



THE ISSUES OF JOURNALISTS IN SINDH PROVINCE, PAKISTAN: ROLE OF JOURNALISTIC UNIONS IN SUKKUR DIVISION

Farhan Ali Noonari

*Teaching Assistant at Department of Media and Communication Studies,
Shah Abdul Latif University
Khairpur - Pakistan*

Dr. Sahib Oad

*Assistant Professor
Media and Communication Studies
Shah Abdul Latif University
Khairpur – Pakistan
oad.sahib@salu.edu.pk
(Corresponding Author)*

Abdul Razzaque

*MS Scholar,
Shah Abdul Latif University
Khairpur Mirs - Pakistan*

Siraj Ahmed Solangi

*MS Scholar,
Shah Abdul Latif University
Khairpur - Pakistan*

ABSTRACT

Alike other parts of the world, journalists are facing various issues including financial, physical and job security in Pakistan. Besides some unions are working to extend their support to resolve these problems. Numerous studies have been carried out on the issues of journalists and the role of unions across world but few of them have investigated this topic in Pakistan. In the case of Sindh province, very few scholars have worked on this, whereas no study has been conducted on the topic in Sukkur division, Sindh province. Keeping in view this, researcher has designed this study to inspect the relationship between union membership (UM) and Censoring News (CN), Confiscation of Equipment's (CE), Excessive Restrictions (ER) & Psychological Distress (PD) for journalists working in the Sukkur division of Sindh province of Pakistan. The quantitative methodology has been employed. The questionnaire has been adopted from Reporters without

Borders (RSF) with some changes to collect the data. The Stata software was used to analyze the data. So, study found a link between union membership and Censoring News (CN), Confiscation of Equipment's (CE), Excessive Restrictions (ER) & Psychological Distress (PD). It further validates that if anyone is a member of the union, the union would extend the support to their members in ensuring journalists from Censoring News, safeguarding of professional equipment's of journalists, decreasing instances excessive restriction, reducing psychological distress among their members.

Keywords: Censoring News, Confiscation of Equipment's, Excessive Restrictions & Psychological Distress, Union membership.

INTRODUCTION

It is worldly recognized fact that journalism has always played a significant role in all countries, whether they are democratic or dictatorial. As it cuts through the very fabric of our society, journalism is omnipresent. According to (Hanitzsch and Wahl-Jorgensen, 2009). Journalism is "one of the most important social, cultural, and political groups" in society. Journalism is the "preeminent cultural expression of our day," according to (McNair, 2005). So, journalists hold the prestigious title of being a part of the "Fourth Estate" due to the crucial role they play in society. In all nations, the decision-making, law making, and judicial departments of government have the most sway throughout all nations and civilizations. It is well known that the executive, legislative and judicial departments of government rely on journalists to communicate their political philosophies and viewpoints to the general public. Moreover, Politicians, lobbyists, pressurize organizations, and the media all provide the necessary "oxygen of publicity," which empowers their concerns to be identified and handled (McNair, 2005). In many countries, reporters are acknowledged for their commitment for effective governance, a necessary component of democracy and nation-building. For instance, according to (McNair, 2009), journalists are responsible for observing how power is used in democracies. According to (Otieno, 2007) the importance of the media in the process of growth and democratization cannot be overstated. Journalists are thought to serve as social public watchdogs that expose social injustices while also influencing public political discourse. We learn to comprehend and form ourselves as subjects within local, national, and international settings when we read and discuss journalistic works (Wahl-Jorgensen & Hanitzsch, 2009). Hence, in terms of media consumption, the words that journalists write contribute to deterritorializing our national borders and transforming us into global citizens. Simply said, journalists provide the public with information while also serving as a platform for education and entertainment. McNair, (2005) has made an effort to respond to the issue of "why journalism matters?" based on the significance of journalism in society. Researcher draws attention to the fact that, in adding to educating hundreds of masses around the world, journalism is important to society; in an attempt to respond to the question "Why does journalism matter?" McNair, (2005) points out that in addition to informing lots of people around the domain,

they have privileged cultural position that places them at the Centre of public discourse (McNair, 2005).

Despite journalism's significant social impact and its effective role journalists have regularly been facing numerous issues like job security, salary, physical security and other issues in different parts of world. Hence, the trade unions could be incredibly helpful to resolve their concerns. As, trade unions have worked to uphold workers' socioeconomic and labour rights (Villajos et al., 2019). Unions can increase the job satisfactions. Alike other parts of the world, the journalists in Pakistan have also been facing various issues like low salary, payment of salary, job security, physical security and professional training, tight deadlines, excessive work hours and many other (Qamar et al., 2020).

Although many journalists and academics have examined various aspects of the practice of journalism in many nations (Beam, Weaver, & Brownlee, 2009; Weaver, 1998; Weaver & Willnat, 2012). So, this study is designed to determine the role of Journalistic unions in Sukkur Division, Sindh province in addressing the issues being faced by journalists in mentioned area.

Journalist

Anyone who gathers, publishes, or disseminates news or other current information is known as a journalist. Journalism is the practice of being a journalist. A journalist may focus on specific subjects or cover more general ones. Journalists are primarily referred to as people who deliver information as news to readers of print media, periodicals, Electronic Media or online audiences. (The News Manual). Any person, regardless of their affiliation with the media, who seeks to "disseminate to the public news or information" about "local, national, or international events or other matters of public interest" by "regularly" compiling, preparing, gathering, documenting, taking pictures, writing, editing, reporting, or publishing on the following subjects: (I) interviewing; (II) directly observing occurrences; or (III) gathering, assessing, or examining unique works, stated by (Peters, j. & tandoc e. C., JR, 2013).

Unions

It is defined that Unions are free groups of workers that fight to advance and safeguard their interests through collective action and are a crucial component of the relationship between workers and employers. (Akteruzzaman, 2006). In this connection, Qazi, (2011) adds that the non-managerial staff of an organization is represented by unions, who fight for their rights, such as a pay increase, promotion, better working environment and employees' safety etc. Whereas, bit differently it is also said that Those who have joined a union do so to advance common workplace objectives like improved pay and welfares, harmless operational conditions, and more employment security. (Gomper, 2009). (Rigby and Smith, 2010) revealed in their study that trade union intervention might be expected to help and resolve work-life balance but evidence on their role has been limited. Finally, about the role of unions the study of (Okafor & Malizu, 2013) reveals that Trade unions had always led the charge in defending the interests of the working class against capitalist exploitations. The same study also discovered that For over a century and a half, labor unions have advocated for improved social welfare, including health care, education, and social security. They also fought for the right of men and women to equal wages and working conditions.

In general, unions work for the interest of their members. The fundamental goal of union is to exert significant influence over people, groups, and the government in order to enhance its members' economic and social situations. They have a significant impact by captivating positions on critical community matters such as joblessness, job security, career progress, prices, well-being, salaries, and social security, among others. Also, it has been noted that unions work to reform labor laws on a variety of employee welfare-related concerns by influencing State legislatures and specific organization administrations to make decisions. Furthermore, by attaining its fraternal objectives, unions provide their members with a sense of community, which provides them with a sense of identity and purpose. Unions are expected to improve their members' job environments. On the other hand, individual workers are too weak to negotiate effectively with their employers to obtain benefits such as wages, paid leave, and insurance financed by their companies. Unions can give voice to their members concerns about working conditions through various mechanisms. Inspired by Hirshman (1970), Freeman and Medoff (1984) reported that union member-workers are more likely to remain in their jobs and are more productive in producing goods and services as their complaints and demands are solved by the unions to which they belong to. Such as, journalists anticipate that job satisfaction is higher for union versus nonunion members. However, not a few counter examples have been provided for empirical research. That is why, union members are less satisfied with their jobs than nonmembers. For instance, using UK longitudinal data, Green and Heywood (2015) confirm that dissatisfaction grows as workers perform unionized jobs. Laroche (2017) analyzed French-linked employer–employee data and found that union members are less satisfied with their jobs than nonmembers. These seemingly paradoxical results can be explained in two ways. One theory claims that unions create workers' dissatisfaction. On the one hand, union workers' dissatisfaction is a device to confront employers (Bessa et al., 2021; Green & Heywood, 2015). Unions intentionally capitalize on workers' discontent with their employment terms and conditions to press employers for employee improvements.

The conditions of journalists in Pakistan

As a worker in Pakistan, journalists are facing various issues and problems, despite the prevalence of various journalistic unions and government media laws. Particularly in the context of financial conditions of the journalists, according to some research studies that the majority of the journalists are not paid their monthly salaries and if some of them are paid but their salaries are very low to meet their needs (Memon, 2011; Steinberg, 1983-84; Ertel et al., 2005). Moreover, staff members at the top independent newspapers and television networks in the nation continue to labor for free or with significant pay cutbacks because of the COVID-19 epidemic (Ayaz Gul, 2020). While, the health facilities are concerned, they are not provided to the journalists and their families by their employer of media organizations except some media houses (IFJ report, 2013). Therefore, in result, according to (Chisinau, 2008), in journalism or news media profession, the fall in ethical reporting is a result of poor earnings. However, in Pakistan journalists are paid lower than the minimum amount set and announced by the Pakistan government wage boards for news workers.

In addition to low wages, insecurity also affects negatively to the professionals of journalism as contributed by (Cushion, 2007) that job insecurity leads to cautious reporting,

shifting jobs, and a drop in critical and investigative reporting. So in the context of security, according to Committee to Protect Journalists CPJ report (2018) Pakistan has been identified as the country with the highest risk to journalists. (The Express Tribune, May 04, 2013). In other words, journalists over there in Pakistan face both financial as well as security problems. The salary structure of journalists in Pakistan is very low and even they are not issued appointment letters and can be fired any time without justifying any reason (Riaz, 2011). According to one another study, low salaries are the most cited reason for leaving this profession by journalists (Weaver & Wilhoit, 1986).

Hence, it seems appalling that the above-mentioned situation is prevailing in Pakistan, despite the ubiquitous journalistic unions like Hyderabad Union of Journalists (HUI), Sukkur Union of Journalists (SUI), Mirpurkhas Union of Journalists (MUI), PFUI and Photographer Association (all groups of Dastori, two groups of Berna like Afzal Butt and Amin Yousuf) at least in each district headquarter, if not at sub-division level. Even though, these journalistic unions claim in their conventions to struggle for the rights of journalists in Pakistan. Then, the question arises that if these journalistic unions do so, why then yet issues and problems of journalists have not been resolved? In addition to this, the government has also formulated laws and rules for media houses to adopt them for the smooth working of media organizations and the betterment of journalists e.g. wage board, but it seems apparently that such media related legislation is beyond implementation in letter and spirit.

LITERATURE REVIEW

Researcher reviewed various research studies and other related material, so selected ones are given below. Zaid, B., (2015) stated that media workers set up a protest camp at Press Club Peshawar. Further it was said that they held demonstration to encourage the government to support them in receiving their financial obligations after calling attention to the firing of journalists and the delay in paying their salaries by various media outlets. Another researcher also stated that in the annual meeting of Pakistan Coalition of Ethical Journalism (PCEJ) held at Islamabad On the first day of the PCEJ meeting, a few senior journalists and media professionals revealed that most journalists, whether from print or electronic media, working in Pakistan's small towns or remote areas were not officially on the payrolls of the organizations they worked for and were frequently not paid for their services (Ahmed, A., 2024). It further stated that journalists receive dedicated and specialized training and make use of advanced technologies to improve the impact of their professional assignments. However, despite these developments, challenges still exist, including the need for consistent media coverage and the integration of more innovative technological and scientific perspectives. Furthermore, the absence of fundamental training in climate and environmental science among much of the Pakistani media workforce results in their reliance on fabricated reporting, preventing them from capturing the intricacies of the crisis.

In another research study by Steinberg, D., (1983), it was found that journalists were under-paid in comparison with the educational and professional qualifications, they possessed. This study further mentioned that the publishers had more copyrights on the work of the journalists who produced that content. Whereas, Ertel, et al., (2005) concluded in their study that there has been a solid increase in non-standard labor agreements in advanced nations in recent years in the media

industry, especially low income including money, honor, upgrade prospects, job safety. Christensen, (2007) found in her study that the concentration of ownership also weaken and broke the power of unions of journalists. The study, carried out by Memon, (2011), found that the Press Clubs in Sindh Province are engaged in serving their vested interests rather than resolving problems of journalists (Memon, 2011). Riaz, (2011) said in his study that the wages of journalists are low and frequently paid irregularly, recruitment and promotion processes are haphazard, working conditions and leave policies, where they exist at all, are unsatisfactory, amenities are subpar, retirement benefits are scarce, and most importantly, there is a sense of service insecurity. Such miserable condition also exists in India and almost same situation is found in Pakistan (Riaz, 2011). Another study found that most reporters are not happy with their current work circumstances. They deal with too many issues, including job security, threats, professional training, long hours, and deadline pressure. Furthermore, the defendants revealed that these Issues are causing physical and mental health problems that are impairing their ability to perform at work (Qamar et al., 2020). So, the Trade union can play vital role in addressing these issues. Almost entirely, trade unions have worked to uphold workers' socioeconomic and labor rights (Villajos et al., 2019). Unions can increase the job satisfactions by helping workers or employees. Work satisfaction is an employee's overall assessment of his or her employment, (Locke, E. A. (1976). According to Chan et al., (2004), the performance and reputation of an organization can be impacted by a worker's job happiness, which is also linked to personal life satisfaction and health. In the field of research on journalism professionalism, analysis of the effects of professional journalism in a given society has focused on journalist job satisfaction and its relationship to professional aspiration. (e.g., Chan et al., 2004; Liu, Hao, & Nan, 2018; Lo, Wei, Chan, & Pan, 2002; Pan & Chan, 2005). It seems that surveys of Chinese journalists consistently reveal a high level of job satisfaction. Regardless of their widespread unhappiness with China's present media system, journalists in China have reported being "satisfied" (Liu et al., 2018). Also, compared to their counterparts in Hong Kong and Taiwan, they showed greater overall job satisfaction (Lo et al., 2002). But such seeming contentment might be a shame (Chan et al., 2004). According to Chan, (1993), the media reform in China has been characterized as "professionalization without certainty" and "commercialization without independence" (Yu, 1994). The rise of the Internet and social media has produced a quasi-public environment that is emotionally charged but devoid of logic (Lin, 2018). With the emergence of new communication technology, scholars and practitioners have been prompted to reassess the language of journalistic professionalism, which was underdeveloped in China at the commencement of the media reform movement (Pan & Lu, 2017). As a result, the apparent paradox of reported high levels of job happiness in journalists necessitates deeper investigation into the causes and mechanisms of job satisfaction. Current research has identified three key sources of satisfaction for journalists (Herzberg, 1996). One is the basic gratification connected with intangible components of reporting work, such as professional goals, employment autonomy, and the societal impact of their work. According to Chan et al., (2004), Lin (2010), Liu et al., (2018), Lo et al., (2002), Pan & Lu (2003), Zhang & Shen (2012), and other researchers, The third aspect is linking pleasure, which contains management style and coworker connections. Investigating the relationship between job happiness and journalists' aspirations for a career, According to studies, Chinese journalists who priorities

the interpretive part of the news mass media and consider the party media as the gold standard have advanced stages of work satisfaction (Chan et al., 2004; Liu et al., 2018). This study seeks to continue this track of inquiry by examining the relationships between job happiness and aspiration for a professional career among Xinjiang journalists.

Trade unions are intended to improve the working conditions for its members by negotiating with employers by means of their combined negotiating power. Individual workers typically absence the strength to properly reduce by their proprietors to get profits like wage, compensated time off, and insurance paid for by their companies. Unions can use a number of channels to express the concerns of its members on working conditions. As a result of the unions to which they belong resolving their grievances and demands, (Freeman and Medoff, 1984), who were influenced by (Hirshman, 1970), discovered that People who are members of a union are more likely to remain in their positions and produce more goods and services. Thus, the union members will be happier at work than non-union members. Yet, empirical investigation has produced numerous counter examples. That is, compared to nonmembers, Members of unions are dissatisfied with their jobs. As an example, Green and Heywood, (2015) approve that employee unhappiness rises when they undertake unionized occupations using UK longitudinal data. Laroche, (2017) established that union workers are dissatisfied with their works compared to outsiders after analyzing employer-employee data related to France. There are two explanations for these seemingly counterintuitive outcomes. According to one theory, unions are to blame for workers' unhappiness. Union workers' discontent is a tool for confronting employers, on the one hand (Bessa et al., 2021; Green & Heywood, 2015). In order to pressure companies for employee reforms, unions purposefully take advantage of workers' dissatisfaction with their job terms and circumstances. Nonetheless, the unhappiness of union workers is a genuine expression of their opinions (Freeman, 1980). For example, when the expression purpose of the employment union is active, employees are urged to stay at a job they dislike. Yet, even while the voice function enhances the working circumstances for union members, these employees may continue to be unsatisfied because their hopes for an improvement in the working environment were not fully realized. Another idea contends that problems with data sorting during the analysis have an impact on discontent. Two sorting issues are of interest in this situation. Secondly, because unions frequently form in workplaces with unfavorable working circumstances, they are fundamentally less enjoyable than nonunion positions (Duncan & Stafford, 1980). The unhappiness indicates the negative traits that outweigh the improved earnings, perks, and safety against random dismissal. Additional, dissatisfied employees are supplementary expected to join a union. Clark, (1996) and Bryson et al., (2010) contended that if unions address worker unhappiness, a larger number of displeased workers will converted union followers.

In the above literature, the previous studies showed that the unions can help the journalists or workers to get their problems resolved at workplace. However, no specific study has been carried out in Sukkur division of Sindh province Pakistan determining the role of unions in addressing the issues of journalists in Sukkur division.



METHODOLOGY

This study adopted a quantitative cross-sectional survey design, suitable for capturing the opinions and attitudes of journalists in Sindh. A survey method was employed due to its efficiency in collecting factual and behavioral data from a large population (Hansen et al., 1998; Weisberg et al., 1996; Gunter, 2000).

Sampling Strategy

Due to the absence of a comprehensive journalist registry in Sindh's Sukkur division, purposive sampling was used (Singleton & Straits, 1999). The sampling was conducted in two stages:

Stage 1: The population was geographically defined across the three districts of the Sukkur division, targeting journalists (reporters, editors, sub-editors, writers) working in Sindhi, Urdu, and English media across print, radio, and television.

Stage 2: Journalists were purposively selected from press clubs and journalistic union offices in the district headquarters, which serve as recognized hubs for media activity. Sub-regional press clubs were excluded due to logistical constraints.

Sample Size

The sample included the maximum number of respondents feasible within the selected districts, consistent with Miller (2002), who emphasizes broader representation for reliability. A larger sample improves the generalizability of findings and reduces sampling error (Walliman, 2006; Bryman, 2001).

Data Collection

Structured questionnaires were distributed in-person at press clubs and workplaces. Face-to-face administration allowed the researcher to clarify questions and ensure accuracy during completion.

Instrument Design

The questionnaire was adapted from the Reporters Without Borders (RSF) Press Freedom Index and covered five dimensions: political context, legal framework, economic context, socio-cultural context, and safety. It was a self-administered, fully structured tool, reflecting previous successful use in journalism research in both developed and developing contexts.

Data Analysis

Data were coded in MS Excel and analyzed using STATA. Descriptive statistics and pie charts were used for initial analysis, followed by linear regression to examine relationships between variables—particularly between Union Membership (UM) and other factors.

RESULTS

As many as 400 questionnaires were distributed and we got 330 questionnaires filled by respondents and of total, data of 204 were kept and used for analysis and other were disposed due to inaccurate or incomplete information. The scholar used the pie-chart in MS Excel to analyses the data descriptively and results was given below with each pie-chart along with their description:

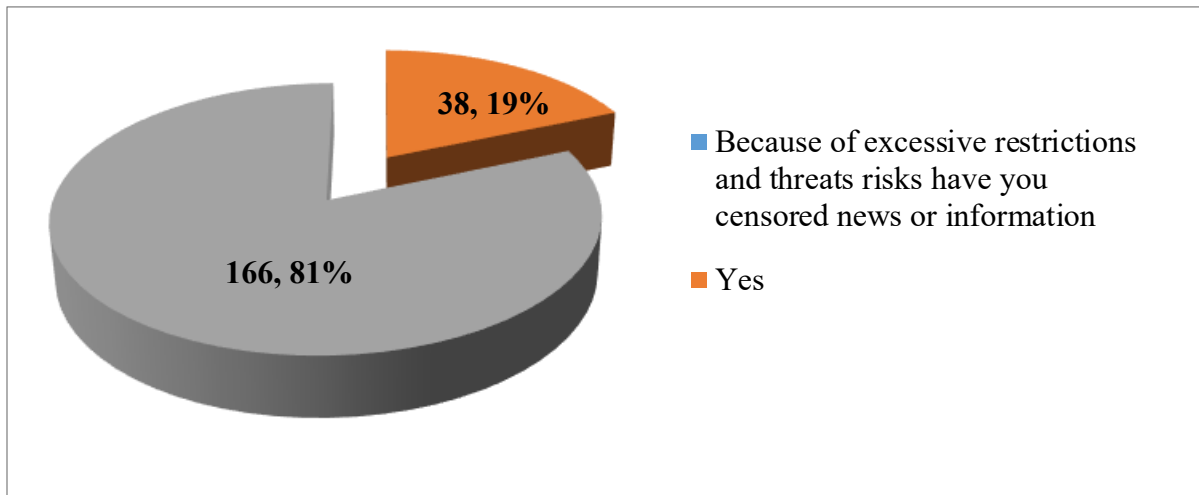


Figure 4.14: Because of excessive restrictions have you censored the news or information?
 The results showed that majority 81% (166) of total participants replied that they have not censored the news. Whereas 19% (38) respondents replied that they have censored the news.

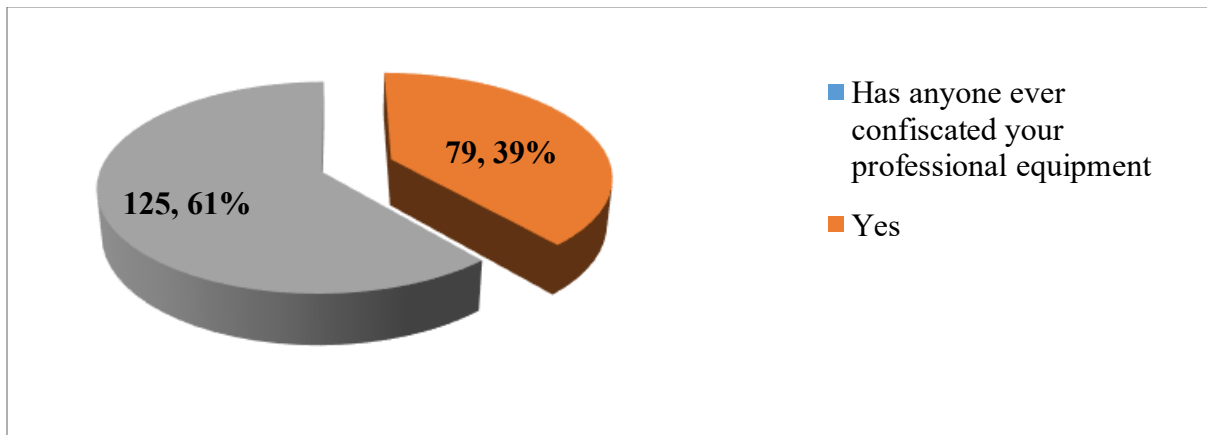


Figure 4.16: Has anyone ever confiscated your professional equipment?
 The results showed that 61% (125) of total participants replied that their equipment's were not confiscated. Whereas 39% (79) respondents replied that their professional equipment's were confiscated.

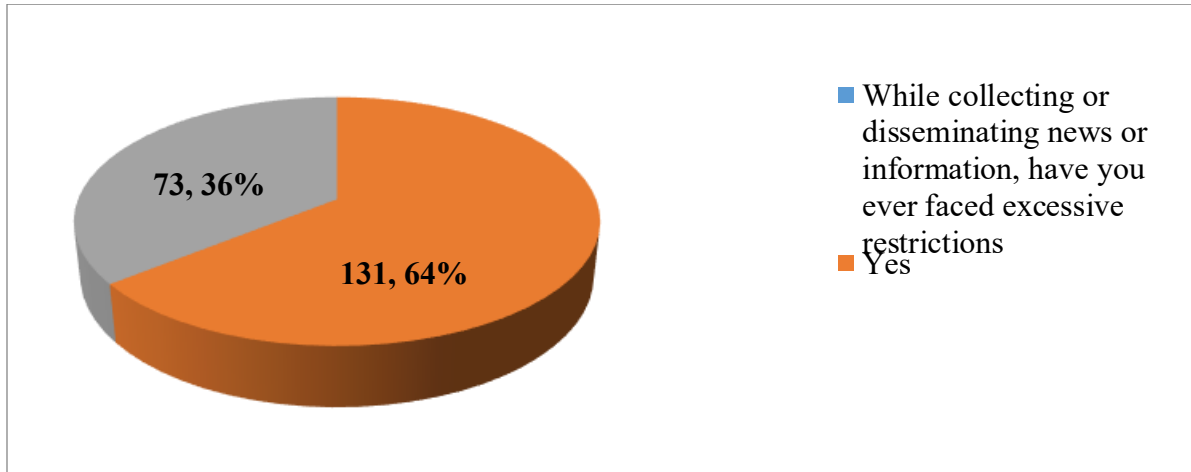


Figure 4.13: Have you ever faced excessive restrictions?

The results showed that majority 64% (131) of total participants replied that they have faced excessive restrictions. And 36% (73) respondents replied that they have not faced excessive restrictions.

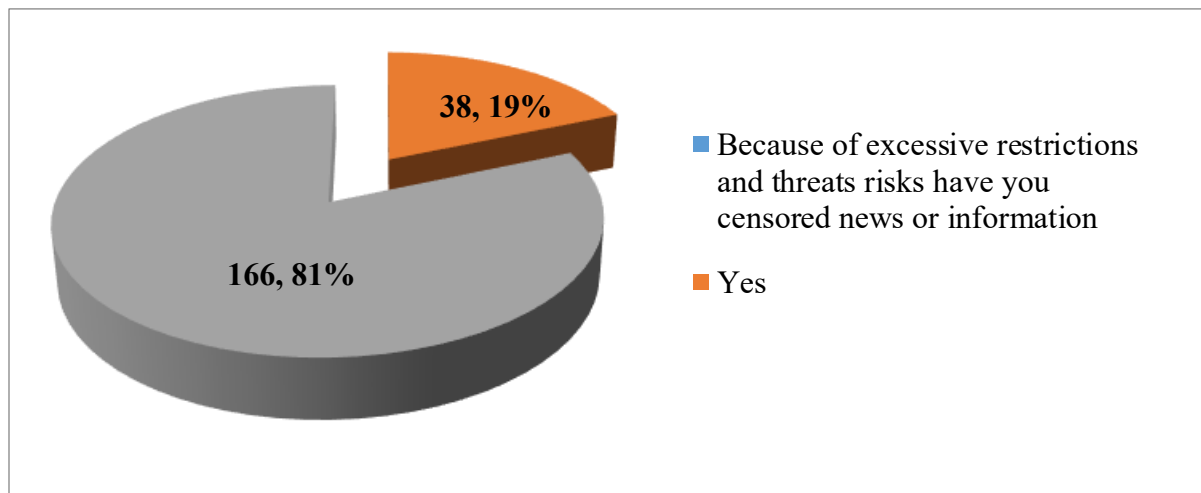


Figure 4.14: Because of excessive restrictions have you censored the news or information?

The results showed that majority 81% (166) of total participants replied that they have not censored the news. Whereas 19% (38) respondents replied that they have censored the news.

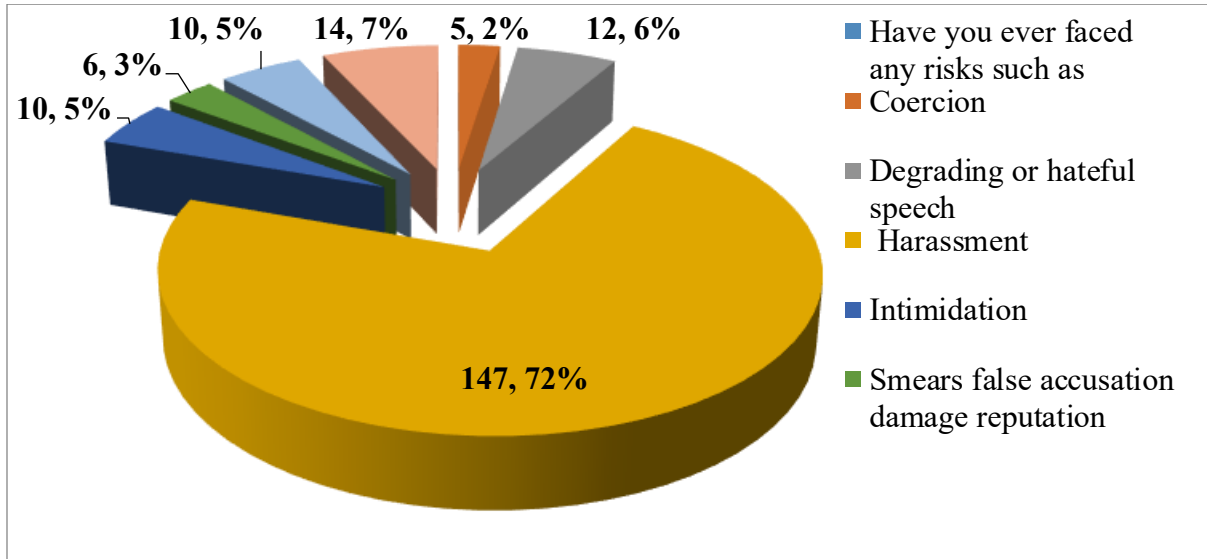


Figure 4.11: Have you ever faced risk such as?

The results showed that 72% (147) of total participants replied that they were harassed during practicing journalism. And 6% (12) respondents replied that they faced degrading & hateful speech. Whereas, 5% (10) of respondents they faced surveillance. While 5% (10) of the respondents were intimidated. While 3% (6) of respondents have faced false accusation & abduction. Whereas 7% (14) respondents faced other threats.

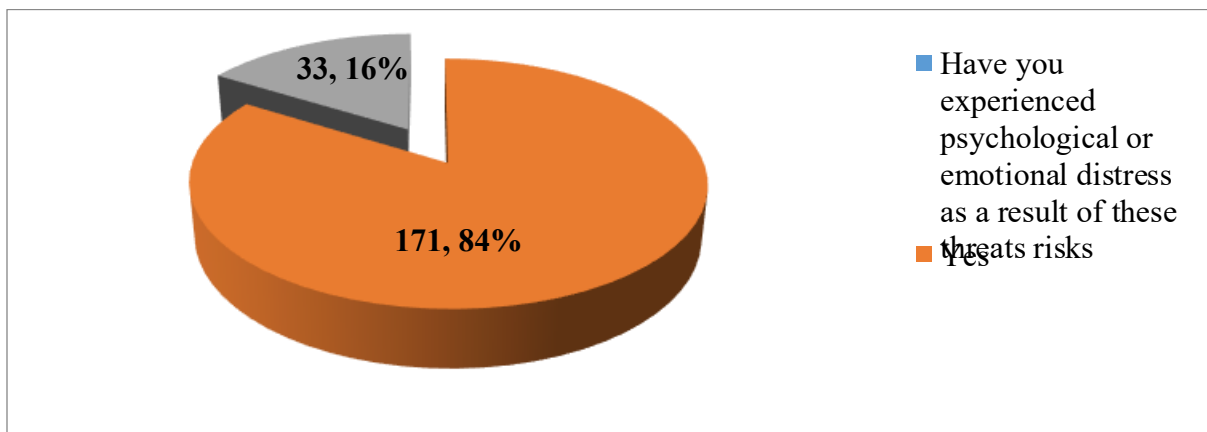


Figure 4.12: Have you experienced psychological or emotional distress as a result of these threats?

The results showed that majority 84% (171) of total participants replied that they experienced psychological distress. And 16% (33) respondents replied that they have not experienced psychological distress.

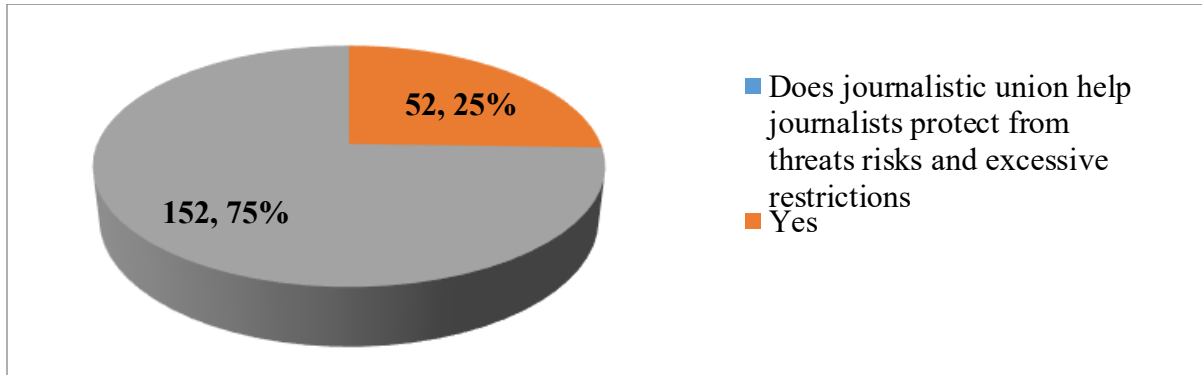


Figure 4.22: Does a Journalistic union help journalists to protect from threats risks and excessive restrictions?

The results showed that majority 75% (152) of total participants replied that unions do not help journalists for protection from threats risks & excessive restrictions. Whereas 25 % (52) respondents agreed that journalistic unions help journalists for the protection from threats risks & excessive restrictions.

Statistical Analysis

The findings of study showed that the union membership and other variables have positive relationship with each other. If value of one variable goes up and its impact also increases on other variable. The detail of each variable was given blow along with the description.

MemJounBody: regress MemJounBody PsychEmotDist

Table 4.4. Demonstrates connection between Union membership and Psychological Distress

Variables	Coef.	Std. Err.	P
MemJounBody	0.1999	.0488427	0.040
PsychEmotDist cons	.0676692	.0288147	0.020

Data analysis: the results show a direct relationship between Psychological Distress and union membership as the relationship between these two variables is positive (0.1999) and significant (P = 0.040). It determines that if journalists are members of unions, they would get the support in protection from Psychological Emotional Distress.

MemJounBody: regress MemJounBody ExceRestrict

Table 4.5. Shows Relationship between Union membership and Excessive Restrictions

Variables	Coef.	Std. Err.	P
-----------	-------	-----------	---

MemJounBody	0.2180	.0489316	0.011
ExceRestrict cons	.0671642	.0286631	0.020

Data analysis: the results show a direct relationship between Psychological Distress and union membership as the relationship between these two variables is positive (0.2180) and significant (P = 0.011). It determines that if journalists are members of unions, they would get the support in protection from Excessive Restrictions.

MemJounBody regress MemJounBody ConfiscProfEquip

Table 4.7. Shows the Link between Union Membership and Confiscation of professional Equipment's

Variables	Coef.	Std. Err.	P
MemJounBody	0.1980	.0488427	0.034
ConfiscProfEquip cons	.0676692	.0288147	0.020

Data analysis: the results show a direct relationship between Confiscation of Equipment and union membership as the relationship between these two variables is positive (0.1980) and significant (P = 0.034). It determines that if journalists are members of unions, they would get the support in protection from Confiscation of professional equipments.

MemJounBody regress MemJounBody ThreatRiskCensor

Table 4.8. Shows the Relationship between Union Membership and News Censoring

Variables	Coef.	Std. Err.	P
MemJounBody	0.1821	.0488427	0.004
ThreatRiskCensor cons	.0676692	.0288147	0.020

Data analysis: the results show a direct relationship between Threat Risk Censoring News and union membership as the relationship between these two variables is positive (0.1821) and significant (P = 0.004). It determines that if journalists are members of unions, they would get the support in protection from Threat Risk Censoring News.



DISCUSSION

5.5 UM Union Membership and CN Censoring News

Hypothesis 5 examining the Link between UM and CN has been accepted, establishing that the union membership is playing the role for journalists in protection from News Censoring. However (NUJ, 2020) report supports our research that Unions push for policy changes and laws protecting press freedom. While another Committee to Protect Journalists global press freedom report also supports our study that Unions educate journalists on censorship risks and strategies to overcome them. However, Unions defend journalists' right to freedom of expression and protect them from censorship (Reporters without Borders, 2022).

5.6 UM Union Membership and CE Confiscation of Equipment's

Hypothesis 6 examining the Connection between UM and CE has been accepted, establishing that the union membership is playing the role for journalists in protection from confiscation of their professional equipment's. It explains further that if the journalists are members of union than union defend them from confiscations of their professional equipment's. A study by (IFJ, 2020) also supports our research that Unions can advocate for journalists' rights and push for the return of confiscated equipment. A 2019 report by the Committee to Protect Journalists found that union advocacy led to the return of equipment in 40% of cases.

5.7 UM Union Membership and ER Excessive Restrictions

Hypothesis 7 determining the link between UM and ER has been accepted. It shows that union membership is playing an important role in ensuring the protection from excessive restriction for journalists in Sukkur Division. However, IFJ report supports our research that Unions provide solidarity and support for journalists facing excessive restrictions, helping to amplify their voices and promote press freedom. European Parliament., (2020) also supported our research. Its results demonstrated that Unions advocate for policy changes and legislation to protect press freedom and journalists' rights.

5.8 UM Union Membership and PD Psychological Distress

Hypothesis 8 examining the Role between UM and PD has been accepted, founding that the union membership is playing the significant role for journalists in protection from Psychological Distress. It explains further that if the journalists are members of union than union defend them from threats & risks. However, a previous study conducted by (David G, & Alex Bryson (2020) supported our study. According to the study's findings, union members are also less likely to experience stress, anxiety, depression, sadness, or loneliness.



CONCLUSION & SUGGESTIONS

The study was designed to inspect the relationship between UM and Wage payment and other variables. The main objective was to identify whether unions are playing the role to address the issues being faced by journalists in Sukkur division of Sindh province. The findings showed that the union member has positive and significant relations with these variables. It validates that the unions are playing the positive role to get the issues of journalists resolved in the region of Sukkur division. Despite this, the journalists are still facing various other issues because government is not doing anything for resolving the issues of journalists. So, the government have to develop the effective policies to make unions stronger and end the impunity against journalists to ensure the friendly environment in the region. Apart from this, the private media should be bound to pay the salaries on time. The criminals targeting the journalist physically should be brought to justice. Government should not impose any restrictions on the media and ensure the freedom of media. The government should work organize the sessions for recovering the journalist from psychological distress. This study sought to investigate the relationship between Union Membership (UM) and various challenges faced by journalists in Sukkur Division, Sindh, including Censoring News (CN), Confiscation of Equipment's (CE), Excessive Restrictions (ER) & Psychological Distress (PD). The primary objective was to ascertain the effectiveness of unions in addressing the concerns of journalists within the region.

The findings of this research demonstrate a significant and positive association between Union Membership and all the aforementioned variables. This suggests that unions play a crucial role in mitigating the challenges faced by journalists in Sukkur Division. By collectively bargaining and advocating for their rights, union would support its members by protecting them from news censorship, safeguarding their professional equipment, reducing instances of excessive restrictions, and helping to alleviate psychological distress among journalists..

However, despite the positive influence of unions, it is evident that journalists in Sukkur Division continue to grapple with numerous challenges. The government's lack of proactive measures to address the concerns of journalists remains a significant impediment. This necessitates a multi-pronged approach, involving not only the efforts of unions but also active engagement and support from the government.



References

Ahmad, I., Gul, R. (2021). Impact of Online Service-Learning on Civic and Social Justice Behavior of Undergraduate Laboratory-Based Graduates. *Human Arenas*

Ahmed, A., Kashif, M., & Mansoor, S. (2024). Exploring Journalists' Narratives on Challenges to Climate Journalism in Pakistan. *Human Nature Journal of Social Sciences*, 5(1), 286-294.

Artz, B., Blanchflower, D. G., & Bryson, A. (2022). Unions increase job satisfaction in the United States. *Journal of Economic Behavior & Organization*, 203, 173-188.

Akteruzzaman. M.(2006). Globalization: Issues and Challenges for Trade Union Movement. *Medwell Online Journal of the Social Sciences 1*(1), 29-34.

Alreck, P. L., & Settle, R. B. (1995). *The Survey Research Handbook*. Chicago, III,:Irwin.

Ali, I., Gul, R., Khan, S. S., & Karim, K. (2021). An evaluative study of English contrastive rhetoric in pashtu speaking areas of Pakistan: A case study of District Swat. *Linguistica Antverpiensia*, 1, 2183-2203.

Ayaz Gul (April 21, 2020). Pakistani Journalists Face Security, Unpaid Salary Crisis. *Voice of America News*. Retrieved form https://www.voanews.com/a/press-freedom_pakistani-journalists-face-security-unpaid-salary-crisis/6187946.html

A R., (2011, November 26). Journalists seek secure working conditions. *Dawn*. <https://www.dawn.com/news/676160/journalists-seek-secure-working-conditions>

Aslam, R. (2015). Media, politics, and the threats to journalists in Pakistan. *Pacific Journalism Review*, 21(1), 177–194. <https://doi.org/10.24135/pjr.v21i1.156>

Bakan, I., Buyukbese, T., Ersahan, B., & Sezer, B. (2014). Effects of Job Satisfaction on Job Performance and Occupational Commitment. *INTERNATIONAL JOURNAL OF MANAGEMENT & INFORMATION TECHNOLOGY*, 9(1), 1472–1480. <https://doi.org/10.24297/ijmit.v9i1.668>

Beam, R. A., Weaver, D. H., & Brownlee, B. J. (2009). Changes in professionalism of US journalists in the turbulent twenty-first century. *Journalism & Mass Communication Quarterly*, 86(2), 277-298.



- Bessa, I., Charlwood, A., & Valizade, D. (2021). Do unions cause job dissatisfaction? Evidence from a Quasi-Experiment in the United Kingdom. *British Journal of Industrial Relations*, 59(2), 251-278.
- Bryman, A. (2001). *Social Research Methods*. Oxford: Oxford University Press.
- Bryman, A., & Cramer, D. (2004). *Quantitative data analysis with SPSS 12 and 13: A guide for social scientists*. Routledge.
- Benjamin Artz, David G. Blanchflower, Alex Bryson. (2022). Unions increase job satisfaction in the United States, *Journal of Economic Behavior & Organization*, Volume 203, Pages 173-188, ISSN 0167-2681. <https://doi.org/10.1016/j.jebo.2022.09.007>
- Bryson, A., Cappellari, L., & Lucifora, C. (2010). Why so unhappy? The effects of unionization on job satisfaction. *Oxford Bulletin of Economics and Statistics*, 72(3), 357-380.
- Bryson, A., Ebbinghaus, B., & Visser, J. (2011). Introduction: Causes, consequences and cures of union decline. *European Journal of Industrial Relations*, 17(2), 97-105.
- Balguy-Gallois, A. (2004). The protection of journalists and news media personnel in armed conflict. *International Review of the Red Cross*, 86(853), 37-67.
- Bureau Report (2014, September 2). Media Workers set up Camp against Sackings. *Daily Dawn*. Retrieved April 13, 2015 from <http://www.dawn.com/news/1129360>
- Carlsson, U., & Pöyhtäri, R. (2017). Words of introduction. *The assault on journalism*, 11.
- Chan, J. M., Pan, Z., & Lee, F. L. (2004). Professional aspirations and job satisfaction: Chinese journalists at a time of change in the media. *Journalism & Mass Communication Quarterly*, 81(2), 254-273.
- Chisinau, M. (2008). Labor Relation in the Media in South Eastern European Countries. *International Media Support*. Retrieved February 16, 2015 from http://ijc.md/Publicatii/resurse/Labor_Relations_and_Media.pdf
- Christensen, C. (2007). Concentration of Ownership, the Fall of Unions and Government Legislation in Turkey. *Global Media and Communication*, 3 (2), 179-199. DOI: 10.1177/1742766507078416
- Cushion, S. (2007). Rich Media, Poor Journalists: Journalists' Salaries. *Journalism Practice* 1 (1), pp. 120-129. DOI: [10.1080/17512780601078910](https://doi.org/10.1080/17512780601078910)



- Committee to Protect Journalists. (2018, September 12). Acts of intimidation: In Pakistan, journalists' fear and censorship. CPJ. Retrieved from <https://cpj.org/reports/2018/09/acts-of-intimidation-pakistan-journalists-fear-censorship-violence-military/>
- Committee to Protect Journalists. (2022, December). Attacks on the press in 2022. CPJ. Retrieved from <https://cpj.org/2022/12/attacks-on-the-press-in-2022/>
- Clark, P. F., Gray, L., & Solomon, N. (1996). The union as employer: Personnel practices in Canadian labour unions. *Relations industrielles*, 51(3), 488-505.
- Chan, J. M. (1993). Commercialisation without independence: Trends and tensions of media development in China. *China Review*, (25), 1–21.
- Dawn. (2015, January 30). 'Most media houses don't pay district correspondents'. Dawn. Retrieved from <https://www.dawn.com/news/1160379>
- Duncan, G. J., & Stafford, F. P. (1980). Do union members receive compensating wage differentials?. *The American Economic Review*, 70(3), 355-371.
- Edstrom, M. (2016). The trolls disappear in the light: Swedish experiences of mediated sexualised hate speech in the aftermath of Behring Breivik. *International journal for crime, justice and social democracy*, 5(2), 96-106.
- Ertel, M., Pech, E., Ullsperge, P., Knesebeck, O. V. D., & Siegrist, S. (2005). Adverse Psychosocial Working Conditions and Subjective Health in Freelance Media Workers. *Work & Stress: An International Journal of Work, Health & Organizations*, 19 (3), 293-299. DOI:10.1080/02678370500307289.
- Eijaz, A., Rahman, B. H., Ahmad, R. E., & Butt, J. A. (2014). Challenges and Options for Pakistani Media in the 21st Century. *Journal of Political Studies*, 21(1), 243.
- European Parliament. (2020). Safety of journalists and the fighting of corruption in the EU. European Parliament, Policy Department for Citizens' Rights and Constitutional Affairs. Retrieved from [https://www.europarl.europa.eu/RegData/etudes/STUD/2020/655187/IPOL_STU\(2020\)655187_EN.pdf](https://www.europarl.europa.eu/RegData/etudes/STUD/2020/655187/IPOL_STU(2020)655187_EN.pdf)
- Freeman, R. B. (1980). Unionism and the Dispersion of Wages. *ILR Review*, 34(1), 3-23.
- Freeman, R. B., & Medoff, J. L. (1984). What do unions do. *Indus. & Lab. Rel. Rev.*, 38, 244.



- Ghafar, M. U., Rashid, A., & Khan, A. (2023). Prospects and Challenges Faced By Female Journalists: A Case Study Of Pakistan. *Pakistan Journal of Media Sciences*, 4(1), 26-35.
- Goerke, L., & Huang, Y. (2022). Job satisfaction and trade union membership in Germany. *Labour Economics*, 78, 102238.
- Gompers, S. (2009). Where Trade Unions are most firmly Organized, There are the Rights of People most Respected. South-Western/Cengage Learning, A 1-11.
- Green, C. P., & Heywood, J. S. (2015). Dissatisfied union workers: sorting revisited. *British Journal of Industrial Relations*, 53(3), 580-600.
- Gunter, B. (1999). *Media research methods: Measuring audiences, reactions and impact*.
- Gunter, B. (2000). *Media Research Methods: measuring Audiences, Reactions and Impact*: Sage Publications Ltd.
- Hansen, A., Cottle, S., Negrine, R., Newbold, C., & Halloran, J. D. (1998). *Mass Communication Research Methods*: Macmillan.
- Herzberg, F. (1996). *Work and the nature of man*. Cleveland, OH: World Publishing.
- Hansen, A. (1998). *Mass communication research methods*. New York University.
- Hirschman, A. O. (1970). *Exit, voice, and loyalty: Responses to decline in firms, organizations, and states*. Harvard university press.
- Hussain, I. (2017). Pakistan Journalists Cite Growing Threats From Government, Militants Alike | Voice of America -English. Retrieved March 12, 2020, from <https://www.voanews.com/east-asia-pacific/pakistan-journalists-cite-growing-threats-government-militants-alike>
- Ibbi, A. A. (2016). The battle for professionalism in journalism in Nigeria amidst unethical practices. *Journal Mass of Communication and Journalism*, 6, 301. DOI: 10.4172/2165-7912.1000301
- ILO (2020), “Almost 25 million jobs could be lost worldwide as a result of COVID-19, says ILO”, available at: https://www.ilo.org/global/about-the-ilo/newsroom/news/WCMS_738742/lang--en/index.htm.



- Ingram, D. & Estate, P. H. (2019). Chapter 58: Pressures on journalists. Retrieved March 11, 2020, from https://www.thenewsmanual.net/Manuals%20Volume%203/volume3_58.htm#codes
- International Federation of Journalists. (2014). In mortal danger: Journalists & media staff killed in 2013. Brussels: IFJ. Retrieved from https://www.ifj.org/fileadmin/images/Killed_List/Killed_List_report_2013/In_Mortal_Danger_-_Journalists__Media_Staff_Killed_2013.pdf
- International Federation of Journalists. (2020, December 10). 2020 is a turning point for press freedom and journalism. IFJ. Retrieved from <https://www.ifj.org/media-centre/blog/detail/article/2020-is-a-turning-point-for-press-freedom-and-journalism>
- International Federation of Journalists. (2021). Truth in a time of contagion: Press freedom report 2020-2021. IFJ. Retrieved from <https://www.ifj.org/media-centre/reports/detail/category/press-freedom-report-2020-2021/article/truth-in-a-time-of-contagion.html>
- International Federation of Journalists. (n.d.). Getting the balance right: Gender equality in journalism. IFJ. Retrieved from https://www.ifj.org/fileadmin/images/Gender/Gender_documents/IFJ_Gender_Booklet_Getting_the_Balance_Right_-_English_version.pdf
- International Federation of Journalists. (2020, December 29). Yemen: 112 media freedom violations during 2020. IFJ. Retrieved from <https://www.ifj.org/media-centre/news/detail/article/yemen-112-media-freedom-violations-during-2020>
- International Federation of Journalists. (n.d.). Union renewal for stronger media. IFJ. Retrieved from <https://www.ifj.org/actions/projects/asia-pacific/union-renewal-for-stronger-media>
- International Federation of Journalists. (2010, December 1). Freedom in solidarity: Media working for peace in South Asia. IFJ. Retrieved from <https://www.ifj.org/media-centre/news/detail/article/new-ifj-report-on-collective-action-for-press-freedom-in-south-asia>
- International Press Institute. (2020, April 20). European media freedom suffers under COVID-19 response. IPI. Retrieved from <https://ipi.media/european-media-freedom-suffers-covid-19-response/>
- International Press Institute. (2020, June 4). Access to information and the safety of journalists in times of crisis. IPI. Retrieved from <https://ipi.media/access-to-information-and-the-safety-of-journalists-in-times-of-crisis-right-on-june-4-2020/>



- Jabeen, F., Abbas, S., & Saleem, S. M. S. (2023). THE ETHICAL CONSIDERATIONS AND CHALLENGES JOURNALISTS FACE IN PRACTICING PEACE JOURNALISM IN ENGLISH AND URDU NEWSPAPERS DURING PAKISTAN'S CURRENT POLITICAL CLIMATE. *Pakistan Journal of International Affairs*, 6(3).
- Jin, X. (2022). Effects of Trade Unions on Workers' Job Satisfaction: Evidence from China. *The Chinese Economy*, 1-26.
- Jin, X. (2023). Effects of Trade Unions on Workers' Job Satisfaction: Evidence from China. *The Chinese Economy*, 56(3), 194-219.
- Journalismpakistan.com/ifj-calls-for-payment-of-wages-to-pakistani-journalists
- Jungblut, M., & Hoxha, A. (2017). Conceptualizing journalistic self-censorship in post-conflict societies: A qualitative perspective on the journalistic perception of news production in Serbia, Kosovo and Macedonia. *Media, War & Conflict*, 10(2), 222-238
- Khan. (2020). the Pathetic Plight of Working Journalists in Pakistan. Retrieved March 13, 2020, from https://antisystemic.org/satribune/www.satribune.com/archives/nov16_22_03/P1_newsman.htm
- Liu, Y., Hao, X., & Nan, W. (2018). Professional impact and job satisfaction among Chinese journalists. *Journalism*, 19(9-10), 1344–1362.
- Lin, F. (2018). Quanli yu xinxi beilun: Yanjiu zhongguo meiti de guojia shijiao (Power and information paradox: A state perspective on studying Chinese media). *Meiti yu Shehui Xuekan (Communication & Society)*, 45, 19–46.
- Lin, F. (2010b). Organizational construction or individual's deed? The literati tradition in the journalistic professionalization in China. *International Journal of Communication*, 4, 1–20.
- Laroche, P. (2017). Union membership and job satisfaction: Initial evidence from French linked employer–employee data. *Human Resource Management Journal*, 27(4), 648-668.
- Levaot, Y. (2013). Trauma and psychological distress observed in journalists: A comparison of Israeli journalists and their western counterparts. *Israel Journal of Psychiatry*, 50(2), 118.
- Lo, V., Wei, R., Chan, J. M., & Pan, Z. (2002). Dalu xianggang Taiwan xinwen gongzuo renyuan gongzuo manyidu bijiao yanjiu (Job satisfaction of Chinese journalists in China, Hong Kong and Taiwan). *Zhongguo Dalu Yanjiu (Mainland China Studies)*, 45(1), 1–18.



- London, P. C. (2008). *Who We Are*. Retrieved September 12, 2014 from <http://londonpressclub.co.uk/who-we-are/>
- Locke, E. A. (1976). The nature and causes of job satisfaction. In M. D. Dunnette (Ed.), *Handbook of industrial and organizational psychology* (pp. 1297–1349). Chicago: Rand McNally.
- Lqbal, Y. W. & Ullah, Q. F. (2013). Working Conditions of Journalists in District Swat at the End of Militancy. *J Mass Communication Journalism* 160 (3). DOI:10.4172/2165-7912.1000160
- Manual, T. N. What is Journalist? Retrieved March 07, 2016 from http://www.thenewsmanual.net/Manuals%20Volume%201/volume1_02.html
- Memon, B. A. (2011). *The Role and Status of Journalists in Sindh Province, Pakistan. PhD thesis*. Department of Media and Communication, University of Leicester.
- McNair, B. (2005). The emerging chaos of global news culture. *Journalism: critical issues*, 151-167.
- McNair, B. (2009). Journalism and democracy. In *The handbook of journalism studies* (pp. 257-269). Routledge.
- McQuarrie, F. (1999). Professional mystique and journalists' dissatisfaction. *Newspaper research journal*, 20(3), 20-28.
- Miller, D. C. (2002). *Handbook of Research Design and Social Measurement* (6thed.). Newbury Park, Calif.; London: Sage Publications.
- Miller, D. C., & Salkind, N. J. (2002). *Handbook of research design and social measurement*. Sage.
- Mike, R., & Smith, F. O. (2010). Trade Union Interventions in Work-life Balance. *Work Employment & Society*, 24 (2), 203-220. DOI: 10.1177/0950017010362145.
- National Union of Journalists. (2020, November 1). *NUJ Safety Report 2020*. NUJ. Retrieved from <https://www.nuj.org.uk/resource/nuj-safety-report-2020.html>
- Neuman, W. L. (2000). *Social Research Methods: Qualitative and Quantitative Approaches*. Boston, Mass: Allyn and Bacon.
- Noor, R., & Hameed, F. (2024). Mental Health Challenges in Journalism: Exploring Trauma, Coping Strategies, and Support Dynamics among Pakistani Journalists. *Pakistan Research Journal of Social Sciences*, 3(2).



- Noor, R. (2024). Challenges to journalism safety education in Pakistan: proposing a new theoretical model. *Media Practice and Education*, 25(3), 286-301.
- Osmann, J., Selva, M., & Feinstein, A. (2021). How have journalists been affected psychologically by their coverage of the COVID-19 pandemic? A descriptive study of two international news organisations. *BMJ open*, 11(7), e045675.
- Otieno, M. O., Mareri, L. A., & Khaemba, J. M. The Role of Newspaper Editors in the Prioritization of Environmental News Stories in the Kenyan Media.
- Okafor, G. O. (Ph.D)&Malizu, C. F. (2013). The Media, Democracy and Trade Unionism in Nigeria: Challenges and Prospects. *New Media and Mass Communication*, 17. Retrieved February 12, 2015 from <http://iiste.org/Journals/index.php/NMMC/article/view/7732/8039>
- Pan, Z., & Chan, J. M. (2003). Shifting journalistic paradigms: How China's journalists assess "media exemplars". *Communication Research*, 30(6), 649–682.
- Pan, Z., & Lu, Y. (2017). Zouxiang gongong: Xinwen zhuan ye zhuyi zai chufa (Going public: Journalistic professionalism revisited). *Guoji Xinwen Jie (The International Press)*, 10, 91–124.
- Pan, Z., & Chan, J. M. (2005). Job appraisal and satisfaction of Chinese journalists during China's reform. *China Media Report*, 1, 41–55.
- Pakistan Federal Union of Journalists. (1950). Constitution of the Pakistan Federal Union of Journalists.
- PETERS, J & TANDOC, E C., JR. (2013). "PEOPLE WHO AREN'T REALLY REPORTERS AT ALL, WHO HAVE NO PROFESSIONAL QUALIFICATIONS": DEFINING A JOURNALIST AND DECIDING WHO MAY CLAIM THE PRIVILEGES. *N.Y.U. Journal of Legislation and Public Policy QUORUM*, 34.
- Papadopoulou, L., & Maniou, T. A. (2021). Digital media and new forms of journalism. In *Encyclopedia of Information Science and Technology*, Fifth Edition (pp. 1130-1139). IGI Global.
- Qamar, A., Manzoor, S., & Shahzadi, M. A. I. (2020). Problems of Working Journalists in Pakistan. *sjesr*, 3(2), 267-277.
- Qazi, K.(2011). Unions and Management: A Case Study of Pakistan Telecommunication Corporation (PTC). *Pakistan Journal of Social Science (PJSS)*, 31 (1), 185-199.



- Rameez, A., Huda, U., & Ali, R. A. (2015). Portrayal of Women in Pakistani Media. *International Journal of Academic Research and Reflection*, 3(1), 12–18. Retrieved from www.idpublications.org
- Rehmat, A., & Alam, M. A. (2014). Supporting Safety of Journalists in Pakistan -An Assessment based on UNESCO ' s Journalists ' Safety Indicators. 1–96.
- Reporters without Borders. (2022). Methodology used for compiling the World Press Freedom Index 2024. Retrieved from <https://rsf.org/en/methodology-used-compiling-world-press-freedom-index-2022>
- Report (2013), Press Freedom in Pakistan. *International Federation of Journalists*. Retrieved March 02, 2015 from http://www.ifj.org/uploads/media/2013_Pakistan_-_English.pdf
- Riaz, S. (2011). Seventh Wage Board Award: A Triangle Conflict between Government, Media Owners and Journalists in Pakistan. *Journal of Political Studies*, 18 (2), 101-118.
- Rigby, M., & O'Brien-Smith, F. (2010). Trade union interventions in work-life balance. *Work, employment and society*, 24(2), 203-220.
- Shameer, S. M. (2018). Working Conditions of Journalists As a Research Field : ReviewLiterature. 5(3), 630–636.
- Shalini, S. (2017). Factorial Analysis of Professional Stress in Journalism (A Study on Media Journalists of India). 22(8), 41–46. <https://doi.org/10.9790/0837-2208144146>
- Siddiqi, Ayesha R (2013, May4). Pakistan: no Place for Journalists. *DailyThe Express Tribune*. Retrieved from <http://tribune.com.pk/story/544268/pakistan-no-place-for-journalists/>
- Singleton, R. & Straits, B. C. (1999). *Approaches to Social Research*. New York: Oxford: Oxford University Press.
- Statistics, P. B. (2014). *Pakistan Census*. Retrieved June 10, 2015 from <http://www.pbs.gov.pk/sites/default/files/LIST%20OF%20DISTRICTS%20%26%20TEHSILS.pdf>
- Steinberg, D. (1983-84). Journalists' Rights to Their Own Work. *VLA Art & L*. 113. Retrieved November 13, 2014 from <http://heinonline.org/HOL/LandingPage?handle=hein.journals/cjla8&div=13&id=&page=>
- Sultana, Y., & Siddiquie, S. (2024). Professional Mistrust, Boredom, and Anxiety among Urdu Media Journalists: An Analysis. *Pakistan JL Analysis & Wisdom*, 3, 212.



- The News Manual. (n.d.). Chapter 2: What is a journalist? Retrieved from https://www.thenewsmanual.net/Manuals%20Volume%201/volume1_02.htm
- Thurman, N., Cornia, A., & Kunert, J. (2016). Journalists in the UK. Reuters Institute for the Study of Journalism.
- Trelford, D. (2006). *Address by Donald Trelford to a Dinner at Stationer's Hall, London*. Retrieved November 07, 2014, from <http://www.iapcworld.org/news.htm>
- United Nations Educational, Scientific and Cultural Organization. (n.d.). Safety of journalists. UNESCO. Retrieved from <https://www.unesco.org/en/safety-journalists>
- Ullah, R., & Jan, F. (2023). REPORTERS' ACCESSIBILITY: WORKING CONDITIONS OF LOCAL JOURNALISTS COVERING INDIGENOUS CONFLICT IN SWAT. *Pakistan Journal of International Affairs*, 6(3).
- Vijayan, M. (2017). Impact of Job Stress on Employees' Job Performance in Aavin, Coimbatore. *Journal of Organization and Human Behavior*, 6(3), 21-29. Retrieved March 12, 2020, from https://www.researchgate.net/publication/325734383_IMPACT_OF_JOB_STRESS_ON_EMPLOYEES_JOB_PERFORMANCE_IN_AAVIN_COIMBATORE
- Vogel, L. (2017). Journalism, an increasingly precarious profession.
- Villajos, A.; García-Ael, C.; Topa, G. (2019). Job Crafting among Labor Union Representatives: Its Impact on Work Engagement and Job Satisfaction. *Soc. Sci.* 8, 20. <https://doi.org/10.3390/socsci8010020>.
- WALLIMAN, N. 2006. *Social research methods*. London: SAGE Publications.
- Wahl-Jorgensen, K., & Hanitzsch, T. (Eds.). (2009). *the handbook of journalism studies* (p. 3). New York: Routledge.
- Wahl-Jorgensen, K., Williams, A., Sambrook, R., Harris, J., Garcia-Blanco, I., Dencik, L., ... Allan, S. (2016). The Future of Journalism: Risks, threats, and opportunities. *Journalism Studies*, 17(7), 801–807. <https://doi.org/10.1080/1461670X.2016.1199486>
- Weaver, D. (2008). *Methods of Journalism Research – Survey*. In L. Martin & D. Weaver (Eds.), *Global Journalism Research* (First ed., pp. 106-161): Blackwell Publishing Ltd.
- Weaver, D. H., & Wilhoit, G. C. (1986). *The American Journalist: a Portrait of U.S. News People and their Work*. Bloomington, Ind.: Indiana University Press.



- Weisberg, H. F., Kronsnick, J. A., & Bowen, B. D. (1996). *An Introduction to Survey Research, Polling, and Data Analysis*: Sage Publications, Inc.
- Wimmer, R.D., & Dominick, J. R. (2005). *Mass Media Research: an Introduction*. Belmont, Calif.; London: Wadsworth Publishing.
- Wikipedia, 2025. Sukkur Division. Retrieved from https://en.wikipedia.org/wiki/Sukkur_Division.
- Yu, X. (1994). Professionalization without guarantees: Changes of the Chinese press in post-1989 years. *Gazette*, 53(1–2), 23–41.
- Yates, S. J. (2004). *Doing Social Science Research*: Sage Publications Ltd.
- Young, S., & Carson, A. (2018). What is a journalist? The view from employers as revealed by their job vacancy advertisements. *Journalism Studies*, 19(3), 452-472.
- Zaidi, Hassan Belal (2015, January 30). Most Media Houses don't Pay District Correspondents. *Daily Dawn*. Retrieved April 16, 2015 from <http://www.dawn.com/news/1160379>
- Zakir, S., Bareach, N. U. D., Alam, R., & Farman, S. (2022). "Ethical Values & Reasonable Restriction In Freedom Of Speech And Expression""A Study Of Examining Ethical And Legal Journalism Practices In Balochistan". *Webology*, 19(2).
- Zhang, H., & Su, L. (2012). Chinese media and journalists in transition. In D. H. Weaver & L. Willnat (Eds.), *The global journalist in the 21st century* (pp. 9–21). New York: Routledge.