



**International Federation of Journalists (IFJ)**  
The Global Voice of Journalists



# Gender Equity & Safety

Two-Day Course



INTERNATIONAL  
FEDERATION  
OF JOURNALISTS



**International Federation of Journalists (IFJ)**  
The Global Voice of Journalists

# IFJ: The Global Voice of Journalists

## Represents:

Over 600,000 journalists world-wide in 134 countries

## To become a member of the IFJ, you must:

Be a trade union of journalists

Be independent

Be committed to press freedom



# IFJ Asia Pacific Office



## Core Work

- Strengthening media trade unions
- Press freedom and journalists safety
- Building solidarity and regional networks

“As much as women need unions to support their career and working conditions, unions need women to strengthen their voice.

*Survey report on women in journalists' unions in Europe IFJ/EFJ  
Conference on Gender equality in journalists' unions  
Athens 2012*

**The IFJ adopted its union policy on equal opportunity in 1993**

**In 2001, the IFJ pledged action on:**

- Women in journalism and unions
- Equal pay
- Portrayal of women in the media
- IFJ women's networks
- Access to training

## IFJ Gender work in South Asia:

- Gender equity for unions
- Gender safety training
- Minimum 30% representation on trainings
- SAMSN gender networking
- SAMSN roundtables
- Regional gender coordinators



## Reports:

- South Asia Press Freedom Report
- The Stories Women Tell
- Inside the News – Challenges and aspirations of women journalists in Asia and the Pacific

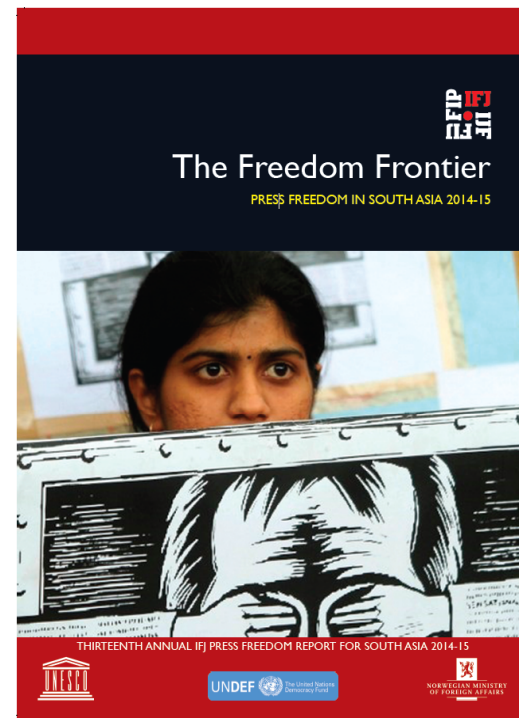


**THE STORIES WOMEN JOURNALISTS TELL**  
Women in Media in South Asia

A report from the South Asia Media Freedom and Solidarity Project (SAMSN)



INTERNATIONAL FEDERATION OF JOURNALISTS



**The Freedom Frontier**

PRESS FREEDOM IN SOUTH ASIA 2014-15

THIRTEENTH ANNUAL IJ PRESS FREEDOM REPORT FOR SOUTH ASIA 2014-15





## Session - 2

# Gender Equity: Prioritising the issue



## Gender Equity: Prioritising the issue

- Parental leave
- Equal access to training
- Bullying and sexual harassment policies
- Work-life balance
- Work-based provisions eg: toilets, childcare facilities, night duty services



## Gender Equity: Prioritising the issue

- Elimination of gender-based beats/rounds
- Sexual harassment
- Equal Pay for equal work
- Access to promotion
- Equal representation in union leadership positions
- Internal advertising of all positions
- Gender neutral language



*“The fact that more women are now working in the media, has encouraged many others to join the profession. The growing numbers have helped women work on the evening shift, too. As a result we now have more women reporters as part of our team.”*

Zaffar Abbas, *Dawn* editor



**In 2014, the IFJ surveyed 137 journalists as part of the Gender and Media Study Asia-Pacific:**

- 79 women
- 58 men
- Punjab, Sindh and Islamabad but also regional areas
- Interviews with major media and unions

**Gender Sensitive Indicators for Media**  
were developed by the UNESCO, IFJ and  
other partners, released in 2012

They aim gauge gender sensitivity in  
media operations and content

Purpose: to encourage media  
organisations to make gender equality  
issues a priority and give  
recommendations for action



- Gender balance at decision-making level
- Gender equality in work and working conditions
- Gender equality in unions, associations, clubs and organizations of journalists, other media professionals and self-regulatory bodies
- Media organisations promote ethical codes and policies in favour of gender equality in media content.
- Gender balance in education and training



## IFJ research in Pakistan:

- Most women work for newspapers, then television & radio
- They are most likely to be reporters, producers & copy/sub-editors
- Most women describe themselves as ‘mid-level’
- More women than men describe themselves as ‘junior’



## IFJ research in Pakistan:

- Gender issues, human rights, education, child rights & arts/culture are the most popular beats for women
- Women make up less than 10% of senior editorial roles
- Women on average make up less than 5% of all staff
- More women earned less than US\$80 a month compared to most men who earned between US\$80 - \$250
- Nearly half of all surveyed said their workplace did not have an in-house gender policy
- Companies with gender policies: PBC, Geo TV and *Dawn*





**Session – 3**  
**Accepting difference, dealing with  
discrimination**

*“The majority of women workers face injustices such as low pay, slow or no promotions, bad working conditions and harassment. However, even ‘connected’ women don’t hold any positions with decision-making powers in media organisations.”*

Seema Shafi, Karachi Union of Journalists



## **Reporting from the frontlines in Pakistan**

- Women's voices are rarely heard
- Can suffer taunts
- Threats
- Isolated from local press clubs
- Discriminated against in assignments and opportunities
- Cannot easily move about outdoors
- Usually confined to office positions



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# Session - 4

## Journalists' Rights and gender safety

## **VIOLATION OF JOURNALISTS' RIGHTS**

- Murder, torture, attacks, kidnapping
- Arbitrary arrest, detention without trial; draconian laws;
- Searching media agencies without warrants; confiscation of information or equipment
- Death threats and harassment
- Attacks upon media outlets
- The targeting of un-armed journalist by an enemy combatant
- The blocking of media coverage of by controls on visas or media passes or by government or armed forces
- Sexual harassment, sexual assault and intimidation

## **RIGHTS VIOLATIONS RELATED TO GENDER ISSUES**

- Sexual harassment and assault
- Intimidation, threats and abuse
- Physical violence
- Unsafe working conditions

# Session - 5

## Sexual Harassment in the Workplace



*“Harassment is a problem and I have left many projects because of it but there is generally no system in place for lodging complaints. Even if a women does complain she cannot usually expect a fair hearing and she runs the risk of being ostracised, with no one ready to offer her work.”*

Shagufta Yasmeen, radio journalist and anchor at FM 107, Karachi



## What is Sexual Harassment?

Sexual harassment is **unwelcome sexually determined behaviour** and can be:

- Physical
- Verbal
- Non-verbal
- Other – work related issues or poor treatment



## What is Sexual Harassment?

Such conduct can be:

- **Humiliating** and may constitute a health and safety problem
- **Discriminatory** when the woman has reasonable grounds to believe that her objection would disadvantage her in connection with her employment, including recruitment or promotion, or when it creates a hostile working environment.



## **Sexual assault in the field:**

- Targeted violation of a specific journalist in reprisal for their work
- Mob-related sexual violence against journalists covering public events
- Sexual abuse of journalists in detention or captivity
- Groping and molestation in crowds

## Sexual assault in the field:

Jenny Nordberg  
Karachi – 2007



Umar Chaema  
Islamabad – 2010



## Impact of Sexual Harassment :

- Violates the dignity of a person
- Can interfere with work performance
- Creates an intimidating, hostile, degrading, humiliating or offensive work environment
- Can be not reported because of fear of damaging family honour and personal reputation
- Can be prevented and redressed



## Personal impacts:

- Physical: headaches, sweating, shaking, nausea, exhaustion, insomnia, aches and pains, skin problems, allergies, frequent illness.
- Psychological: anxiety, panic attacks, depression, loss of concentration, shame, loss of self-esteem, guilt, stress, and nervous breakdown.
- Can impact on the person's ability or willingness to continue the job



## Why the Silence ?

- Cultural barriers, honour, shame
- Family pressure and clampdown
- Trauma
- Lack of support
- Professional impact (might reduce outside assignments)
- Lack of institutional redress





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**Women who have spoken out feel empowered, and also enable others to break the silence.**

Enhancing the sensitivity of reporting sexual assault might go some way in encouraging women journalists and women in general to speak out.





# Lara Logan – Breaking the Silence



## Sexual Harassment in Pakistan - IFJ

- More than **50%** of women journalists and **25%** of male journalists had witnessed sexual harassment in Pakistan
- A fifth of all women surveyed had experienced workplace sexual harassment
- In most cases, the perpetrator was a superior at work - **69%**
- The next most likely perpetrators were colleagues - **38%**
- Nearly all (**86%**) did tell someone about it
- **62.5%** told a superior at work, **56.25%** told a colleague and **25%** told a friend
- For those who didn't tell anyone, the two main reasons were:
  - shame/embarrassment
  - fear of negative implications



## Breaking the Silence

*When women do report acts of “intimidation, threats and abuse,” results range from nothing changing to being forced out of a job.*

*Some say they regretted reporting abuse, as negative responses from supervisors, colleagues and authorities made the situation worse.*

**The overwhelming under-reporting of violence at work reveals institutional lack of redress and a climate of impunity**



**Women who have spoken out feel empowered, and also enable others to break the silence.**

Enhancing the sensitivity of reporting sexual assault might go some way in encouraging women journalists and women in general to speak out.

When asked the rank measures that can effectively combat sexual harassment the most popular response was: stronger laws, followed by awareness-raising among women and awareness-raising among men



“Security for women employees, which includes freedom from sexual harassment of all types – even relatively casual practices such as the sharing of inappropriate jokes in the presence of women is a concern.”



## Taking action!

- **Pakistan's Protection against Sexual Harassment of Women at Workplace Act (2010):** defines sexual harassment in a legal instrument in public or private spaces and in workplaces.
- **Gender-Sensitive Code of Ethics** was developed by UKS in 2005
- **All organisations** must develop a committee to probe complaints; major penalties include termination of contract
- **GEO TV** has a core committee on gender sensitivity. It was established in 2004 looking at sexual harassment and other gender-related issues. Prior to the Act, GEO followed a code of conduct by the Alliance Against Sexual Harassment



*A lot still needs to be done as a large number of female journalists face harassment at the workplace quietly. Some women feel bringing issues to unions won't help, mainly because of the low number of women in senior decision-making roles in media organisations and in some unions. This left workers frustrated and scared.*

Wajid Isfahani of the Karachi Union of Journalists



## Tackling Sexual Harassment at Work

- Educate staff on what to do if they are harassed eg: note the incident, dates, times, etc
- Create a checklist for union action
- Ensure your workplace has a sexual harassment policy or clause
- Ensure that sexual harassment is listed as 'misconduct' in the service rules of the company.
- Create a model procedure for dealing with complaints
- Conduct workshops to promote gender sensitivity among bosses and staff
- Create awareness: posters, handouts, pamphlets, bulletins, notices, buttons (something like **'Zero Tolerance Zone for Sexual Harassment'**)





## How Unions can help tackle sexual harassment in the workplace:

- Lobby to ensure union representation on the workplace Complaints Committee
- Conduct workshops in self-defence and build the confidence of women to report harassment
- Set up Gender Councils to take the issue forward
- Support any woman who complains about sexual harassment, and assist her in pursuing justice





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## **Session - 6**

**Gender Mainstreaming: Making Your Own  
Gender Analysis**

## **ACTIVITY: Gender Analysis**

- Make your own gender analysis using the list below to analyse your organisation:
- **Leadership: map your workplace**
- **Visibility**
- **Equal opportunity legislation**
- **Pay audits**
- **Health and safety assessments**
- **Flexible work**
- **ILO maternity convention 183 – min 14 weeks paid maternity leave**
- **Creches and after-school childcare**
- **Late-night shift work**
- **Dignity at work clauses**
- **Representation in house unions and negotiating committees**
- **Sexual harassment**
- **Organisation Policy**
- **Procedures, putting policy into practice**
- **Monitoring information**
- **Women's structures**



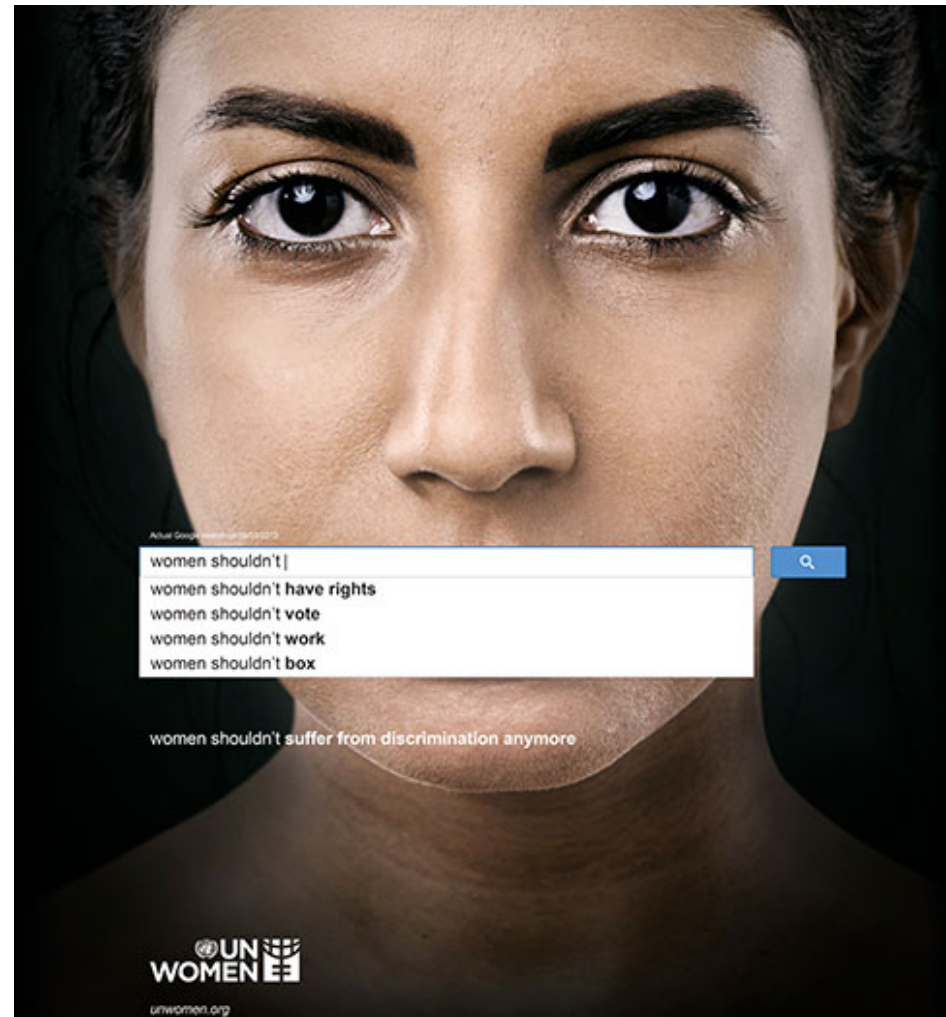
# White Ribbon Campaign - Pakistan

White Ribbon Campaign Pakistan (WRCP) was initiated with the meaningful objective of involving men to reduce violation of women’s rights. The aim behind the concept of men working to end violence against women is to embed the realization in men that masculinity doesn’t lay in using power against women.



# The Autocomplete Truth: Kick-starting a modern conversation on gender equality

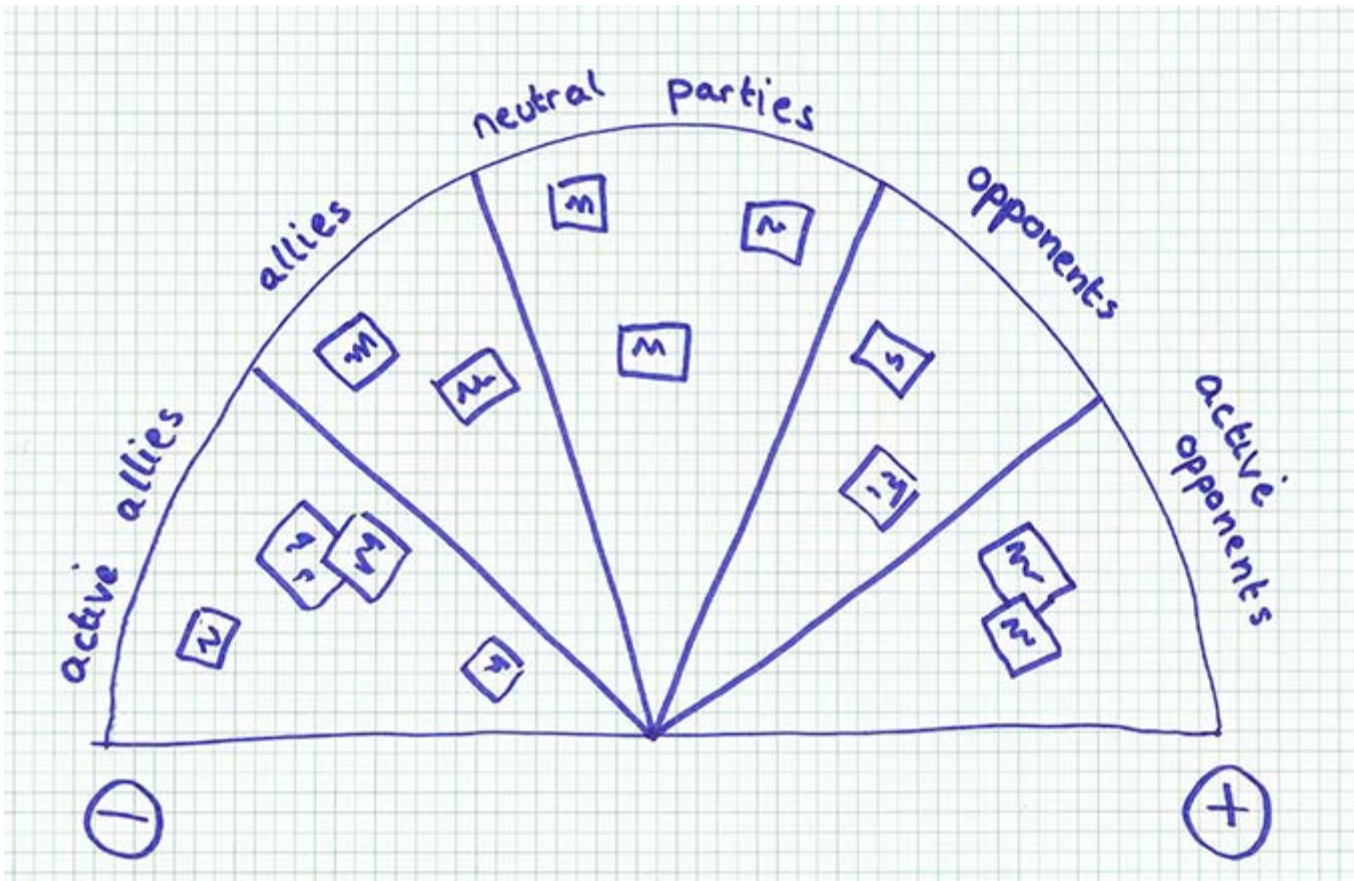
This campaign by [UN Women](https://www.unwomen.org/) was created to highlight how gender inequalities are deeply entrenched in every society. By using the world's most popular search engine, Google, the series of images show the results of genuine searches that show the extent of sexist opinions on the world wide web.



# UNWomen: The Autocomplete Truth



# IFJ Research





**Session - 9**  
**Safety in the Field: Gender**  
**standard operating procedures**



## Workplace safety and security – IFJ research

- Just over half of all workplaces had security, however only a quarter of women had security at their workplace
- 41% were provided transport after late shifts
- Less than a third had access to safety equipment and only 7.5 percent of women had access to equipment
- More than 60% of women journalists have not received any safety training
- GEO News offers free pick-and-drop services to all staff every 2 hours



## Intimidation, Threats, and Abuse

*“Violence and Harassment against Women in the News Media:  
A Global Picture” Study*

- **Almost two-thirds of women had experienced intimidation, threats or abuse in relation to their work**
- **Most of these acts took place in the office**
- **Others took place in the field, at home, online and in the street while covering protests, mobs and rallies**

International Women’s Media Foundation (IWMF)  
& International News Safety Institute (INSI):



## Physical Violence

- A quarter of women experienced physical violence at work including pushing, assault with a weapon and holding down
- Men were overwhelmingly the main perpetrators
- Most incidents of physical violence took place in the field



## **Safety in the Field: Gendering Standard Operating Procedures**

- Safety is part of getting the job done **well** and **quickly**.
- Safety is the sense of protection in relation to HARM WITHOUT INTENT such as natural disasters
- Security is the sense of protection in relation to HARM WITH INTENT such as crime

**A good journalist cultivates safety awareness, just as he or she develops interviewing and investigation skills.  
Safety means thinking ahead, being prepared, observing what is happening and reflecting on its meaning.**



# Recommendations

- Preparation
- Cultural norms and clothing
- Situational awareness and emotional response
- Logistical precautions and staying safe
- Communications and networks
- Health and first aid
- Different landscapes and changing needs
- Harassment, attack and sexual violence



## Safety: Tell the Story, Don't Become the Story

- Safety is a positive quality, part of getting the job done well and quickly.
- A good journalist cultivates safety awareness, like developing interviewing and investigation skills.
- Safety means thinking ahead, being prepared, observing what is happening and reflecting on its meaning.
- Job of the journalist is to tell the story, not to become the story: **No story is worth dying for.**
- Reckless journalists put at risk the lives of the fixers, drivers and interpreters who make it possible for them to work.



## **A live journalist is infinitely more effective than a dead one**

- We also have a collective responsibility through our professional organisations and trades unions to campaign for safer working conditions.
- Journalists, their organisations and their employers all have a critical role in reducing unacceptable rates of death and injury



## Three areas of safety preparation

1. **Threat** –  
assessing the possibility of harm
2. **Vulnerability** –  
exposure, environment and experience
3. **Risk** – putting yourself in a situation; a product of threat and vulnerability





## Preparing for hazardous assignments

**Ensure you are physically fit for the assignment:**

Could you walk all night if you had to, or run for safety? Will you function away from comfortable hotels? Fitness may be important and you should be capable of physical exertion when needed.



## Improve your knowledge of the local situation:

- Political and social situation
- Who are the main players?
- Study up on recent developments
- Attitudes toward the media in general, toward you and your media institution or title in particular?
- Is ethnicity or religion an issue
- Groups with history of violence at media or civilians
- Are there any key borders
- Are there “no-go” areas
- Are any permissions needed



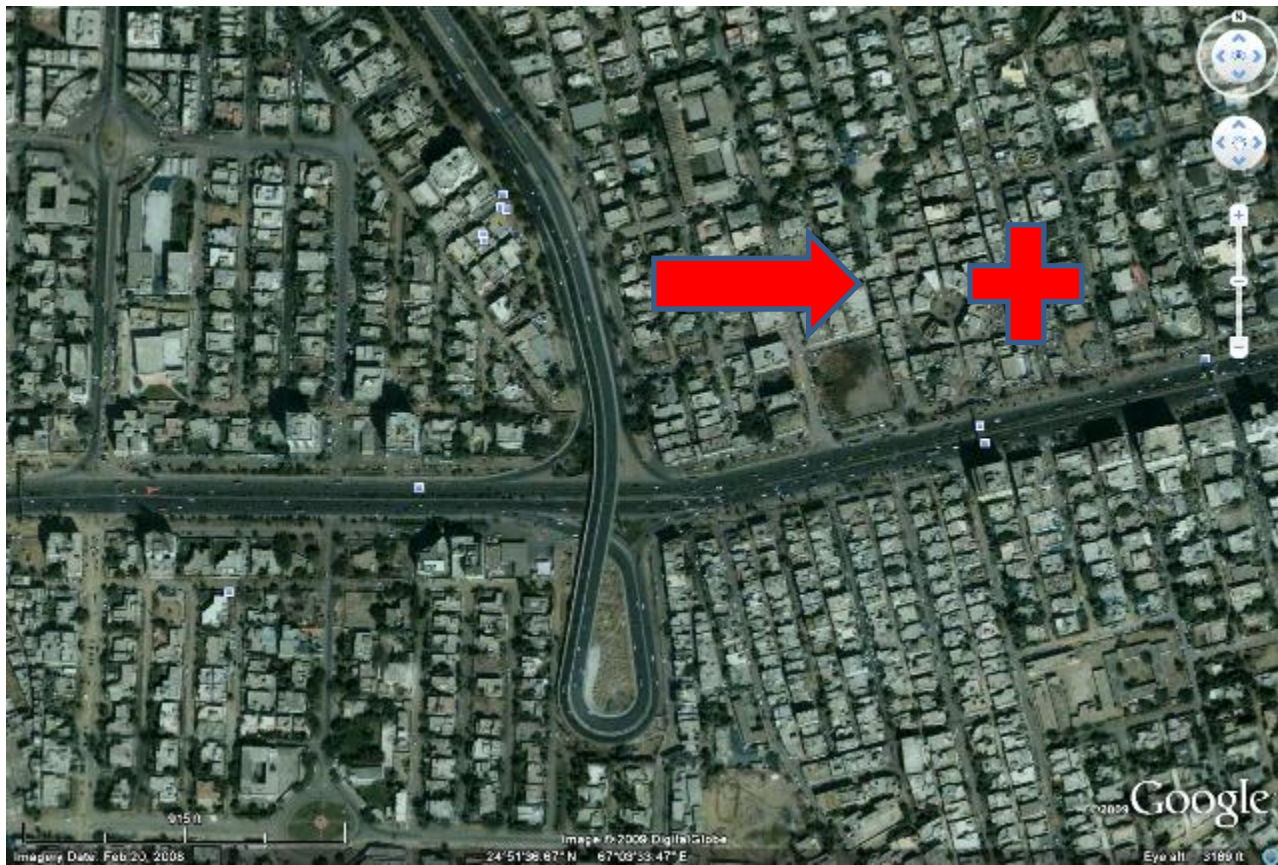
## In doubt? Ask a journalist:

Contact local journalists when travelling to an unfamiliar area. Listen to what they say about the source of local risks.



## Put yourself on the map:

If you do not know the area well, make sure you have a good-quality up-to-date map.



**How are you regarded by the subjects of your reports?**



**Could you be seen as “representing” one or the other side in a conflict or a dispute?**



## Survival tips to cover urban riots/demonstrations

- Set your cell-phone to rapid dial to an emergency number
- Carry press ID, but only show it when safe
- Stay upwind of tear gas
- Take wet towel, water, and some citrus fruit
- Consider wearing goggles
- Consider protective clothing if firearms may be used
- Carry first-aid kits, and learn how to use them
- Wear loose clothing, made of natural fibres



## Survival tips to cover urban riots/demonstrations

- Tuck scarves and dupattas away, to prevent getting stuck.
- Cover arms, legs and neck.
- Avoid high heels – wear shoes or flat sandals
- Carry a day's food and water.
- Carry sanitary supplies
- If pregnant, seriously weigh the risk to self and your baby





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# 5 body defences you can use

## 1. Legs: for running.

If you find yourself in a dangerous situation the first line of defence is to run to a safe location.



# Your voice

**Scream like you mean it!**

Scream so others can hear you. Your voice is a powerful weapon if you use it correctly.



## 3. Knees:

### For groin strikes.

If you weren't able to run and your attacker is close to you you have short range weapons on our body. A knee to the groin is a great way to get your attacker to let go and naturally get his head lower to the ground. From there you can either run or deliver a few more blows.



## 4. Elbows

**For striking to chin, head, belly, or groin.**

Another close-range weapon, our elbows are made of dense bones that can hurt an attacker.

When attacked from the front an elbow to the side of the head, face or up the chin can disorient the attacker long enough to get away.

If the attacker has grabbed you from behind, an elbow to his solar plexus can knock the wind out of him. Or aim a little lower for an elbow to the groin.



## 5. Fingers

Again, if you find yourself within the grip of an attacker and his head is close you can jab your finger and fingernails into his eye.

A thumb would work well too. This will immediately send his head backward opening up other targets for you to strike and loosen his grip for you to get away.



## Accommodation Safety

- Safe accommodations is a primary goal
- Travel early in the day and book lodgings in advance
- Always ask to see the room before taking it
- Is the front desk a 24 hours service?
- Are there security guards at the reception/front gate?
- Check the door locks and windows locks work
- If there is a chain lock on the main door, use it
- Move furniture in front of doors
- Consider using a door wedge when in bathroom or in bed
- Keep your mobile phone with you at all times, with emergency contacts on speed dial



## Accommodation Safety

- Lock any common doors from your side
- Never open your door to anyone without precautions, such as looking through the spy hole or using the door chain
- Are there holes that could be used by peeping Toms?
- Question the identity of any visitors claiming to be staff
- Be aware that stairwells allow troublemakers to hide and to come and go undetected
- Don't get in an elevator with males alone unless you feel safe
- Keep your room number and location private
- Lock all doors and windows from the inside when you're in the room and the outside when you leave – even if it is only for a couple of minutes





# Role Play

- A reporter is about to set out on a dangerous story that someone somewhere doesn't want to be told. What information will she share with the family to make sure they stay safe, and her own safety is not compromised?
- A reporter is promised an interview with a member of a banned religious extremist group. What precautions will she take before she leaves for the assignment?
- Working late in the office, a suspicious object is delivered to the reporter.
- A reporter is assigned a high-profile story and has to travel in secrecy with an all-male crew, whom she does not know.
- A reporter is covering a sudden communal riot in the city. What precautions can she take?





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ظلم، تشدد اور کوڑوں کی سزا کے باوجود  
انٹرنیشنل جرنلسٹس کی حفاظت کرنے والوں کو سلام

**Session - 12**

**Campaigning for Equity & Safety**

حور نعیم ہاشمی

ناصر زیدی

اقبال حسین جعفری

سعود اللہ خان

الیکٹرک

# Campaigns

A campaign may be one or a combination of any of the following types:

Political – eg government policies or laws

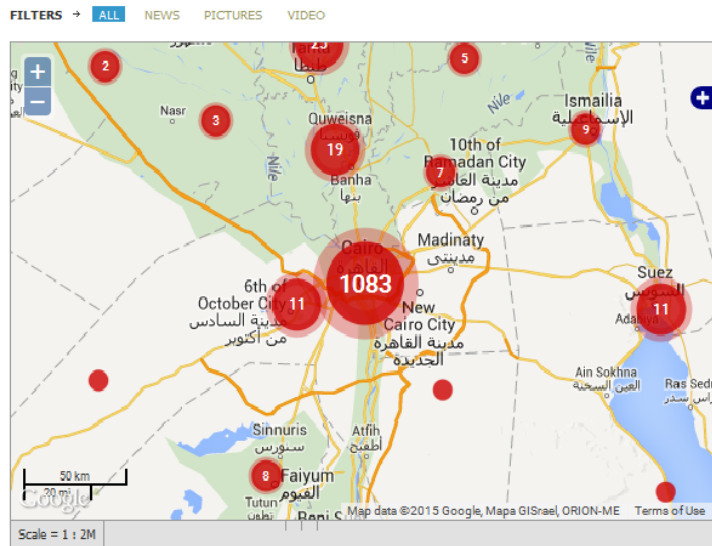
Economic – eg insurance or safety cover

Educational – eg harassment

Organisational – eg establishing a new forum/network



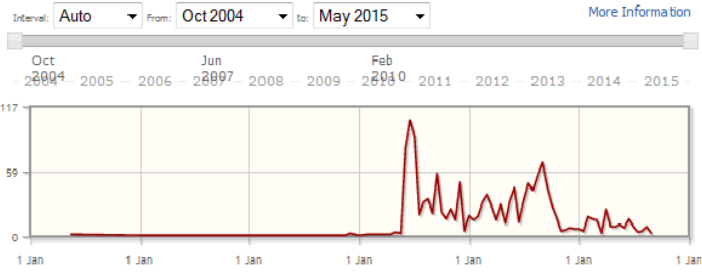
# Harassmap - Egypt



↓ CATEGORY FILTER [ HIDE ]

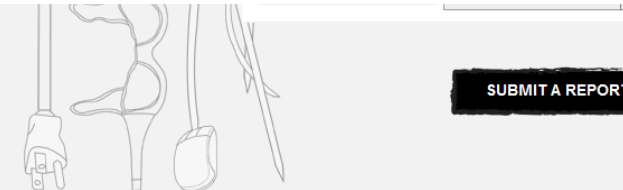
- ALL CATEGORIES
- OGLING
- FACIAL EXPRESSIONS
- CATCALLS
- COMMENTS
- STALKING OR FOLLOWING
- SEXUAL INVITES
- UNWANTED ATTENTION
- SEXUAL PHOTOS
- ONLINE
- PHONE CALLS
- TOUCHING
- INDECENT EXPOSURE
- THREAT
- SEXUAL ASSAULT
- RAPE

[Harassmap](#) is a movement which uses a mashup, [Ushahidi](#), to provide a place for women and other victims of sexual harassment to report instances of harassment on the streets of Cairo. People can submit reports via SMS, email and a web form. The reports are then put onto a online map, making the entire system act as an advocacy, prevention, and response tool, highlighting the severity and pervasiveness of the problem.



# Take Back The Tech (VAW) - Pakistan

Pakistan was one of seven countries covered in an APC research project “End violence: Women’s rights and safety online”. The research in Pakistan was done in association with Bytes for All and mapped cases of violence and showcased three in-depth case studies to assess legal instruments, corporate policies, and women’s access to justice.



Navigation: SUBMIT A REPORT, CONTACT US, ABOUT, HOW TO REPORT

Category Filter: ALL CATEGORIES, VIOLATION, HARM FACED, TECHNOLOGY PLATFORM, ABUSER/VIOLATOR, SURVIVOR'S STRATEGIES, AGE OF PERSON EXPERIENCING ABUSE

Site Filter: ALL SITES

Map Pop-up: **Rape victim's images made public**  
More Information | Zoom In | Zoom Out

Scale = 1 : 14M | 77.38217, 23.15155

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## Campaigning for Gender Equity & Safety

### A planning process

- Set Goals/Objectives
- Determine the strategies to achieve goals
- Determine time frames
- Allocate responsibilities
- Set up the system for review and evaluation
- Individual work plans



## Why have campaigns?

- Get economic and political concessions
- Influence policy making
- Oppose attacks and schemes that work against women
- Expose injustice
- Motivate others by raising the level of their capacity to fight and strengthen the cause
- Influence change
- Strengthen unity with other unions, community groups and NGOs



# Planning

- Issue
- Objectives
- Target Groups
- Line
- Demands and slogans
- Concept
- Tasks and activities
- Organisation and resources
- Timing and time frame

