

**GENDER AS A PROFESSIONAL RISK FACTOR IN JOURNALISM; A STUDY OF
FEMALE JOURNALISTS IN KADUNA STATE**

BY

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DECLARATION

I hereby declare that this dissertation was written by me and it is a record of my research work. It has not been presented before in many previous applications for a Masters in Mass Communication. References made to published literature have been duly acknowledged.

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CERTIFICATION

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ABSTRACT

This study examined the Professional risk among female journalists in Kaduna State. Safety of journalists around the world has become an issue of concern due to the level of threats and attacks against them. Intimidation and violence against journalists are executed in a way to silence and prevent female journalists from reporting such information and thus depriving people of their fundamental right to seek, receive and impart information. Several studies about safety hazards of journalists have been carried out internationally and at national level which report a number of journalists arrested, attacked and threatened. However this journalists face other forms of safety issues, but for many years, attacks and other forms of violence against female journalists is under-reported. The study employed the protection motivation theory and adopted a census sampling using a reliable structured questionnaire. Data were solicited from 100 respondents and analyzed using the Statistical Package for the Social Sciences (SPSS). Findings revealed that Women journalists encountered different professional risk and hazards such as intimidations, threat, abuses and harassments. Women Journalistsare subjected to various form of threat such as online threat, attempt to damage their image, abduction, abuse of power etc. the most common perpetrators of these attacks are their bosses, supervisors, the police, co-workers and government officials. Findings also revealed that female journalists hardly report all these incidents and when they do they only report to their friends. Media organisations hardly take measures to protect female journalist. The study recommends that policy makers should establish a defined law that will protect female journalists from attacks and threats, they should also develop a national safety and protection standard operating procedures.

Keywords: Safety of journalists, female journalists, threats, intimidation, harassments.

CHAPTER ONE

INTRODUCTION

1.1 Background to the study

The issue of safety of journalists has been of concern to practitioners, intellectuals, policy makers, civil societies and different stakeholders in the media industry. This has prompted the United Nations Educational, Cultural and Scientific Organization (UNESCO) to develop modalities and safety framework for journalists around the globe which was vividly captured in Windhoek's 1991 Declaration (Berger, 2017). Building on Windhoek conceptualization, UNESCO gave special attention to the issues of gender safety and Internet safety.

The media provide spaces in which social, political, and cultural issues are presented, debated and discussed. They play a significant role in determining which issues will be considered important and legitimate in society and how they will be defined and discussed. The media do not simply disseminate particular messages to massive audiences. Instead, both through news and entertainment, they produce and disseminate many of the resources like information, ideas, ways of thinking, assumptions, frameworks, beliefs, values, narratives which we actively and continuously use to understand and think about the world. Media resources shape our understanding, which guide our individual actions and activities, and also influence collective decision making processes and policy formation in the public and political spheres. The media are also sites, or spaces, where gender and gender issues can be discussed and debated, both in news and fiction.

By virtue of their job, journalists are often confronted with untold hardship, harassment and even death. There are different perspectives to issue of safety of journalists. Sometimes, journalists are susceptible to attack due to their gender. Carlsson and Pöyhtäri (2017, p. 14) corroborate this claim that “the safety of journalists and the issue of impunity are associated

with many things: the media structure, media law, media ownership, access to media, digital inclusion, media literacy, gender, journalism education.” Often, female journalists are subject to attack because of their gender.

Generally speaking, safety of journalists has been the focus of several stakeholders such as the Human Rights Groups, United Nations Educational, Scientific and Cultural Organization (UNESCO), the International Federation of Journalists (IFJ), the African Union (AU), the African Commission on Human and Peoples’ Rights, the Council of Europe, the European Union, the Organisation for Security and Cooperation in Europe (OSCE), Committee to Protect Journalists (CPJ), Reporters Without Borders (RSF), International Freedom of Expression Exchange (IFEX), Inter-American Press Association (IAP) and local civil society groups. The efforts of these organisations were prompted by the rise in the number of attacks on journalists around the world. Cottle (2017) said that the sprout of globalization and the trend of prevalent conflict put journalists in harm’s way. He said that, after the end of the Cold War, the global political terrain was fragmented leading to multiple power plays. Such global fluidity results in the conflict laden environment journalists work within today. However, journalists are not “always afforded the legal recognition and protection of neutrality they once were” (Cottle, 2017, p. 22).

Journalists experience series of threats, intimidation, and violence in different countries around the globe. Attacks on journalists are sometimes sanctioned by state actors or non-state actors, but in most cases, attacks on journalists are caused on purpose. Journalists are subject to attacks in the course of reporting conspiracy between criminals and government officials and corrupt practices in government (INSI Report, 2014). In some instances, journalists pay ultimate price in line of duty. Over 800 journalists and professionals in the media industry have been killed in the last ten years, 59% of the journalists killed between 2015 and 2016

were killed in war zones while 41% were non-war victims (UNESCO 2014, UNESCO 2016 in Carlsson&Pöyhtäri, 2017).

Carlsson and Pöyhtäri(2017) note that majority of the victims become target in countries that are at peace because they are revealing sensitive information - about anomalies such as drug trafficking, violations of human rights or corruption. The killing of DaphneCaruanaGalizia in a car bomb in Malta is a prime example. It was reported that Mrs. Daphne was killed as a result of an investigation she embarked upon which implicated top government officials in Malta. She also led the team of journalists that investigated Panama Papers (*TheGuardian*, 2017).

Of the 105 media practitioners killed in 2013, five (5) were women. There was however slight increase in 2015. A total of six (6) women were killed out of 112 media practitioners killed around the globe. These women are from United States, Philippines, Somalia, France, and South Sudan (IFJ, 2013; 2015). Though, the statistic suggests that men appeared to be mainly victims arguably due to the supposed disparity between sexes in the media profession. Conflict and war reporting are mostly residual for men (IFJ, 2015). Also, a study has shown that most women opt not to speak about the threats, intimidations and harassments they suffer while carrying out their duties (International Women Media Foundation 2014). The report also indicated that almost half have been subjected to sexual harassment and over 20 per cent of them to physical violence. Female journalists often cover up acts of impunity to prevent their colleagues from tagging them as weak or editorial staff from pulling them out of such beats (Unaegbu, 2017).

In Nigeria, issue of safety of female journalists has a societal undertone. Unaegbu (2015) corroborates that the safety of journalists in Nigeria has a lot to do with the societal conditioning and framing, which has gender undertones. Female journalists are exposed to the same threats as their male counterpart. The threats often restrict women from reporting

'hot beats' of conflicts and politics (Global Media Monitoring Project, 2010). To conform to societal condition, female journalists mostly settle for soft beats such as lifestyle, entertainment, and public relations news reportage (Unaegbu, 2017). Despite their noninvolvement in reporting war, female journalists are still not shielded from attacks. Also, Unaegbu (2017, pp. 172-173) notes that there is danger in shielding female journalists from reporting conflict situation. She observes that "with fewer women in 'hot beats' reporting, there is a possibility of inadequate gender-sensitive reportage, considering the societal norms and traditional practices in many parts of Nigeria. A Hausa adage, which translates to "only a woman truly understands a woman's problems", supports the argument for more women involvement in all kinds of news beats.

The societal factors highlighted result in dominance of men in the media profession though women involvement in media practice is on the rise, top ranks in the industry and reporting 'hot beats' are still dominated by men. Høiby and Ottosen (2015, p.70) said that many editorial staff and media outlet management are most restrictive about sending women to cover 'hot' or 'sensitive' beats involving politics and conflict. Women are regarded as weak and in need of protection (they should not come home late, engage in work-related travel, or work too hard). In some cases, women themselves share these sentiments and prefer not to cover such beats, owing to family concerns and societal conditioning (Unaegbu, 2017). Against the underlining issues, this study is aimed at finding out the professional risk factor female journalists in Kaduna State face in the course of their duty.

1.1 Statement of the Problem

There are different dimensions to discourse on safety of journalists. According to the remodeled Windhoek conception, there are six dimensions to analyzing media issues - freedom, pluralism, and independence as of old, but supplemented by the aspects of gender, safety and digital developments (Berger, 2017). From the Windhoek model, it can be deduced

that freedom, pluralism, independence, gender equality, conditions for the safe exercise of free expression, and Internet which UNESCO describes as being based on human-rights, openness, accessibility and multi-stakeholder participation (Berger, 2017).

The underlining issue is in the fact that, the six concepts encapsulated in the Windhoek conception are generic. However, the prevalence of gender inequality and continuous exposure of women journalists to risk as a result of their gender is clearly not in tandem with the UNESCO's stipulations in different Declarations and Charters.

Some advanced democratic societies in Europe and America have gone beyond relying on UN declarations alone to bridge the gap between the sexes. In the US, for instance, the feminist grassroots movement gave rise to the socio-legal recognition of sexual harassment (MacKinnon, 1979). Despite the legal framework in the US, the percentage of US women who report experiencing sexual harassment is alarming. The most conservative estimates consistently put the prevalence above 40 percent (Fitzgerald & Shulman 1993; Flatow 1994; Lach & Gwartney-Gibbs 1993; Richman et al. 1999). Melanie, Ormerod, Palmieri, Collinsworth, and Reed (2002, p. 174) stressed that "research has confirmed that approximately 50% of [American] women will experience sexual harassment at some point in their working lives." The literature asserts that sexual harassment consists of three theoretically distinct but related categories of behaviour: gender harassment, unwanted sexual attention and sexual coercion (Gelfand, Fitzgerald, and Drasgow 1995; Lim and Cortina 2005; Richman et al. 1999).

The point is, despite the advancement in democracy and the legal framework; female journalists are still subject to attacks in different forms even in some developed countries. Thus, this study examined the nature of threat women journalists in less developed countries like Nigeria are exposed to, in light of the social, cultural, and political situations in the country. Studies have shown that culture and political system play a vital role in the safety of

women in any given society (Unaegbu, 2017, Melki&Mallat, 2016). Accordingly, Intimidation and violence against members of the media are being executed in a way to silence and prevent the journalists from reporting such information and thus depriving people of their fundamental right to seek, receive and impart information (www.osce.org/fom) this study examined the professional risks female journalists are exposed to in the course of exercising their constitutional duties as enshrined in Section 39 (1) of the 1999 constitution of the Federal Republic of Nigeria (as amended).

1.2 Aims and Objectives of the study

The aim of this study is to examine the nature of professional risks women journalists in Kaduna State are exposed to in the course of their profession. The study will be guided by the following objectives:

1. To identify the professional risks and hazards encountered by female journalists in Kaduna State in line of duty.
2. To find out the specific and related hazards experienced at places of work and areas of coverage.
3. To find out risk perception level among female journalists in Kaduna State.
4. To find out personal and Institutional Safety measures available for redress for victims.

1.3 Research Questions

1. What are the professional risks and hazards encountered by female journalists in Kaduna State?
2. What are the specific and related hazards experienced at places of work and areas of coverage?
3. What is the level of risk perception among female journalists in Kaduna State?

4. What are the personal and Institutional safety measures available for redress for victims?

1.4 Significance of the Study

This study is significant in the sense that it adds to the existing knowledge in the field of professional journalism safety by exploring the gender perspective on safety of women journalists in Kaduna State. The study informed people to the threats experienced by women journalists in Kaduna State. UNESCO (2016) observes that there are limited studies on the safety of journalists. Therefore, this study contributes to the existing literature in the field. This study is also significant as it broadens the horizon of the researcher in understanding the nature of risks associated with journalism profession and female journalists specifically. The findings of the study are useful to policymakers and members of the society by exposing them to the dangers and threats female journalists are exposed to in the course of their operations.

1.5 Scope of the Study

The study sought to identify professional risks, threats and harassments experienced by female journalists in Kaduna State Nigeria.

1.6 Limitations of the Study

The study is limited to female journalists in Kaduna State who are registered with the National Association of Women Journalists (NAWOJ) and female journalists at editorial positions in media houses in Kaduna State, there are other females in the profession who are not registered with the NAWOJ and at the same time not editors. Another limitation to this study is that it studied female journalists from Kaduna State only for the researcher to be able to have optimum control and to handle the research effectively; the study focuses on women journalists in Kaduna state alone of the 36 states in the country. Also, the researcher faced the

issue of incivility in the process of data collection from the respondents; some respondents were not willing to respond.

1.7 Operationalisation of Key Terms

Gender: gender refers to the female journalists and editors in Kaduna State.

Women journalists: these are female journalists who comprised of reporters, editors, columnists, anchors and presenters who are registered with NAWOJ.

Safety: The safety of journalists is a fundamental pillar of the universal right to press freedom. Each state has a duty to ensure a safe and enabling environment for journalists to perform their public interest duty independently and without any interference.

Professional Risk: any form of harm that female journalists face in the course of their duty. This may be in form of sexual harassment, threat to life, intimidations, etc.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter took a brief but panoramic view of different concepts, theoretical underpinning and empirical evidence as explicated by different scholars on the concept, issues, arguments and major concerns in the field of safety of journalists, freedom of the press, gendered risk, and palliative measures deployed by different media organizations and bodies in ensuring the safety of journalists.

2.1.1 Journalism

Berger (2017) said journalism thrives in a free environment; freedom of expression is the bedrock of journalism practice. However, journalism practice requires more than general freedom; its distinction from gossip or propaganda or casual speech, necessitated the need for specialized freedom. Journalists operate serve the public interest.

Journalists are individuals dedicated to investigating, analyzing and disseminating information in a regular manner through any type of media, including electronic ones (Kārklīņš, 2012). These journalists report, investigate issues of public concern and play a significant role in exposing crimes or corruption by either governments or individuals. As a result, virtual ways of censorship or attacks against their freedom of expression have emerged in an attempt to silence them.

2.1.2 Safety of journalists in Nigeria

The survival of democracy in Nigeria is directly proportional to the safety of media professionals because the media serve as custodians of democratic tenets and processes. Unaegbu (2017) said that attacks on journalists and media outlets harm more than just the individuals targeted; attacks have a ripple effect throughout the entire media community, and

where the media act as a public mouthpiece, silencing the media means gagging public opinion. In Nigeria, attacks on media take many forms. Journalists may be explicitly censored through withdrawal of licenses, physical or verbally harassed or assaulted, killed, kidnapped, imprisoned, hammered with publication bans, among other means. Given these attacks, media practitioners also feel pressured to increase self-censorship by adjusting the content of coverage, or by choosing not to cover events or issues entirely. Some of the common, although frequently un-reported, attacks on the media take place through simply firing, or threatening to fire, and harassment (sexual harassment, especially of female journalists).

A closer examination of safety of journalists in Nigeria signals a downward trend. Between November 2014 and April 2015 (the period preceding the 2015 general election and shortly after), 47 journalists were attacked (IPC 2015). Sadly, most of the intimidation and harassment of journalist is usually perpetrated by security agents, political thugs, security details of government officials and unknown armed men (Unaegbu 2015: 45). This is why most of the perpetrators of these horrendous crimes against journalists – professionals who shape public opinion and keep the people informed go unpunished. The saying ‘absolute power corrupts absolutely’ is very useful here, as punishments are not enforced against the perpetrators of these heinous crimes. In essence, when a complaint or report against a perpetrator who is a politician, government official, security agent (mandated enforcers of the law) reaches the perpetrator or fellow officer, it is likely that this complaint or report will be swept under the carpet, without apology. Inherent human selfishness will prevent an offender from prosecuting him/herself. When this is the case (As it is mostly), there is hardly any thorough prosecution of suspects. Therefore, linking the continued attacks and unresolved journalist murders in Nigeria to powerful perpetrators may be warranted (Unaegbu, 2017).

During conflict situations, issues become even more disturbing. With Nigeria facing her worst nightmare following the over 9-years long Boko Haram crisis, the vulnerability of

journalists is soaring. They are exposed to attacks perpetrated by terrorists who do not appreciate the concept of journalism as well as by military that see journalists as an obstacle to the discharge of their duties. Due to these unsafe conditions, editorial staff and reporters themselves become more restrictive in sending people to or covering beats from these conflict regions, but instead rely on second-hand reports from security agents or ‘acclaimed’ eye witness on phone (Unaegbu, 2017, Pate & Idris, 2017).

Looking at the gender angle of these threats seems to be new phenomenon. “Gender mainstreaming requires improvement, development and evaluation of policy processes to ensure gender issues are adequately incorporated into all policies at all levels and stages by actors involved in policy design (Koutselini, Papastephanou and Papaioannou 2006). The concept of gender mainstreaming in this context is a strategy that will ensure that women’s safety concerns and experiences are integral dimensions of the design, implementation, monitoring and evaluation of media policies focused on the safety of journalists.

Unaegbu (2017) while analyzing cases of impunity (murder without conviction) against journalists affirms that most victims are male journalists. This is necessitated by some factors: First, the popular notion that journalism as a profession is for men. Though more women are now working in journalism, the field is still dominated by men in terms of ownership and management of media outlets and reportage of ‘hot’ beats. Secondly, studies have shown that many editorial staff and media outlet management are most restrictive about sending women to cover ‘hot’ or ‘sensitive’ beats involving politics and violence conflict (Høiby and Ottosen 2015 p. 70). The issue of sexism is still big in Nigeria. Women are seen as weak and in need of protection (they should not come home late, engage in work-related travel or work too hard). In some cases, women themselves share these sentiments and prefer not to cover such beats, owing to family concerns and societal conditioning. Third, research has also shown that most women would rather not speak about the threats, intimidations and

harassments they suffer while carrying out their duties (International Women Media Foundation 2014). The report also indicated that almost half have been subjected to sexual harassment and over 20 per cent of them to physical violence. If a list of female journalists who have suffered from sexual harassment were to be made, it would be an endless one. Sadly, female journalists cover up these acts of impunity to prevent their colleagues from tagging them as weak or editorial staff from pulling them out of such beats. Thus, with more and more women pursuing journalism as a career in Nigeria and choosing to focus on investigative reporting, coverage of political issues, human rights violations and related 'hot' topics, they are daring to venture into a territory that society deems restrictive and highly volatile. Even so, they become targets of sexual harassment (within and outside the workplace) and, like their male counterparts, face other threats, including intimidation and physical violence. The culture of silence among female journalists regarding the threats they face in the course of carrying out their duties exposes them to psychological trauma. They must deal with this trauma by themselves, which can be disastrous. Given these challenges, the need to take a gender-sensitive approach to journalist safety becomes paramount (Unaegbu, 2017, p. 176)

2.1.3 Safety of women in journalism

The nature of the Nigerian society no doubt subject women in general to threat. Women journalists operating in such society are specifically prone to threats due to the nature of their job. The rate of murders and death threats against male journalists obscures the violence suffered by their female colleagues because the latter cases represent the minority, both in the type and number of attacks (CIMAC, 2014). There is a lack of understanding of the structural obstacles that normalize violence against women, thus making it difficult to raise awareness about these attacks or file a formal complaint, let alone provoke an official response.

Thus, according to CIMAC report (2014), due to the lack of coverage of these attacks, violence against women has been normalized and disregarded as a mere occupational hazard faced by journalists. This dismissive attitude places female correspondents in a disadvantaged situation, making it all the more difficult for them to access paths to justice and reparations for personal and professional damages resulting from these attacks.

There have been considerable changes in the prospects for women working in the media, women are still noticeably the minority in the top journalistic roles, despite making the majority of journalism students. Jobs become tougher and news cycles shorten and demands increase for a 24/7 presence, so the nature of work become more challenging and women still shoulder responsibilities at home which makes things harder to manage if the work place is more demanding, the women who are reaching senior posts have few outside responsibilities they are far more likely than men to be childless, roles such as news reporting or senior editor which are dependent upon a news or output agenda are difficult for anyone with other responsibilities. The fault line in most societies remains the same and this applies across many occupations. At the moment there is a misappropriate lack of female sources, female experts, and even women considered as newsworthy subjects but the digital whirlwind has also created new opportunities and forms of journalism and this is where women have flourished, they write from home as freelancers this new ways of consuming media have enabled female journalists to benefit.

There are still enduring stereotypes, women predominate on the lifestyle pages, but do not feature much in crime or sport they are also far more likely to be seen on the front page which leads to the tendency that men's news is to write on the front page that a fire happened and women's news is to write inside why the guy lit a fire for the third time (Johnston, 2003). Female journalists have often been vocal in their support of free speech and human rights. According to the INSI report, they often face more physical threats than their male colleagues

and may often find themselves being targeted for being a journalist as well as for being female. Along with their male counterparts, they often symbolize a threat to politically corrupt elements as well as more so to religious fanatics and violent criminals. In some cases, their location's culture means they cannot do their jobs. In some offices around the world, sexual harassment as well as threats has led to women leaving their workplace, and sometimes their families, to stop working as journalists (IFJ report, 2015).

According to global research published by International Women's Media Foundation (IWMF) and International News Safety Institute (2013), almost two-thirds of women journalists have been intimidated, threatened, defamed or abused in relation to their work by their male bosses, supervisors or co-workers. The study also reported that women journalists are killed every year all in pursuit of truth. According to one of NAI's reports, a great number of female media professionals and journalists have left their jobs in the media sector due to increased insecurity across Afghanistan (Eide, 2017).

The specific attacks on women journalists in the exercise of their work, including sexual and gender-based discrimination and violence, intimidation and harassment, online and offline are not uncommon challenge to safety of female journalists (UN General Assembly, 2016). Interestingly enough, these incidents have occurred not in dangerous war zone but in women's work place (IWMF/INSI report, 2013).

It is worth expounding further on the area of threats and abuse against women journalists, which, despite its widespread prevalence, is largely underreported. While by and large, women reporters are most often victims of sexual threat and assault in the field, journalists of both genders are believed to generally not report sexual harassment and violence because of the social stigma associated with it and the intimate nature of these acts. Aside from public shaming, they may fear damage to

their careers by being labeled as a liability by superiors or being denied substantive but higher risk assignments. Aside from the psychological distress it causes, sexual violence often carries the additional risk of sexually transmitted diseases, including HIV (IWMF report, 2016).

The kind of abuses and intimidations recorded includes verbal, written and /or physical intimidations, abduction, abuse of authority, attempt to damage reputation and sexual violence among many others including murder. For instance, IMS reports that some prominent female journalists in Afghanistan have been killed and in many provinces and that female journalists are not been able to report in a proper way due to both media and cultural restrictions.

According to IWMF report (2016), the objective of gender based harassment is to silence female journalists and their colleagues. Sexual harassment and assault like request for sexual favors in exchange for safety, information, continued employment, or access. This may range from demands for intimate photos to coerced sexual acts by coworkers, supervisors, support staff, sources, or random actors.

According to IMS, the safety mechanisms for the protection of female journalists are often more complex due to harassment and the misogynistic leanings within the society. For instance, Afghan women have many more family responsibilities, which make it difficult for them to move quickly to another region of the country if their safety is compromised. Coordination of a female journalist's move from the place where she is working/living and protection requires more thought and time and much more elaborate response when a security emergency arises. Much more co-operation is required from all stakeholders involved in the best practice planning (INSI report, 2014).

Thus, the 2016 United Nation General Assembly Agenda makes it a prerequisite to acknowledge the specific risks faced by women journalists in the exercise of their work, and underlining in this context the importance of taking a gender-sensitive approach when considering measures to address the safety of journalists.

While female war reporters have faced – and know that they must face – sexism and specifically gendered constraints and hostility from the military, the public and news organizations, it is less evident that male reporters too have experienced similar hostility (Von Der Lippe&Ottosen, 2017).

2.1.4 GenderDiscrimination in Journalism

Despite the early adoption of progressive legislation against gender discrimination and sexual harassment in the West, these issues remained largely ignored by the general public, media and academic communities during the latter half of the twentieth century. Although gender discrimination and sexual harassment violate Title VII of the US Civil Rights Act of 1964 (Kim and Kleiner 1999) and the US Equal Employment Opportunity Commission (1980), these topics did not attract serious attention until the mid-1990s, spurred by the landmark 1991 Hill-Thomas controversy (McAdams and Beasley 1994). The media frenzy surrounding this and similar sexual harassment cases unleashed a nationwide dialogue and sparked a flurry of research on gendered practices in the workplace (Fitzgerald and Shulman 1993; Harned et al. 2002).

Gender discrimination is defined as “all forms of differentiation, exclusion, or limitation, made without any justifiable reason on the basis of one’s sex” (Harvard School of Public Health 1999, p. 1). In the workplace setting, this includes unequal pay, benefits, hiring policies and opportunities for advancement. Overt employment discrimination based on gender is illegal in numerous countries (Kabat-Farr and Cortina 2012). However, the gender

pay gap remains a ubiquitous problem worldwide (Tharenou 2013), and the “ever-present ‘glass ceiling’ still deters the advancement of large segments of the female workforce” (Gregory 2003, p. 1). Gender discrimination continues to exist globally, at all employment levels and in nearly all job categories. This holds true for the most blatant form of gender discrimination: sexual harassment.

The socio-legal recognition of sexual harassment emerged in the United States as a result of a feminist grassroots movement (MacKinnon 1979). One of the earliest definitions categorized sexual harassment as encompassing any “unwanted sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature” (Equal Employment Opportunity Commission 1980, p. 1). However, this narrow definition “de-emphasized environmental and non-personal forms of harassment” (Gruber 1992, 461), suggesting that much of the earliest research may have underestimated its ubiquity (Lach and Gwartney-Gibbs 1993).

While the percentage of US women who report experiencing sexual harassment varies from study to study, even the most conservative estimates consistently put the prevalence above 40 percent (Fitzgerald and Shulman 1993; Flatow 1994; Lach and Gwartney-Gibbs 1993; Richman et al. 1999). Harned et al. (2002, 174) stressed that “research has confirmed that approximately 50% of [American] women will experience sexual harassment at some point in their working lives.” The literature asserts that sexual harassment consists of three theoretically distinct but related categories of behavior: gender harassment, unwanted sexual attention and sexual coercion (Gelfand, Fitzgerald, & Drasgow 1995; Lim and Cortina 2005; Richman et al. 1999). This study concurs with Brown and Flatow’s (1997) more precise sub-categories: verbal, non-verbal, environmental, threatening (quid pro quo) and physical sexual harassment.

Extant literature has established the negative health and economic effects of gender discrimination and sexual harassment in the workplace, including increased incidence of physical and mental illness, decreased job performance and satisfaction, and substance abuse and addiction (McDonald 2012; Munson, Hulin, and Drasgow 2000). In turn, these practices negatively affect employers—particularly in terms of decreased corporate productivity, increased employee absenteeism and turnover, and higher health insurance and legal costs (Gilbert, Guerrier, and Guy 1998; McDonald 2012).

McDonald (2012, p. 11) notes the mixed findings of studies on gender discrimination and sexual harassment and cautions from drawing conclusions about longitudinal trends because “varying cultural, historical, and socio-legal features across national contexts inevitably impact findings.” Nonetheless, explanatory frameworks discussed in the extant literature provide a foundation in approaching these topics for Nigeria and Kaduna State. Tangri, Burt, and Johnson (1984) proposed three dominant explanatory models for gender discrimination and sexual harassment in the workplace: the natural/biological model, the sociocultural model and the organizational model.

The natural/biological model suggests that sexual harassment and gender discrimination are not actually forms of harassment—nor are they discriminatory, sexist practices— since they stem from natural feelings of sexual desire, primarily by men toward women (Berdahl 2007). Recent literature largely dismisses this explanation, mainly because of its inability to explain instances of same-sex harassment and harassment of men by women in positions of power (Foote and Goodman-Delahunty 2005).

The organizational model focuses on power differentials within the context of the organization, including hierarchy, authority relations and workplace culture. It argues that

women tend to be harassed more than men “because more men are in positions of organizational power” (Brown & Flatow 1997, p. 162).

The sociocultural model proposes two explanations: sex-role spill-over and social power perspectives. The former posits that gender discrimination and sexual harassment are the result of normative sex-roles (i.e. men as sexual agents and women as sexual objects) “spilling over” from society at large into the work environment (Gutek, Cohen, and Konrad, 1990; Gutek & Morasch 1982). This argument maintains that gendered practices occur because a female employee’s sex-role is her most distinctive feature in both male dominated and female-dominated work environments. Social power perspectives, which have gained increased attention in recent literature (McDonald 2012), argue that the phenomena of gender discrimination and sexual harassment are an extension of men’s economic power over women (MacKinnon 1979; Zalk 1990).

Studies of gender discrimination and sexual harassment in US newsrooms show varying degrees of support for both the organizational and socio-cultural models. Thus, they serve as a practical launching pad for understanding these matters in Kaduna, keeping in mind the specificities of Nigeria and similarities with the US media system.

2.2 Status of Female Journalists in Nigeria

For many years researches have proven that female journalists have been largely marginalized. A survey by Pate in 1994 has shown that despite some growth in female employment in areas such as programming, the status of female in this sector reproduces female’s subordination in the broader society. According to the survey, for every one woman employed in the radio and Television station, there were seven male employees. The report also reveals that female are concentrated in the lowest status positions and tend to be relegated to coverage of female and social issues rather than news and current affairs.

From the time of the upper mentioned survey, the situation has changed even though not to expectations. The former National President of the Nigeria Association of Female Journalists (NAWOJ), Asabe Baba Nahaya, agreed that the situation for female journalists has changed a lot since the inception of NAWOJ. According to her, before the inception of the organization, female journalists were not covering important issues, but now they have been given more responsibilities and there are more female editors than ever before (Sanusi&Adelabu, 2015).

Despite the improvement in the situation today, the status of female journalists in Nigeria is not up to the required standard. In an interview with the NAWOJ president, Asabe Baba by People's Daily Newspaper (12 May, 2015), she asserts that female journalists are largely discriminated against covering beats like defense, the presidency, National Assembly, among others. To her, this can be as a result of the media organizations are largely owned by the males. The media proprietors have complained that the female journalists often give excuses of pregnancy, their children and giving birth. But to her, the few female given the serious beats do very well in such reports.

In another interview with the National Secretary of NAWOJ, Ladi Patrick Adam by the same Newspaper, she lamented that it is unfortunate that female journalists are considered not suitable to cover core beats like politics or defense. She added that although journalism was initially considered as male dominated kind profession, with the increase of female in level of female education over time, more female are now on board and are making their marks. Female journalism is facing societal problem that is hinged on our cultural inclinations that boils down to the issue of stereotype. She argues that female journalists have the same capacity with their male counterpart adding that recently, there are female editors, female managing the news and current affairs department and female writing good bylines in both the print and broadcast media. The National Secretary also expresses that female are seen as

not just journalists but seen from a double point of view; somebody who can also be taken out as a commodity.

The first and only female chairman of NUJ, Janet Afolabi, in *Naija Standard Newspaper* (12 May, 2017), confirms that female have not attained the recognized position in Nigerian media because not many are holding management positions both in the government and privately owned media houses. Although it is better than what it was in the past and there are female editors and female managing directors in the media today, the number is very few compared to that of men. She added that many female journalists have complained of discrimination especially when it comes to assigning roles and assignments. Among the challenges faced by female journalists is that they are not given same opportunity to prove themselves.

According to Sanusi and Adelabu (2015), from features to columns writing, politics defense, science technology, aviation health, local foreign reports and print broadcast journalism, female journalists can do it all the way. Apart from that, there are female today who are members of editorial boards of many media organizations, some are editors, publishers and CEOs of broadcast organizations.

2.2.1 Instances of Violence and Threats against Female Journalists

There are so many cases of violence and intimidations against female journalists that have been recorded by many studies;

Example 1: Khadija Ismayilova (Azerbaijan)

Miss Ismayilova is a journalist in Azerbaijan and she was carrying out an investigation to reveal the scandalous wealth of the ruling party, in the process she received photos in posts in 2012 showing that she was having an affair with her boyfriend. A secret camera had been installed in her flat, a letter threatening to post the video online if she did not stop investigating the corruption was sent to her and she refused it was posted in a website

purporting to belong to an opposition party. When this did not silence Miss Ismayilova, she was charged with tax evasion and driving a colleague to attempt suicide, no evidence on those charges but she was sentenced to seven years in jail. (The Economist magazine, 4th-10th June, 2016).

Example 2: Anna Politkovskaya (Russia)

Anna Politkovskaya, a ‘freelance’ operator driven by an investigative and campaigning zeal to expose the horror of the violence that followed the end of the Soviet Union, was executed in her own apartment in 2006, apparently by contract killers, probably as a consequence of her fearless inquiries in to corruption and human rights abuses in Russia (www.lse.ac.uk/POLIS).

Example 3: Mary Luz Avendaño (Colombia)

Mary Luz Avendaño is a journalist in Medellín, Colombia for the newspaper El Spectator. She received death threats after publishing stories on drug traffic and human trafficking. Avendaño was threatened after writing about possible alliances between the police and criminal gangs, according to news reports. She had been under police protection ever since police intelligence officers warned her she was at risk for publishing a series on drug trafficking, according to the Knight Center for Journalism in the Americas. The Foundation for Press Freedom (FLIP in Spanish) said that Avendaño covered topics that few journalists would dare to touch in Medellín, where the Medellin drug cartel used to have its power base (INSI Report, 2014).

Example 4; Michaela Moyo (Nigeria)

Michaela Moyo reports for Daily Times Bureau Abuja, she was filming the demolition of illegal buildings when she was chased from the scene by members of the Abuja Environmental Protection Board (AEPB). A Policeman reportedly said she could not take

pictures because the press had not been invited to cover the demolition “If I get you I will beat you and break that camera and your teeth for talking to me like that”, one police man sworn and threatened to beat and break both Moye and her filming equipment if she refuses to quit. Moye was rescued by passers-by (Daily Times in Yusuf, 2013).

2.3 Pervading Impunity

Impunity remains one of the greatest challenges to the safety of journalists around the world. Threats against journalists often increase in some regions because of the extent of the existing impunity, which means that majority of those who kill journalists are not brought to justice (www.newssafety.org). Impunity in the murders of journalists can be an intractable cycle stretching over a decade or more, according to the committee to protect journalists’ 10th annual global impunity index, a ranking of countries where journalists are murdered and their killers go free. Seven countries on last year’s index have been listed every year since the index launched a decade ago including Somalia, Iraq, Syria, South Sudan etc having Somalia as the worst country for unsolved murders for the third year in a row, Nigeria maintains position 11th in the index.

2.3.1 Global Impunity Index

The 12 countries on the index account for nearly 80percent of the unsolved murders that took place worldwide during the 10-year period which ended August 31, 2017. Four countries on last year’s index- India, Mexico, Nigeria, and the Philippines- are on the governing council of the Democracies, a coalition dedicated to upholding and strengthening democratic norms, in six countries listed on the index, new murders took place over the past year, a testimony to the powerful cycle of impunity and violence (CPJ) Committee to protect journalists.

Political groups, including Islamic States and other extremist organizations, are the suspected perpetrators in one third of murder cases. Government and military officials are considered

the leading suspects in about a quarter of the murders. About 93 percent of murder victims are local reporters. The majority cover politics and corruption in their home countries. In at least 40percent of cases, murder victims' reported receiving threats before they were killed, highlighting the need for robust protection mechanisms. (UNESCO, 2017)

In only 4 percent of total murder cases has there been full justice including prosecution of those who commissioned the crime. In the past 10 years, around 30 percent of murdered journalists were first taken captive-higher than the historical average of 22percent since CPJ began tracking in 1992. The majority of those taken captive are tortured, sending a chilling message to the victims' colleagues (UNESCO, 2017)

2.4 Empirical Review: Review of Related Studies

A study by IWMF/INSI(2014) titled *Violence and Harassment against Female Journalists in the News Media*: describes the kind of threat and violence female journalists encounter and how the incidents affects their ability to carry out their assignments properly. It identified trends among reported incidents with the hope of improving the ways which safety concerns of female journalists are addressed.The study gave a clear picture of the dangers female journalists face in the course of their duty in news media around the world, the main objective of the study is to understand the nature and frequency of the types of violation female journalists face. The study asked many questions about violence and harassment, sexual, physical and digital threats, two-thirds of survey respondents said they have experienced some form of intimidation, threats or abuse in relation to their work.

Thestudy concluded that almost one in two female journalists had been the target of sexual harassment in the course of their work, although such pressure occurred mainly in the office.

In a related study by Unaegbu (2017), issues such as gender-based discrimination, sexual and violent harassment, abuse at work and outside work, murder, unwarranted arrest and

intimidation showing they are identified among the challenges journalists face. It also identified some gender-specific safety concerns among the journalists interviewed; as well as examined the safety challenges journalists in Nigeria face in executing their duties in a country that has experienced different forms of conflicts ranging from organised crime, political instability, terrorism, communal conflict in relation to gender. The study found out that safety challenges such as sexual harassment are hardly reported they are given less importance most a time's shaming the victims and making the victim(s) shy away from reporting future occurrences.

A study by Janet, Haris, Modell, Nick & Grilthi, Janes (2016), titled *Gender risk and Journalism*: This study asks what role gender plays in the assessment of risks to journalists, but also asks what advantages being a female might bring to reporting, it discusses that there are increasing number of female journalists and this brings to the general rise and risk to all journalists. It deduced that it is increasingly dangerous to be a journalist, but the concern is that all aspects of danger are assigned to gender, location, culture and assignment all contribute to risk, reporter Caroline Wyatt from the BBC, states that the danger in Afghanistan was not to do with being female rather with being foreign. The findings are not conclusive, the location, culture, conflicts and individuals all impact on the safety of journalists, many female freelance journalists are also experiencing sexual harassments, but many hesitate to report it for fear of reprisal.

Einat (2005), studies the way in which the interaction between female Israeli Journalists and their male news sources are gendered and sexually structured. The research was grounded on feminist critiques of journalism as well as feminist organisational and work studies. A total of 32 female Israeli Journalists working for 10 Newspapers were studied, putting into considerations the attitudes of the female journalists and how the journalists cope with these attitudes.

The finding illustrates how gender and sexuality are key aspects of the relationship between the female journalists and their male sources that were studied in the Israeli context.

The study concludes that there are no differences among female journalists that worked for daily and weekly local newspapers, the field in journalism in which the female journalist specializes might affect the nature of the gendered and sexual relationship between female journalists and their male sources.

In another study by Committee on the Elimination of Discrimination Against Women (CEDAW, 2012); research is based on Impunity and violence against female journalists in Mexico, CEDAW worked with the Government, Journalists and Civil Society organisations in order to eliminate gender based violence female experience daily because of their critical and independent journalism the study found out that the number of murder and death threats against male journalists obscures the violence suffered by their male colleagues because of the latter cases represents the minorities both in the number and types of attacks, there is a lack of understanding of the structural obstacles that normalize violence against women, thus making it difficult to raise awareness about these attacks, or file a formal complaint, let alone provoke an official response. Due to the lack of coverage of these attacks, violence against women has been normalized and regarded as mere “Occupational Hazards” faced by journalists; this makes it difficult for female journalists to access paths to justice and reparations for personal and professional damages resulting to these attacks. The study concludes that between 2002 and 2013 attacks against female journalists increased by more than 2,200 percent, while attacks against male journalists increased by 276 percent.

Elena (2016), discusses that harassment, Intimidation and violence happen- but that does not mean journalists and their organisations should accept them as inevitable, unpreventable or consequences of work-related duties that cannot be addressed. The study finds out that most female journalists cope well despite repeated exposure to work-related traumatic events such

as trauma and harassments, such experiences may also create personal and professional challenges, it further finds that people tend to fall in to two extreme response modes after trauma “approach” or “avoidance” so in the aftermath of assault, a journalist may jump into work full force or become totally avoidant or switched in between the two. Journalists who experienced sexualised violence may be more at risk for post traumatic reactions, such as having intrusive memories and nightmares, avoiding reminders of the events, experiencing numbness, shock, trouble concentrating and trouble sleeping, feeling irritable and angry, and feeling jumpy and easily startled. Such symptoms are normal in the short term after an assault, trying to make decisions even small ones and taking steps as safe as possible can make one feel better.

The study concludes that, although women are more likely to experience sexual violence and harassments men do experience sexual forms and violence too, if journalists are like other groups, men are more likely to experience more forms and higher intensity of non-sexual violence.

The study examined how the issue of safety of journalists has received increasing attention within the media industry worldwide during the past few years. The study reveals that many journalists who report in dangerous environments, in their home countries or as foreign correspondents, consider uncertainty and risk to be inherent in their work, and some nations or regions may be more risky to journalists depending also on the contexts. The study also argues that there are some of the security threats that can be mitigated.

The report highlights key themes that affect journalists’ safety globally, including: impunity for crimes against journalists, which fosters killings and abductions. Also the range of dangers facing journalists and the lack of resources for comprehensive security training and the hands-off approach of many news media organizations, particularly related to freelance and local journalists in violent societies lacking press freedom. Finally, steps being taken to

address the issues: ending impunity; training and access to medical resource and; protective measures, policies and resources (IWMF, 2016).

In the IFJ report titled *In Mortal Danger: Journalists and Media Staff killed in 2013*, the second chapter written by Gender Council Member ZulianaLainez, reveals that in 2013, 105 media workers were killed world-wide, of whom only 5 were female. She argues that the overall figures for attacks on journalists can be misleading about the security risks facing female journalists.

The report expressed that the circumstances of these deaths may be common to male and female journalists but there should be a gender-orientated approach in handling security issues specific to female journalists. The report explained that depending on the culture and position of female journalists, the type of the threat to them may be different.

According to the report, local female journalists also face a particular type of violence their private or family life. In some societies, all it takes to disqualify a newspaper's report is to attack the journalist's reputation. The situation of female in the media has changed from what it was 30 years but the progress achieved by female in the profession is not generally reflected in decision making positions. The reports concluded that awareness about the dangers to the safety of female reporters must be raised in order not to cause them further distress and to understand the specific kind of violence they face

(IFJ, 2013).

2.5 Theoretical Framework

A theory, as defined by McQuail (1983) consists of a set of ideas of varying status and origin which seek to explain or interpret some phenomenon. Social psychologist, Kurt Lewin (1958)

defines theory as a way of explaining the ordering and occurrence of various events. This study will be guided by the Protection Motivation Theory.

2.5.1 Protection Motivation Theory (PMT)

PMT was propounded by Rogers W. Ronald in 1975 to provide conceptual clarity to understanding of fear appeals; PMT measures the coping behavior of a person when he/she is informed of a threatening event (Rippeteor and Rogers 1987).

The theory is driven by two cognitive processes; the threat appraisal and the coping appraisal. Threat appraisal deals with psychological as well as physical analysis of the likelihood and impact of a threat, while the coping appraisal deals with the evaluation of possible measures that would combat the threat (Jansen, 2015). It is in these two appraisals that the behavioural options to diminish the threat are evaluated (Boer and Seydel, 1996).

One of the critic of the PMT is that it assumes that individuals are rational information processors although it does include an element of irrationality in its fear component, it does not account for habitual behaviors nor does it include a role for social (what others do) and environmental factors (e.g. opportunity to exercise or eat properly at work).

Schwarzer (1992) has also criticized the PMT for not tackling how attitudes might change.

According to Woon, Tan and Low (2005), PMT consists of two highly correlated pathways:

1. Threat appraisal refers to a person's assessment of the level of danger posed by the threat. It consists of perceived vulnerability (the person's assessment of the probability of the threatening event), perceived severity (the severity of the consequences of the event), and rewards (intrinsic and extrinsic rewards of not adopting a recommended coping response).
2. The second cognitive process, coping appraisal, refers to the person's assessment of his ability to cope with and avert the potential loss or damage resulting from the

danger. It consists of self-efficacy (the person's confidence in his/her own ability to perform the recommended behavior), response efficacy (the efficacy of the recommended behavior), and response cost (the perceived opportunity costs—monetary, time, effort in adopting the recommended behavior (Woon et al., 2005).

It is in these two appraisals that the behavioural options to diminish the threat are evaluated (Boer and Seydel, 1996). The Threat Appraisal Pathway consists of four constructs in two groups, Perceived Threat and Perceived Rewards. Perceived Threat consists of two constructs, Severity and Vulnerability. Severity assesses the perceived negative consequences from a risk behavior, and Vulnerability assesses the perceived likelihood of the individual being affected by potential negative consequences (MacDonnell et al., 2013). Perceived Rewards also includes two constructs, Intrinsic Rewards and Extrinsic Rewards. Intrinsic Rewards assesses the perceived positive physical and psychological effect from engaging in a risk behavior, and Extrinsic Rewards assesses the perceived positive social reactions or consequences of engaging in the risk behavior. Overall, perception of a greater threat will decrease the probability of selecting and engaging in a maladaptive behavior, whereas perception of a greater reward will increase the probability of selecting a maladaptive behavior (MacDonnell et al., 2013).

The PMT theory proposes that the intention to protect one depends on the following:

1. The perceived severity of a threatened event.
2. The perceived probability of the occurrence, or vulnerability (in this example, the perceived vulnerability of the individual to a heart attack.
3. The efficacy of the recommended preventive behavior (the perceived response efficacy).

4. The perceived self-efficacy (i.e., the level of confidence in one's ability to undertake the recommended preventive behaviour).

Fear is one of the factors that affect journalistic practices, journalists have access to different level of danger before reporting especially female journalists because it's a twofold danger been journalist and female, the danger could be physical, emotional, social or financial as the case may be .Fear is a one of the factors that affects news coverage and other forms of journalistic practices. The fact that journalists now have to access the level of danger before reporting is an important issue to journalists as a whole and female to be specific. The danger could be physical, emotional, social, or financial as the case may be. Several studies described the types of violence and threats (female) journalists encounter and consider how these incidents affect their ability to conduct their work. Thus, the protection Motivation Theory is applicable to this study as journalists need to assess and know the level of danger before engaging on any kind of assignment. Female journalists in particular need a gender-sensitive approach as they are more vulnerable and face a two-fold threat; as journalists and as females. And considering the issue of safety of journalists, several safety guides for journalists have been incepted by various organizations such as UNESCO. Thus, this theory can be used to assess their coping appraisal of the safety guides.

CHAPTER THREE

METHODOLOGY

3.0 Introduction

Methodology is regarded as the life wire of a good research. Studies stand and fail base on the appropriateness of methodology adopted. This is because methodology provides the researcher with clear picture of how to execute the research work in terms of information gathering, the source of the information as well as the techniques through which the population of the research can be sampled and designed. Therefore, this study adopted to use triangulation method. The qualitative aspect (In depth interview) will generate data from the selected female editors, while the quantitative technique (a cross sectional survey which gathers information on a population at a single point in time) will capture the female journalists using questionnaire as the instrument for data collection. According to Kothari (2004) both qualitative and quantitative approaches share basic principles of science but

differ in significant ways. Neuman (2003) believes that each has its strengths and limitations, topics or issues where it glitters, and classic studies that provide remarkable insights into social life.

3.1 Research design

Babbie (2001) defines research design as the process of specifying exactly who and what to be studied, when, how and for what purpose. This study was anchored on both survey design and key informant interview. This is because the study is concerned with knowing the opinion of people (women journalists) as well as interpretation of event and more so survey being a problem solving strategy, focused on people and their opinion of an issue in order to gain knowledge. This study selected a descriptive survey to explain the nature and kind of safety challenges faced by women journalists in Kaduna State.

3.1.1 Key Informant Interview

Key Informant interview involves interviewing a respondent who have particularly informed perspective on the aspect been evaluated. Thus, the study used this method to generate detailed information from the selected female editors as the female editors have more experience on safety challenges compared to the female reporters and presenters. Also, the in-depth interview served as a complementary approach to the survey design.

3.2 Population of the Study

Population is the aggregate number of issue or people that is of interest to the researcher. It is the totality of the people from whom information about the research topic will be sought. Wimmer and Dominick (2011) describe population as a group or class of subject variables, concept or phenomenon. In other words, population is generally a large collection of individual or object that is the main focus of a scientific query. Asika (2010) stated that

population is made up of all conceivable elements, subjects or observations relating to a particular phenomenon of interest to the researcher.

The population of this study is the entire women journalists in Kaduna state registered under the auspices of NAWOJ. According to NAWOJ, there are one hundred (100) registered women journalists in Kaduna state.

3.4 Instruments of data collection

The research adopted a triangulation method using complimenting approaches of acquiring data, in survey copies of questionnaire were distributed to all the 100 female journalists registered under the auspices of National Association of female Journalists (NAWOJ) Kaduna State Chapter, also an interview guide was constructed for the key informant interview with the purposively selected female editors in the state.. Data were collected using a self-administered questionnaire,the questionnaires were divided into two sections namely: demographic data of respondents and the general questions that were derived from the research questions, the questionnaire was developed by adapting questions from extant research and by creating some of the questions to suit the current study. The key informant interview guide that was use for the purposively sampled female editors contains 16 questions, the first 3 questions asked about the details of the informants profession, the next 3 questions were about the threats, intimidations and abuses they faced, the next 3 questions were about safety of the female journalists in line of duty, the last 7 were about reportage of abuses, threats, harassments, related cases of assault and preventive measures for organisations.

3.5 Sample size

Census sampling was used to gather information, the population was 100 and the entire population were sampled to be able to have an effective response.

3.5 Data Collection Procedures

This research work used self-administered questionnaire and key informant interview as its procedures for data collection. The questionnaires was administered to the female journalists during the association (NAWOJ) meeting that took place at the state Nigerian Union of Journalist (NUJ) state secretariat, some of the female journalists that were not present at the meeting were met at their various organisations and their contacts were gotten from the association secretary Mrs Maurine Sheyin. The female Editors that were used as the key informants were interviewed at their various organisations.

3.6 Method of Data Presentation and statistical analysis

The study used IBM Statistical Package for the Social Sciences (SPSS) to present the data that was collected from the respondents, version 21 was used to analyse the data, percentages and frequencies were computed to summarise data collected to get a better understanding of data.

CHAPTER FOUR

DATA PRESENTATION, INTERPRETATION AND ANALYSIS

4.0 Introduction

This chapter presents, interprets and analyses the data gathered in the course of the study. This research was designed to examine the professional risks, hazards, types and nature of harassment and violence against female journalists in Kaduna State Nigeria. The study used a complementary approach: quantitative and qualitative. For the quantitative technique, it involved a survey which examined the female journalists under NAWOJ. The study examined the entire female journalists representing Federal Radio Corporation of Nigeria

(FRCN), Kaduna State Media Cooperation (KSMC), Liberty TV/Radio, AIT/Ray Power, Freedom Radio, InvictaFm, BrillaFm and Nigerian Television Authority (NTA). For the qualitative approach, the study used a purposive sampling to examine available female editors from the media organizations.

Of the one hundred (100) copies of questionnaire administered, Ninety, which represent 90% were properly filled and returned for analysis. It is important to note that the data is presented in line with the objectives that guided the study.

Below is the presentation and interpretation of objective one which sought to identify the professional risks and hazards encountered by female journalists in Kaduna State.

4.1 Demographic Presentation of Data

Table 4.1 *Age of respondents*

| Variables | Frequency | Percent |
|------------------|------------------|----------------|
| 18-24 | 17 | 18.9 |
| 25-34 | 33 | 36.7 |
| 35-44 | 29 | 32.2 |
| 45-54 | 9 | 10.0 |
| 55-64 | 2 | 2.2 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.1, 17(18.9%) were within the age of 18-24, 33 of (36.7%) were with the age of 25-34, 29(32.2%) were within the age of 35-44, 9(10%) were within the age of 45-54, while

2(2.2%) were between the ages of 55-54. This shows that most of the respondents were between the ages of 25-34. Perhaps seeing this bracket as a matured age subjected the female journalists to various forms of sexual harassments they have experienced.

Table 4.2: Membership Status of respondents

| Responses | Frequency | Percent |
|------------------|------------------|----------------|
| Yes | 90 | 100.0 |
| No | 0 | |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.2, Ninety respondents representing 100% said yes that they are registered with National Association of Women Journalists, while none of them said that they are not registered with NAWOJ. This shows that all the respondents are registered members of National Association of Women Journalists. Their membership considers safety of female journalists a topmost priority.

Table 4.3: Media respondents work for

| Variables | Frequency | Percent |
|------------------|------------------|----------------|
| Newspaper | 21 | 23.3 |
| Television | 27 | 30.0 |
| Radio | 30 | 33.3 |
| Magazine | 5 | 5.6 |
| Online | 7 | 7.8 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.3, 21 respondents(23.3%) worked for Newspapers, 27(30%) worked for Television, 30(33.3%) worked for Radio, 5 respondents representing 5.6% worked for

Magazine, 7 of them representing 7.8% worked for online media organizations. This simply shows that most female journalists working with various media organizations were well represented in the study. This perhaps has led to having divergent opinion on the topic under investigation.

Table 4.4: *Specific role played by the female journalists*

| Response | Frequency | Percent |
|-----------------------|------------------|----------------|
| Journalist/reporter | 37 | 41.1 |
| Presenter | 13 | 14.4 |
| Photographer | 6 | 6.7 |
| Producer | 21 | 23.3 |
| Editor | 6 | 6.7 |
| Media support workers | 7 | 7.8 |
| Total | 90 | 100.0 |

Source: Field Survey, 201

In Table 4.4, 37 respondents representing (41.1%) worked as journalists/reporters, 13 of them representing 14.455 worked as presenters, 6 of them representing (6.7%) worked as photographers, 21 respondents representing 23.3% worked as producers, 6 of them representing (6.7%) worked as editors, while 7 of them representing (7.8%) worked as media support workers. This shows that most of the respondents are journalists/reporters in their various media organizations. Being journalists/reporters who must go to the field in gathering news or stories perhaps led to them being so much exposed to various forms of threats, intimidations, and threats.

Table 4.5: *Status of respondents*

| Response | Frequency | Percent |
|-----------------|------------------|----------------|
|-----------------|------------------|----------------|

| | | |
|--------------------|-----------|--------------|
| Permanent employee | 66 | 73.3 |
| Probationary | 10 | 11.1 |
| Freelancer | 8 | 8.9 |
| Other | 6 | 6.7 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.5, 66 respondents representing (73.3%) were permanent employees, 10 of them representing (11.1%) worked on probationary mode, 8 respondents representing 8.9% worked as freelance, while 6 worked in other capacities. This shows that most of the respondents were permanent staff, which probably aided the experience level and as a result enhance their level of understanding of the topic under study.

Table 4.6: Respondents Years of experience as a journalist

| Variable | Frequency | Percent |
|-----------------|------------------|----------------|
| 1-5 | 26 | 28.9 |
| 6-10 | 28 | 31.1 |
| 11-15 | 10 | 11.1 |
| 16-20 | 14 | 15.6 |
| 21-25 | 7 | 7.8 |
| 26-30 | 4 | 4.4 |
| 31 and above | 1 | 1.1 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.6, 26 respondents representing 28.9% have been in journalism profession for 1-5 years, 28 of them representing 31.1% have 6-10 years experience, 10(11.1%) have 11-15

| Responses | Frequency | Percentage | years experience |
|------------------|------------------|-------------------|-------------------------|
|------------------|------------------|-------------------|-------------------------|

e, 14 respondents representing 15.6% have 16-20 years of experience, 7 of them representing 7.8% have 21-25 years experience, 4(4.4%) have 26-30 years experience, while 1 of them representing 1.1% have 31 and above years of experience. This shows that most of the respondents have vast experience of journalism and this was obvious in the way they responded to various questions of the questionnaire administered to them.

4.2The Professional Risks and Hazards encountered by female Journalists in Kaduna State

Table 4.7 kind of reports covered by respondents

| | | |
|----------------------------|-----------|------------|
| Politics and Governance | 28 | 31.1 |
| Crime | 9 | 10.0 |
| Human right | 7 | 7.8 |
| Education | 6 | 6.7 |
| Art and Entertainment | 7 | 7.8 |
| Religion and Culture | 4 | 4.4 |
| Children | 4 | 4.4 |
| War/Security | 7 | 7.8 |
| Accidents and Disasters | 2 | 2.2 |
| Gender | 4 | 4.4 |
| Business | 7 | 7.8 |
| Technology and Innovations | 5 | 5.6 |
| Sports | 0 | 0 |
| Total | 90 | 100 |

In Table 4.7, 28 respondents representing 31.1% were used to reporting politics and governance, 9 respondents representing 10% report crime, 7 respondents representing 7.8% were human rights journalists/reporters; 6 respondents representing 6.7% were education reporters, 7 respondents representing 7.8% were Art and Entertainment reporters, 4 respondents representing 4.4% were religion and culture reporters, 4 respondents representing 4.4% do report children issues, 7 respondents representing 7.8% do report War/Security, 2(2.2%) were accidents and disasters, 4 respondents representing 4.4% were gender reporters, 7(7.8%) were business reporters. 5(5.6%) were technology and innovations reporters and there were no female sport reporters.

Table 4.8 *Coverage of risky assignments by respondents*

| Responses | Frequency | Percent |
|------------------|------------------|----------------|
| Yes | 29 | 32.2 |
| Rarely | 11 | 12.2 |
| Sometimes | 20 | 22.2 |
| No | 30 | 33.3 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.8; 29 respondents representing 32.2% said yes that their organization do assign them to cover risky assignment; 30(33.3%) of the respondents said no; 20(22.2%) of them said sometimes, while 11(12.2%) said rarely. This simply shows that female respondents were hardly assigned to cover risky assignments.

Table 4.9: Reason why you have being assigned for such report

| Responses | Frequency | Percent |
|---|------------------|----------------|
| when there is no male reporter to cover it | 9 | 15.0 |
| You have being in the organization for long | 7 | 11.6 |
| Have a lot of experience on such issues | 10 | 16.7 |
| Because you are competent | 10 | 16.7 |
| You are courageous | 6 | 10.0 |
| No reasons | 18 | 30.0 |
| Total | 60 | 100 |

Source: Field Survey, 2019

About 30 respondents (12.1%) have never being assigned to cover risky assignment as shown in table 4.8, 9(10%) of the respondents stated that the reason why they have been assigned to cover risky assignment was when there is no male reporters to cover such; 7(7.8%) of the respondents stated that, experience can lead to being assigned to cover risky

assignments 10 respondents representing 16.7% said, having vast knowledge on issues ought to be covered can results to being assigned,10(16.7%) said level of competency can be a reason, 6(6.7%) said it could be lack of courage, while 18 of them representing 30.0% said no reasons. This simply shows that competency and experience count when it comes to assigning female journalists to risky beats.

Table 4.10*Acts of intimidation, threat or abuse faced in relation to your work*

| Responses | Frequency | Percent |
|------------------|------------------|----------------|
| Yes | 55 | 61.1 |
| No | 35 | 38.9 |
| Total | 90 | 100.0 |

Source Field Survey, 2019

In Table 4.10, 55 (61.1%) of the respondents said yes that they have ever experienced act of intimidation, threats or abuse in relation to their work, while 35(38.9%) said No. This indicates that most of the respondents have experienced act of intimidation, threats or abuse in relation to their work.

Table 4.11: *kinds of intimidations experienced by respondents*

| Responses | Frequency | Percent |
|-----------------------------|------------------|----------------|
| Abuse of power or authority | 15 | 27.3 |
| Verbal/written | 40 | 72.7 |
| Total | 55 | 100.0 |

Source Field Survey, 2019

In Table 4.11, 15 respondents representing 27.3% said they have experienced abuse of power or authority. Forty respondents representing 72.7% said they have experienced verbal/written forms of intimidations. This indicates that most of the respondents have experienced verbal/written kind of intimidations.

Table 4.12 *Perpetrators of abuse, threat and intimidation*

| Responses | Frequency | Percent |
|------------------|------------------|----------------|
| Male | 44 | 48.9 |
| Female | 6 | 6.7 |
| Both | 40 | 44.4 |
| Total | 90 | 100.0 |

Source Filed Survey, 2019

In Table 4.12, 44 respondents representing 48.9% said they experienced abuse, threat and intimidation from the male; 6(6.7%) respondents said from female, while 40(44.4%) said from both gender. This indicates that, female journalists are more prone to act of intimidation from the male.

4.3 Specific and Related hazards Experienced at Places of works

Table 4.13: *Whether your gender subjects you to any form of threat*

| Responses | Frequency | Percent |
|------------------|------------------|----------------|
| Yes | 39 | 43.3 |
| No | 23 | 25.6 |
| Sometimes | 24 | 26.7 |
| Rarely | 4 | 4.4 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.13, 39 respondents representing 43.3% said that their gender subjected them to various forms of threats in the discharge of their duties; 23 respondents representing 25.6% said no. Twenty four 24(26.7%) of the respondents said sometimes; while 4 respondents representing 4.4% said rarely. This shows that female journalists are subjected to various forms of threats in the line of discharging their duties.

Table 4.14: *The most common perpetrators of the intimidation, threat and abuses*

| Responses | Frequency | Percent |
|----------------------|------------------|----------------|
| Bosses | 12 | 13.3 |
| Supervisors | 10 | 11.1 |
| Co-workers | 7 | 7.8 |
| Government officials | 12 | 13.3 |
| Police | 12 | 13.3 |
| Sources | 37 | 41.1 |
| Total | 90 | 100.0 |

Source: Filed Survey, 2019

In Table 4.14; 12 respondents representing 13.3% see their bosses as the common perpetrators of the intimidations, threats and abuses; 10(11.1%) of the respondents said their supervisors; 7(7.8%) said their co-workers; 12 respondents representing 13.3% see government officials as the most common perpetrators of the intimidation, threat and abuses; 12(13.3%) said police; 9 respondents representing 10% said that the police are the most common perpetrators of threats and abuses while 37 respondents representing (41.1%) said that their sources are the most common perpetrators of the intimidations, threats and abuses they face. This indicates that the most common perpetrators of intimidation, threat and abuses are bosses, government officials, police and sources.

Table 4.15: *Reasons that make perpetrators to carry out threats*

| Responses | Frequency | Percent |
|-------------------------------------|------------------|----------------|
| They think they were misrepresented | 20 | 22.2 |
| They were offended by the report | 12 | 13.3 |
| They didn't like the report | 18 | 20.0 |

| | | |
|------------------------------|-----------|--------------|
| They hate female journalists | 40 | 44.4 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.15, 20 respondents representing 22.2% believe that being misrepresented motivate actors of threats and intimidations, 12(13.3%) said being offended by the report motivate them; 18 respondents representing 20% said once the actors do not like the report, they threatening them, 40 respondents representing 44.4% said it was because they hate female journalists. This indicates that being misrepresented and having wrong impression for female journalists motivate actors of threats and intimidations.

Table 4.16: *Impact of intimidation, threat and abuse on respondents*

| Responses | Frequency | Percent |
|------------------|------------------|----------------|
| Yes | 30 | 54.5 |
| No | 10 | 18.2 |
| To some extent | 15 | 27.3 |
| Total | 55 | 100 |

Source: Field Survey, 2019

In Table 4.16, 30 respondents representing 54.5% said yes that having been subjected to various kinds of threats, intimidations and abuses have a negative impact on them; 10(18.2%) said that it has no impact on them; 15 respondents representing 27.3% said to some extent. This indicates that having been subjected to various kinds of threats, intimidations and abuses have a negative impact on them.

Table 4.17: *Effects of Intimidations, threats and abuse*

| Responses | Frequency | Percent |
|----------------------|------------------|----------------|
| Personal security | 16 | 35.6 |
| Psychological trauma | 10 | 22.2 |

| | | |
|----------------------------------|-----------|--------------|
| Slashed salary | 6 | 13.3 |
| Suffered economically | 4 | 8.9 |
| Depression | 1 | 2.2 |
| Suffering from repercussions | 3 | 6.7 |
| Shunned by colleagues and others | 5 | 11.1 |
| Total | 45 | 100.0 |

Source: Field Survey, 2019

In Table 4.17, 16 respondents representing 35.5% said their personal security were affected the most; 10 of them representing 22.2% said they were affected the most by psychological trauma, 6 respondents representing 13.3% said it affected their salaries, 4 of them representing 4.4% said it made them suffered economically, 1 respondent representing 2.2% said it made her feel depressed, 3 respondents representing (6.7%) said it made them suffered from repercussions, while 5(11.1%) said it made them to be shunned away by colleagues and others. This shows that respondent's personal security is mostly affected by the intimidation, threat and abuse.

Table 4.18: Kinds of physical violence experienced by respondent

| Responses | Frequency | Percent |
|----------------------------------|------------------|----------------|
| Pushing | 32 | 35.6 |
| Pinching | 6 | 6.7 |
| Shoving | 10 | 11.1 |
| hair-pulling | 10 | 11.1 |
| Assault with an object or weapon | 11 | 12.2 |
| Kicking | 21 | 23.4 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.18, 32 respondents representing 35.6% said they have experience pushing as a form of physical violence; 6 respondents representing 6.7% said pinching, 10(11.1%) said shoving, 10(11.1%) said hair-pulling, 11 respondents representing 12.2% said they have experienced assault with an object or weapon, while 21 of them representing 23.4% said

kicking. This indicates that pushing and kicking were the physical violence mostly experienced by female journalists.

Table 4.19: Most dangerous place to report from

| Responses | Frequency | Percent |
|------------------------------------|------------------|----------------|
| Mobs and crowds | 30 | 33.3 |
| On the street | 5 | 5.6 |
| Offices | 12 | 13.3 |
| Hospitals | 5 | 5.6 |
| Violent scenes | 19 | 21.1 |
| Covering protest and demonstration | 11 | 12.2 |
| Others | 8 | 8.9 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.19; 30 respondents representing 33.8% said mobs and crowding places seem to be the most dangerous places to report from; 5 of them representing 5.6% said the street remain the most dangerous place, 12(13.3%) said offices, 5(5.6%) said hospital, 19 respondents representing 21.1% said violent scenes, 11(12.2%) protests and demonstration coverage, while 8(8.9%) said other places like market, political gatherings, among others. This indicates that mobs, crowds and violent scenes are the most dangerous places to report from.

4.4 Risk Perception level among female journalists in Kaduna State

Table 4.20: Whether respondents have ever been harassed

| Responses | Frequency | Percent |
|------------------|------------------|----------------|
| Yes | 49 | 54.4 |
| No | 41 | 45.6 |

| Responses | Frequency | Percent |
|------------------|------------------|----------------|
| Yes | 49 | 54.4 |
| No | 41 | 45.6 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.20, 49 respondents representing 54.4% said yes that they have been harassed, while 41 respondents representing 45.6% said no. This simply indicates that most of the respondents have been harassed in one way or the other in the past.

Table 4.21: *Places most sexual harassments happen*

| Responses | Frequency | Percent |
|------------------|------------------|----------------|
| In office | 40 | 44.4 |
| In the field | 50 | 55.6 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.21, 50 respondents representing 55.6% said office is a place where most sexual harassment takes place;40 (44.4%)said in the field.This shows that most of sexual harassment takes place in their offices.

Table 4.22: *Kind of sexual violence experienced by respondent*

| Responses | Frequency | Percent |
|------------------|------------------|----------------|
|------------------|------------------|----------------|

| | | |
|---|-----------|-------------|
| Touching of a sexual manner against your will such as kissing, grabbing, fondling etc | 20 | 39.3 |
| Exhibitionism (need to expose body parts to others) | 4 | 7.5 |
| Forced sexual intercourse (i.e., rape) | 6 | 11.9 |
| Forcing you to perform sexual acts you find degrading or painful | 2 | 3.3 |
| Penetration of your body with an object or part of their body | 1 | 1.1 |
| Beating sexual parts of your body | 5 | 9.6 |
| exposure to AIDSs or other sexually transmitted diseases | 6 | 11.9 |
| Use of a weapon to make you comply with a sexual act | 7 | 13.2 |
| Total | 51 | 97.8 |

Source: Field Study, 2019

In Table 4.22, 20 respondents representing 39.3% said they were exposed to sexual violence such as touching of a sexual manner against their will such as kissing, grabbing, fondling, while 4 of them representing 7.5% said they were exposed to exhibitionism (i.e. need to expose body parts to others); 6 respondents representing 11.9% said they are exposed to forced sexual intercourse (i.e. rape), 2(3.3%) said they are forced to perform sexual acts they find degrading or painful, 1(1.1%) respondent said she was penetrated with an object in her body; 5(9.6%) said they were beaten sexually in parts of their body, 6(11.9%) said they were exposed to AIDSs and other sexually transmitted diseases, while 7 respondents representing 13.2% said the use of a weapon to make them comply with a sexual act. This simply shows that, respondents have experienced different forms sexual violence the major of which is touching of a sexual manner against their will such as kissing, grabbing fondling, among others.

Table 4.23: Reportage of sexual violence and other forms of harassment and threat
Remove

| Responses | Frequency | Percent |
|------------------|------------------|----------------|
| Yes | 90 | 100 |
| No | 0 | 0 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.23, 90 respondents representing 100% said yes that they do report sexual violence and other forms of harassment and threats. This simply shows that most of the respondents do report sexual violence and other forms of harassment. This happened because if we refer back to table 4.10 we will see that 55 respondents has experienced acts of intimidation, threats and abuse and in table 4.23, 51 respondents has experienced sexual violence, this shows that a total of 16 respondents has experienced both acts of intimidations, threats and abuse and also sexual violence, so this indicates that the total of 90 respondents has experienced these problems.

Table 4.24: If yes, to whom

| Responses | Frequency | Percent |
|------------------|------------------|----------------|
| Employer | 10 | 11.1 |
| Police | 4 | 4.4 |
| Authority | 10 | 11.1 |
| Colleagues | 10 | 11.1 |
| Family | 6 | 6.7 |
| A friend | 50 | 55.6 |
| Total | 90 | 100.0 |

Source: Field Study, 2019

In Table 4.24, 10 respondents representing 11.1% said they do report to their employers, 24 of the respondents representing 4.4% said to the police, 10 of the respondents representing

11.1% said to the authority, 10 respondents representing 11.1% said to the colleagues; 6 of the respondents representing 6.7% said to their family, while 50 respondents representing 55.6% said to their friends. This indicates that most of the respondents do report cases of sexual harassments and other acts of intimidations threat and abuse to their friends.

Table 4.25: Response of reporting intimidation, threats and abuse, physical and sex violence as well as sexual harassment

| Responses | Frequency | Percent |
|---------------------|------------------|----------------|
| Positive | 30 | 33.3 |
| Negative | 25 | 27.8 |
| Not being believed | 20 | 22.2 |
| Not taken seriously | 7 | 7.8 |
| Stop complaining | 8 | 8.9 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In table 4.25, 30 respondents representing 33.3% said they found responses of reporting the intimidation, threats and abuse, physical and sex violence as well as sexual harassment positive, 25(27.8%) said such responses gotten were negative, 20(22.2%) said they were hardly believed, 7(7.8%) said they were not taken seriously and 8 respondents representing 8.9% said they asked them to stop complaining. This indicates that most of the responses gotten from reporting the intimidation, threats and abuse were positive.

Table 4.26: Safety of female journalists in Kaduna State is a thing of concern

| Responses | Frequency | Percent |
|------------------|------------------|----------------|
| Yes | 72 | 80.0 |
| No | 18 | 20.0 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.26, 72 respondents representing 80% said yes that they perceive safety of female journalists in Kaduna State as a thing of concern; while 18 of them representing 20% said no. This shows that female journalists perceive their safety in Kaduna State as a thing of concern.

4.5 Personal and Institutional safety measures available for redress for victims

Table 4.27: Training by organizations about safety measures

| Responses | Frequency | Percent |
|-------------------------|------------------|----------------|
| Personal security | 80 | 88.9 |
| Digital/online security | 10 | 11.1 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.27, 80 respondents representing 88.9% said personal security of journalists is the area their organizations provide training and 10 of them representing 11.1% said digital/online security is the area that their organizations provide trainings on. This shows that personal security of journalists is the area their media organizations provide more training on.

Table 4.28: Preventive measures suggested for organization

| Responses | Frequency | Percent |
|--|------------------|----------------|
| Physical Security | 22 | 24.4 |
| Self-defense training | 24 | 26.7 |
| Check-in protocol | 11 | 12.2 |
| Equipment (flak jacket fit for women, gas masks, pepper spray/small weapons) | 2 | 2.2 |
| Flexible work hours so that assignment do not extend late at night | 10 | 11.1 |
| First aid training | 9 | 10.0 |
| Male fixers/drives vetted by the organization | 5 | 5.6 |
| None of these measures | 7 | 7.8 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.28, 22 respondents representing 24.4% suggested physical security as a preventive measure for their organizations; 24(26.7%) suggested self-defense training, 11 respondents representing 12.2% suggested 12.2%, 2 respondents representing 2.2% suggested equipments (such as jacket fit for women, gas masks, pepper spray/small weapons); 10(11.1%) suggested flexible week hours so that assignment do not extend late at night, 9 respondents representing 10% suggested first-aid training, 5(5.6%) suggested male fixers/drives vetted by the organization, while 7(7.8%) suggested no measure. This shows that physical security and self-defense training were the major measures suggested for preventing sexual abuse, intimidation and threats of female journalists.

Table 4.29: Issues of concern among the respondents

| Responses | Frequency | Percent |
|------------------------------|------------------|----------------|
| Personal safety | 40 | 44.4 |
| Safety of information | 21 | 23.3 |
| Safety of people I work with | 13 | 14.4 |
| Safety of sources | 4 | 4.4 |
| Safety of family | 7 | 7.8 |
| Economic safety | 5 | 5.6 |
| Total | 90 | 100.0 |

Source: Field Survey, 2019

In Table 4.29, 40 respondents representing 44.4% believed that, as female journalists, personal safety is of more concern to them, 21(23.3%) said safety of information, 13(14.4%) said safety of people they work with, 4(4.4%) said safety of resources, 7(7.8%) said safety of family, 5(5.6%) said economic safety. This simply shows that personal safety and safety of information are the most important area of concern to female journalists.

4.6 Discussion of Findings

On the professional hazards encountered by female journalists in Kaduna State, it was discovered that, their organisations hardly assign them to cover risky assignment. Though quite a large number (33.3%) mentioned competency and courage as the reason they have been assigned to a risky beat. Similarly as revealed, majority of female journalists have experienced different kinds of intimidation, threat or abuse in relation to their work. Additionally, it was found that they often encounter verbal/written form of intimidations.

Also, majority of the respondents have experienced abuse, threat and intimidation from opposite sex.

These findings correspond with one of the findings of International Women Media Foundation (IWMF, 2013) who reported that almost two-thirds of women journalists have been intimidated, threatened, defamed or abused in relations to their work by their male bosses, supervisors or co-workers. The specific attacks on women journalists in the exercises of their work, including sexual and gender-based discrimination and violence, intimidation and harassments.

The above findings are also in agreement with an excerpt from the interview made with Gambo Lara of Freedom Radio, who shared her experience as:

The safety and protection of female journalists need to be addressed because really it's a thing of concern, I was feeling safe in the journalism profession not until I was intimidated and harassed I regretted reporting from political grounds, I don't forget this very day I was sent to gather a report during election getting there we met some thugs, I was with an official car and a driver the election was going on immediately they turned and saw the vehicle they said freedom Radio are here, that means we are taking everything that is happening there.

Before I could know I saw a guy coming very close to me he was holding a stick the next thing I could here was *zamugama da yaniska*(we will finish this idiots), our driver from that very place ran through a reverse and I ran in to a house one woman saved me and she locked the door I stayed there for 30 minutes the driver did not know where I was it was later they told him I was in one house and he came through the other side and we went straight to the police station that was

the experienced I had and I know journalism was not an easy thing,

Second experience I had was in covering reports too, sometimes you meet someone that will want to go out with you, telling them that is not what brought you there is another problem, most of the time they say journalists ladies are not good people but is not all, even though there are some people that are like that, we face intimidations someone will tell you before I participate in your program you will have to sleep with him and all, but if you know yourself you do what took you there and leave but that is how some of us become victims

In a similar scenario, In-depth Interview with Aisha Gambo of News Agency of Nigeria revealed that:

The most common perpetrators of attacks are youths, sometimes old men not necessarily violent attacks there are also sexual harassments, some people perceive female journalists as sex objects

On the specific and related hazards experienced at places of work and areas of coverage, it was discovered that their gender subjected them to various forms of threats. As also discovered, bosses, supervisors, co-workers, government officials, police, Human resources, subject of reports, among others are the most common perpetrator of the intimidation, threat and abuses. It was further discovered that, the perpetrators hate female journalists and this as a result has significant effect on them. Female journalists however see personal security, pushing and kicking as the aspects they were being affected most. The later was mostly occurred in a mob or crowd places.

These findings are in harmony with one of the reports of International Press Center, (2015) who reported that, the kind of abuses and intimidations recorded includes verbal, written and/or physical intimidations, abduction, abuse of authority, attempt to damage reputation and sexual violence among many others

The above findings harmonize with the interview conducted with a Female journalist who shared her experience as follows:

The males are the most common perpetrators of attacks, threats, intimidations and abuses that female journalists face, many cases I heard of is the male that geared it, sometimes if you report this case you do not really get positive answers from the person you report to, even though when I reported my own case to my boss he regretted sending me to cover the event”.

Similarly, in an in-depth interview with Farida Abubakar of Kaduna State Media cooperation. She shared her experienced as follows:

I have experience a lot of intimidations. I can cite one example. One time, my state government sent police to arrest me for revealing a story which they felt that it was not right for me to reveal. They felt I was attacking their government, that I was always attacking them. So police were sent to come and arrest me. But thank God, my colleagues were there, our staff and many people who prevented them from arresting me, but still I was getting calls, intimidations, that I must drop that story. There are a lot more like that, you know sometimes it is the way we go about sourcing for reports, the way we go about it we are not diplomatic in our

approach and it triggers some kind of violence but if you have an approached way the level of threats, violence or abuses can be minimized. At a point also it is far beyond that despite you been careful there are people that break the barrier there is this colleague of mine that was asked by her source of interview to meet him in his hotel room for the interview. And when she met him there, he started making advances to her. When she told him that she was there only for the interview, he asked her to walk out of the hotel room and even smashed her recording materials, the males sources are mostly the perpetrators of this attacks and harassments especially the male politicians because of all this : Female Journalists need to be given protection in their unions and organizations.

On the risk perception level among female journalists in Kaduna State; it was discovered that, most of the respondents have been harassed sexually in the past and jokes of a sexual nature and unwanted physical contact such as propping or other touching of sensitive areas were the common sexual harassment they have been subjected to. It is further discovered that that most of the sexual harassment take place in offices. Though, respondents hardly report such incident and when they do, they often report sexual violence and other forms of harassment and threat to their friends, the responses gotten after such report according to 23.3% of the respondents were positive.

The above findings are in agreement with an In-depth Interview with Saudat Muhammad of Liberty Radio/ TV.

The issues of safety of journalists especially female journalists is a thing of concern, even though I feel safe in line of duty, but recently with the recent happenings right now in Kaduna State Female journalists need more protection, I know of a case that happened around town

with a colleague and a friend she was assaulted all because she is a female, she went to carry out a report in town and she was assaulted because they had certain interest which she is not aware of, had it been it was a male journalist they would not have or they might be a bit easier.

As a female journalist I am facing the issue of gender bias, in most cases I will be left hanging outside while the males will be ushered in, As a head of department in my own capacity I gather up the female journalists once a month and we do our own personal enlighten ourselves together we discuss issues of intimidations, harassments, threats and abuses and give advice to each other, the media stations really need to raise awareness on the issues so that female journalists will open up and feel secured also there should be safety trainings in order to bring an end to this situation.

These findings agree with the report of CIMAC who reported that due to the lack of coverage of attacks, violence against women has been normalized and disregarded as a mere occupational hazards faced by female journalists. This dismissive attitude places female correspondents in a disadvantaged situation, making it all the more difficult for them to access paths to justice and reparations for personal and professional damages resulting from these attacks.

On the availability of personal and institutional safety measures, it was discovered that, media organizations hardly take any measure to protect female journalists' personal security, this however prompted them (female journalists) to suggest physical security and self-defense training approach for their organizations because personal safety and safety of information were rated higher by the female

journalists. Finally, it was revealed that, there is the need for a gender-sensitive approach to mitigate dangers against female journalists.

Suggesting similar solution, Aisha Gambo of News Agency of Nigeria says:

I have been intimidated, as a lady there are places you are asked to cover just because you are a lady especially if the places are male dominated like political rallies, religious gatherings etc, you get intimidated by people they insist females are not to be here and so on, as a result of this I think the safety and protection of female journalists need to be taken in to consideration, In terms of percentage I can say I am 70% safe in journalism profession, because of that I don't really like attending political events its is one of the unsafe places for female journalists even though they have the right to cover any beat and I see nothing wrong with that, I have seen women covering defense, security issues and they are doing very good therefore their safety and protection is very important.

Similarly, Saudat Muhammad of Liberty Radio/ TV says:

The issues of safety of journalists especially female journalists is a thing of concern, even though I feel safe in line of duty, but recently with the recent

happenings right now in Kaduna State Female journalists need more protection, I know of a case that happened around town with a colleague and a friend she was assaulted all because she is a female, she went to carry out a report in town and she was assaulted because they had certain interest which she is not aware of, had it been it was a male journalist they would not have or they might be a bit easier.

As a female journalist I am facing the issue of gender bias, in most cases I will be left hanging outside while the males will be ushered in, As a head of department in my own capacity I gather up the female journalists once a month and we do our own personal enlighten ourselves together we discuss issues of intimidations, harassments, threats and abuses an give advice to each other, the media stations really need to raise awareness on the issues so that female journalists will open up and feel secured also there should be safety trainings in other to bring an end to this situation.

Major Findings

- Women journalists encountered different professional risk and hazards such as intimidations, threat, abuses and harassments.

- Women gender subject them to various form of threat such as online threat, attempt to damage their image, abduction, abuse of power etc. the most common perpetrators of these attacks are their bosses, supervisors, the police, co-workers and government officials.
- About 54.4% of the respondents have been harassed sexually they experience jokes of a sexual nature and unwanted physical contact, it was discovered that this happens in offices.
- Female journalists hardly report all these incidents and when they do they only report to their friends.
- Media organizations hardly take measures to protect female journalist. They also stress that there is need for a gender sensitive approach to mitigate dangers against them.

CHAPTER FIVE

SUMMARY, CONCLUSION AND RECOMMENDATIONS

5.1 Summary of Study

This project examined gender as a professional risk factor in journalism; a study of female journalists in Kaduna State. The research was segmented into five chapters. In chapter one, a general background to the study was explained. Also in the chapter, problems that triggered the study were stated. These problems emanated from the literature (Gelfand, Fitzgerald and Drasgow, Lim and Cortina, 2005; Richman *et. Al.*, 1999 1995) who assert that sexual harassment consists of three theoretically distinct but related categorizes of behaviour: gender harassment, unwanted sexual attention and sexual coercion. The problem as stated in chapter one was that, despite the advancement in democracy and the legal framework; female journalists are still subject to attacks in different forms even in some developed countries. The study was guided by four objectives: i.e. it identifies the professional risks and hazards encountered by female journalists in Kaduna State in line of duty. It finds out the specific and related hazards experienced at places of work and areas of coverage. The study also finds out risk perception level among female journalists in Kaduna State. It further finds out personal and institutional safety measures available for redress for victims.

In chapter two, various related literature were reviewed, view from the works reviewed are that of Unaegbu, (2017) who submitted that, attacks on journalists and media outlets harm more than just the individuals targeted; attack have a ripple effect throughout the entire media community, and where the media act as a public mouthpiece, silencing the media means gagging public opinion. Part of the works reviewed also include the work of Pate and Idris, (2017) who submitted that as a result of unsafe conditions of journalists, editorial staff and reporters themselves become more restrictive in sending people to or covering beats from

these conflict regions, but instead rely on second-hand reports from security agents or ‘acclaimed’ eye witness on phone’.

A report of International Women Media Foundation (IWMF, 2014) discovered that, women would rather not speak about the threat, intimidation and harassments they suffer while carrying out their duties. The report also indicated that almost half have been subjected to sexual harassment and over 20 per cent of the physical violence. Similarly from the work of IWMF (2013), almost two-thirds of women journalists have been intimidated, threatened, defamed or abused in relation to their work by their male bosses, supervisors or co-workers.

In chapter three, the methodology employed in the course of the study was explained. This study used triangulation method the qualitative aspect i.e. in-depth interview was used to generate data from the selected female editors, while the quantitative technique was used to capture the female journalists using questionnaire as the instrument for data collection. In-depth interviewed was used to generate detailed information from the female editors as the female editors would have more experience on safety challenges compare to the female reporters and presenters. The study’s population comprises the entire 100 women journalists in Kaduna State registered under the auspices of NAWOJ. Due to small nature of the population, the entire 100 were sampled and used. Both questionnaire and in-depth interview methods were used in gathering the primary data.

Chapter four interpreted and analyzed the data that was gathered in the course of the study, the data was analyzed using the Statistical Package for Social Sciences, major findings concluded that female journalists in Kaduna State encountered different professional risks and hazards such as intimidations, threat, abuses and harassments, it was also revealed that the female gender subject them to various form of threat such as online threat, attempt to damage their image, abduction, abuse of power etc. The most common perpetrators of these

Attacks are their bosses, supervisors, the police, coworkers and government officials. It was also discovered that media organizations hardly take measures to protect female journalists, the female journalists stressed that there is need for a gender sensitive approach to mitigate dangers against them.

5.1.2 Major findings

- Women journalists encountered different professional risk and hazards such as intimidations, threat, abuses and harassments
- Women gender subject them to various form of threat such as online threat, attempt to damage their image, abduction, abuse of power etc.
- Female journalists hardly report all these incidents and when they do they only report to their friends.
- Media organisations hardly take measures to protect female journalists. They also stress that there is need for a gender sensitive approach to mitigate dangers against them

5.2 Conclusions

Based on findings, the study concludes that media organizations hardly assign female journalists to cover risky assignment and lack of competency and courage were the reasons for not being assigned to risky beats. Female journalists have experienced different kinds of intimidation, threat or abuse in form of written/verbal majorly from opposite sex such as bosses, supervisors, co-workers, government officials, police, among others. The intimidations, threats and abuse however have significant effect on journalists, most especially on their personal security. Pushing and kicking were the most kind of physical violence and this prompted female journalists to see mobs and crowds scene and political gatherings as the most dangerous place to report from.

The study also concludes that, female journalists have been harassed sexually in the past, and that jokes of a sexual nature and unwanted physical contact such as propping or other touching of sensitive areas were the common sexual harassment they have been subjected to.

And these forms of harassment often take place in offices. Similarly, female journalists do report sexual violence and other forms of harassment and threat to their friends and responses (words of encouragement) often gotten as a result of that report are always positive.

On the perception level among female journalists, the study concludes that perception of safety of female journalists in Kaduna State is a thing of concern, most especially female journalists personal safety and safety of information as media organizations hardly take any measure to protect their personal security. The study further concludes that, there is the need for a gender-sensitive approach to mitigate dangers against female journalists.

5.3 Recommendations

Based on findings, the following recommendations were made:

To the Female Journalist

1. A female journalist should be aware of how her sources might perceive her and avoid courting cultural misconceptions. She should be conscious that some types of conversations will be considered inappropriate, and that eye contact in some cultures can sometimes be construed as flirting (IMWF, 2016)

To Media Organizations/Management

2. Media organizations need to expand or improve its training including refresher courses and seminars to the journalists on safety issues
3. Media organizations should also improve on the overall security measures and make provision for the personal safety of the female journalists
4. They should have a written gender based guide on safety protocols
5. Media organizations should also conduct literacy campaigns on the importance of media in the society. They should enlighten the public on the freedom of expression and that of the press

To Policy Makers

6. They should establish a defined law that will protect journalists from attacks and threats. Policy makers should also develop a national safety and protection standard operating procedures

To journalism/Media Training Institutes

7. Journalism/Media Institutes should introduce curriculum and training manual on safety of journalists with relevant and domestic context to prepare potential journalists.

Contribution to Knowledge

The research work have been carried out internationally and at national levels but it have not been carried out in Kaduna State.

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APPENDIX I
DEPARTMENT OF MASS COMMUNICATION
FACULTY OF COMMUNICATION
BAYERO UNIVERSITY, KANO

QUESTIONNAIRE

This survey is designed to complete the academic requirement of a Masters degree from the Department of Mass Communication. Your participation in this study is completely voluntary and your survey responses will be confidential. Data from this study will be reported primarily in the aggregate. If, at any point, you feel uncomfortable answering one or more questions, you may contact the researcher, AmirahGaladima Soba at amirahgsoba@gmail.com or 08036579444 for more clarification or to set up a confidential interview. Thank you for sharing your thoughts on this important topic, 'Gender as a professional risk factor in journalism; a study of female journalists in Kaduna state.'

Note: You can select multiple options where applicable.

Part one: Demography

1. Which of the following age bracket do you fall within?
18 to 24() 25 to 34() 35 to 44() 45 to 54()
55 to 64() 65 to 74() 75 above ()
2. Are you registered with National Association of Women Journalists (NAWOJ)?
Yes() No ()
3. Which type of media do you work for?
Newspaper () Television () Radio ()
Magazine() Online() Other(specify)_____
4. Which specific role do you play in journalism?
Journalists / reporter() Presenter() Photographer() Producer () Editor () Media support worker() Camera / sound person() Others (Specify)_____
5. What is the nature of your employment?
Permanent employee () Probationary() Freelancer()
Other (specify)_____
6. For how long have you in this profession?
1-5() 6-10() 11-15() 16-20() 21-25() 26-30() 30 above()

Part two

1. What kind of report do you primarily cover?

- | | |
|------------------------------|------------------------------|
| ➤ Politics and Governance() | War and/or Security() |
| ➤ Crime() | Accidents and Disasters() |
| ➤ Human Rights () | Gender() |
| ➤ Education() | Business() |
| ➤ Arts and Entertainment() | Technology and Innovation() |
| ➤ Religion and Culture() | Sports() |
| ➤ Children() | Other (specify)_____ |

2. As a female journalist, does your media organization assign you to cover risky assignments?

Yes() No() sometimes() rarely()

3. If yes, do you think the reason why you have being assigned for such report?

- | | |
|--|------------------------------|
| ➤ When there is no male reporter to cover it() | Because you are competent() |
| ➤ You have being in the organization for long() | You are courageous() |
| ➤ Have a lot of experience on such issues() | Other (specify)_____ |

4. Have you ever experience any act of intimidation, threat or abuse in relation to your work?

Yes () No ()

5. If yes, what kind of intimidations have you experienced?

- Abuse of power or authority()
- Verbal/written()

6. From which sex do you normally experience abuse, threat and intimidation?

Male () Female () Both ()

7. Do you think your gender subject you to any form of threat?

Yes () No () sometimes () rarely ()

8. Who are the most common perpetrators of the intimidations, threat and abuses?

Bosses () Supervisors () Co-workers () Government officials () Police () Sources ()

9. What do you think motivates actors to carry out these threats?

They think they were misrepresented () They didn't like the report ()

They were offended by the report () They hate female Journalists ()

Other (specify) _____

10. Do the intimidation, threats and abuse have any impact on you?

Yes () No () To some extent ()

11. If yes in which of the following do you think they affect you the most?

➤ Personal security()

Depression()

➤ Psychological trauma()

Suffering from repercussions ()

➤ Slashed salary()

Shunned away by colleagues and others()

➤ Suffered economically()

Other(specify) _____

12. What kind of physical violence have you experience?

Pushing () Pinching() Shoving()

Hair-pulling () Assault with an object or weapon () Kicking ()

13. Where is the most dangerous place to report from?

Mobs and crowds() On the street() Offices() Market places()

Hospitals () Violent scenes () Covering protest and demonstration ()

Others _____

14. Have you ever been harassed sexually?

Yes() No()

15. If yes what is the nature of the harassment?

- Unwanted physical contact such as groping or other touching of sensitive areas()
- Invasion of personal space()
- Suggestive remarks or sounds()
- Unwanted comments on dress and appearance()
- Jokes of a sexual nature()
- Display of sexually offensive material()
- Verbal threats of a sexual nature()
- Other(Specify)_____

16. Where does most of the sexual harassment take place?

In office() In the field() At home() On the street()

In the vehicle() At the hotel() Other(Specify)_____

17. Have you ever experience any form of sexual violence?

Yes() No()

18. If yes, What Kind of sexual violence are you exposed to?

- Touching of a sexual manner against your will such kissing, grabbing, fondling etc.()
- Exhibitionism (need to expose body parts to others ()
- Forced sexual intercourse (i.e. rape)()
- Forcing you to perform sexual acts you find degrading or painful()
- Penetration of your body with an object or part of their body()
- Beating sexual parts of your body()
- Exposure to AIDS or other sexually transmitted diseases()
- Use of a weapon to make you comply with a sexual act()
- Other (specify)_____

19. Did you report the sexual violence and other forms of harassment and threats??

Yes() No()

20. If yes, to whom?

Employer() Police() Authority() Colleague()

Family() A friend() Other(Specify)_____

21. What was the response of reporting the intimidation, threats and abuse, physical and sex violence as well as sexual harassment?

Positive () Negative () Not being believed()

Not taken seriously() Stop complaining()

22. Do you perceive safety of female journalists in Kaduna State as a thing of concern?

Yes() No() indifferent ()

23. Does your organization provide training and/or resources for any of the following?

➤ Personal Security: Yes() No()

➤ Digital/online security: Yes() No()

24. Does your organization take any measures to protect your personal security?

Yes() No()

25. What kind of Preventive Measures will you suggest for your organisation?

➤ Physical Security ()

➤ Self-defence training ()

➤ Check-in protocol ()

➤ Secure transport to/from assignments ()

➤ Equipment (flak jacket fit for women, gas masks, pepper spray/small weapons) ()

➤ Flexible work hours so that assignments do not extend late at night ()

➤ First aid training ()

➤ Male fixers/drivers vetted by the organisation ()

➤ None of these measures()

➤ Other(Specify)_____

26. As a female journalist, what types of issues are of concern to you?

Personal safety() Safety of information() Safety of people I work with()

Safety of sources() Safety of family() Economic safety () Others

(specify)_____

27. As a female journalist, do you think there is the need for a gender-sensitive approach to mitigate dangers against female journalists?

Yes() No()

28. If yes, what kind of approach would you suggest? _____

APPENDIX II

INTERVIEW GUIDE

- How long have you been in journalism profession?
- Are you registered with NAWOJ?
- Which type of media do you work for?
- Have you ever experienced any form of threat, violence, abuse or intimidation? If yes, can you please give an account?
- Have you ever been harassed sexually or experience any sexual abuse? What is the nature and extent of the harassment?
- Who are the most common perpetrators of the attacks? Is it your male sources, female sources, colleagues, bosses etc.
- How safe do you think you are in your line of duty?
- Where do you think is the most dangerous place to report from?
- Do you think there are specific beats that women journalists need to cover? If yes, why?
- Have you ever reported any form of violence, harassments or threats? If yes, to who?
- What was the response of the person you reported to?
- Does your organization provide any form of training for journalist's safety, specifically female journalists?
- Are you aware of any case related to assault in Kaduna State? If yes has it been prosecuted? If no, why?
- Do you think you are safe in your line of duty?
- How safe are female journalists in Kaduna State?
- What kind of preventive measures can you suggest for your organization?