueger, R.A., 1988).

4.2.3 In-Depth Interviews

In 1980, interviews developed considerably as a methodology for educational research, and it is now generally accepted that interviews are key to the method of data collection. There are several types of interviews. Hitchcock, G. & D. Hughes cites nine categories: structured interview, interview, consultation interview, a newspaper interview, life history interview, ethnographic interview, informal/unstructured interview and conversation (Hitchcock, G. & D. Hughes 1989). However, Cohen and Manion tended to classify interviews into four categories, including structured interviews, unstructured interviews, non-directive interviews, and targeted interviews. In-Depth interviewing, also known as unstructured interviewing, is an interview in which researchers assess information to gain a holistic understanding of the respondent's perspective or circumstances. It can also be used to explore interesting areas for further research. This interview involves interviewing open-ended questions and surveys on an as-needed basis and obtaining useful data for researchers. Because in-depth surveys typically include qualitative data. Qualitative interviews are also referred to as qualitative interviews (Cohen & Manion, 1994).

4.2.4 Questions for detailing Focus groups and In-depth interviews

For this study, a total of eleven (11) questions were formulated for detailing focus groups and in-depth interviews. Many of these research questions were designed on the basis of the working environment of Media Organization and its Impact on the professional integrity of Journalists.

- 1: What do you think about the working environment and working conditions of Pakistani Journalists?
- 2: In your opinion, what factors have an impact on your professional integrity as a journalist at your workplace?
- 3: While reporting, writing and editing news as journalists, what factors influence you personally?
- 4: What is your opinion about organizational ownership? And do they have any influence on Pakistani Journalists, please explain?
- 5: What is your opinion about independence and authority in selecting or reporting the news story?
- 6: What is your opinion about Salary Packages, Pay Raises, Bonuses, Incentives, and Rewards given by the Media Organizations to Pakistani Journalists?
- 7: What is your opinion about job satisfaction as a journalist?
- 8: Have you experienced stress at the workplace? If yes, please explain.
- 9: What do you think about present physical security conditions and protection in the face of threats to the Pakistani Journalists?

10: Would you continue in media organization if you have any non-media, but secure employment is available?

11: How do you feel about job Persistency as journalist and importance assigned to job and professional commitment?

4.3 Population

According to Reinard (1994) Population is an extensive universe of incidents from which the sample is taken. In Neuman's view, the population is the name of a variety of cases from which a sample is selected by a researcher and is described in the form of theoretical terms (Neuman, 2007).

In the present research study, the targeted Universe or population can be defined as all working journalists of Pakistan, who are involved in journalism, either full-time or part-time and in either privately-owned or state-run media organizations. They might be presenting their services as an editor, sub-editor, reporter, correspondent and freelancer for any type of mass media organization. Particularly daily newspapers, television channels, radio and magazines which publish and broadcast news in Urdu, English, Punjabi, Sindhi and Balouchi languages in Pakistan.

4.4 Sample

Every researcher wants to conduct an extensive survey of the whole population to draw reliable findings for the study. But the ground realities do not support this desire and it is challenging to study the whole population. For making the study convenient, the researcher opts for the procedure of sampling. The sample is a sub-section of the total population with the same parameters as the entire population. In Neuman's words, the sample is a subset of cases chosen by a researcher from a larger set and is usually generalized to the whole population (Neuman 2007). Babbie states that the sample is a particular small set of the population regarded for the purpose of making inferences about the nature of the entire population itself (Babbie, 1992). According to Reinard, view sampling is the selection of incidents from a population because researchers depend on a

portion of all data conclusions. The sample is an approximate number of the whole and not be considered as a whole in itself. All sampling can be featured in two types (Reinard, 1994).

So it can be said that it is up to the researcher to study the whole population for building solid foundations for the findings and research study. But after estimating the ground realities due to time restriction, financial constraints and lack of resources, it is not easy for the researchers to study the entire population. Hence, researchers adopt the method of sampling. The sample is the subset of the whole population having similar characteristics of the whole population.

4.4.1 Sampling Methods

In this present study, the researcher has used a purposive sampling procedure for classification. According to Wimmer & Dominick Purposive and Convenience sample, the available sample is a gathering of rapidly available subjects for the research study. Exponents of using Purposive and convenience samples state that if a phenomenon, characteristic, or feature does exist, then it should exist in any sample (Wimmer & Dominick, 2003). For this research study, all working Journalists of Pakistan were selected for data collection purposes and further divided for the sample.

4.4.2 Sample Size

Given the time constraints and limited resources of this study, a purposive sampling method for selecting respondents was used to collect data from the target population. Due to time and financial constraints, the researcher was not able to collect data on the large population of Pakistani journalists. According to Hansen et al. (1998), in focus groups and interviews, those invited to participate must be able and willing to provide the required information (A. Hansen et al., 1998). Therefore, taking into account the nature of the focus group and in-depth interview, technique and population of this study. Experienced Journalists who have more than ten (10) years of experience from Punjab (Lahore), Khyber Pakhtunkhwa (Peshawar), Sindh (Karachi), Baluchistan (Quetta) and from Capital City

Islamabad were purposively chosen for Focus Groups and In-Depth Interviews. The reasons for selecting the above mentioned provincial capitals and Islamabad one as follows:

- (1) First, compared to all other (un-selected) Regional's headquarter, the membership figure of journalists in these purposively selected Provincial Capitals was comparatively larger. Therefore, it was easier to arrange the required number and select the articulate experienced journalists for focus group discussions and In-Depth Interviews in the purposively selected Provincial Capitals and Islamabad.
- (2) Secondly, because of the researcher's personal contacts with some journalists, the researcher had greater access to journalists working in these well-chosen provincial capitals and Islamabad. And it has proved very useful for the researcher to lead and organize focus group discussions and in-depth interviews with journalists in these cities.

Finally, regarding the number of focus group discussions, it was decided to hold at least five focus groups. About the number of participants in each group, although the researcher tried to organize at least six participants for each focus group. Because Morgan (1998) supports six to eight participants in each group, six (6) participants from the five focus groups were selected from different media organizations. And the number of participants for In-Depth interviews was purposively selected based on experience and total Thirty-four (34) In-Depth interviews were conducted from which twelve (12) were from females and twenty-two (22) were from male journalists from different media organizations.

4.5 Data Collection

4.5.1 Framing the Questions for Focus Groups and In-Depth Interviews

The Focus Groups and in-depth interview data collection tools contain a pre-determined agenda: It is used for all discussions so that focus group participants can discuss the program while a facilitator attempts to identify and measure arguments for the program and the participants' answers. However, the issues regarding agenda have been formulated as vague, broad and more flexible, as the discussion raises additional research topics (Alreck &

Settle, 1995). In this way, group discussion and in-depth interviews with the sub-section eleven (11) Questions and the problems were distributed as follows;

4.5.2 The moderator and his role Conduction Focus Group Discussions

The researchers adjusted five focus groups in the study by asking pre-determined questions, and participants addressed specific issues under his direction. In addition, the focus groups spent more than 40 minutes per discussion, so the facilitators continued to develop a supportive environment and encouraged participants to voice their opinions on these issues.

4.5.3 The interviewer and his role Conduction In-Depth Interviews

The researcher had applied general interview guide a method of collecting journalist qualitative data (often referred to as a "guide interview"). This method creates an essential checklist to ensure that all relevant topics are covered. The interviewer reviews, studies and asks questions of interest to the study. This method of interviewing is useful for getting information on a particular topic. Thus, Wenden (1982) created a checklist to visit his provider in a research project with a Ph.D. She believes that the interviewer's overall approach is useful because it allows for further investigation while allowing the interviewer to maintain the interview parameters for the study (Wenden, 1982). The participants in this investigation were thirty-four (34) experienced Pakistani journalists, twenty-two (22) male and twelve (12) female journalists from different media organizations.

4.5.4 Arrangement and Implementation of the Focus Group Sessions and In-Depth Interviews

The focus group sessions and in-depth interviews were arranged with the cooperation of the office-bearer or senior journalist of the concerned press club and for in-depth interviews researcher, themselves use personal contacts and references and with the help of senior journalists from different media organizations. Focus group discussion began with the introduction of the presenter and consisted of three parts: 1. Welcome. 2. Briefly outline the

topics to be addressed. 3. Discuss the interpretation of the rules. See Table 1.1 for the time, place, and number of participants in each group discussion.

1Table 1.1 Time, location, duration and number of participants in focus group discussions

Sampling Unit	Date and Time	Venue	Participants	Duration
Karachi	26-10-2017-3:00 pm	Karachi press club	06	40:45
Quetta	30-10-2017-2:00 pm	Quetta press club	06	42:22
Peshawar	01-11-2017-3:00 pm	Peshawar press club	06	43:54
Islamabad	03-11-2017-7:00 pm	Office Daily Jinnah Newspaper	06	42:57
Lahore	05-11-2017-2:00 pm	Lahore press club	06	45:54

4.5.5 Recording the Focus Groups and In-depth Interviews Data,

The main data agreed by focus groups and in-depth interviews were participants' oral responses, statements, opinions, arguments and interactions (AS Hansen & Newbold, 1998). All the data from focus groups and in-depth interviews were audio-recorded to make sense because it is the most comfortable and least expensive way to summarily or simply (Alreck & Settle, 1995). In addition, the recording is the most common way to analyze panel discussions and interviews (Morgan, 1998).

4.6 Analysis of Data

4.6.1 Focus Group Discussion and In-Depth Interviews

Essentially, the focus groups and in-depth interviews baseline data is a record of group discussions (Morgan, 1988). And the results of the focus group and in-depth interviews are verbal and qualitative. Therefore, the analysis of the focus group data

involves the researchers' understanding of the subjective process discussed by the group. In this way, the focus group's final written reports and in-depth interviews were written and discussed on the group's main topics and research questions, including a description of the number of meetings and place of participants meeting. Almost one hundred and seventy pages of data maintained after transcribing the recorded data from focus groups and in-depth interviews.

4.7 Statement of Ethical Issues

4.7.1 Focus Groups Discussions and In-Depth Interviews

Taking into account the ethical aspects, after selecting the participants, the participants generally understand the purpose of the focus group discussion and in-depth interviews, where and how they are going, who the researchers are and who they represent. For conducting focus groups and in-depth interviews, researcher personally traveled to selected cities of Pakistan and arranged convinces sitting for recordings. Focus groups and in-depth interviews were conducted separately because, in interviews, the researcher assesses information to gain a holistic understanding of the respondent's perspective or circumstances. Thirty-two (twenty-two male and twelve female journalists) were selected for in-depth Interviews for a comprehensive understanding of their viewpoints and a real insight of their positions. It can also be used to explore exciting areas for further research. In addition, focus group participants and in-depth interviews were also told that audio conversations were recorded and kept confidential, unfamiliar use of focus groups and in-depth interviews confirmed to be necessary.

Chapter 5:

Data Analysis and Findings

Qualitative data was collected through five focus group discussions and in-depth interviews, which were conducted in four Provincial capital headquarters: Karachi, Quetta, Peshawar, Lahore, and from Islamabad, the capital city of Pakistan. Those four Provincial headquarters cities and Islamabad (basic sampling -units) to conduct focus groups and in-depth interviews were purposively sampled. An instrument of 14 questions was used for the collection of the data. The arrangement of the focus group sessions and selection of the participants was made with the cooperation of the office-bearers and senior journalists of the concerned press clubs of Provincial capital cities. Participants at different stations are working for different organizations as well and that is the reason responses sound very similar because most of the journalists are facing similar problems. Their working conditions and working environment is relatively the same. Partially, the participants' distribution for all focus groups stood as follows six (6) participants in each for five focus group discussions, which added together thirty (30) participants averagely six for each group discussion. Averagely all the thirty participants were into the age bracket of 35 to 55 years old and belonged to separate, well-reputed media organizations – newspaper, television and news agency. Out of five, only one focus group discussion were conducted at night and four at noon. Out of those five groups, four were arranged and recorded at the press clubs of the concerned provincial capitals and one at the Head office of some media Organization. For conducting in-depth interviews, researcher personally did keep contact with journalists and through some friends who are working in media in those cities. Thirty-four (34) working experienced journalists in which twenty-two (22) male and twelve (12) female journalists were interviewed from the same cities from well-reputed media organizations for a comprehensive understanding of their viewpoints and true insight of their positions. The reason for selecting female journalists was that because female journalists have some different issues in this field of journalism. Their joining of media is not without problem as they often face various issues within and outside media organizations. Female journalists were selected to examine the different issues in this field of journalism.

As a result, the questioner generated data on the primary topics that came under discussions by the participants. The technique adopted to analyze focus group data were: first, the recordings were transcribed word by word to develop first coding and almost one hundred and seventy pages data maintained and then keys summaries were taken out from that coding for full transcriptions analyzed.

5.1 Results from the focus group Islamabad

The focus group was conducted in the capital city of Pakistan. Questions in the focus group were based on the journalists' problems 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. The following themes have been extracted from the focus group in this section, which is further elaborated and discussed.

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 analyzed and organized under the major themes regarding various areas of interest. The outcome of these results is as follows:

5.1.1 Personal concerns of journalists

The majority of the focus group participants 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 meager, most organizations do not pay on time, and there is no receipt of 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 professional journalists made their views that 'they can't give proper time to their families due to workload and time constraints.

Focus group views that the working environment in field is very difficult in Capital cities like Islamabad, where it is challenging 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 journalists' other major grievances were about the poor office environment, both at physical and intellectual levels. 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.'

5.1.2 Professional Concerns of Islamabad focus group Participants

All of the full-time professional journalists collectively have their views that 'it is challenging 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: 'journalists have no safety or security in a capital city like Islamabad and receiving threatening letters from government organizations, politicians, e.g., 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. A senior journalist Ahmed Norani (Jang group), was beaten, Hamid Meer was attacked and Saleem Shahzad has been killed in Islamabad'.

5.1.3 Journalists concerns regarding stress at work

Professional journalists have shown 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'. 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’.

5.1.4 Idea of professional integrity

Regarding professional integrity, participants expressed their views that 'they were passionate about their profession and have selected it by their will. They try to report facts honestly despite all the pressures'. The collectively views state that 'journalists are responsible for communicating actual and impartial news.' Most of the focus group participants demonstrated that 'they carry on their job despite all perils and threats. But their efforts are often not recognized at the state level; the media organizations give no rewards to their efforts and unions are not sincere for journalists due to the hold of media owners'. The focus group participants 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.

5.2 In-depth interviews of 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 was analyzed and organized under the major themes regarding various areas of interest.

5.2.1 Personal concerns of journalists from in-depth interviews

The first section of an in-depth interview agenda 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, and a journalist

expressed the opinion that 'journalist's rights are denied' (92 News). In a similar vein, another experienced journalist from other organizations expressed 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 media organizations in which they work. According to the third journalist, there is a 'disparity in salary packages among anchors, reporters and news section overall' (24 News). The fourth journalist shared his opinion that 'If I'm not paid properly, then I can't work wholeheartedly and most of the time, a reward is given to the cunning people' (Daily Pakistan). Lastly, the fifth participant 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 management 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). Lastly, the fifth experienced journalist expressed his opinion that 'no time for his family due to time table problem' (92 News).

In professional journalists' views regarding Islamabad's field environment, one journalist has expressed his opinion that 'work environment is not friendly, but I have to adjust accordingly' (92 News). According to another journalist 'There is no such difference in Islamabad and or other cities. It is challenging to work in the field. We are 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; there are some but 'Mafias' who threaten journalists and create hurdles' (24 News). Another journalist has expressed his views that 'Mafia obstructs during reporting and journalism is a life-risk job in Islamabad' (Daily Pakistan). Lastly, the journalist has views that 'office environment is better, but field poses threats' Another major grievance expressed by the journalists was of

poor office environment both at the 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 Dahan Pakistan). How, 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 environments affects journalists directly' (24 News). Two other journalists have shared their views that 'Journalists are never directly influenced through management, but in field mafia obstructs reporting' (Daily Pakistan).

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

5.2.2 Professional Concerns of journalists from in-depth interviews

The journalists' problems and grievances related to their professional concerns are obtained from the data of in-depth interviews. As journalists' views regarding access to official information in different institutions as one of the journalists expressed his opinion that 'It depends upon journalist's personality to accrue information' (24 News). Another journalist believes that 'it depends on journalist's sources in institutions' (92 News). According to professional journalists, '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 that 'government offices don't cooperate and take 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, and journalists face targeted violence, politician's threat through phone calls' (Daily Pakistan). Similar views expressed by the journalist that 'life-risking job in Islamabad, journalists must be provided unconditional security' (Daily Pakistan). According to one journalist's observation that 'threats are routine matters in this profession. Some news cases are life-risking; one should refrain from reporting in Islamabad' (24 News). Lastly, the fifth journalist expressed his opinion that 'no security nor it could be provided to every journalist' (Daily Jahan Pakistan).

5.2.3 Concerns of journalists regarding stress at work

The grievances by the professional journalists of Islamabad in-depth interviews about stress faced by the journalists at the workplace, organization policy an experienced journalist expressed his opinion that 'I have to follow owner's policies and when I work on a story than I usually halt from publishing it' (Daily Pakistan). As another journalist from the same organization has an opinion that 'journalists are 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 'It's a very board work, particularly in electronic media there is a race of breaking news' (92 News).

One experienced journalist expressed his opinion that 'faced life threats from politicians and intelligence agencies after news story' (Daily Pakistan). 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 unsafe and a 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. Moreover, they also threaten removal from the job' (Daily Jahan Pakistan, 92 News). Journalist's views regarding wrong-doing in media organizations One journalist expressed his opinion that 'owners are powerful. They don't follow any law use journalist for illegal import-export business' (Daily Jahan Pakistan). However, adding to this all the time, professional journalists expressed similar opinions that negative stories are encouraged by the owners as it goes in their interest and benefits them for personal gains.

In view of professional journalists about professional independence, it seems that most 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 a '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 have to inform my superior and he facilitates' (92 News).

5.2.4 Idea of professional integrity

Regarding the professional integrity of journalists, one of the experienced journalists expressed his opinion that 'must work on a 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 one must 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 recognized at the state level. One journalist mentioned that 'there is no concept of rewards by media organizations' (Daily Pakistan). So, other

journalists expressed the same views that 'PFUJ and other unions are doing nothing for journalists' (Daily Pakistan). Similarly, an experienced journalist has views that 'rewards and awards are only confined to 'favoritism' (24 News). According to a journalistic view, 'some journalists who have value, have good salaries and are awarded 'Plots' (Daily Jahan Pakistan). And lastly, the fifth journalist described that 'Journalists rights are denied both by government and media organizations' (92 News).

5.3 In-depth interviews with senior female 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 analyzed and organized under the major themes regarding various areas of concern.

5.3.1 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, and one female journalist has expressed the opinion that 'female journalists have fewer salaries than men. They are not given promotions and their talent is doubted by the high-ups and colleagues (daily voice of Pakistan). In a similar way, one female journalist shared her views that 'There is 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 a 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. Social stigma is attached when we return during 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 Islamabad's field environment, One journalist has expressed her opinion that 'Work environment is difficult for women in print media as compared to electronic' and having no safety covers particularly during rallies, we face verbal harassment during field reporting. People use 'slang'(Daily Voice of Pakistan). According to another female journalist's opinion, '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 poor office environment at the physical and intellectual level. One journalist shared her opinion that 'women are threatened by the editors the most, both infield and offices, and females have to face sexual harassment' (Daily Voice of Pakistan). As other female journalists described her opinion, '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 its own work environment. Young journalists are educated to adjust accordingly' (APP).

All-time female professional journalists expressed different opinions about job security and professional satisfaction in Islamabad. One journalist shared her view 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). In contrast to the other two female journalists' last journalist, she 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).

5.3.2 Professional Concerns of female journalists from Islamabad

For problems and grievances of the journalists related to their professional concerns, two professional female journalists expressed their views that 'they have to develop relations for

getting information and faced the same difficulties as any male journalist would face.’ (PTV, 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).

5.3.3 Concerns of female journalists regarding stress at work

In views regarding organizational policy, one experienced female journalist 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 interfere with their personal benefits' (Daily Voice of Pakistan). On the other hand, the last female journalist shared her views that she is working in the public sector organization and is 'bound by organizational policies' professional integrity influenced by organizational policy (APP). One experienced female journalist shared her opinion that 'he has faced many difficulties from 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). Expressing their 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 any cost (PTV). as another female journalist has expressed her views that 'In case of differences with chief editors they punished her with difficult timings' (Daily Voice of Pakistan). And the last journalist discussed that ‘never faced such situation because working for public sector’ (APP).

5.3.4 Idea of professional integrity

Regarding the professional integrity of journalists, an experienced female journalist expressed her opinion that "journalism is a holy profession one should follow the codes of

ethics made by PFUJ 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 the 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 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 journalists that 'low salaries especially for females, private unions are giving awards to some extent' (Daily Voice of Pakistan). On the other hand, the female journalist's contrast views that 'awards are provided by media organizations' (APP). In view of female professional journalists about professional independence, it seems that most organizations have no freedom at all. One journalist has expressed her views that 'not today, 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).

5.4 Results from Lahore Focus Group:

In Lahore's focus group, six experienced journalists participated. Questions were asked about their work environment, personal and professional problems they face in their job, their idea of integrity and other related queries to have a comprehensive picture of their work environment and their stresses and concerns. The data thus obtained, analyzed and organized under the major themes regarding various areas of concern is as followed.

5.4.1 Personal concerns of journalists

Focus group has the view that Punjab, particularly, Lahore is very important for journalism. BBC and CNN recognized the importance of Lahore journalists. The problems and grievances of the journalists related to their personal lives obtained regarding salary.

Unanimously all the full-time professional journalists seemed unsatisfied with their salary packages. They complained about their insufficient salaries. Participants further described

that 'The journalist who is working well having a good salary and journalist's views about wage board award is for regular employees that there is no concept of a regular job in Pakistan. Journalists are given no rights. Participants have the views that "salary is very low due to corrupt journalists." Responding to excessive workload and long work hour's professional journalists are of the view that "we have no personal or social life due to workload. We have to work till late at night sometimes even we cannot go home sometimes".

Regarding field and office environment, the focus group believes that 'it is challenging to work in the field due to terrorism and lack of security.' Participants described that 'in the field, journalists lack the technology and have no professional training.' Regarding the office environment, focus group participants expressed their opinions that the "office environment is relatively good'. And further, they contributed that 'office environment depends on journalists, own personality and interest". Responding to the job security journalists is of the view that 'they are satisfied as journalists by profession, but on the other hand they have no job security.' Participants have views that the owners dismiss 'experienced journalists without any reason.'

5.4.2 Professional Concerns of Lahore focus group Journalists

Unanimously all the professional journalists have views that 'it's is very difficult to get a piece of complete information from public institutions, and that they have to use illegal ways for taking information.' Participants further described that 'clerical staff takes a bribe for giving information.' Lahore's focus group participants have major grievances that 'there is no security or safety for the journalists in Lahore.' According to the participants, 'we are facing life and family threats from government agencies, political personalities, terrorists or pressure groups and threats of job removal from owners themselves.'

5.4.3 Journalists concerns regarding stress at work

The grievances and concerns by the professional journalists of Lahore about stress faced by the journalists at workplaces, focus group participants have a view that 'they have to work according to the organization policy otherwise they are dismissed from service.' Journalists

further contributed that 'owners use journalists like their police or puppets.' Moreover, participants view that 'many times they face threats from government agencies, politicians and terrorist groups after publishing news story.' Responding to no right to voice against wrongdoings, focus group participants views that 'some media organizations make illegal work done through journalists.' According to the participants, these owners are 'Mafias' or 'blackmailers.'

5.4.4 Idea of integrity

Focus group participants are of the view about integrity that 'they are passionate about their profession and have selected it by their own free will.' They try to provide true facts and do honest reporting despite all the pressure. 'Journalism is a holly profession. Journalists should work for the public benefit and remain impartial'. Regarding official recognition, most of the focus group participants are of a view that 'we keep on doing their job in spite of all perils and threats but never are recognized at the state level. Journalists are given no rights'. Moreover, regarding independence, professional journalists say, 'there are only some organizations having a bit freedom but not more.' Participants further contributed that 'stories give names to journalists like Talat Hussain, Javed Chaudhry, Hamid Meer, Ata-ul-Haq Qasimi and Iyyaz Khan.'

5.5 In-depth interviews of senior journalists from Lahore

In Lahore, in-depth interviews of four 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 idea of integrity, their working environment and their stresses and concerns. The data thus obtained was analyzed and organized under the major themes regarding various areas of interest.

5.5.1 Personal concerns of journalists

The first section of an in-depth interview agenda consists of personal concerns. All-time professional journalists have complained about their meager salaries; one journalist registered the following opinion: 'Journalists live a miserable life, having no privileges and

salary is also very low' (frontier post). However, in a similar context, another journalist shared his views that 'salary is confined four to ten thousand and not paid in time' (Daily Nawewaqaat). Journalists complain that the wages board award was an excellent step, which was established by the Supreme Court but has not yet been implemented. As one journalist shared that 'only two or three organizations have good salary mostly have very low' (Capital News). The last journalist has expressed that 'Journalists work on daily wages not on a regular basis' (GEO News). Moreover, regarding workload and long working hours, one journalist registered his opinion that 'the duty of a journalist is not confined to 8 hours, he works till late at night and has no social life' (frontier post). However, in a similar context, two journalists shared their opinions that 'The journalists are not living a normal life in Pakistan, have no time for the family due to excessive workload' (GEO News, Daily Nawewaqaat). The last journalist expressed his views that 'I have an administrative post still I have to work 7/24 hours' (Capital News).

Professional journalists' views regarding Lahore's office and field environment have expressed his opinion that 'it is challenging to work in Lahore; we are working in a war conflict zone' (frontier post). Another participant expressed his opinion that 'both field and office environment are not compatible; we are passing through an evolutionary stage and needs some more time' (Daily Nawewaqaat). Similar observations are registered by the journalists that 'this profession is very different from many other professions as it's challenging to survive in it' (Capital News). However last journalist drew a contrasting opinion that 'Working environment is relatively good compared to other cities' (GEO News). The second major grievance expressed by the journalists was of poor office environment both at the physical and intellectual level. One journalist shared his opinion that 'A media owner or "Saith" influence both in offices and fields (Frontier Post). In a similar vein, another journalist expressed his views that 'both have a suitable environment and need some more time' (Daily Nawewaqaat). One journalist registered his opinion that 'office environment is not up to the mark, lobbying in offices and leg-pulling of others' (Capital News). On the other hand, the last journalist described that 'Office environment is also good and working with freedom also' (GEO News).

Responding to job security, professional journalists expressed different opinions about job security and professional satisfaction in Lahore. One journalist shared his opinion that 'I have joined this profession in 199 still have no job security 'I wrote against state enemies and lost my job. My organization did not support me' (Frontier Post). However, in a similar context, two journalists expressed their views that 'they are not satisfied due to job uncertainty' One Big media organization dismissed journalists from the job who have more than 20 years of experience' (Daily Nawewaqaat, Capital News). In a little variance, the last journalist shared that 'I am satisfied with my job but unsatisfied due to job security' (GEO News).

5.5.2 Professional Concerns of journalists

The problems and grievances of the journalists related to their professional concerns are as obtained from the data of in-depth interviews areas:

Professional journalists view access to official information in different institutions. One of the journalists expresses his opinion that 'it's not easy to take information-for that we have to spend money' (Capital News). In a similar context, another journalist expressed his opinion that 'to take information from public institutions is like a 'jihad' (Daily Nawewaqaat). So, as the other two experienced journalists registered their views, that 'for gathering information, journalists have to make paid sources in public institutions' (Frontier Post, GEO News).

Answering the questions regarding the provision of security, Professional journalists of Lahore have major grievances over security issues. One journalist has expressed his opinion that there is no security of safety, 'we are working in a war conflict zone' (Frontier Post). Two other relevant and similar views were received from journalists that 'we have life threats from politicians and government institutions, we have faced life threats and journalists had been killed in some cites' (Daily Nawewaqaat, Capital News). The last journalist also expressed the same view that 'no journalist has any security or safety' (GEO News).

5.5.3 Journalists concerns regarding stress at work

The grievances and concerns by the professional journalists of Lahore in-depth interviews about stress faced by the journalists at workplaces:

Responding to organizational policy, one experienced journalist registered his opinion that 'owners plan such an organization policies which directly influence journalists' (Daily Nawewaqaat). In a similar vein, one journalist shared his view that 'many times as a bureau chief even I have to follow the owner's policy' (capital news). In a similar context, two other experienced journalists contributed their views that 'A journalist works hard for the story, but it is not published due to policy' (Frontier Post, GEO news).

Views regarding threats from powerful, one experienced journalist expressed his opinion that he wrote against terrorism and 'He is one of those 16 journalists who have been threatened or assassinated by terrorists' (Frontier Post). Another journalist told that 'he had been threatened by a politician for developing a corruption story against him' (Daily Nawewaqaat). In this way, two journalists presented relevant and similar views that 'stories about government agencies and big personalities cost life and remove job threats' (GEO News, Capital News).

Journalist's views regarding wrongdoing in media organizations, One journalist expressed his opinion that 'no professional owner and editor direct for supporting 'mafias' (Daily Nawewaqaat). similarly, two journalists contributed their view that 'owner of every channel only thinks about his business. The owner of GEO Mir Shakeel ur Rehman openly claimed to have been doing a business and not journalism' (frontier post, capital news). And the last journalist expressed his opinion that 'owners protect their advertiser at every cost' (GEO News).

5.5.4 Idea of the integrity of journalists

Regarding the professional integrity of journalists, one of the experienced journalists expressed his opinion that 'journalist must communicate to his audiences or readers with facts' (Frontier Post). In a similar context, one journalist contributed his view that

'journalism is authority, news must be published in original shape' (Capital News). So as one journalist presented his opinion that 'journalists should work with honesty being impartial' (GEO News). And the last journalist expressed his true opinion that 'we are giving our life to this profession because this is for a cause, if we are doing journalism with a cause then we are great' (Daily Nawewaqt).

Regarding official recognition, two experienced professional journalists have expressed their views that 'they keep on doing their job in spite of all perils and threats but never are recognized at state level' (Daily Nawewaqt, capital news). As one journalist contributed his view that 'journalist community IH Rashid, Hussain Naqqi, Minhaj Burna, IA Rehman sacrificed for journalism but did not receive recognition' (frontier post). And the last journalist also shared the same observation that 'he is only working for his country with determination' (GEO News). In view of professional journalists about professional independence, it seems that most of the organizations have no freedom at all. One journalist expressed his views that 'he has been working for BBC. BBC has more freedom than Pakistani media' (Frontier Post). So as two journalists have contributed to the similar opinions that 'they cannot do it without organization permission' (Capital News, Daily Nawewaqt). And with a little variance, the last journalist shared his views that 'I have freedom of news, but I have to discuss before publish' (GEO News).

5.6 In-depth interviews of female journalists from Lahore

In Lahore 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 faced in their job, their idea of integrity and other related queries to have a comprehensive picture of their work environment and their stresses and concerns. The data thus obtained was analyzed and organized under the major themes regarding various areas of interest.

5.6.1 Personal concerns of female journalists

The first section of the agenda of the in-depth interview contains personal concerns. The problems of female journalists related to their personal lives. Regarding complaints about

their meager salaries, one female journalist expressed her opinion that 'journalists have two categories anchors and reporters; reporters have very low salaries' (Ab Tak News). As another female journalist registered the same opinion that 'females are given a low salary as compared to males' (NEO News). One last female journalist shared her views in a similar vein that 'salaries are not compatible like that of international media. We work hard but are given no reward in return' (GEO News).

Moreover, regarding work-load and long working hours, one female journalist contributed her opinion that 'I have faced resistance to the family for working in media due to long working hours. I get no time for family or children' (NEO News). However, in a similar context, two other female journalists contributed their opinion that 'there is no timetable; when you are with family, you usually get calls from office for work. And due to work-load, you have to work hard to sustain your job' (Ab Tak News, GEO News).

Female Professional journalist's views regarding Lahore's office and field environment have expressed her opinion that 'in the field, females have to face criticism in front of the camera and here is gender discrimination as well' (Ab Tak News). Another journalist described that 'I have faced resistance from family to work in media, especially in the field. A female is used to adorn the screen' (NEO News). Last female journalist shared the same observation that 'I face difficulty in networking or news source. I have to make switching or balance with feminism for making news.' (GEO News).

The second major grievance expressed by the female journalists was of poor office environment at the physical and intellectual level. According to them, an estimate of only 20% of females is in this profession and these are not in streamline. One journalist shared her opinion that 'We face jealousy from male journalists. If we have potential, then leg-pulling starts' (GEO News). On the contrary, with little variance, one female journalist has an opinion that 'desk work is better to some extent, but we face 'sexual' harassment in the office also' (neo news). The last female journalist expressed her views that 'office environment is good for me' (Ab Tak News). Responding to job security, female professional journalists expressed different opinions about job security and professional satisfaction in Lahore. One journalist shared her opinion that 'I am very satisfied as a

profession, but I have no job security by the owners' (NEO News). However, in a similar context, one journalist expressed her view that 'I am completely satisfied as a journalist but not sure about my job. But journalism is my passion now' (Ab Tak News). The last female journalist shared her opinion that 'no one has job security in media' (GEO News).

5.6.2 Professional Concerns of female journalists

The problems and grievances of the journalists related to their professional concerns are as obtained from the data of in-depth interviews are as followed:

Female professional journalists views regarding access to official information in different institutions, One of the journalists expresses her opinion that 'it's challenging for a female, people abuse us, many believe that a female journalist is a public property' (Ab Tak News). Similarly, another female journalist argued that 'I have to make switching or balance feminism to gathering information' (GEO News). The last journalist expressed her view that the 'law of the right of information is the only slogan by the government. I have to bribe for getting information' (NEO News). Regarding the provision of security, female professional journalists of Lahore have major graveness over security issues. One journalist has expressed her opinion that 'there is no security or safety for male and female journalists (GEO News). However, in a similar context, two female journalists expressed their views that 'Lahore journalists are facing serious security issues and both government and media organizations are doing nothing' (Ab Tak News, NEO News).

5.6.3 Female journalists concerns regarding stress at work

The concerns by the female journalists of Lahore in-depth interviews about stress face by the journalists at workplaces, One experienced female journalist expressed her opinion that 'One has to follow orders if you do not follow you will be out of good list' (Ab Tak News). So as another female journalist expressed her views that 'work hard but news story stop by organizational policy' (NEO News). And the last journalist shared her opinions with a little variance that 'high-up's mold news and stories in the name of policy' (GEO News).

Responding to threats from powerful, One experienced female journalist expressed her opinion that ‘no I never faced that problem’ (GEO News). However, in a similar context, two female journalists registered their opinion that ‘both male and female have serious threats, but we never received any threats till now’ (Ab Tak News, NEO News).

Female Journalist's views regarding wrong-doing in media organizations, One journalist expressed her opinion that ‘owners or bureau chief direct order to mold news in favor or against anyone’ (GEO News). According to one female journalist, ‘mostly female are appointed for screen glamour only, bosses orders, they only act as a model during reporting’ (NEO News). And one last journalist expressed her opinion that ‘we work hard for news but do not publish business interests’ (Ab Tak News).

5.6.4 Idea of integrity of journalists

Regarding the professional integrity of the journalist, one of the experienced female journalists expressed her opinion that 'journalists should be responsible and always speak and write truth' (GEO News). In a similar context, another female journalist registered her views that 'should be responsible for conveying truth to society; women should not benefit from women' (NEO News). And the last journalist described her voice that ‘journalist should be impartial’ (Ab Tak News). Professional female journalists have expressed their views that we keep on doing our job in spite of all perils and threats but never ever are recognized at the state level. Further, one journalist shared her opinion that 'media organization does not support in any matter' (GEO News). However, in a similar context, the last two female journalists expressed their views that ‘no awards are given by any union or media organizations’ (Ab Tak News, NEO News).

Responding to professional independence, female journalists expressed that it seems that most of the organizations have no freedom at all. Further, one journalist has described her views that 'I have the freedom to some extent, but according to the policy' (GEO News). In the same vein, another female journalist expressed her opinion that ‘it is almost 60% professional independence in her organization’ (Ab Tak News). And the last female journalist contributed that ‘to some extent, it depends on organization policy’ (NEO News).

5.7 Results from Karachi Focus Group

In Karachi's focus group, six experienced journalists participated. Questions were asked about their work environment, personal and professional problems they face in their job, their idea of integrity and other related queries to have a comprehensive picture of their work environment and their stresses and concerns. The data thus obtained was analyzed and organized under the major themes regarding various areas of interest.

5.7.1 Personal concerns of journalists

Professional journalists of the Karachi focus group have expressed their views that after the cold war, there is a shift in the working environment of journalists. The problems and grievances of the journalists related to their personal lives obtained from the data of focus groups are as follows:

Responding to salary packages collectively, all the professional journalists of the focus group seemed unhappy with their salary packages. They complained about their low salaries and expressed their views that 'only two or three organizations have good salaries. Most of the journalists have very low, even less than a labor person and are not paid in time. We have no pension or gratuity facility'. Participants have expressed their experience that 'they work late night having no time table. And in this way, we have no time for family and for our social life also'.

Regarding office and field environment, Focus group participants have a view that 'objectives of journalists have finished due to difficult field environment.' Participants further contributed that 'Owners, politicians and government institutes pressurize journalists. The journalists are terrified and the matter may get liable to court'. The second major grievance expressed by the journalists was of the poor office environment, both at a physical and intellectual level. According to the participants 'electronic media in Pakistan is working without any constitution and media has changed into an industry'. In a similar context, participants contributed with a phrase that 'Journalists have become a toy for owners.' Responding to job security focus group Journalists have views that 'we have no job security, that is why we are not satisfied as journalists.'

5.7.2 Professional Concerns of journalists

The problems and grievances of the journalists related to their professional concerns obtained from the data of focus groups are as follows:

Responding to access to the official information, generally, all the full-time professional journalists have the views that 'they have very little access to information in government sector institutions.' In a similar context, participants further contributed that 'we have to make a lot of efforts to take information from public institutions.' Furthermore, Karachi's focus group participants have major graveness over their physical security: 'we are facing severe threats from terrorists, political (MQM, PPP) and religious parties.' Participants further described that journalists are 'threatened through phone calls and directly by the miscreants. Journalists have been targeted many times'. And in the same vein, participants shared their opinions that 'in the city like Karachi we have the threat of target killing.'

5.7.3 Journalists concerns regarding stress at work

Professional journalists discussed that 'yes' we faced stress many times during work.' The grievances and concerns by the professional journalists of Karachi focus group about stress faced by the journalists at the workplace are as follows:

Responding to the organizational policy questions, participants have views that 'the owners make such policies which have direct interference and we have to work accordingly.' Views about no voice to wrong-doing, focus group journalists described that 'the owners only use journalists for maximizing their business, 'owners want to protect their black business through journalists.'

5.7.4 Idea of integrity of journalists

Focus group participants have described that we maintain the news's divinity, 'News is a symbol of journalism.' In a similar context, participants expressed their views that journalists should have integrity like Mulana Zaffar Ali Khan, Shorush Kashmiri and Din Muhammad wafae. Participants further contributed that 'journalism is like a "Drug". When one gets addicted to it, it is hard to do away with it'. Regarding official recognition, unions are

divided and they are doing nothing for journalists. Participants of the focus group have the views that 'we keep on doing our job in spite of all perils and threats but never ever are recognized at the state level.' Participants about their professional independence state that 'there is no freedom for journalists; Journalists are given only selected stories and owners make a policy and get the news written according to their own choice.'

5.8 In-depth interviews of senior journalists from Karachi

In Karachi, 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 faced in their job, their idea of integrity, their work environment, stresses, and concerns. The data thus obtained was analyzed and organized under the major themes regarding various areas of interest.

5.8.1 Personal concerns of journalists

The first section of the in-depth interviews was related to personal concerns. The problems and grievances of the journalists associated with their personal lives obtained from the data of in-depth interviews are as following:

Regarding salary packages given by the media organizations, one journalist expressed the opinion that 'salaries are meager even not paid in time, up to six months late' (Daily Imroze). Moreover, in the same vein, one journalist shared his views that 'journalists live a miserable life in low salaries' (Aj News). Two other relevant and similar views were received from Karachi journalists as one stated that 'no awards are given but only to favorites, the honest journalist is not earning much' (Daily Nwewaqaat). The other journalist expressed his opinion that 'big organizations pay good salaries on time(Daily Jang). On the other hand, the last journalist shared his views that 'salary matter varies from person to person regarding the market value of that journalist' (Daily Jang).

Regarding workload and long working hours, one journalist shared his opinion that 'there is no timing to go back home, we always remain in stress because we have no time for a family' (Daily Imroze). Another opinion from Karachi journalists states, 'not only one beat

but working on different beats' (Aj News). Whereas, one more journalist expressed his views that 'social life has disturbed due to workload' (Daily Jang). On the other hand, with a little variance, one journalist described that 'it's a part of our job to adjust accordingly' (Daily Nawewaqt). The last journalist contributed that 'in this field, we have to work day and night without any break. Even we have no time for families' (Daily Jang).

Regarding Karachi's field environment, one journalist has contributed his opinion that it's challenging to work for honest journalists in the field. Young journalists are being corrupted by the owners' (Daily Imroze) another journalist expressed his opinion that 'work environment is very drastic in the field. I have been beaten by people' (Aj News). Whereas two other relevant and similar views received from journalists that 'situation in interior Sindh is more dangerous in the field. Many journalists have been killed on duty' (Daily Jang). The other journalist has contributed that 'it's very difficult city like Karachi because journalists are being targeted' (Daily Nawewaqt). On the other hand, the last journalist expressed his views that 'field environment in Karachi is relatively better now as compared to Interior Sindh' (Daily Jang).

The second major grievance expressed by the journalists was of poor office environment both at a physical and an intellectual level. One journalist shared his opinion that 'office environment is wondrous and helpful' (Daily Imroze). So as another journalist shared his views that 'it's difficult to fulfill organization or owners' demands in newsrooms' (Aj News). Two other similar views have been received from journalists that 'overall office environment is good' (Daily Jang). So, the other journalist expressed his views that 'office environment is good and seniors are cooperative' (Daily Nawewaqt). And the last journalist has contributed that 'office environment is not suitable. I have to face leg piling and office politics' (Daily Jang).

All-time professional journalists expressed different opinions about job security and professional satisfaction in Karachi. One journalist shared his view that 'I am very satisfied with my work, but after 25 years of job, I still do not feel any job security' (Daily Imroze). Similarly, one other journalist expressed that 'journalists have no regular employment and work on daily wages' (Daily Nawewaqt). However, two other similar and relevant opinions

have been received in the same context from Karachi journalists that 'if journalists have any issue, then media organizations do not take responsibility' (Daily Jang). And others contributed that 'I am not satisfied with my present job due to uncertainty' (Aj News). The last journalist has described that 'owner's kick out journalists from jobs for minor reasons' (Daily Jang).

5.8.2 Professional Concerns of journalists

The journalists' problems and grievances related to their professional concerns as obtained from the data of in-depth interviews are as follows:

Professional journalists' views regarding access to official information in different institutions as one of journalist expresses his opinion that 'It's very difficult to take information. One has to use it illegally. One other journalist shared his view that 'sometimes clerical staff takes bribe for information' (Daily Nawewaqaat). In a similar vein, one journalist contributed that 'right of information is only a slogan by the government' (Daily Imroze). The last two journalists expressed their views that 'it depends on the journalistic ability of a journalist to take information' (Daily Jang). The last journalist also made similar observations that 'it takes lots of effort to take information from offices' (Daily Jang).

Professional journalists of Karachi have major grievances over security issues. One journalist has expressed his opinion that 'journalists are in danger, little mistake takes the life of a journalist because of target killing and others on a daily basis' (Daily Imroze). In a similar vein, two other journalists contributed that 'there is no safety or security for journalists in all aver Pakistan' (Aj News). Another journalist contributed that 'we are living in dangers, facing threats and many have been killed and also beaten' (Daily Jang). Another journalist from the same organization explained that 'there is no safety of security by the federal union of journalists (PFUJ) or Karachi union of journalists (KUJ)' (Daily Jang). The last journalist shared his opinion that 'situation in interior Sindh is more dangerous for journalists' (Daily Nawewaqaat).

5.8.3 Male journalists concerns regarding stress at work

The grievances and concerns by the professional journalists of Karachi in-depth interviews about stress faced by the journalists at the workplace are as following:

Views regarding organization policy, One experienced journalist expressed his opinion that 'owners interference and their profit gain polices create stress' (Daily Imroze). Another journalist from electronic media shared his view that 'journalist is bound by an organizational policy and has to follow it heartedly' (Aj News). In a similar vein, two other journalists registered their opinions that 'owners only think about business.They have no concern about journalism' (Daily Jang). Another journalist expressed his view that 'owners have links with 'ministers' or 'VIPS' and do not allow them to publish news against them' (Daily Nawewaqt). The last journalist contributed with a little variance that 'In big organizations, one has to follow a policy to protect their business' (Daily Jang).

Views and concerns regarding threats, One experienced journalist expressed his opinion that 'after publishing news, I had faced' life' and 'family kidnapping' threats from jihadist organization' (Daily Imroze). Another journalist shared that 'I am facing threats from political parties and 'wadyras' in interior Sindh' (Aj News). However, two other relevant and similar views were received from experienced journalists that 'politicians and linguistic groups pressurize for favorable news' (Daily Jang). Other journalists contributed that 'journalist of Sindh must positively support news to 'Wadyra or Sardar' at any cost' (Daily Nawewaqt). And the last journalist shared his opinion that 'I have been threatened by "Wadyra" and feudal because I cast news against them' (Daily Jang).

Journalists' views regarding wrongdoing in media organizations as one journalist expressed his opinion that 'the owners are rendering 'blackmailing' and they hold black business to accrue the fund' (Daily Imroze). So as one journalist expressed his opinion that 'high-up's affairs are interlinked with politicians and marketers and they don't publish positive news' (Aj News). Similarly, another journalist has registered his views that 'owners only think about business. They have no concern about journalism' (Daily Jang). Another journalist described that 'the owner is using journalists for protecting their black business'

(Daily Nawewaqaat). Lastly, the journalist expressed his views that ‘the owner editorship has existed in Pakistan’ (Daily Jang).

5.8.4 Idea of the integrity of journalists

Regarding the professional integrity of journalists, one of the experienced journalists expressed his opinion that 'journalists should not work for political parties and remain impartial' (Daily Nawewaqaat). So as another journalist has contributed in the same context, that 'should report the event with its soul' (Daily Jang). Two other journalists from Karachi expressed their relevant views that 'Journalists should be impartial, honest and recheck his story' (Daily Imroze). And the second journalist shared that 'journalist is responsible for showing 100% truth in his story' (Aj News). And in a similar vein, a journalist described that 'journalist should convey news on facts and with originality and no personal views' (Daily Jang). Regarding official recognition by organizational and state-level, one of the journalists expressed his opinion that 'in spite of all threats and hurdles journalists are doing their job with determination' (Daily Imroze). And with a little variance, one journalist described that 'professional unions are doing nothing for journalists and there is no concept of an award' (Aj News). One journalist's view that 'unions and press clubs activities are only confined to paperwork' (Daily Jang). And last two journalists have the same opinion that 'journalists unions are doing nothing for the welfare of journalists' (Daily Nwaewaqaat, Daily Jang).

In view of professional journalists about professional independence, it seems that most organizations have no freedom at all as one experienced journalist expressed his views that 'no, there is no professional freedom at all. If you have a story for a red box, then TRP increases' (Aj News). In a similar context, two other journalists shared their opinions that 'no there is not any type of freedom we have' (Daily Nawewaqaat). And other journalists contributed that 'small organizations have no freedom at all' (Daily Jang). Contrary to the last two journalists, 'yes, there is the freedom to some extent' (Daily Jang). And other experienced journalists shared their views that 'there is the freedom to some extent if there is creativity' (Daily Imroze).

5.9 In-depth interviews of female journalists from Karachi

In Karachi, in-depth interviews by four 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 idea of integrity, their work environment, stresses and concerns. The data thus obtained was analyzed and organized under the major themes regarding various areas of interest.

5.9.1 Personal concerns of journalists

The first section of the agenda of the in-depth interview is on personal concerns. The problems and grievances of the female journalists related to their personal lives are as such:

To begin with, collectively, all the full time professional female journalists seemed not fully satisfied with their salary packages. They complained about their insufficient salaries, and one journalist expressed her opinion that 'salary is not sufficient. It's up to pocket money of a school child' (Express-News). With little variance, one journalist shared her views that 'some big media organizations have good salary packages, but others do not' (NEO News). Two other relevant aspects were received from an experienced female journalist that 'A category of organizations have good salaries' (Daily Hotline). And the last female journalist shared her views that 'females are given low salaries compared to male journalists' (NEO News).

Moreover, regarding workload and long working hour's one female journalist shared her opinion that 'All the time she remains in stress due to work pressure and for breaking news' (Express-News). Another journalist expressed her views that 'we have even no time for family. When we do not agree to go to work, we are forced by high-ups to create stress' (NEO News). Two other similar views were received from female journalists that 'we have an awkward time table and have to work till late night, which is not acceptable for families' (NEO News). Other journalists described her opinion that 'due to workload we have to face conveyance problems during late-night' (Daily Hotline).

Female Professional journalist's views regarding Karachi's field environment: One journalist has expressed her opinion that 'It was challenging to work 6 or 7 years ago, but now the environment is a little better' (Daily Hotline). With a little variance, two opinions were received from female journalists that 'fieldwork is more difficult for a female. In a large crowd during protests and political rallies, people abuse us' (NEO News). However, in a similar context, two relevant views were received from the last two female journalists that 'infield, people pass comments and use slangs,' she further described that 'it's difficult to freshen up while working in a field for women journalist. Moreover, Karachi, Hyderabad and Larkana zones are the most difficult ones.' (Express-News). Lastly, journalists have contributed that 'women have to face sexual harassment in both field and offices' (NEO News).

The second major grievance expressed by the female journalists was of a poor office environment - both at a physical and intellectual level. One journalist shared her opinion that 'there are office politics and leg-pulling by male journalists' (Express-News). Another journalist expressed her views that 'in office, we face gender discriminations and we are given soft beats like health and family festivals' (NEO News). Regarding the office environment, two other similar and relevant opinions were received: 'Females have to face gender discrimination. She further described her reservation with the phrase 'women have to spend the night with high-ups for promotion' (Daily Hotline). Other female journalists contributed that 'we face office lobbying and often people think her as a public property' (NEO News).

All-time female professional journalists expressed different opinions about job security and professional satisfaction in Karachi. One journalist shared her view that 'I am satisfied with the profession, but there is no job security' (Daily Hotline). Another journalist contributed that 'satisfaction level keeps rising and falling due to uncertainty of job' (Express-News). Two relevant views in a similar context were received from experienced female journalists that 'there is no job security to anyone but am quite satisfied as journalist' (NEO News). Another journalist shared her views that 'there is no concept of a regular job in media and we have not been given any contract by the organization' (NEO News).

5.9.2 Professional Concerns of journalists

The journalists' problems and grievances related to their professional concerns as obtained from the data of in-depth interviews are as follows:

Female professional journalist's views regarding access to official information in different institutions are as one journalist expressed her opinion that 'it's very difficult to take information from public institutions' (Express-News). Another female journalist shared that 'as females, we have to make friends with someone for getting information' (NEO News). With little variance, one journalist expressed her opinion that 'it depends on female journalistic abilities to take information' (Daily Imroze). The last journalist described that 'law of right of information is not implemented yet by the government' (NEO News).

Female professional journalists of Karachi have major grievances over security issues. One journalist has expressed her opinion that 'the journalist, rather male or female, has no safety or security in a city like Karachi' (Express-News). Two other relevant and in similar context views were received from experienced female journalists that 'journalists have no safety or security by any institution. Journalists are being killed in target killings' (NEO News) Another journalist shared her views that 'journalists are being beaten by political workers and are facing threats from terrorists or pressure groups' (Daily Imroze). And the last journalist described her views that 'security situation is very critical for Sindh journalists, especially in Karachi journalists, are being kidnapped by politicians and Jihadi groups' (NEO News).

5.9.3 Female journalists concerns regarding stress at work

The grievances and concerns by the female professional journalists of Karachi in-depth interviews about stress faced by the journalists at the workplace are as following:

Giving Views regarding organizational policy, one experienced female journalist expressed her opinion that 'in the name of organizational policy seniors have been interfering in your beats' (Express-News). As another female journalist described her opinion that 'higher-ups direct orders to do something according to the policy, but we can't do anything

on our own' (NEO News). In the same vein, two other views were received from female journalists that 'owners make such a policy that can directly influence journalist's integrity' (Daily Imroze). Last female journalist described that 'true stories don't get published due to the policies developed by the owners for business sake only' (NEO News).

One experienced female journalist expressed her opinion that 'they faced kidnapping threats from political parties after publishing a news story' (Express-News). Two more similar views were received from female journalists that 'they faced grave life threats from different political and terrorist groups' (NEO News). Another journalist expressed her opinion that 'I had faced grave life threats from ex-prime minister Banazir Bhutto for preparing corruption story against her husband Asif Ali Zardari' (Daily Imroze). And the last journalist expressed her opinion that 'after developing news against an 'aristocrat' he chased me and tried to kidnap me' (NEO News).

Female Journalists view wrongdoing in media organizations. One journalist expressed her opinion that 'higher-ups insist on developing news against or in favor of anyone; owners use journalists for personal benefits' (Daily Imroze). In a similar vein, the last three female journalists shared their opinion that 'journalists can't do anything to exert their own choice. They have to face the owner's editorship and stop true stories or news as it affects their business' (NEO News, Express-News).

5.9.4 Idea of the integrity of journalists

Regarding the professional integrity of journalists, one of the experienced female journalists expressed her opinion that 'I work with full bravery and honesty without any fear. That's why, after my story, the Kulbhushan Jadhav was captured. Journalists should report with honesty because 'people believe in journalists' (Daily Imroze). Another journalist expressed her views that 'journalists have the power of pen and can tell the truth to truth and lie to lie' (NEO News). Two other relevant and similar opinions were received that 'journalist should present news with its soul and facts' (Express-News). And last journalists described that 'journalists should discover hidden realities for the sake of the public and national interest' (NEO News).

Professional female journalists have expressed their views that we keep on doing our job in spite of all perils and threats but never get recognized at the state level. One female journalist contributed that 'journalists professional unions are not performing their responsibility and Karachi Union of Journalists (KUJ) is divided into two sub unions called BARNA and DASTORI and the media owners use these for taking financial and other benefits' (Daily Imroze). In a similar vein, two more views were received by female journalists that 'no awards are given by the organizations or professional unions like Karachi Union of Journalists (KUJ) or Pakistan Federal Union of Journalists (PFUJ)' (NEO News). Another journalist shared her opinion that 'there is no concept of award or any type of appreciation by the organizations' (Express-News). And with a little variance, the last female journalist expressed her views that 'in our organization, if a reporter works well, he is awarded an entitlement of best reporter of the month' (NEO News).

Regarding professional independence and freedom of selecting news stories, female journalists shared different views. One journalist expressed her opinion that 'Yes, she has independence of selecting a news story but to some extent and not so much' (Express-News). Another journalist described similarly that 'freedom is confined to special events like 14 August, 6 September and for specific festivals' (NEO News). On the other hand, a female journalist expressed her views that 'there is no freedom at all' (neo news). The last female journalist expressed her opinion that 'most of the organization have no freedom at all' (Daily Imroze).

5.10 Results from Peshawar Focus Group

From the Peshawar focus group, six experienced journalists participated. Questions were asked about their work environment, personal and professional problems they face in their job, their idea of integrity, their work environment, stresses and concerns. The data thus obtained was analyzed and organized under the major themes regarding various areas of interest.

5.10.1 Personal concerns of journalists

The problems and grievances of the journalists related to their personal lives are as obtained from the data of focus groups are as follows:

Collectively all the full-time professional journalists seemed unsatisfied with their salary packages. They complained about their meager salaries. Responding to excessive work-load and long working hours, participants have described that we have work-load but lowered salary. According to journalists, 'there is no timing in media and having no time for family and social life is disturbing'.

Answering the questions regarding field and poor office environment, the focus group has views that 'work environment of KPK and Federally Administrative Areas (FATA)(now is the part of KPK) is very difficult since 9/11. Recently three or four Journalists have been killed in FATA and Peshawar. Moreover, senior journalist Haroon Khan was killed in Sawabi'. The Participants further shared that 'KPK has the tribal culture and it is difficult to gather news.' The second major grievance expressed by the journalists was the poor office environment, both at physical and intellectual levels. Focus group contributed that 'Owners and Bureau Chiefs pressurize journalists for favorable news. In big cities, journalists are the organizations' employees, but in reality, they are of the bureau chiefs'.

Professional journalists view that we are not satisfied as journalists because there is no job security at all. In Pakistan, there is 'no concept of regular employment or appointment letter in media.' Journalists further describe that 'mentally, economically and physically, we are not satisfied.'

5.10.2 Professional Concerns of journalists

The problems and grievances of the journalists related to their professional concerns are obtained from the data of focus groups:

Responding to no access to official information, generally, all the full-time professional journalists have the view that 'government has passed the right to information law and we use that accordingly, but some time face difficulties as well.' Peshawar focus group

participants have major grievances that we have no safety or security. Further, they described that 'government institutions threaten us due to corruption news and terrorist organizations. PFUJ, NGOs and government are only confined to paperwork doing nothing for the security of journalists'.

5.10.3 Journalists concerns regarding stress at work

The grievances and concerns by the professional journalists of Peshawar focus group about stress faced by the journalists at the workplace are as follows:

Regarding organizational policy, participants view that 'higher-ups develop such a policy that directly influences journalists' will and integrity.' Professional journalists are further of the view that the 'owner's policy only protects their business but not public or national interest.' Professional journalists discussed that 'we have life, family kidnapping and removal from job threats by government, political personalities and terrorists groups.' Moreover, answering questions regarding no voice about wrong-doing, focus group participants view that 'owners are non-professionals and have 'black businesses.' Furthermore, focus group participants described that 'Higher-ups ask to bring only business-related news and bureau chiefs are only concerned about advertisements. '

5.10.4 Idea of the integrity of journalists

Focus groups have described that 'journalists should investigate both sides of the story being impartial and 'journalism is a holy profession.' In a similar context, they further contributed that 'we are passionate about our profession and have selected it of our own free will. We try to provide facts and do honest reporting despite all the pressures'. Most of the focus group participants view that 'there is no concept of awards and unions are doing nothing. We keep on doing our jobs in spite of all perils and threats but never get recognition at the state level'. Views of professional journalists regarding independence are that 'most organizations have no freedom at all.' Furthermore, the participants shared their views that 'where advertisement comes the freedom ends'.

5.11 In-depth interviews of senior journalists from Peshawar

In Peshawar, in-depth interviews by three 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 idea of integrity, work environment, stresses, and concerns. The data thus obtained was analyzed and organized under the major themes regarding various areas of concern.

5.11.1 Personal concerns of journalists

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 as follows:

To begin with, collectively, all the full-time professional journalists seemed unsatisfied with their salary packages. They complained about their meager salaries, one of the journalists expressed the opinion that 'small organizations have very low salaries.' He contributed with the phrase 'owners say earn for yourself and for ourselves as well' (J.S press club). Another journalist shared similar views that 'channels give more salary than a newspaper and only a few big organizations have good salary packages' (Daily Times). The last journalist described that 'salaries are even low than a laborer and journalists are living a miserable life, owners have high demands in low salary' (Daily Ilhaq).

Moreover, regarding work-load and long working hours, one journalist shared his opinion that 'there is no timing to go back home, so there is not enough time for family' (Daily Time). Two other relevant and similar views were received from Peshawar journalists that 'we are working on multiple beats all the time' We are not living a healthy life' (Daily Ilhaq). Other journalists contributed that 'in media, there is no timetable; sometimes, one has to work day and night. Owners think journalists are 'robots' (J.S Press Club).

Professional journalists' views regarding Peshawar's field environment have expressed his opinion that 'KPK is a tribal society and it is difficult to make news there. Journalists have been killed in terrorist activities' (J.J press club). Other journalists described their opinion

that 'it's very difficult to work in a field after 9/11 attack. Journalists are being killed' (Daily Time). Similarly, the last journalist shared his views that 'in KPK on spot reporting is difficult journalists always remain in stress' (Daily Ilhaq). The second major grievance expressed by the journalists was of poor office environment both at the physical and intellectual level. One journalist shared his opinion that 'office environment is good and higher-ups are cooperative to some extent' (Daily Time). In a similar vein, one journalist described his view that 'office environment is relatively good' (J.S press club). On the contrary, another journalist expressed his opinion that 'office environment is not as good as should be; we face office politics and lobbying' (Daily Ilhaq).

All-time professional journalists expressed different opinions about job security and professional satisfaction in Peshawar. One journalist shared his opinion that 'I am delighted with my profession, but there is no job security by the owners' (J.S press club). Another journalist described his opinion that 'no there is no job security to any journalist. Experienced journalists are dismissed from the job by owners' (Daily Time). The last journalist shared his views that 'higher-ups have insulting behavior, and they dismiss us from service without any reason' (Daily Ilhaq).

5.11.2 Professional Concerns of journalists

The problems and grievances of the journalists related to their professional concerns are as obtained from the data of in-depth interviews are as following:

Professional journalists view access to official information in different institutions. One journalist expresses his opinion that 'public sector institutions are not cooperative in giving information. Hence we have to manage it in an illegal way' (Daily Time). With little variance, one other journalist described that 'government should implement the right of information law' (J.S press club). And the last journalist also shared his views that 'journalists have to make a lot of efforts for taking little information' (Daily Ilhaq).

Professional journalists of Peshawar have major grievances over security issues. One journalist has expressed his opinion that 'there is no security or safety for journalists by the government and media as well; journalists are being killed recently like Haroon Khan was

killed by terrorists' (J.S press club). Two other relevant and similar views were received from Peshawar journalists that 'a journalist can't publish news against "Sardars" because they take revenge and kill 90% in any manner. Tribal areas; Mohmand agency, Khyber agency and Dra adamkhal are hazardous' (Daily Time). And the last journalist contributed that 'there is no security. It's difficult to work here than in Punjab or Islamabad' (Daily Ilhaq).

5.11.3 Male journalists concerns regarding stress at work

The professional journalists' grievances and concerns about Peshawar's in-depth interviews about stress face by the journalists at the workplace are as follows:

Views regarding organization policy, One experienced journalist expressed his opinion that 'owners interfere in the name of organization policy; they pass orders on phone during reporting' (Daily Time). The second journalist shared his opinion that 'higher-ups kill a person for organizational policy' (J.S press club). The last journalist contributed that 'we have to follow these policies unwillingly because journalists have no other option' (Daily Ilhaq). One experienced journalist expressed his opinion that 'in KPK journalists are blackmail by the politicians or "Sardars" and get threats of killing, kidnapping children and family' (J.S press club). In the same vein, two other relevant views were received from experienced journalists: 'journalists face life threats from militant groups and government agencies for favorable news' (Daily Time). And the last journalist contributed that 'in KPK being a tribal society, a journalist can't take favor from anyone because they have personal clashes' (Daily Ilhaq).

Journalist's views regarding wrong-doing in media organizations: one journalist expressed his opinion that 'owners don't care about the national or public interest, because it becomes business and not journalism'. He further expressed with a phrase about owners that 'may God do not give nail to bald' (Daily Time). In the same context, one journalist described that 'higher-ups kill true story to protect business and relations with marketers' (J.S press club). And the last journalist contributed that 'the media owners are corrupting young journalists for protecting their black business' (Daily Ilhaq).

5.11.4 Idea of the integrity of journalists

Regarding the professional integrity of journalists, one of the experienced journalists expressed his opinion that 'journalism is a prophetic and noble profession and professional greed influences professional reasonability of journalists' (Daily Time). Another senior journalist expressed his views that 'journalist's pen is a very powerful weapon, and he should speak and write only truth' (J.S press club). In a similar context, the last journalist expressed his opinion that 'journalist should work with the responsibility' (Daily Ilhaq). Another professional journalist has expressed his views that 'we have worked hard, passed many years in this profession and still have not received any appreciation from anyone' (Daily Ilhaq). Two other similar and relevant views were received from experienced journalists that 'journalist's professional unions are doing nothing for journalists and are only confined to photo session' (J.S press club). Other journalists contributed that 'awards are given to favorites and only not to the deserved ones. There is no recognition for hardworking journalists' (Daily Time).

In view of professional journalists about professional independence, it seems that most organizations have no freedom at all as one experienced journalist shared his views that 'some big organizations have freedom - but tiny' (J.S press club). On the contrary, with little variance, one journalist expressed his views that 'no there is no professional independence. We all have to follow higher-ups orders only' (Daily Time). And the last journalist shared his opinion that 'there is not any type of independence to the journalists' (Daily Ilhaq).

5.12 In-depth interview of female journalists from Peshawar

In Peshawar in-depth interviews, one experienced female journalist from GEO News was interviewed. Questions were asked about the female working environment, personal and professional problems faced in their job, journalists' idea of integrity and other related queries to have a comprehensive picture of journalists' work environment, stresses and concerns. The data thus obtained was analyzed and organized under the major themes regarding various areas of interest.

5.12.1 Personal concerns of journalists

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

To begin with, a full-time professional female journalist seemed satisfied with her salary as she expressed, 'I have received awards and have gone beyond award receiving. Only big organizations have good salaries'. Moreover, regarding workload and long working hours, she shared her opinion that 'family doesn't allow me to work in media due to long working hours and workload.' Further, she described that 'it is very difficult for young girls to go home late at night' (GEO News).

Female Professional journalist's views regarding field environment of Peshawar:

She expressed her view that 'women's are a few in this field due to strict Pashtun culture. During field reporting, they face problems as they have to wear a 'Burka.' That is why only 7 or 8 female journalists are in Khyber Pakhtunkhwa (KPK)'. Regarding the office environment of media organizations in Peshawar, an experienced female journalist expressed her opinion that 'I have 20 years of experience, the office environment is good and seniors are cooperative'.

Regarding job security and professional satisfaction in Peshawar: Experienced journalist shared her opinion that 'I have enough satisfaction as a journalist, especially in GEO, other small organizations have no job security and experienced journalists are being dismissed from the job.'

5.12.2 Professional Concerns of journalists

The problems and grievances of the female journalists related to their professional concerns are obtained from the data of one experienced female journalist in-depth interviews:

Concerns regarding access to official information She expressed her opinion that male and female journalists have to face difficulties in public sector institutions for taking information. And talking about the state's attitude towards official information, she said, 'right of information law is not enforced by the government yet.' Female professional journalists of Peshawar have major grievances over security issues. An experienced female journalist expressed her opinion that 'journalists have no security or safety in KPK or even in Islamabad' many journalists have been killed during the past ten years.'

5.12.3 Female journalists concerns regarding stress at work

The female professional journalist's grievances and concerns about Peshawar's in-depth interview about stress face by the journalists at the workplace are as follows:

Views regarding organizational policy, one experienced female journalist expressed her opinion that 'true stories or news can't get published due to organizational policy, so in this way credibility of journalism is challenged or compromised.' Talking about threats faced by the journalist, she contributed her opinion that 'both male and female are facing serious life threats from politicians and government agencies.' She expressed with a phrase that 'powerful personality wants favorable news only.' Female journalists' views regarding wrong-doing in media organizations as journalists expressed her opinion that 'owners or higher-ups insist on developing fake news stories for their interest.'

5.12.4 Idea of the integrity of journalists

Regarding the professional integrity of journalists, one of the experienced female journalists explained her opinion that 'journalists should always speak truth to the public because people and society have belief in them.' Professional female journalists expressed that 'big media organizations give awards and bonuses to their hardworking journalists.' And talking about others, she described her opinion that 'journalists keep on doing their jobs in spite of all perils and threats but never ever are recognized at a state level.' In view of female professional journalists about professional independence, she expressed her views that 'I have little professional independence in my organization, but it seems that most organizations have no freedom at all'.

5.13 Results from Quetta Focus Group

In the Quetta focus group six experienced journalists participated. Questions were asked about their work environment, personal and professional problems they face in their job, their idea of integrity, their work environment and stress-related concerns. The data thus obtained was analyzed and organized under the major themes regarding various areas of concern.

5.13.1 Personal concerns of journalists

According to professional journalists, Baluchistan is a very sensitive zone and the work environment is challenging. The problems and grievances of the journalists related to their personal lives as obtained from the data of focus groups are as follows:

Unanimously all the full-time professional journalists seemed unsatisfied with their salary packages. They complained about their meager salaries that 'only two or three organizations have good salary packages, but some have very low salaries, as low as 5000, that too not paid on time. Not even a single journalist has been awarded, and it's like a joke. Responding to excessive workload and long working hours, all participants view that 'there is no time table and no time to go back home once they come to the office.' Regarding office and field environment, the focus group has major grievances that, since the last ten years, nearly fifty journalists have been killed during field reporting. Journalists view Baluchistan as a tribal society 'It is a major crime to do journalism in Baluchistan; we depart from home after writing testament. It may be our last day of life'. Further, they contributed that we have no conveyance and we travel on donkeys' in remote areas.

The second major grievance expressed by the journalists was of the poor office environment at both a physical and intellectual level. In a similar context, they further described that 'Office environment is not conducive; it is difficult to work on religious and national issues. And lastly, collectively, all the respondents are of a view that they are not satisfied as journalists because they have no job security. Moreover, participants contributed that 'we have no regular jobs even having no appointment letters.'

5.13.2 Professional Concerns of journalists

The problems and grievances of the journalists related to their professional concerns as obtained from the data of focus groups are as follows:

Collectively, all the full-time professional journalists view that in order to gain information, it depends on the journalist's personality and relations with a particular institution. Responding to the security situation in Quetta, focus group participants have major grievances that there is no safety or security. After 2006 THE situation is more critical and uncertain since last year. They are receiving life threats from banned organizations like the Baluchistan liberation army (BLA) and Baluchistan Liberation Front (BLF). Participants further described in a similar context that 'in interior Baluchistan, many journalists have been killed like a renowned columnist, Dr. Chishti. Newspapers are distributing under army supervision and the army is protecting press clubs and media offices'.

5.13.3 Journalists concerns regarding stress at work

The grievances and concerns by the professional journalists of Quetta focus group about stress faced by the journalists at the workplace are as follows:

Regarding organizational policies, Participants have the view that organizational policy is also a primary factor of stress. Further, they described that 'Higher-ups develop such policies through which they directly influence journalists.' According to the focus group participants 'the journalists suffer in fear due to 'life threats' from banned organizations.' And in the same vein, they further express their opinion that 'Government and terrorist organizations pressurize journalists for favorable news.'

Responding to no voice against wrong-doing in media, all the participants have views that 'higher-ups do not publish original news which we have.' And in a similar context, participants contributed that 'owners protect their business friends and advertisers and owner's mold news story in favor or against anyone.'

5.13.4 Idea of the integrity of journalists

Focus group participants expressed their opinions regarding professional integrity by saying; we work with honesty and bring forward facts being impartial despite all the pressures and hurdles. One of the journalists expressed his views with a phrase; journalism has a taste of wit. Participants further described that 'We work down to dust with determination and shall do so because journalism is a noble profession.'

Most of the focus group participants have views that they keep on doing their job despite all perils and threats but never get recognized at the state level. They further expressed that media organizations are not favoring journalists at any stage.' Focus group participants also contributed with a phrase that 'even the camera is insured but a journalist is not.' Participant's views regarding professional independence: 'there is no freedom of news in Quetta and Baluchistan like Lahore, Islamabad, Karachi, and Peshawar.'

5.14 In-depth interviews of senior journalists from Quetta

In Quetta, in-depth interviews by three experienced male journalists were selected from different media organizations. Questions were asked about their personal and professional problems they face in their job, their idea of integrity and their work environment. The data thus obtained was analyzed and organized under the major themes regarding various areas of concern.

5.14.1 Personal concerns of journalists

The first section of the agenda of the in-depth interview contained personal concerns. The problems and grievances of the journalists related to their personal lives 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. One journalist expressed his opinion that 'salary is very low up to the half of a common laborer and only two or three organizations pay on time' (J.S press club). Another experienced journalist explained that ordinary journalists are deprived of good salaries and awards. Good things are

only confined to anchors or newscasters' (Daily Jang). The last journalist contributed that 'in Baluchistan economically journalists are very poor due to low salaries.' That is why corruption is increasing in journalists' (Daily Mashriq). Moreover, regarding workload and long working hour's one senior journalist from Quetta shared his opinion that there is no beat system in Baluchistan like Islamabad and Lahore. They have to work all day; journalists do not live a normal life here in Baluchistan' (J.S press club). Two other relevant and in similar context views were received from journalists that 'we have to work with no time table and questions. Due to workload, we have no spare time for our families' (Daily Jang). And other journalists described that 'our social life ends due to workload. Journalists workday and night on very low incomes' (Daily Mashriq).

Professional journalists' views regarding Quetta's field and office environment; 'working environment of Quetta is not pleasant and that journalists are working in fear; they receive life threats from banned organizations, like BLA, BLF. Newspapers are being distributed under army protection. And the army is appointed on media offices and press club' (J.S press club). Another journalist shared his opinion that 'Baluchistan has a tribal culture and it is difficult to make news there, that's why journalists can't perform well' (Daily Jang). And the last journalist expressed his views in little variance that 'after 9/11 work environment of entire Pakistan is difficult especially Quetta is very dangerous' (Daily Mashriq). Answering regarding poor office environment journalist described that 'office environment depends on journalist's personality and attitude towards colleagues' (J.S press club). In the same vein, journalists express his views that 'office environment is not good. We have to face office politics most of the time' (Daily Jang). Similarly, the last journalist expressed his opinion that 'office environment is no good as it should be' journalists have to face office politics and higher-ups don't have confidence in journalists as well' (Daily Mashriq).

Answering the question about job security, professional journalists expressed their different opinions about job security and professional satisfaction in Quetta. Mentally I am satisfied with this profession but there is no job security; owners kick out journalists anytime without telling any reason' (Daily Jang). Others expressed similar views that 'no one journalist has a job security; there is no concept of regular employment in media,' Regarding satisfaction as journalist, he expressed that 'I shall do journalism until my death' J.S press

club). And the last journalist contributed that 'if I got some better job I shall join it without wasting time because in media there is no job security and no future' (Daily Mashriq).

5.14.2 Professional Concerns of journalists

The problems of the journalists related to their professional concerns obtained from the data of in-depth interviews as follows:

Professional journalist's access to official information in different institutions, one journalist expressed his opinion that 'there is no easy way to get information from public institutions. Sometimes we have to spend money on getting information' (Daily Jang). Another journalist contributed that 'journalists have no easy access to information for making news stories; the government should implement the right to information law with full force' (j.s press club). The last journalist expressed his views in a similar vein that 'we have no access to official information in many institutions and have to use 'paid sources' in these institutions' (Daily Mashriq). Professional journalists of Quetta have major grievances over security issues. One journalist has expressed his opinion that 'there is no security in the field. We have to travel without safety and office conveyance. Journalists are living in fear' (j.s press club). Another journalist expressed his views that 'journalists have no safety or security by media or government. Journalists are being killed' (Daily Jang). On the contrary, with a little variance, the last journalist shared his opinion that 'now the situation is better to some extent, the army is giving us protection' (Daily Mashriq).

5.14.3 Journalists concerns regarding stress at work

The professional journalists' grievances and concerns about Quetta's in-depth interviews about stress the journalists face are as follows:

Views regarding organization policy, One experienced journalist expressed his opinion that 'higher-ups always remain in touch with reporters; they pass instructions in the name of policy' (J.S press club). Another journalist similarly shared his opinion that 'higher-ups have an influence via organization policy. After a much hard work story is not published or is changed by the editors (Daily Jang). The last one expressed his views that 'higher-ups direct

journalists about their own choice and pass orders to follow the so-called policy' (Daily Mashriq). Regarding threats, one experienced journalist expressed his opinion that 'journalists are facing life threats from banned organizations like BLA and BLF, and reporting against political parties and personalities create life and job threats' (J.S press club). As another journalist contributed that 'we have threats from pressure groups and separatists and we can't write against or in favor of anyone' (Daily Jang). And in the same vein, the last journalist shared his opinion that 'in Baluchistan, there is tribal 'Sardari system' we can't publish news against them' (Daily Mashriq).

Journalist's views regarding wrong-doing in media organizations one journalist expressed his opinion that 'In press mostly the owners are nonprofessional and doing their business only. They have an attachment with political parties who want favorable news only' (J.S press club). Two other relevant views in a similar context were received from senior journalists that 'journalists work hard to make a news story but don't get it published or changed in favor of someone, by owners or the editors' (Daily Jang). The owners don't allow the journalists to make a story as they saw or heard it. Rather they ask them to change it. (Daily Mashriq).

5.14.4 Idea of the integrity of journalists

Regarding the professional integrity of journalists, one of the experienced journalists expressed his opinion about the integrity of journalists that 'journalists should be brave and call a lie and truth a truth' (Daily Jang). Another journalist described that 'journalists should work on societal issues with honesty' (J.S press club). And the last journalist expressed his opinion in the same vein that 'journalist should be honest to his profession' (Daily Mashriq).

Responding to official recognition, professional journalists have expressed their views that we keep on doing our job despite all hurdles and threats without any support. One experienced journalist shared his view that 'professional unions of journalists are not doing anything for journalists; no awards are given to any journalist' (Daily Mashriq). Two other journalists collectively expressed their opinions that 'mostly owners never ask about journalists, journalists unions are divided and favoring the owners only not and the journalists' (J.S press club, Daily Jang). Professional journalists view professional

independence; one journalist from a renowned organization shared his opinion that 'no, there is no freedom at all' (Daily Jang). Another journalist expressed his views that 'journalists are bound by the organizational policy they can't do anything on their own' (J.S press club). And the last journalist contributed with a little variance that 'there is the freedom to some extent but not much' (Daily Mashriq).

5.15 In-depth interviews of female journalists from Quetta

In Quetta in-depth interviews, one experienced female journalist from 92 news was interviewed. Questions were asked about the female working environment, personal and professional problems faced in their job, journalists' ideas of integrity and other related queries to have a comprehensive picture of journalists' work environment and their stresses and concerns. The data thus obtained was analyzed and organized under the major themes regarding various areas of interest.

5.15.1 Personal concerns of journalists

The first section of the agenda of the in-depth interview contains 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 as followed;

Regarding salary and economic conditions of female journalists, one female journalist described that 'compared to workload salaries are very low in small organizations and even not paid on time. Female journalists have low salaries compared to their male fellows. Moreover, regarding workload and long working hours, an experienced journalist shared her opinion that 'Females are a few in numbers they have to manage workload, having no time for children and husband, even children's education is effected.'

Female journalists' views on field and office environment regarding Quetta, an experienced journalist has expressed her opinion that it's challenging to work in the field for females due to tribal culture. People do not accept a woman in front of the camera even they don't talk to women. In the field, people utter no sensible things and use slang. For that reason, only a few female journals are in the Baluchistan'. Regarding the office environment,

an experienced female journalist expressed her opinion that 'office environment is relatively better; high-ups and colleagues are very cooperative, journalist's community helps us females should come and join this profession. Concerned about job security and professional satisfaction in Quetta, one Female journalist shared her opinion that 'I am not satisfied as a female journalist and there is no job security in media organizations for any journalists.'

5.15.2 Professional Concerns of journalists

The problems and grievances of the journalists related to their professional concerns as obtained from the data of in-depth interviews are as followed;

Female professional journalist's views regarding access to official information in different institutions an experienced journalist expressed her opinion that 'it's very difficult for a female journalist to get information from different institutions in Quetta. Managements of different institutions did not allow to report like hospitals and universities, and sometimes females have to take advantage of feminism'. Female professional journalists of Quetta have major grievances over security issues. She expressed her opinion that 'journalists have no safety or security by government or media organizations, especially female journalists who fear tribal society and culture. Journalists are being targeted by banned organizations like the Baluchistan liberation army (BLA) and Baluchistan liberation front (BLF)'.

5.15.3 Female journalists concerns regarding stress at work

The female professional journalists of Quetta; in-depth interviews about stress faced by the journalists at the workplace are as follows;

Views regarding organization policy; she expressed her opinion that 'I am not satisfied with organizational policy at it challenges the professional integrity of the journalists by pressuring them to break the news first'. Responding to threats from powerful, an experienced female journalist expressed her opinion that 'journalists are facing life and family kidnapping threats from Balochistan Liberation Army (BLA), Balochistan Liberation Front (BLF), and political personalities as well.' Female Journalists' views regarding wrongdoing in media organizations contributed to her opinion that 'owners want to use females as

models. They want them to act as models during reporting, They use females for marketing only, and further, she described that 'in media more coverage is given to the politics, not to the social issues.'

5.15.4 Idea of the integrity of journalists

Regarding the professional integrity of journalists, one of the experienced female journalists expressed her opinion that 'journalists should be honest in reporting because they are playing the role of bridge to society.'

Regarding official recognition As an experienced professional female, the journalist has expressed her view that 'there are no awards or privileges given by the media organizations or so-called unions.' Further, she contributed that 'journalists keep on doing their jobs despite all perils and threats but never get recognized at the state level.' In view of a female professional journalist about professional independence, it seems that most of the organizations have no freedom at all. She further expressed her opinion that 'Yes I have professional freedom in my organization, but to some extent' with a little variance, she also expressed that 'in Quetta, journalists have no freedom like Islamabad or Lahore.'

Chapter 6:

Summary and Discussion of In-depth interviews and Focus groups

The first five chapters of this study worked at a variety of issues that impact Pakistani journalists as they seek to carry out their professional responsibilities. This last chapter provides a general summary and discussion of the study's main findings, the contribution of this study to the body of knowledge, the limitations of the study, and suggestions for further studies about journalists and journalism in Pakistan.

The purpose of this study was to impact the working environment on the professional integrity of Pakistani journalists. Firstly, the methods used to collect data were in-depth interviews of journalists and second focus group discussion through a questionnaire composed mainly of open-ended questions, which were constructed from a literacy review of journalistic studies conducted in various countries and territories of the world. The sample of focus groups and in-depth interview data consisted of male and female experienced journalists. They were working in both state-owned and privately-owned media organizations, regarding the number of focus group discussions, it was decided to hold at least five focus groups. And about the number of participants in each group, although the researcher tried to organize at least six participants for each focus group, because Morgan (1998) supports six to eight participants in each group, so on average six (6) participants from five focus groups were selected. And numbers of participants for In-Depth interviews were purposively selected based on experience and total Thirty-four (34) In-Depth interviews were conducted from which twelve (12) from females and twenty (22) from male journalists from different media organizations.

The researcher adjusted five (5) focus groups in the study by asking pre-determined questions, and participants addressed specific issues under his direction. In addition, the focus groups spent more than 40 minutes per discussion, so the facilitators continued to develop a supportive environment and encouraged participants to voice their opinions on these issues.

The focus groups and in-depth interview data provided a basis for constructing a professional profile of the journalists who composed the sample and examined the impact of the working environment on the professional integrity of journalists. Personal concerns include low salary, excessive workload, long working hours, field environment and office environment, job security and personal security. Professional concerns include no access to the official information, the stress of work, the compulsion to follow organizational policy. There is no right to voice against wrongdoings. They have no official recognition-related variables; Weaver assumes that a relationship exists between journalists' backgrounds and what is reported in various media around the world (D. H. Weaver, 1998b). In addition, work background and job-related variables of respondents, i.e., job satisfaction, job security, job importance and commitment level and the idea of professional independence and professional integrity of journalists, have also been summarized.

The study has also looked at how free Pakistani journalists perceived themselves to be and how much professional autonomy they considered they have, as well as the media which they consume and how much credibility they assign to that media. The questions related to media freedom and professional autonomy were included because in Pakistan recently there has been an upsurge in support for the independence of media from government control, and media independence has been on the agenda of most of the popular political struggles in Pakistan's history from the 1960s, 1970s and 1980s (Gilani, 2000).

The focus groups and in-depth interviews looked at the state's attitude towards news media and journalists and how the state or government has been restraining the news media in Pakistan. Next, the physical security situation for Pakistani journalists has been discussed. Finally, news media professional organizations and press clubs in the professional development of journalists in Pakistan are also discussed.

6.1 Focus Groups and In-depth Interviews from Islamabad

The government does not seem to be concerned about journalists who are still working under pressure from the state and feudal lords. Intelligence agencies, feudalism, or their families are sometimes threatened when journalists expose government and their violations. Sometimes, media organizations dismiss journalists at the request of politicians.

Most of the journalists expressed that media organizations exploit journalists and that journalists need to collect advertisements and reports for their news organizations, which violates the news's ideals. However, due to the instability of the work, journalists are obliged to do so. Some media organizations discriminate against rural journalists because there is a significant tendency to pay less to rural journalists. Media companies prefer recruiting unskilled workers because they are willing to work on low or no pay. Some journalists were appointed at the request of politicians. Another interesting point is that in most cases, journalists who have been employed for many years cannot prove that media organizations have hired them.

The study added that since the development of private media, the Pakistani media had become a fully mature industry. However, media owners rely on government advertising, and this limits the professional autonomy of journalists. Therefore, advertising is one of the essential tools for the government to manipulate the media. Reducing the transmission of private cable channels is another tool. Regarding the "Media Law," some participants in the Focus Group stated that PEMRA (Pakistan Electronic Media Regulatory Authority) had been developed to control the media. In addition, review and advisory laws are used as control tools. In the past, media organizations have to receive approval from the government before publication.

As in literature, it is found that in Islamabad, journalists have concerns about the stress they face during fieldwork and their offices. It is also revealed that they have to follow organizational policies and do not enjoy selecting news stories. Job pressure and low salaries do not allow them to give time to their families. Journalists like to work in the office as compared to the field. As discussed in the literature review about security, both male and female journalists shared their grievances about having no protection to the journalists and living in fear. They are pressurized by the offenders they have accused, namely politicians, feudal lords, tribal leaders, and especially Intelligence agencies in the capital city. Sometimes political parties also threaten journalists through political workers. Female journalists also were facing gender discrimination and harassment in the field.

6.2 Focus group from Lahore

Journalists expressed that Punjab, particularly Lahore, is essential for journalism. BBC and CNN recognized the importance of journalists from Lahore. They seemed unsatisfied with their salary packages. They complained about their insufficient salaries. They also complained that their personal or social life is disturbed due to workload. As mentioned in the literature review, that field environment is poor. Journalists discussed that it is challenging to work in the field due to terrorism and lack of security. Journalists also mentioned that the office environment is relatively good and depends on journalists' personality as well. Most journalists are satisfied with the profession of journalism, but they are unsatisfied with their job security.

Most of the journalists expressed that it is challenging to get information from public institutions legally. They also described that they have to work in stress and have to follow organizational policy; otherwise, owners dismiss them from service. Focus group participants shared that some media organizations do illegal work. They often do this through journalists. According to the participants, these owners are 'Mafias' or 'blackmailers.' Journalists expressed that all these things affect their professional integrity, but despite all these problems, they are working for this noble cause of journalism. Journalists also described that there are only some organizations in Punjab or Lahore that have freedom of expression to some extent.

6.3 In-depth interviews of senior journalists from Lahore

Related to their problems and grievances, the journalists complained about their meager salaries because the salary is limited to four to ten thousand and not paid in time. They also complained about the workload and long and irregular working hours. The duty of a journalist is not confined to 8 hours.

The working environment is relatively good in Lahore as compared to other cities in Pakistan. The journalists' major grievance was of poor office environment both at the physical and intellectual level. Most of the journalists showed concern about their job security and they are unsatisfied with their jobs.

Regarding threats from influentials Lahore journalists, they have discussed that they always live in a state of fear and cannot write against any influential personalities, corruption, or wrongdoings. Journalists views wrongdoings in media organizations; 'non-professional owners and editors direct them to support 'mafias.' Journalists contributed to their opinions that the owner of every channel only thinks about their business as the owner of Jang Group. A big media organization openly claimed that he is only doing a business and not journalism.

6.4 In-depth interviews of female journalists from Lahore

They complained about their meager salaries, and female journalists expressed their opinion that females are given a low salary compared to male journalists. Moreover, regarding workload and long working hours, female journalists contributed to their idea that 'they face resistance to family to work in media due to long working hours and have no time for their family or children.' Opinion about the field or office environment; they discussed that 'infield we have to face criticism as a female being in front of the camera in an odd thing. Here we face gender discrimination as well. According to them, as an estimate, only 20% of females are in this profession and these are not in streamline. As journalists shared their opinion that, they face Jealousy from male journalists, but they are satisfied with their job.

In Lahore, both male and female journalists face serious security issues; both government and media organizations are doing nothing. Views regarding wrongdoing in media organizations as one journalist expressed her opinion that most females are appointed for the beauty of screen only, bosses orders act as a model during reporting. Answering the question about professional integrity, female journalists expressed that we should be responsible for conveying truth to society. Still, it seems that most of the organizations have no freedom of expression at all in Pakistan.

6.5 Focus Group from Karachi

Participants described that after the cold war, there is a shift in the working environment of journalism. Like all other journalists, they seemed unhappy with their salary packages

and viewed that only two or three big organizations have excellent salary packages, and mostly we are not paid timely. They have workload and long working hours they work till late at night having no time table. They expressed that journalists' objectives have finished due to challenging field environments and journalists are made terrified using different means, e.g., threatening phone calls, notices from the court and through owners. Journalists discussed that the office environment is not pleasant and they have no job security; that is why they are not satisfied as journalists.

They have minimal access to information in government sector institutions. They have to face problems with taking information. Participants showed their major grievance over their physical security. They are facing severe threats from terrorists, political (MQM, PPP) and religious parties as well and journalists are killed and beaten by their workers. They described that the owners make such policies that have direct interference and we have to work accordingly in this way they always remain in stress during work. Focus groups expressed their views regarding professional integrity that we should maintain the sanctity of natural news as news is the symbol of journalists. Regarding official recognition, unions are divided and doing nothing for journalists and are never recognized at the state level as well.

6.6 In-depth interviews of senior journalists from Karachi

They collectively expressed that salaries are meager and even not paid on time, sometimes also delayed to six months and more. They further described that most journalists live miserable lives with low salaries and salary varies from person to person in this field. The journalists also expressed that it is difficult to work for an honest journalist in the field 'young journalists are being exploited by the owners and situation in interior Sindh is more dangerous; in the field, journalist had been even killed while on duty. On the other hand, journalists described that the office environment is relatively reasonable and helpful as well. Collectively they are satisfied with their profession while the journalists, but they have concerns about job security.

They have significant grievances over security issues. They expressed that the situation in interior Sindh is more dangerous for journalists than in other Punjab and Islamabad. They

revealed that owners' interference and their 'profit gain' policies create stress. And they hold black business to accrue funds and have no concern about the journalism, but owners are protecting their black businesses. Further, they contributed that the journalist is responsible for showing 100% truth in his story. There is no professional recognition for journalists and they have no professional independence for selecting a news story.

6.7 In-depth interviews of female journalists from Karachi

Most of the female journalists complained about their insufficient salaries. But with little variance, female journalists shared that some big organizations have excellent salary packages. As described in the literature review regarding stress journalists, study results have shown that journalists every time remain in stress due to work pressure and for breaking the news. They have to work till late at night, which is not acceptable for their families. Female journalists face gender discrimination and are given soft beats, only like health and family festivals. The study results further showed that female journalists have to face 'sexual' harassment and slang in both fields and offices. Karachi, Hyderabad and Larkana zones are most difficult for female journalists. But on the other hand, female journalists are very satisfied with their profession as a journalist.

Study results showed that the security situation is critical for Sindh journalists, especially in Karachi journalists being kidnapped by politicians and jihadi groups and facing severe life threats from different political and terrorist groups in Karachi. An experienced female journalist faced severe life threats from ex-Prime Minister Benazir Bhutto, for developing corruption stories against her husband, Asif Ali Zardari. Female journalists are very loyal to their profession. Journalists should report with honesty because 'people believe in journalists. PFUJ is a white elephant; it is not doing anything for the betterment of the journalists. Study results showed that journalists have freedom to some extent and freedom is confined to special events like 14 August, 6 September, and specific festivals.

6.8 Focus Group from Peshawar

Journalists seemed unsatisfied with their salary package and they also have not enough time for their families due to excessive work and their social life is disturbed. The work

environment of KPK and FATA is challenging since 9/11. Recently three or four Journalists have been killed in FATA and Peshawar. It is very difficult to gather news from tribal societies like FATA and Peshawar. The office environment is not supporting because owners and Bureau Chiefs pressurize journalists for favorable news. Study results further showed that 'mentally, economically and physically, we are not satisfied.

As the literature described, study results also showed that journalists have no safety or security in a city like Peshawar. PFUJ, NGOs and government are only confined to paperwork doing nothing for the protection of journalists. High-ups develop such a policy which directly influences journalists' will and integrity. Study results added that most media owners are non-professionals and they open media groups only to protect their black businesses. Regarding the idea of professional integrity, journalists should investigate both sides of a story being impartial, as journalism is a holly profession. The study also added that as other provinces in KPK, most organizations have no freedom at all.

6.9 In-depth interviews of senior journalists from Peshawar

Results showed that journalists seemed unhappy with their salary packages and expressed that most media organizations, especially small organizations, have meager salaries. And there is a difference between TV channels and press TV Channels give more salary than newspapers. They have no fixed timings to go back home and working on multiple beats. Regarding security, it's very difficult to work in the field after the 9/11 attack and journalists are being targeted and many have been killed in the field as well. On the other hand, the journalists shared that in Peshawar office environment is relatively good and high-ups are cooperative to some extent. Like other journalists, they are also unsatisfied with job security.

Regarding taking official information, it is very difficult to take information from public sector institutions and journalists have to manage it through illegal ways. In KPK, journalists are blackmailed by the politicians or "sardars" and have threats of killing. Moreover, journalists are facing life threats from militant groups and government agencies for favorable news. There is wrongdoing in media owners don't care about the national or public interest, because it's become a business, not journalism. They elaborated it with a phrase that 'may the god do not give nail to a bald man'. Journalists express their concerns

that in KPK, young journalists are corrupt by the media owners for protecting their black businesses. Regarding professional integrity, journalists expressed that the journalist's pen is a powerful weapon and he should speak and write only truth. Still, they have no official recognition in this field. Professional unions of journalists are only confined to the photo sessions; they are not doing anything for the welfare of journalism.

6.10 In-depth interview of female journalists from Peshawar

One female journalist was interviewed because, in KPK, a minimal number of female journalists are working as compared to Punjab and Islamabad; mostly, they are not willing to give an interview. The study added that unlike other female journalist of Pakistan in KPK, female journalists seemed satisfied with her salary and only big media organizations have good salaries. Regarding the work environment, it is tough for young girls to go home late at night due to workload and in tribal societies like KPK, parents don't allow their daughters to work in media in front of the screen. And regarding office and field environment, women are limited number little in this field due to strict Pakhton culture and during field reporting, they faced problems. She described that females have to wear 'Burka', that is why only 7 or 8 female journalists are in the whole Khyber Pakhtunkhwa (KPK). Regarding job satisfaction, a female journalist is very satisfied with his job, but there is no job security and experienced journalists are being dismissed from jobs.

Both female and male journalists have to face difficulties in public sector institutions in getting information. As regard security issues in KPK, many journalists have been killed during the past ten years. The study added that when after extensive hard work, true stories or news can't get published by High-ups due to organizational policy, it creates stress. And the owners and high-ups insist on developing fake news stories for their interest. Describing the idea of professional integrity, female journalists contributed that journalists should always speak and write the truth to the public because people and society have beliefs on them. The study further added that big media organizations give awards and bonuses to their hardworking journalists. But on the other side journalists are never recognized by journalists' unions or state levels. As regards professional independence, no one journalist has freedom of story selection in KPK or Pakistan.

6.11 Focus Group from Quetta

The study added that Baluchistan is a very sensitive zone and the work environment is very difficult for journalists in that area. Regarding salary, most journalists have meager salaries even up to five thousand and that too is not paid in time. Journalists complained about excessive workload and long working hours. Moreover, regarding office and field environment study added that from the last ten years, nearly fifty journalists had been killed during field reporting in Baluchistan. It is a tribal society and it is called a major crime to do journalism in Baluchistan. It is very difficult to travel in remote areas of Baluchistan for news gathering. Regarding job security, journalists have no regular job and have no appointment letters in media organizations.

Study results showed that to gain information from public or private institutions, it depends on journalists' personality and personal relations in that particular institution. As regard security situation Since 2006, the condition is more critical and the uncertainty since last month. Journalists are receiving life threats from banned organizations like the Baluchistan liberation army (BLA) and Baluchistan Liberation Front (BLF). Newspapers are distributed under army supervision and the army is protecting press clubs and media offices as well. The study added that journalists are pressurized by banned organizations and government intelligence agencies for favorable news. Answering the question regarding wrongdoing in media focus groups shared that owners' mold news stories favor or against anyone. Moreover, regarding the idea of professional integrity, participants registered that journalists should work with honesty and bring facts being impartial despite all the pressures and hurdles. As other focus groups, Quetta participants also shared the same views that journalists have no recognition at the organizational or state level. They registered it with a phrase, that 'in media even camera is insured but the journalist is not.' there is no freedom of news in Baluchistan like other cities of Pakistan.

6.12 In-depth interviews of senior journalists from Quetta

Regarding personal concerns, journalists seemed unsatisfied with their salary packages and added that anchors have more salaries than journalists, which is not justified. The study result added that there is no beat system in Baluchistan as in Islamabad and Lahore.

Journalists have to work all day and are not living a normal life. As regard office and field environment, Quetta is not a pleasant place for journalists. They are working in fear, having life threats from banned organizations BLA, BLF and Newspapers are distributing under army protection. The office environment is also not good in offices High-ups' behavior is deplorable; they feel insulted even because of a little mistake. The study further added that, like other provinces, there is no job security in Baluchistan.

Regarding professional grievances, journalists have no access to official information in many institutions and have to use paid sources to get the required information. Regarding about threats and security in Baluchistan, there is a tribal 'Sardari system, and journalists can't publish news against these 'vadyras'. Journalists are facing life threats from banned organizations like BLA and BLF. The study added that in press, most owners are non-professional and do their business only and have an attachment with political parties that want favorable news only. As regarding professional integrity, journalists should be honest and work on social issues with honesty. Professional unions are divided and favoring the owners only, not for journalists. There is no professional independence for selecting news stories in Baluchistan.

6.13 In-depth interviews of female journalists from Quetta

The reason for interviewing one female journalist was that in Baluchistan, only a few female journalists are working and they mostly are not willing to give an interview. Regarding salary packages, the workload salaries are very low in small organizations in Quetta and even not paid on time, and female journalists have low salaries compared to males. Moreover, regarding workload and study showed that due to long working hours, they no time for the family and children. The study added that field environment for female journalists is challenging to work in because Baluchistan has tribal culture people do not accept women in front of the camera even don't talk with a woman. For that reason, only a few female journals are working in the field of journalism in Baluchistan. Regarding the office environment, it is very good, and High-ups are very cooperative, but female journalists are not like that profession and want to become teachers.

Regarding professional concerns, female journalists have to face difficulties getting information from different institutions, but sometimes they take advantage of being women. Regarding security, female journalists fear tribal society or culture and face life threats from the Balochistan Liberation Army (BLA) and the Balochistan Liberation Front (BLF). The study added that Organization policy challenge journalists' professional integrity and pressure of breaking the news. This factor creates more stress. Study results further added that owners want to use females as models and act like models during reporting. They use female journalists for marketing.

6.14 Conclusion

This study aims to explore Pakistani journalists' working environment and its impact on the freedom and professional autonomy of these journalists. Another objective was to highlight the limitations and difficulties faced by journalists in Pakistan while exercising their professional duties. In this study, it is found that working journalists in Pakistan have several grievances and concerns about stresses being faced during fieldwork and 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 despite these circumstances and the environment, and journalists are satisfied and devoted to their profession. This study reflected the journalists' concerns to attain the information, reporting and suppression by the government agencies and politicians. The study depicted that journalism has become insecure both for male and female journalists and they shared their grievances about having no security to the journalists. They are living in fear and threats. Female journalists face gender discrimination, harassment exploitation and have low salary packages as compared to male journalists.

6.14.1 Limitations of the study

The study was carried out under some restrictions which researchers struggled to remove. The first issue was related to the sample of the study, as a complete list of the total number of journalists working in five provinces could not be obtained. Therefore, as an alternative, a purposive sampling technique was applied. As a result of the sampling of focus group discussions and in-depth interviews, the selection of basic sampling units (Capitals of Provinces) was made on the criteria of the five largest provinces in Pakistan.

6.14.2 Towards data collection

First of all, the researcher prepared a questionnaire for in-depth interviews and focused groups under the supervisor's supervision. Afterward, the researcher was issued a letter for

data collection by the supervisor and the media studies department of the Islamia University of Bahawalpur Pakistan to avoid any problem. This letter had to be shown to the participants on several occasions and it was repeatedly assured to them that the data collected from them would be used confidentially just for the thesis.

6.14.3 Difficulties faced by the researcher during data collection

The data collection process was started from Karachi. The researcher reached Karachi on October 24, 2017. First, In order to engage participants for focus groups and interviews, the researcher had to contact different well-connected friends and media institutions. In this way, appointments were taken from different journalists and the time and place of the meeting were decided. During this, some reservations were expressed by the journalists as well. The researcher tried his best to allay the reservations of the journalists and interviews got started.

The researcher, however, found it very difficult to get time from female journalists. This problem was faced by the researcher, especially in Quetta and Peshawar. It was told to the researcher that only seven to eight female journalists were working in Quetta. After visiting some media houses, only a single female journalist agreed to give the interview. In some media offices, the researcher was not allowed to enter the premises even. Most of the journalists were not ready to give interviews due to threats from separatist organizations like Baluchistan Liberation Army (BLA). These organizations had mounted attacks on journalists and media houses some days before. That is why these media houses and press club were under the tight security of the Pakistan Army. After Quetta, the same problem was faced by the researcher in Peshawar as well. The number of female journalists in Peshawar is also not up to the mark. Hence, only a single female journalist from Peshawar showed a willingness to give an interview. The researcher faced difficulty in getting time from a renowned journalist. For instance, the researcher managed through President of national press club Islamabad (NPC) to have one-to-one meetings with the famous journalist Hamid Meer. To the researcher's utmost disappointment, he refused to give him even five minutes for the interview.

6.14.4 Suggestions for further research

While the study was conducted on professional journalists in Pakistan, it is believed that there are still many variables that still cannot be covered in this study. The working environment of Pakistani journalists should also be analyzed based on a study that examines the extent to which district and divisional level. Pakistani journalists can practice their understanding of the work environment because of limitations imposed by various factors around the environment, such as government media law, personal values , and political, religious and cultural tendencies. In addition, it is also suggested that in the future, the concept of districts and divisional level journalists about journalistic ethics and media ethics can be studied. In the context of media and journalism education, it is often seen that journalists in most of the districts and divisional journalists are educated in subjects other than journalism and mass communication. Therefore, it is necessary to study the views of journalists on mainstream media research and journalism education. Finally, comparative studies are needed between journalists and students of journalism and media studies to understand their views on news media and journalistic variables.

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