

BASELINE STUDY ON THE WORKING CONDITIONS OF SOMALI WOMEN JOURNALISTS



Authors/editors: The baseline study was developed by Somali Women Journalists (SWJ) in co-operation with IMS-Fojo Media Programme in Somalia. Data collection and analysis of findings were carried out in 2016/2017

Cover: Presenter Racwi Salad Muse reads the news at Goal FM in Mogadishu.

Photo Credit: Farhiyo Kheyre

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1 Executive Summary



Racwi Salad Muse (Left) and her colleague Mohamed Ahmed Jelle discuss the football transfer window, January 2018
Photo: Farhiyo Kheyre

The Baseline Study on the Working Conditions of Somali Women Journalists was conducted during September and October 2016, with the aim of improving understanding of the conditions for female journalists in Somalia via substantive, actionable datasets. The study was initiated by the Somali Women Journalists (SWJ) Association in collaboration with IMS-Fojo, in recognition of the absence of a single, centralised body of data on the status of women in the journalism profession. The collapse of the central government following the country's prolonged civil war had devastating consequences for national infrastructure, media included. As Somalia begins to emerge from the ravages of civil war, the need for a comprehensive and gender inclusive media development strategy has been identified as an important component of the nation building process.

Accordingly, this study was designed to identify existing gender disparities affecting the working conditions for journalists. The study seeks to provide key stakeholders with a clear perspective on the status quo, and

inform responses to gender imbalances in Somali journalism.

The key areas of investigation included the proportion of women and men in journalism, the position of women in organisational structures, journalists' safety and security (with a focus on women), working conditions, recruitment procedures, job satisfaction, levels of education and training, and cultural barriers. The study assesses gender sensitive policies of media houses, the professional capacity and limitations of journalists, and the gender gaps in the profession as a whole.

The study was carried out in the capital cities of four states in Somalia: Mogadishu; Garowe; Kismayo; and Baidoa. There are approximately 1,000 journalists operating in these parts of Somalia, 23% of whom are female. There are around 40 media houses, the majority of which are based in Mogadishu. Accordingly, 40% of samples were drawn from Mogadishu.

The methodology of the study involved: i) A survey of female and male journalists; ii) Key

informant interviews with owners/managers of media houses and media associations; iii) Focus groups with journalists across the three regions.

A total of 148 journalists, i.e. 15% of the total journalist population, participated in the study. 61 of the 148 were women and 87 were men. The sample also involved 19 interviews with key informants (15 media houses and 4 associations, 1 in each location), and 8 focus group discussions – 2 in each location. The 4 locations covered by the study are Mogadishu (the capital city), Garowe (the regional capital of Puntland State), Baidoa (the regional capital of the South-western State), and Kismayo (the regional capital of Jubaland State).

Key Findings

The study found that overall, journalism in Somalia falls far short of the fifth UN Sustainable Development Goal (SDG), to achieve gender equality and empower all women and girls. The study demonstrates that if the current conditions for women in Somalia's media remain unaddressed, the country will fail to achieve the SDG targets on ending all forms of discrimination against all women and girls everywhere.

Gender representation in the workforce:

Women journalists are significantly underrepresented in Somali media houses at 23%. Furthermore, the study found that as in many other sectors, there are fewer women than men in influential positions, and women have limited representation in decision making in the organisational structures of media houses. Out of 423 journalists working in the 15 media houses visited, only 92 (22%) are female. In an average media house, there are 9 staff members, of which two are female and the rest are male. In senior management positions, 14% of female journalists are in senior management positions, compared to 38% of male journalists.

Levels of Education: The study found that women are already disadvantaged when they enter the profession, due to lower levels of education compared with

their male counterparts. The findings show that male journalists in the Somali media industry are more educated than their female counterparts: the majority of males (67%) have attained a university level education, as compared to just 38% of females. The majority of females (57%) have reached as far as secondary school education only. This gives way to the glass ceilings found in this study, as women remain at the lower rungs of the organisational structures. This study also revealed perceptions that women lack the capacity to complete required tasks, possibly stemming from their lower levels of education.

Gender Sensitive Policies and Procedures:

For the most part, Somali media houses have neither written recruitment policies nor procedures. Education, reporting skills, and experience are the generally accepted recruitment criteria. In some cases, prospective employees are handpicked based on kinship or other personal relationships. The findings also show that managerial staff, and in some cases owners, have the final say on recruitment. Recruitment panels are rare, let alone ones that are gender balanced.

Contracting: A blanket approach is used for recruitment, without due consideration for the different needs of women and men. The absence of clearly laid out recruitment policies in Somali newsrooms means that 45% of respondents, including 46% of females, do not have binding employment contracts. Media house managers confirmed this, and in the event of a conflict, there are no clear grievance systems in place.

Job Satisfaction: The majority of journalists, 89% (of the total 148 respondents), say they are satisfied with their job. Good management, respect, positive working environment, good co-workers, and prospects for growth are among the reasons cited.

However, more women than men reported a lack of contentment, mainly due to 'unfair' treatment by management. Friction with management in the absence of proper grievance systems, professional development

opportunities, and pay disparities were among the most common reasons that journalists had left at least one media house during the previous 2 years. 57% of respondents have left at least 1 media house during the previous 2 years. Interestingly, more men (62%, n=35) than women have been fired in the past two years due to, inter alia, incompetence and indolence, despite their higher levels of education. It would appear from the study that the majority of women leave not because they are fired, but rather to pursue better working conditions.

Safety and Security: Security remains a significant concern for all journalists in Somalia, but in Mogadishu and Baidoa in particular. Their exposure to security threats is especially high while in the field doing their day-to-day jobs, as they can easily be targeted or identified as journalists. Common threats faced by journalists include death, arrest, and assault. There are essentially no security and protection mechanisms in place, let alone gender-specific ones, despite the level of risk involved in the Somali context. The majority of Somali journalists (78% n=115, F=49, M=66) reported feeling vulnerable, despite management asserting that they provide basic security awareness information and ad hoc training. The response measures in case of a security incidents identified in this study were not deemed sufficiently robust.

Sexual Harassment: One of the unique successes of this study was to obtain responses on sexual harassment via a questionnaire administered by a third party. Usually a sensitive subject, sexual harassment is not openly discussed in many African contexts. 13% of the respondents felt comfortable enough to say they had experienced sexual harassment, either in their current or previous jobs. 20% of respondents (28% female) said they would do nothing if exposed to harassment, fearing for their safety as well as their jobs. There are no robust mechanisms in place to respond to sexual harassment in media houses.

Cultural Perception: The study revealed a general consensus (88%) within the Somali media industry that women can and should be involved in the media profession. Very few survey participants (12%) expressed stereotypical negative perceptions about women in the media profession. However, there remain traces of the view that journalism is not a 'suitable' profession for women. Media managers (26%) expressed a wish to see more women in the profession, but this has not manifested itself in any practical respect. The persistence of the glass ceiling, limiting women to more junior positions, may also stem from implicit patriarchal views.

Gender Training: The study identified this as a clear gap. Most respondents (74%) indicated that they have not had any gender specific training in their professional experience, or indeed prior to that. Gender specific training exposes journalists and media workers to standards of gender sensitivity conduct, thereby raising awareness of gender-based discrimination. A gender-literate media workforce is more likely to produce media products that are diverse, inclusive, non-stereotypical, and balanced.

Recommendations on how to move forward on the challenges raised in this report can be found on page 35.

2 Introduction



Presenter Fadumo Abukar (Right) interviews colleague Hafsa Khalif (Left), Kulmiye Radio studio in Mogadishu. Photo: Farhiyo Kheyre

2.1 Background

The baseline study on the working conditions of women in journalism was conducted by the Somali Women Journalists Association (SWJ) in collaboration with IMS-Fojo. This study stemmed from SWJ's concern regarding the lack of centralised and gender disaggregated data on working conditions for journalists. Since 1991, persistent conflict has led to the breakdown of state institutions, political fragmentation and prevalence of anarchy, displacement of people, and insecurity, among other challenges. Media institutions were also decimated. In order to provide adequate support for the development of the media in Somalia, there is need for strategic direction and focus, informed by a gender-based analysis of the working conditions for journalists in Somali media houses. In commissioning this baseline study, SWJ and its partners recognise that the development of a viable Somali media sector must account for a comprehensive set of key building blocks, including gender balance.

The partners agreed that the gender perspective would be informed by an

analysis of the elements of direct and indirect discrimination, which may limit the advancement of women in the media profession. This is the first comprehensive study focused on identifying and deconstructing gender issues in relation to working conditions in the Somali media sector. To date, no comparable study has been undertaken in the country by any professional body.

2.2 Purpose of the Study

The main objectives of this study are to:

- Map the status of women journalists in Somalia
- Identify issues and areas of concern for women journalists in Somalia
- Create a set of recommendations to improve the situation of women journalists in Somalia

2.3 Sampling

There are an estimated 1000 journalists operating in Puntland and South Central Somalia, 230 (23%) of whom are believed to be women, employed across around 40 media

houses, mostly FM radios. Some of these journalists also work as freelancers in addition to their staff jobs.

To ensure that the study is as representative as possible, a purposive sampling was done, resulting in the selection of specific locations. Sample quotas were applied in regard to women, location, type of media house, and methodologies (including formats for collating and organising study data). The sample distribution is as follows:

- **Locations** - four major state capitals in Puntland and Southern Somalia were targeted, namely: Mogadishu, Garowe, Kismayo, and Baidoa.
- **Survey sample** - 150 journalists (accounting for 15% of the country's total estimated number of journalists) were selected across these locations. As Mogadishu is the largest city, a larger sample was taken from there; thus 60 journalists in Mogadishu, 30 in Garowe, 30 in Kismayo, and 30 in Baidoa.
- **Key stakeholder interviews:** 10 Key informant interviews were conducted in Mogadishu. One of these was with a member of a Journalists' Association, and the rest were from a range of media house management teams. In the remaining locations, 3 interviews were conducted (2 with media houses management and 1 with representatives of a Journalists' Association).
- **Focus group discussions:** In all locations, 2 FGDs were held, one for men and one for women. An equal number of female and male journalists were targeted.

3 Methodology



Presenter Racwi Salad Muse reads the news at Goal FM in Mogadishu. Photo: Farhiyo Kheyre

A methodology workshop held in Mogadishu in August 2016 brought together IMS-FOJO, SWJ, and a technical team of consultants. The workshop applied a waterfall approach to develop a comprehensive implementation

plan, including selection of appropriate methodologies and sample. The table below sets forth the agreed methods and the sample size proposed for each method.

Location	# of Interviews/Questionnaires	# of KII	# of FGD
Mogadishu	60	10	2
Garowe	30	3	2
Kismayo	30	3	2
Baidoa	30	3	2
Total	150	19	8

3.1 Survey

Table 1 – Individual Surveys targeting regular journalists

Location	Female	Male	Number of Questionnaires
Baidoa	8	22	30
Garowe	11	19	30
Kismayo	10	17	27
Mogadishu	32	29	61
Total	61	87	148
%	41%	59%	100%

3.2 Key Informant Interviews

Table 2 – Key Informant Interviews

Location	Female	Male	Total
Baidoa	0	3	3
Garowe	0	3	3
Kismayo	0	3	3
Mogadishu	0	10	10
Total	0	19	19
%	0%	100%	100%

Table 3 - Type of Media House

Type of Organisation	Baidoa	Garowe	Kismayo	Mogadishu	Grand Total
Association	1	1	1	1	4
FM Radio	2	2	1	9	14
TV			1		1
Grand Total	3	3	3	10	19

3.3 Focus Group Discussions

Table 4 - Focus Group Composition

Location	# of FDGs	Female	Male	Total
Baidoa	1	5	5	10
Garowe	1	5	5	10
Kismayo	1	5	5	10
Mogadishu	1	5	5	10
Total	4	20	20	40
%		50%	50%	100%

4 Study Limitations



Presenter Shukri Adam presents the news, Goobjoog Radio in Mogadishu. Photo: Farhiyo Kheyre

4.1 Language Barrier: The study tools and methods were all developed in English, but data collection had to be done in Somali. Therefore, back and forth translations were required, which resulted in disruptions of data processing and analysis.

4.2 Delays in field work: the field work ran for almost 4 weeks as opposed to 2 as initially planned. This affected the subsequent stages of the study, limiting the time available for data analysis and processing.

4.3 Data quality issues: In general, data quality was not up to par, in particular the qualitative components. There was a lack of consistency and in some cases it seemed that respondents' input had not been properly understood or captured. Too few details were captured from the focus group discussions, at least in terms of the information inserted into the data entry platforms. This led to delays in the data cleaning process, as significant

work was required in order to produce usable information. The other limitation was an error of omission, whereby the information gathering process did not capture data on the beats to which each journalist was assigned. This could have broadened the study's perspective on the positions of women in the newsrooms relative to men.

4.4 Time: The time left for data processing and analysis was insufficient, compressing the process of reviewing and improving the study as a whole.

5 Key Findings



Newscaster Khadra Abdi Ali, Universal TV studios in Mogadishu. Photo: Farhiyo Kheyre

5.1 Male to female ratio in the journalism sector

Women are significantly underrepresented in the Somali media, constituting significantly

less than 50% of journalists working in the four cities of Baidoa, Mogadishu, Garowe and Kismayo. The data sets below demonstrate this disparity.

Table 5 - How many journalists are there in your media house?

Location	Female	Male	Total
Baidoa	5	25	30
Garowe	6	11	17
Kismayo	10	46	46
Mogadishu	71	259	330
Total	92	331	423

Table 6

Location	Female	Male
Baidoa	17%	83%
Garowe	35%	65%
Kismayo	22%	78%
Mogadishu	22%	78%
Percentage	22%	78%

Underrepresentation of women in the media



Chart 1

Information collected from the top management of 15 media houses in the 4 target locations suggests that women make up less than a quarter (22%) of the country's journalism workforce. Out of 423 staff currently working in the 15 media houses visited, only 92 were female. Furthermore, despite efforts to interview equal numbers of male and female journalists for the individual survey component, the study was only able to attain a ratio of 41:59 female to male. According to the focus groups, the under-representation of women

in journalism can be attributed to three main factors:

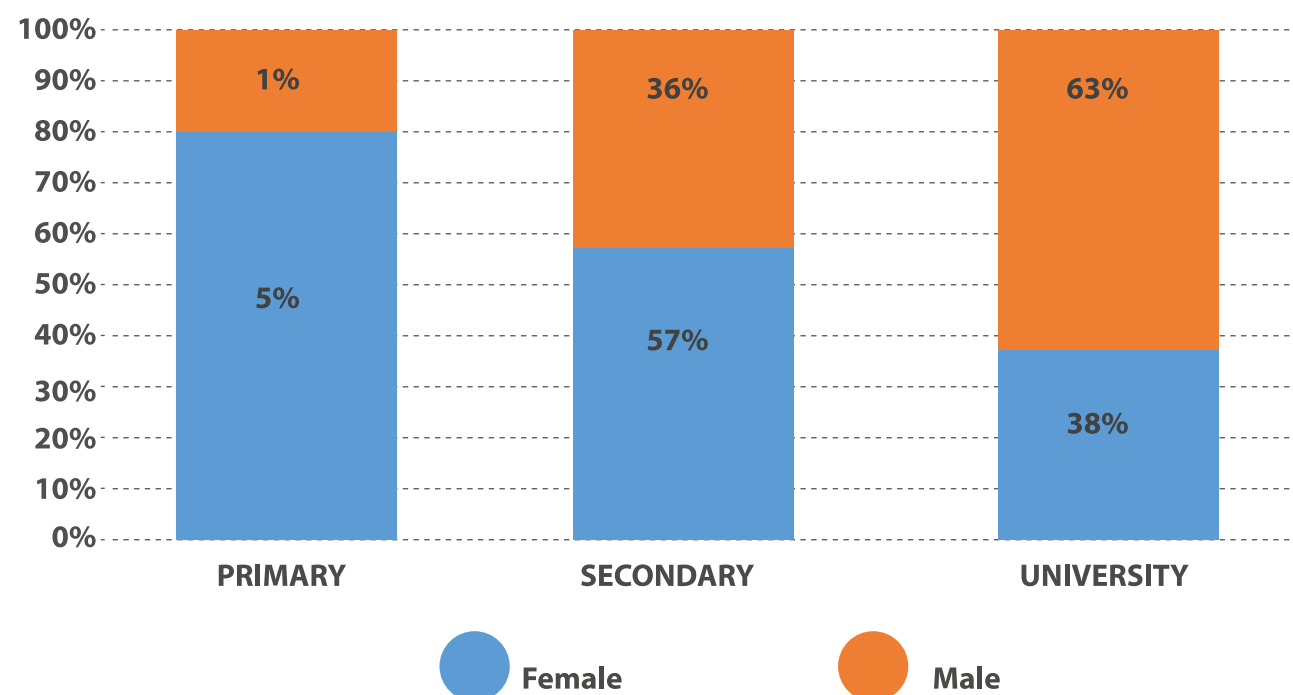
- Little or no interest in the profession;
- Lower levels of education compared with males, preventing women from entering the profession;
- Discrimination against females – while this factor was not thought to be especially significant, it still featured in various discussions, as shown below.

5.2 Gender comparison: Level of education

Table 7 - Comparison between men and women: Level of education

Location	Education Level	Freq. Female	Freq. Male	Freq. Total
Baidoa	Primary	1	1	2
	Secondary	6	13	19
	University	1	8	9
Baidoa Total		8	22	30
Garowe	Primary	1		1
	Secondary	7	2	9
Garowe Total		11	19	30
Kismayo	Secondary	9	11	20
	University	1	6	7
Kismayo Total		10	17	27
Mogadishu	Primary	1		1
	Secondary	13	5	18
	University	18	24	42
Mogadishu Total		32	29	61
Freq Total Surveys		61	87	148

Chart 2: Level of Education of Males and Females interviewed

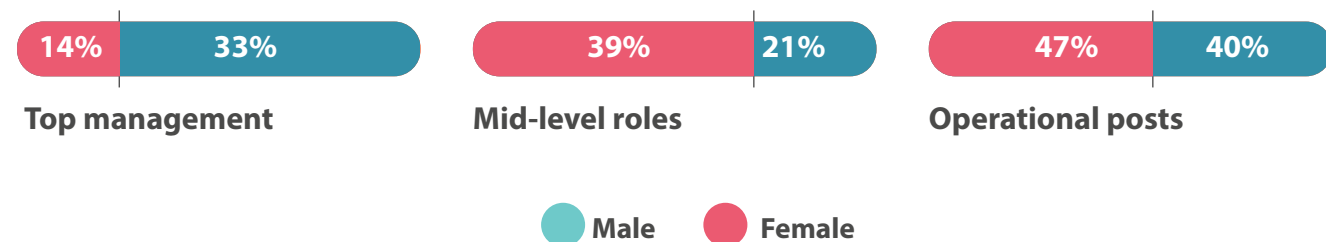


Data from the study reveals that male journalists tend to be more highly educated than their female counterparts. Chart 2 reveals that the majority of males (64%) had attained a university level education. By stark contrast, only 38% of females had attained university level education. The majority of females (57%) had reached as far as secondary school. This data demonstrates that men enter the journalism profession from an advantageous position in comparison to their female counterparts. Women's limited access to education puts them at risk of further professional discrimination, as levels of education form part of the recruitment criteria. The cycle of gender inequality continues within the structures of newsrooms, with the majority of women restricted to the lower echelons of decision-making. This

finding is illustrated by the table below. Women occupy significantly less than 50% of decision-making positions in Somali media houses. Only 36 out of 157 managers are women across the four cities of Garowe, Kismayo, Mogadishu, and Baidoa. Out of the 17 media houses that participated in this study, only five women held top management positions, while 46 were men. In mid-level roles, only 14 out of 40 were women; in operational roles, 17 out of 49 managers were women. The fact that more women were found at the lower echelons of power within the newsroom suggests a glass ceiling that systematically excludes women from decision-making. High-level decisions in the Somali media house are more likely to be taken by men.

5.3 Gender distribution in the organisational structure of media houses

Chart 4 – Gender Distribution Across Structure Levels - KII



Across the 19 institutions visited (15 media houses and 4 associations), female employees holding key titles accounted for only 23% of all staff.

The average Somali media house employs 9 staff members, of whom only 2 are female. 47% (n=36) of women in the media houses visited hold operational level positions, while 39% (n=36) have mid-level roles. Just 14% of female respondents hold top level positions. For men, the situation is very different: 38% (n=121) occupy the top seats. This indicates that women tend to hold more junior positions.

5.4 Recruitment

5.4.1 Policies and procedures

This study concludes that most Somali media houses lack clear, written recruitment policies and procedures. As demonstrated by the data below, recruitment is conducted informally. In the absence of proper procedures, appointments are open to the discretion of management, who are primarily male. The absence of recruitment panels indicates that the process may be intimidating to female journalists, as men constitute the majority of senior management. Experience from other settings has proven that the lack of clear policies and procedures may result in corruption and abuse of power by management, which can leave women vulnerable to sexual harassment.

Table 8 - Are there policies and procedures for fair recruitment? - KII

Location	No	Yes	No Answer	Grand Total
Baidoa	1	2		3
Garowe		3		3
Kismayo		2	1	3
Mogadishu	1	9		10
Grand Total	2	16	1	19

Table 9 - Availability of policies and procedures for fair recruitment - KII

Location	Available	Not currently available	No Answer	No Applicable	Total Responses
Baidoa		2		1	3
Garowe	1	2			3
Kismayo	1	1	1		3
Mogadishu	1	8		1	10
Total Responses	3	13	1	2	19

Out of 19 Key Informants (from 15 media houses and 4 associations), 16 (84%) stated that their organisation had 'policies and procedures for fair recruitment'. However, only 3 (16%) could substantiate that claim with evidence.

Despite the absence of written, codified procedures for recruitment, certain capacities and competencies of the candidate are assessed via references, as well as

recommendations from previous employers. The recruitment process considers, inter alia, educational level, reporting skills, and experience. This process is not always fair.

5.4.2 Recruitment Process

Common recruitment criteria noted by respondents included education and reporting skills followed by experience. Kinship or familial or other personal relationships were also mentioned as playing

some sort of a role in identifying prospective employees. However, none of the key informants mentioned the latter as a criterion for recruitment.

The fact that only 3 (16%) of the key informants were able to provide evidence of policies and procedures for recruitment corroborates the argument that there are virtually no systematic procedures written down to guide recruitment. However, it is

understood that there are criteria that serve as the basis for hiring new staff. According to the responses, the recruitment process includes informal review of a candidate's credentials, recommendations, and references.

In addition, it remains unclear how exactly the candidate comes to the attention of the hiring team. Similarly, the process for identifying and advertising vacancies remains opaque.

Table 10 - Who takes the final decision? KII

Who takes final decision on Recruitment?	Freq Assoc.	Freq Radio	Freq TV	Freq Total
Managerial Staff		9		9
Head of Department		3	1	4
NA				4
Panel	4	1		1
Owner together with managerial staff		1		1
Grand Total	4	14	1	19

Table 11 - Who takes the final decision? - Survey

Who takes final decision on Recruitment?	Freq Assoc.	Freq Radio	Freq Total
Managerial Staff	43	59	102
Owner	11	11	22
A panel	2	10	12
Head of department	5	6	11
No Answer		1	1
Grand Total	61	87	148

Chart 5 - Who takes the final decision on recruitment? KII

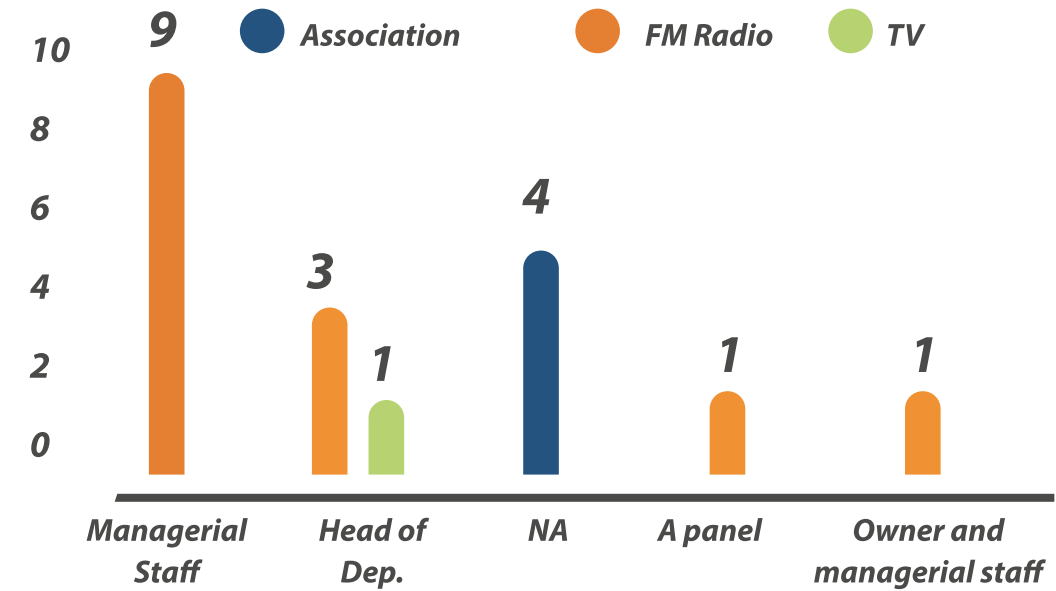
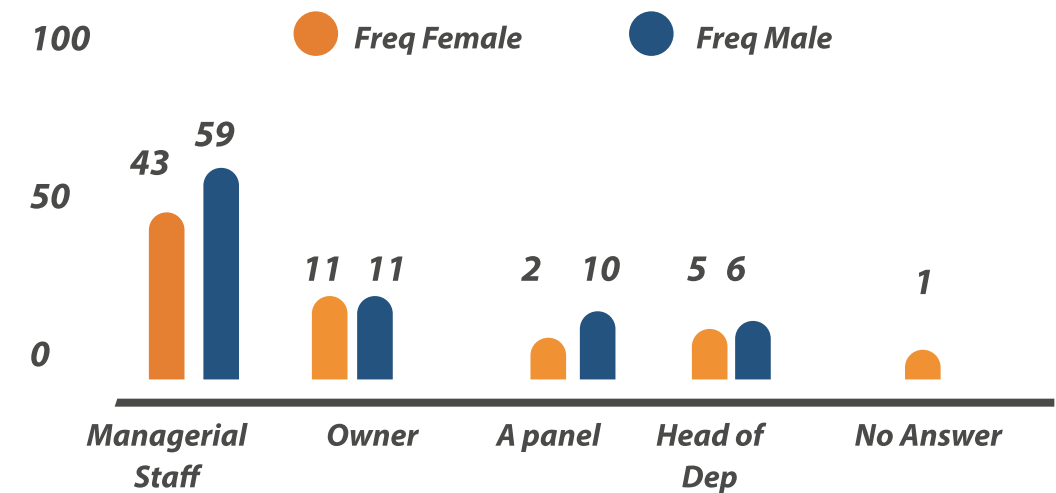


Chart 6 - Who takes final Decision on Recruitment - Survey



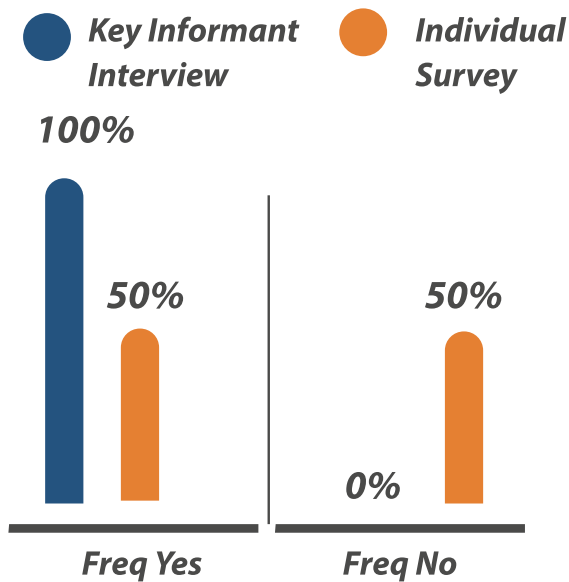
59 (n=87) males and 43 (n=61) females said that recruitment decisions are taken by managerial staff. 9 (n=19) key informants gave the same answer. This indicates that managerial staff, of whom the majority are men, tend to take key decisions on recruitment. Owners and then Heads of Departments ranked second and third respectively; 22 (n=148) of interviewed reporters answered Owner, while 4 (n=19) of the key informants cited Head of Department. The only TV station sampled for this study mentioned Head of Department as the top decision maker. While this may not be

statistically significant, it nonetheless signals that Heads of Departments in TV stations are more powerful than their counterparts in other types of media houses. Overall, the data above shows that recruitment decisions are largely made by men, who constitute the majority of senior management. Women exercise significantly less decision-making power, as they are more represented at the lower levels of organisational structure. As discussed above, this may be a contributing factor to the low number of female recruits in the media profession.

Table 12 – KII and Survey combined

If panel, is it Mixed?	Freq Yes	Freq No	Freq Total
Key Informant Interview	2	0	2
Individual Survey	6	6	12

Chart 7 - If Panel, Is it mixed?



2 (n=19) key informants stated that recruitment decisions are taken by a panel, and that these panels are mixed gender. In general, survey participants identified two stages of recruitment: (i) selection of prospective candidates; and (ii) deciding which candidate is most suitable for the job.

Neither of the two processes is governed by procedure, and nor are there are affirmative policies to address the gender disparity. The first stage entails an informal selection of candidates based on kinship or other relationships, while the second involves reviews of educational achievement, reporting skills, and experience. In some cases this process is supported with interviews, reference checks, and recommendations from former employers.

5.4.3 Glass Ceiling

In general, management in Somali media houses acknowledge the gender gap in recruitment. Across the 19 media houses/ associations visited, only 36 of the 159 total employees (23%) were female. Based on the survey responses, these organisations lack the knowledge and understanding required to ensure gender parity. Interestingly, the management staff who expressed the wish to recruit more women have, in reality, recruited and promoted more men than women over the past two years. This is despite the fact that according to the findings, they exercise significant discretion on recruitment decisions. The data below illustrates these conclusions.

Table 13 - Are there positions you would prefer either for Male or Female? - KII

Location	Freq No	Freq Yes	Freq Answer	Freq Total
Baidoa	1	2		3
Garowe	2	1		3
Kismayo		2	1	3
Mogadishu	6	4		10
Grand Total	4	9	1	19

As Table 13 shows, 9 (47%) out of 19 key informants, all male, said they would prefer to assign reporters of a specific gender to certain positions in their media house or association. On the follow up question 4, (n=9) indicated a

preference for 'just more females' to work in their media houses. Provision of equal opportunity for both genders and appointment of a female director/programme producer were among other responses provided.

Table 14 - Which positions for which sexes? - KII

If yes, which sex for which positions?	Freq Assoc.	Freq Radio	Freq TV	Freq Total
Just More Females		4		4
Equal Opportunity		1	1	2
Female Director		2		2
Female Programme Producer		1		1
Total Interviews	0	8	1	9

Table 15 - How many new staff have you hired during the past 12 months? - KII

How many new staff have you hired during the past 12 months?	Female sum	Male sum	Total sum
Association	NA	NA	NA
FM Radio	41	81	122
TV	6	24	30
Total	47	105	152

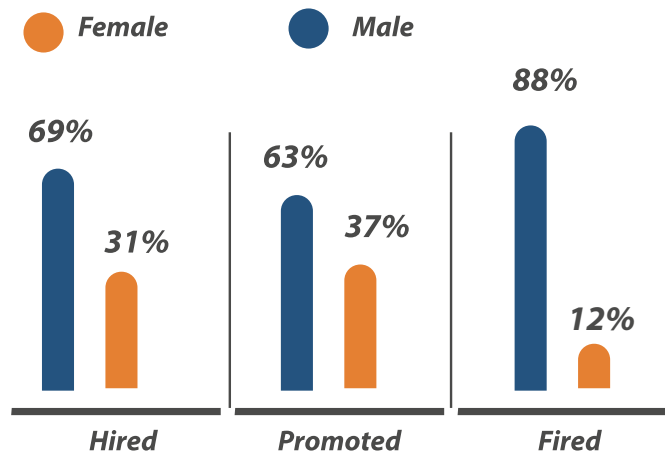
Table 16 - Staff Promoted over the past 2 years – KII

How many new staff have you promoted during the past 2 years?	Female sum	Male sum	Total sum
Association	NA	NA	NA
FM Radio	12	18	30
TV	1	4	5
Total	13	22	35

Table 17 - Staff fired over the past 2 years - KII

How many new staff have fired during the past 2 years?	Female sum	Male sum	Total sum
Association	NA	NA	NA
FM Radio	4	29	33
TV	0	0	0
Total	4	29	33

Chart 8 - Gender Distribution across the three fields



Data from the Key Informant interviews revealed that 152 staff, 47 (31%) females and 105 (69%) males, had been hired during the previous 12 months by all institutions visited. A total of 35 staff had been promoted during the previous 2 years: 13 (37%) female and 22 (63%) male. There is a high turnover among male staff in the Somali media houses; Chart 7 shows that 33 staff were fired during the previous 2 years: 4 (12%) female and 29 (88%) male.

Cross analysis indicates that fewer females than males are hired, promoted and/or fired, in line with the working assumption that the number of women in journalism is lower than the number of men.

However, a closer look shows that while women constitute less than 25% of the general workforce, 37% of promotions involve women. This demonstrates an inclination towards preference of female staff for promotions. Women also make up just 12% of dismissals. These figures could be proportional to the gender disparity across the workforce in general, but additional follow up is recommended in order to achieve certainty.

Five (56%, n=9) of the organisations that had fired staff during the previous 2 years attributed the decision to 'bad performance' from the side of the staff/reporters. Bad behaviour, indolence, attendance issues, and breach of contract were the other reasons that had prompted dismissals.

Chart 9 - Frequency of answer

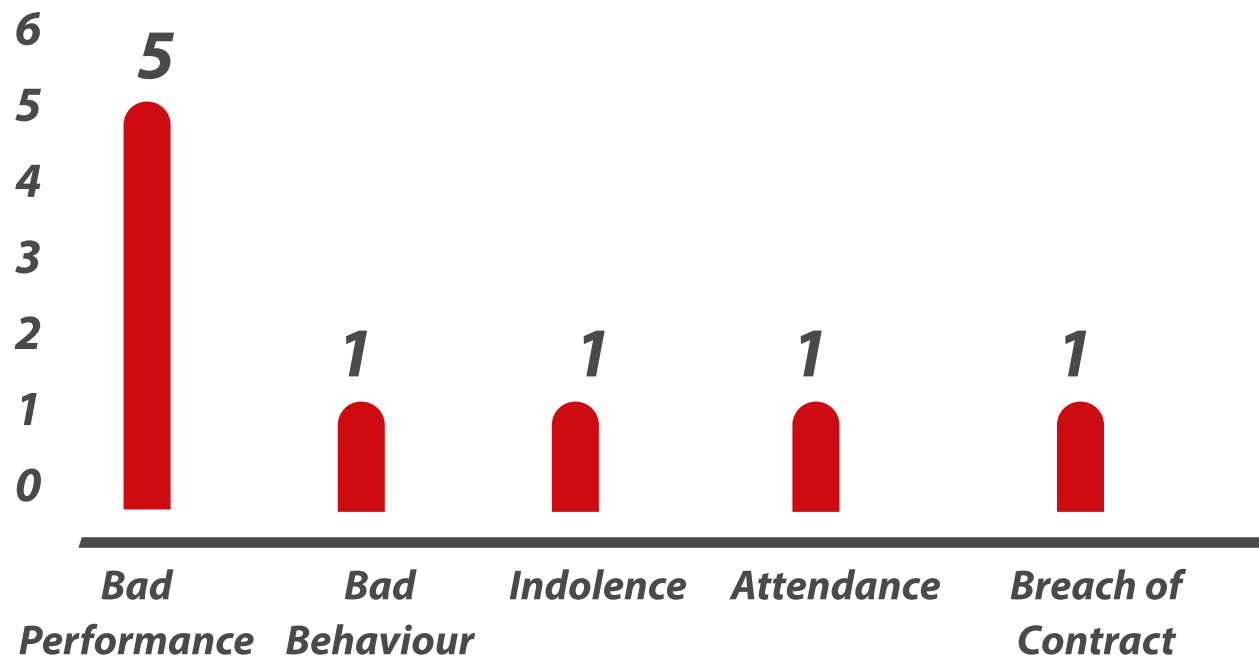
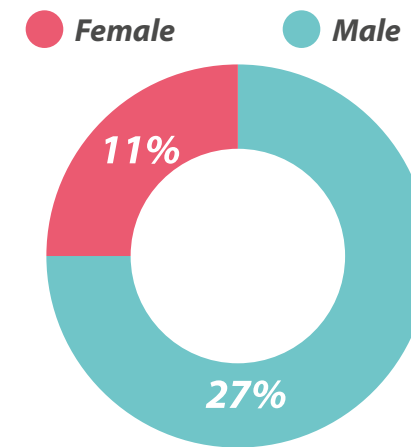


Table 18 - Survey

What were the reasons for leaving?	Freq Female	Freq Male	Total sum
Found another job	3	12	15
Don't know	7	8	15
No Answer	0	5	5
Quit after marriage and found a job in another station	0	1	2
Family Problem	1	1	1
Total 'Left' Frequency	11	27	28

Chart 10 - # of Staff voluntarily separated from Organization

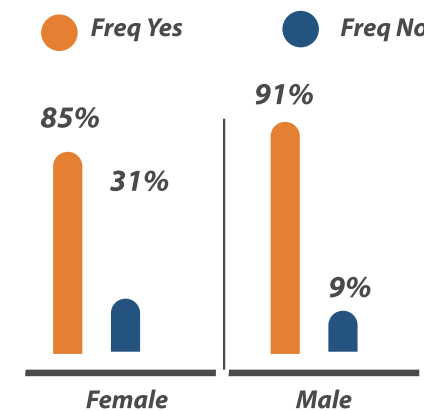


Most of the journalists who voluntarily left their positions cited 'another job' as their reason for leaving. This was the case for 4 (36%) women. Of note is the relatively high number of journalists who responded 'do not know'. Despite the number who answered 'found another job', it can be inferred that the reasons for leaving could be sensitive or due to dissatisfaction. The majority of journalists, both women and men, indicated in response to another survey question that they were capable of taking on other roles/responsibilities within the organisation, i.e. beyond what they are currently assigned to do

Table 19 - Do you think you can take up other responsibilities? - Survey

Do you think you can take up other responsibilities?	Freq Yes	Freq No	Freq Total
Female	9	52	61
Male	8	79	87
Total Interviews	17	131	148

Chart 11 - Do you think you can take up other responsibilities



There seems to be consensus among respondents that roles and responsibilities are fairly allocated, and promotion is based on hard work. This was the response given by 75% of women and 78% of men. However, the remainder highlighted gender discrimination, absence of recruitment policies, and lack of transparency in the recruitment process as concerns. Fairness on the part of management emerged as a key issue when it comes to encouraging more people - both male and

female - to join the profession, along with several other suggestions:

1. Journalists should demonstrate a positive attitude and high level of professionalism in their daily work;
2. Better treatment should be accorded to the journalists by their employers in order to attract more young people to the profession;
3. Increase the number of professional, well-structured, principled, and well-equipped media houses so that young people see a brighter future in the profession.

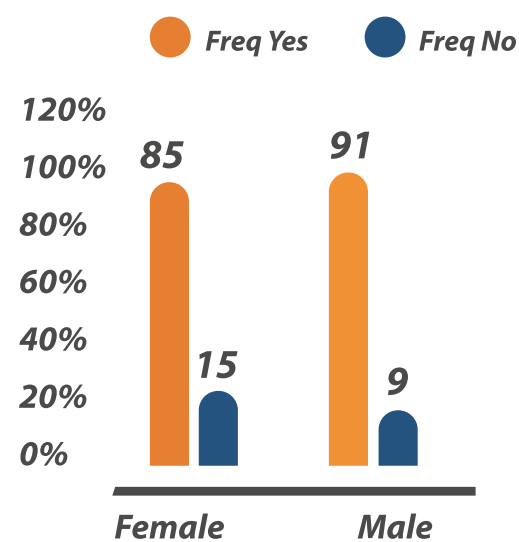
These recommendations point to the fact that in addition to the unfavourable working conditions for Somali journalists in general, female journalists also face the challenge of social stigma, to an extent.

5.5 Gender comparison on levels of job satisfaction

The survey revealed that the majority of journalists in the Somali media are content with their current positions. However, among the few who are dissatisfied, the majority are women. The above chart shows that 9 (15%, n=61) of females expressed unhappiness, compared with 8 (9%, n=87) males. The reasons for discontent were the same for both genders, and are listed below in order of frequency:

- I think I deserve a position better than this;

Chart 12 - Are you happy with your current position



- I want a better post, either here or elsewhere;
- 'Benefits are not enough' or 'I cannot advance my career'

While there appears to be a relatively high degree of turnover among male journalists in Somalia, media houses also seem to be making efforts to retain staff. All 14 media houses stated that they have retention schemes. Only 37 (25%) of survey respondents (n=148) said they did not have a retention plan. The 37 account for 26% (n=61) of females and 24% (n=87) of males interviewed. However, 110 (74%) of the female respondents affirmed the existence of staff retention schemes, nearly the same as the proportion of men (75%). When asked what these schemes entail, respondents gave a range of answers, the most important of which are:

- Career development
- Bonuses
- Promotion
- Gifts
- Encouragement and trainings

All are given as a reward for satisfactory performance or upon achievement of an important milestone but not on a systematic basis. However, as data in the earlier sections shows, male journalists are more likely to enjoy these benefits than their female colleagues.

Chart 13 - Are there Staff retention schemes

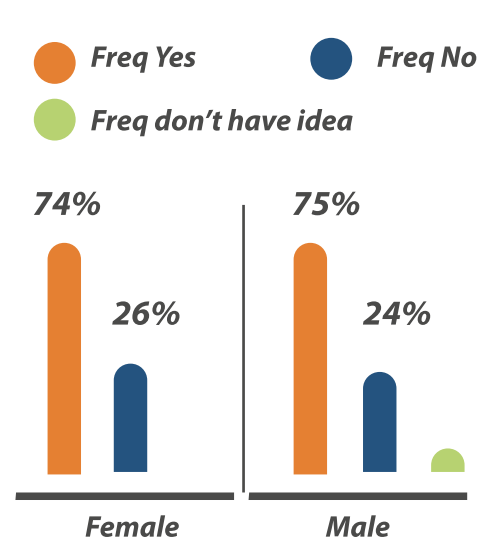


Table 20 – How many media houses have you worked for during the past 2 years? Survey

How many media houses have you worked for during the past 2 years	Freq Female	Freq Male	Freq Total	Reverse Cumulative Distribution	Reverse Cumulative Percentage
1	26	37	63	148	100%
2	19	28	47	85	57%
3	15	14	29	38	26%
4	1	5	6	9	6%
5		2	2	3	2%
7		1	1	1	1%
Total Responses	21	87	148		

At least 32% of survey respondents, mostly male, said they have changed jobs twice in the past two years. Whilst the majority of the journalists have stayed in one media house, the survey results indicate that male journalists have found it easier to move from one job to another compared with their female counterparts. Out of the 148 respondents, 35 women have worked for at least two media houses, versus 50 men. Reasons for leaving jobs included:

- Friction with management
- Career advancement
- Pay issues
- Relocation

The main reasons for staying in a single workplace during the previous 2 years were as follows:

- I am new to the media profession and this job
- I am happy to work here
- I could not find another Job
- I am respected and earn a good salary
- The management is good

Other less frequently cited reasons included job security (stable contract, good co-workers and work environment) and because they were holding top managerial positions. The journalists interviewed believe that the media sector is a good place to work because it is **easy to join**, gain **experience**, makes you **famous**, and lastly provides a means to make a living. On the other hand, negative characteristics were cited as:

- Insufficient salary

- Security – exposure to a broader threat matrix
- Security for females
- Cultural issues – media is not a profession for women

In addition, one-third of the focus group participants said that they have considered leaving their current jobs in search of a better position, higher pay, and more security. The focus groups mentioned the following factors as the only motivation that could keep them in their current posts.

- A good salary
- Career growth within their current media houses
- Security
- Respect/appreciation

5.6 Outline of safety and security conditions with a specific focus on women

5.6.1 Safety and Security Safety and security of women journalists: threat perceptions

Women journalists in Somalia feel more secure in their workplaces than when they are out in the field. Security is a major concern, primarily in Mogadishu where political stability is more fragile than in other areas such as Kismayo, Garowe and Baidoa. This is illustrated in the graphs below. However, male respondents seem to feel more at risk (53% n= 87) than women (48% n=61), perhaps owing to the fact that men make up the majority of journalists in Somali newsrooms.

Chart 14 - How would you describe your safety and security In the workplace? (Location)

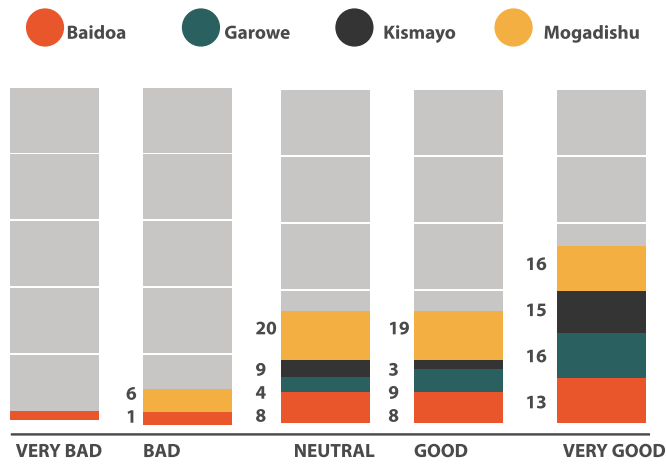


Chart 15 - How would you describe your safety and security outside workplace? (Location)

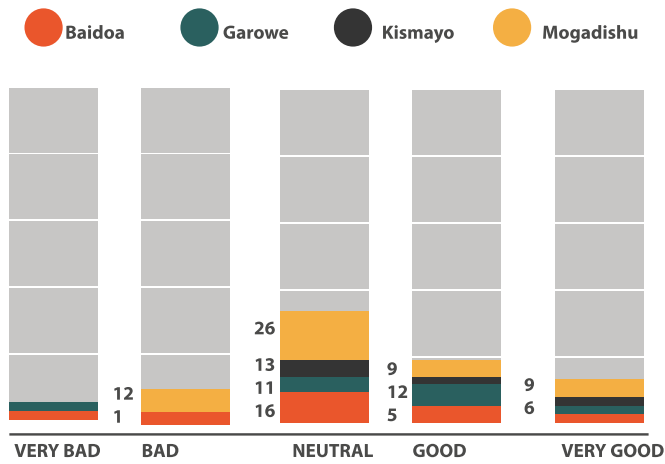
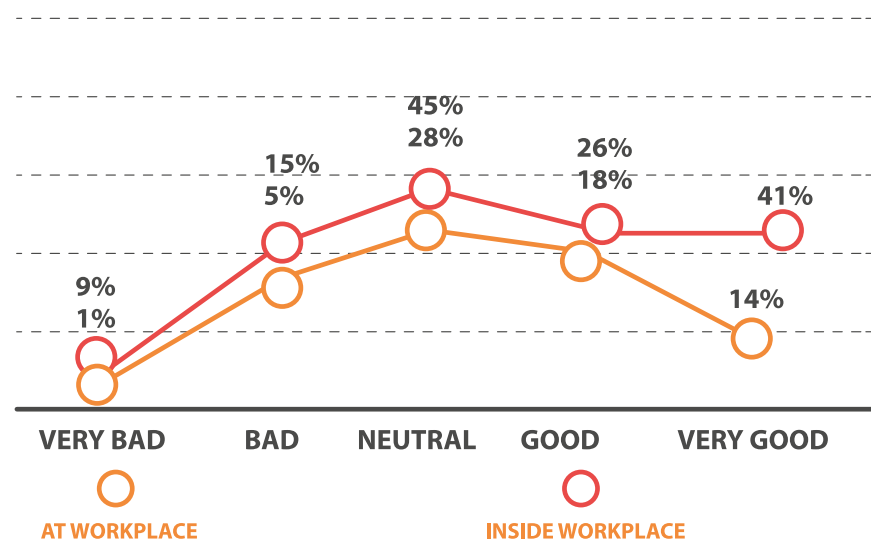


Table 21- Inside vs outside workplace - Survey

Safety and Security	At workplace	Outside Workplace
Very Bad	1%	9%
Bad	5%	15%
Neutral	28%	45%
Good	26%	18%
Very Good	41%	14%

Chart 16 - Comparison: Inside vs Outside Workplace



- Security in the workplace: 67% (n=148) of respondents answered good or very good. This constitutes 59% (n=61) of females and 72% (n=87) of males. Only 7 (5%) of respondents, all from Mogadishu, noted their security was 'bad' and only 1, from

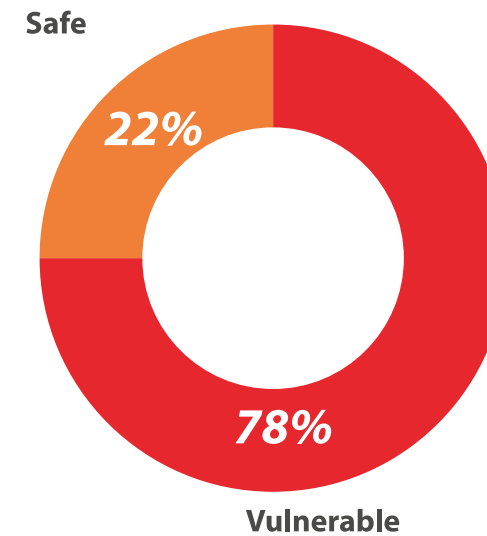
Garowe, cited 'very bad' security in the workplace.

- Security outside the workplace: Here are the responses, ranked in order of frequency;
 - Neutral - 45%

- Good - 17%
- Bad - 15%
- Very good - 14%
- Very Bad - 9%

While the survey data above shows that overall, security is not perceived as a major issue, it does appear to be a concern

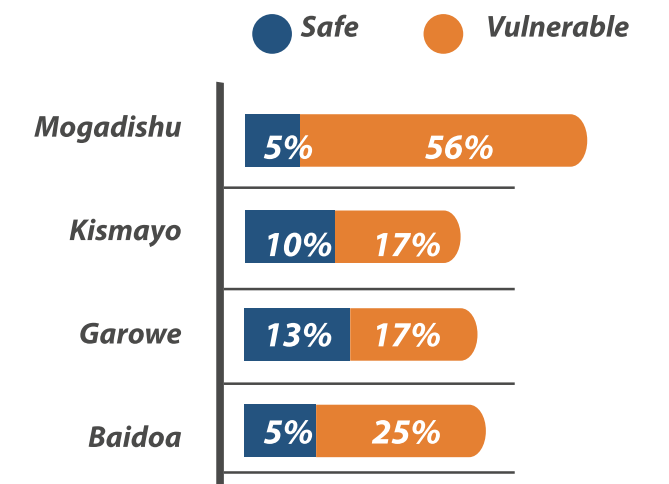
Chart 17 - Comparison: Inside vs Outside Workplace



Security threats while in the field, i.e. when on duty, are obviously more critical than while in the office or off-duty. 78% (F=43%, M=57%) of interviewed journalists feel vulnerable in the field. The threat perception is higher in certain locations such as Mogadishu and Baidoa,

particularly outside the workplace. The majority of respondents (78%, comprising of 80% of females and 76% of males) described their situation in the field as vulnerable (see Chart 17), while a sizeable number (45%) said that security in the field was neither good nor bad.

Chart 18 - How would you describe your safety and security while in the field?



where the situation is relatively fragile, and attacks against journalists remain common. By contrast, the majority of journalists in focus groups felt that there are no security concerns, and only 25% mentioned the possibility of attacks against journalists.

Threats faced by Journalists, security measures in place for their protection

Chart 19 - Have you ever been threatened?

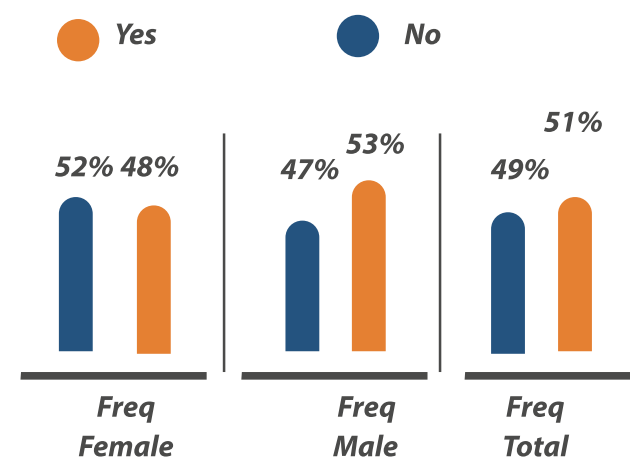


Chart 20 - If yes, what were the Threats?

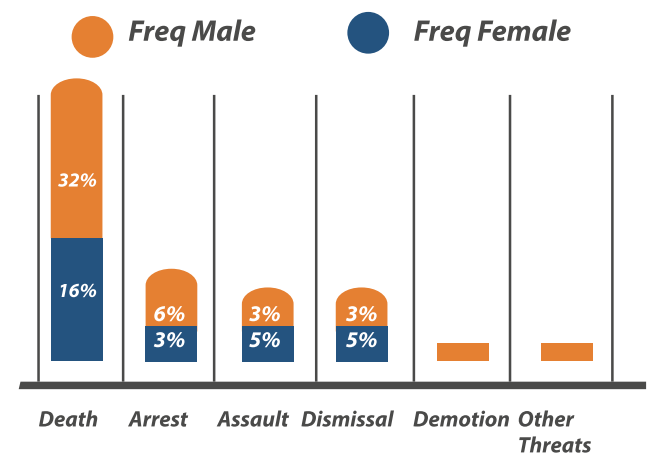
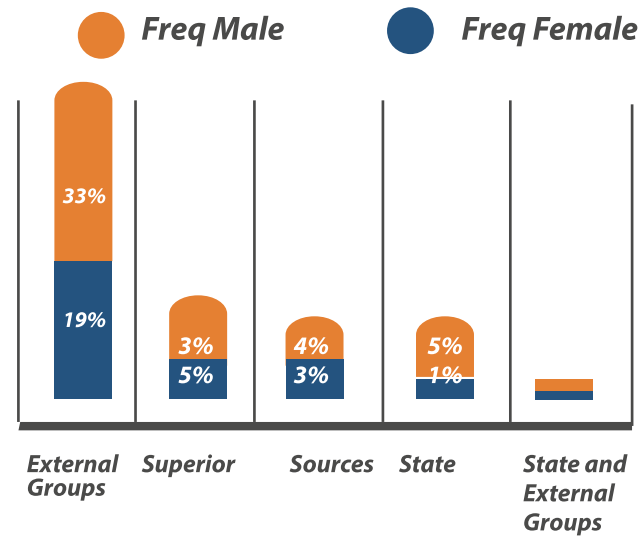


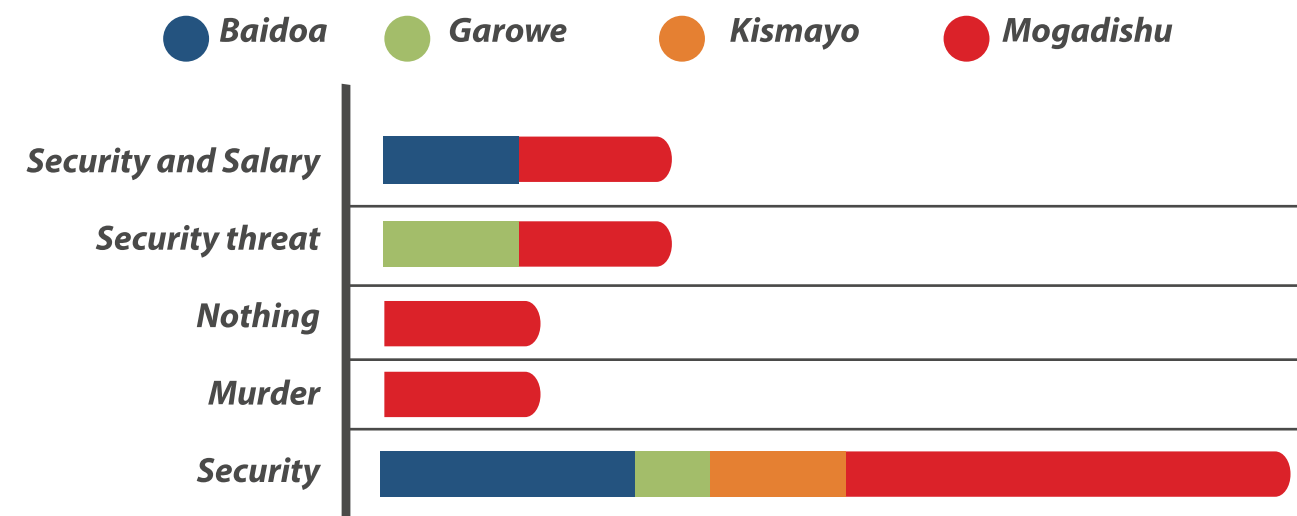
Chart 21 - If yes, by whom?



51% (n=148) of respondents said they had been threatened (48% (n=61) of females and 53% (n=87) of males). Respondents cited they had been threatened with one of the following: death (32%), arrest (6%), assault (5%). According to Chart 21, the second-most common threat for females after death is assault, while for males it is arrest.

The biggest source of threat is External Groups, namely terrorist/insurgent groups in Somalia. However, this study has revealed a worrying trend: 17% (n=29) of females cited their superiors as a threat source. Among men, the second most commonly cited threat was 'News Sources'.

Chart 22 -What are the general threats faced by journalists? (by location)

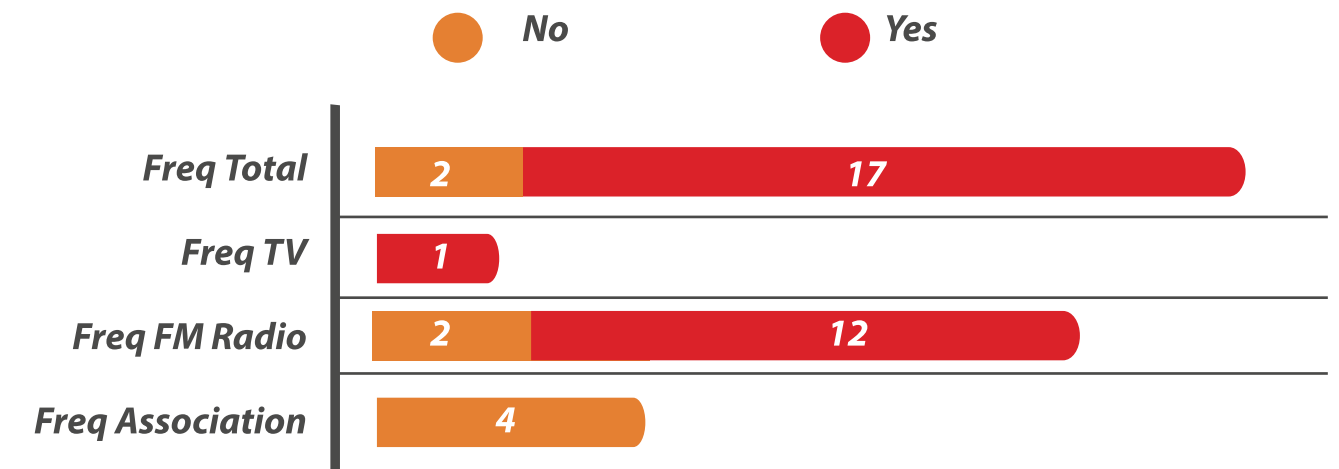


According to key informants, the general threat faced by journalists remains 'Security'. It is noteworthy that after security, a considerable number cited 'None', meaning no threats at all. These are respondents hailing mainly from **Garowe (2 of 19)** and **Kismayo (1 of 19)**. This signals that perhaps conditions are slightly better in these locations, owing to their relative stability. On average, there are no special security arrangements for female journalists in Somali media houses. This study found that there are very minimal - if any - security measures that apply to both female and male journalists. When asked about the type of security arrangements that media houses provide to staff, 6 (n=19) of

journalists said none; 16% (n=19) answered security staff; 11% (n=19) mentioned 'Raising awareness' for staff; and 11% (n=19) said they could not afford security measures. However, 74% (n=19) of the key informants said they had security protocols in place. On the follow up question regarding the type of protocols to which they were referring, the following responses were given:

1. Awareness before deployment
2. Training
3. Provide security systems and procedures at work place
4. We avoid sending them to risky places
5. Abide by the state security protocols

Chart 23 - Do you conduct risk assessments prior to giving an assignment to your staff?



17 (n=19) key informant interview respondents as well as media house leaders noted that they undertake risk assessments prior to giving assignments to their staff. When asked about their response mechanisms in case of an incident including assault, arrest, murder involving their staff, the following responses were given, listed in order of frequency:

- Help as we can
- We protest
- We support them and at the same time protest; that is all we have the capacity to do
- Alert the relevant authorities/stakeholders
- In the event of an arrest, all media organisations join forces to secure the release of the journalist or journalists
- We resort to condemnation
- For the sake of our safety we do nothing
- Turn to the state security services for help
- In the event of murder, we support his/her family

None of the above responses give a clear indication that there are formal mechanisms in place to deal with the aftermath of such incidents. Proper risk assessments normally lead to sound risk mitigation strategies that govern reactions to such scenarios. These answers, however, imply that such measures do not exist, and that there are no systematic

mechanisms for handling the situation. Informants from 10 media houses (n=19) said that they had encountered/heard of security incidents involving their staff during the previous 6 months.

When asked whether female or male staff had been affected by these incidents, their responses, in order of frequency, were as follows:

1. Males – some respondents attributed this to the larger number of men in the workforce
2. Female – to a lesser extent
3. None

5.6.2 Sexual Harassment

This survey reveals that the existing cases of sexual harassment are those in which superiors are the main perpetrators, followed by co-workers, and to a lesser degree, state or government officials. While only 13% of interviewees said that they had personally been subjected to sexual harassment, this may be indicative of a much larger number of cases that are either hushed up or unreported, noting that there are no gender specific policies in place to address this issue. The fact that focus groups rejected the claims that sexual harassment is a problem in journalism shows that this is a sensitive subject which may require a more strategic approach to gain more data.

When asked what actions they would take if faced with sexual harassment, 39% (n=148) said that they would report the incident to a superior. The second most frequent response,

accounting for 20% (n=148), was 'Do nothing'. Interestingly, 28% (n=61) of females replied 'Do nothing'. When asked about this response, the following answers were given.

Chart 24 - What actions would you take if exposed?

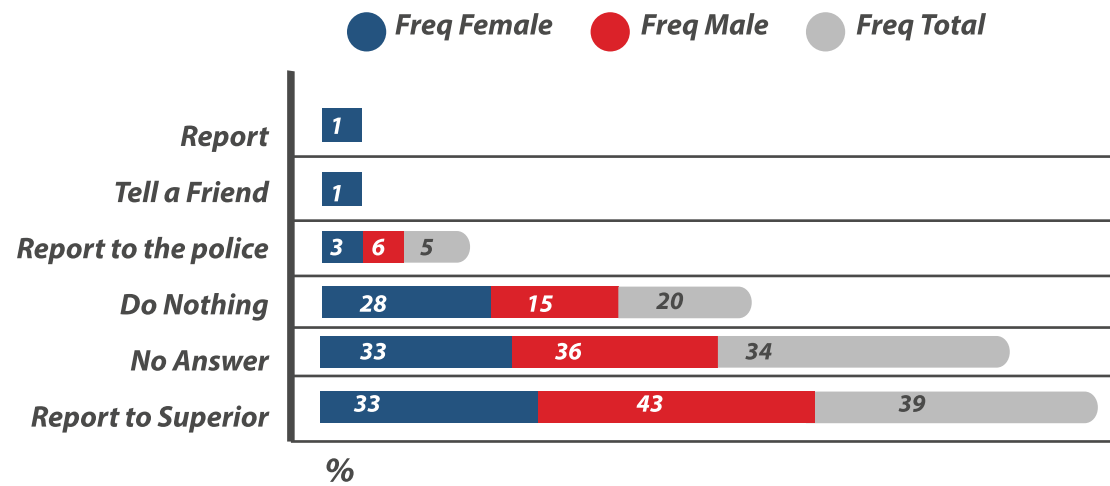


Table 22

Female responses in order of frequency	Male responses in order of frequency
Job Security	Job Security
Because no one cares; you can leave the job or stay. It is your choice.	Safety and job security
Safety and job security	Because no one cares, you can leave the job or stay it is your choice.
Afraid for my safety	Afraid for my safety

Mechanisms to address sexual harassment A total of 15% (n=148) (F=59% M= 41%) of individual interviewees said that there are no mechanisms in place to address sexual harassment, while 5% (n=148) (F=29%, M=71%) believe there is a system to penalize offenders, either by dismissal or other punitive measures. Only 3% (n=148) (F=60%, M=40%) mentioned of reporting systems, while 1% (1 female, 1 male) said that traditional solutions - settling the matter outside the workplace - are applied. The remaining 111(n=148) gave no response.

53% (n=19) of key informants said the offenders face a range of penalties, from dismissal to other types of punishments, while 11% (n=19) replied that cases are reported to the state or police. 5% (n=19) of the key

informants said that case is solved through traditional ways.

Lastly, focus groups proposed the following options as ways to address harassment:

- Media workers to stand united and take all harassment cases to court
- Establish support groups
- Perpetrators to face the punishment they deserve

Noting that key decisions in Somali media houses are made by the predominantly male senior management teams, that sexual harassment is mainly perpetrated against females by their superiors, and that the media sector lacks clear gender policies, this study reveals that much remains to be done to ensure that sexual harassment can be dealt with effectively.

5.7 Gender sensitivity in employment contracts

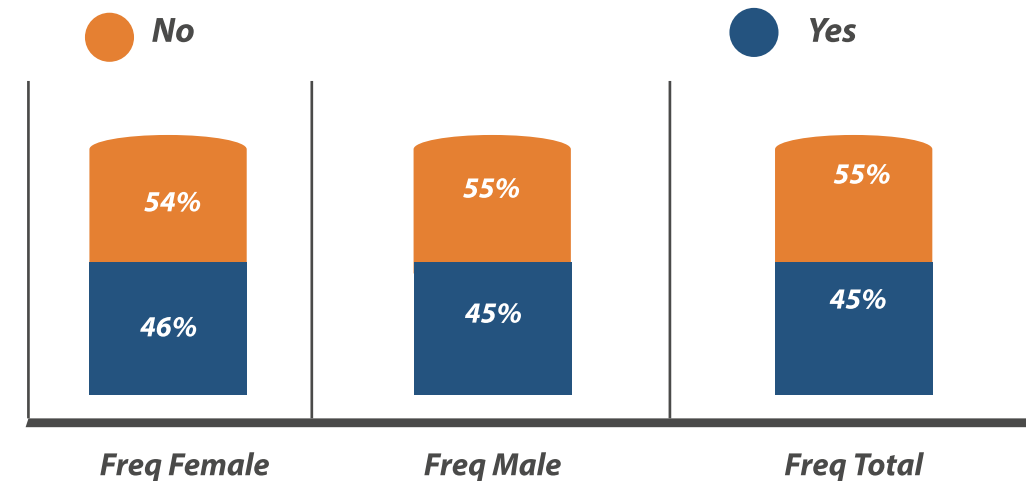
The Somali journalism sector suffers from a lack of gender sensitivity in contracting conditions. Generally, there seems to be a uniform approach to contracting regardless of gender, with both female and male journalists working fairly long shifts (up to 10 hours), night shifts, and for modest pay. Although this study could not specifically demonstrate gender pay gaps, not all survey respondents were able to confirm the existence of salary scales. This indicates a lack of transparency in regard to salaries.

The majority of individual respondents (76%) affirmed the existence of salary scales. 4% (F 50%, M 50%) responded 'No Salary', meaning they are unpaid. 67% (n=148) claim that the salary scale is applied equally to female and male staff. Of this subgroup, 36 are female, making 59% of total females interviewed;

79 are men, equivalent 91% of total males. However, 20% (=148) believe that salary scales are not applied in an equal manner for men and women. The latter subgroup constituted 26% of females interviewed, and 15% of males.

Furthermore, some survey respondents were not even sure whether their organisations had maternity leave policies, or how long that leave would be. The figures below show that while all respondents stated that they have binding contracts, there is no consistency in terms of their knowledge of the organisation's human resource policy. Of the key informants from the 19 media houses interviewed, 15 said they had signed binding contracts with their employees; 81 (n=148) of individual respondents also said they had a binding contract with their employers. This constitutes the majority of both genders, 56% of women and 55% of men.

Chart 25 - Do you have a binding contract with your organisation?

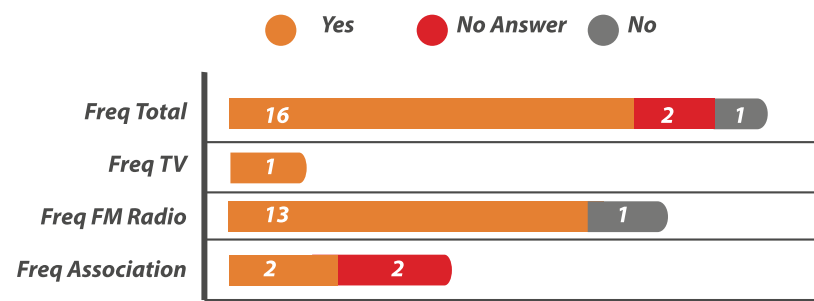


In the event of a breach of contract, 10 (n=15) of media house managers reported that the matter is referred to a grievance committee; 3 (n=15) said the issue would be resolved through traditional mechanisms, 1 said they consult the Media Associations; and 1 said it would handled in line with the organisation's written policy.

17 key informants, including 2 associations, believe that media staff are involved during key moments of decision making, especially

when they will be affected by the decision in question. They also added that decisions are duly communicated to the relevant staff. The fact that associations concur with the media house managers on this statement increases its credibility. 16 key informants (n=19), 2 associations, and 14 media house managers stated that their organisations have human resource policies. However, as noted earlier, only 3 respondents were able to present written policies when asked.

Chart 26 - Do you have Human Resource Policies?



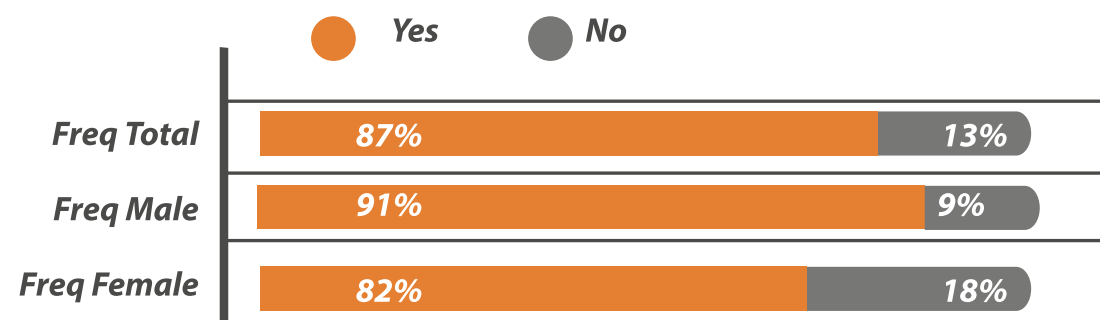
16 key informants, including 2 associations, reported the existence of maternity and paternity leave policies. 129 (n=148), 87% of

interviewed journalists also confirmed this. This 87% constitutes 82% (n=61) of females and 91% (n=87) of males.

Table 23 – Maternity and Paternity leave policies

Key Informant Interview Response	Male responses in order of frequency
The process is: staff should make the request first after delivery and based on their request, leave is given	The process is: staff should make the request after delivery, and based on their request, leave is given
Depends whether the need is recognised by the Management	Maternal leave is mandatory after giving birth
Maternity yes; Paternity no	3 months leave starting from delivery date
Both paternity and maternity are given; paternity for two months and maternity for three months	2 months leave
	A few rest days are given
	4 months leave, but only for the mother
	40 days maternity leave starting from the day of labour
	Sufficient rest days are provided

Chart 27 - Does your Organisation have maternity and paternity leave policies? Survey



In answer to a question about normal working hours, the most frequently provided answer (25% of respondents) was 8 hours. However, as many as 8% say they work for 12 hours, and 3% said 24 hours. The table below provides

further details. According to key informants, required working hours range from 4 to 10 hours, depending on the type of media house, broadcast times, programmes, and beats.

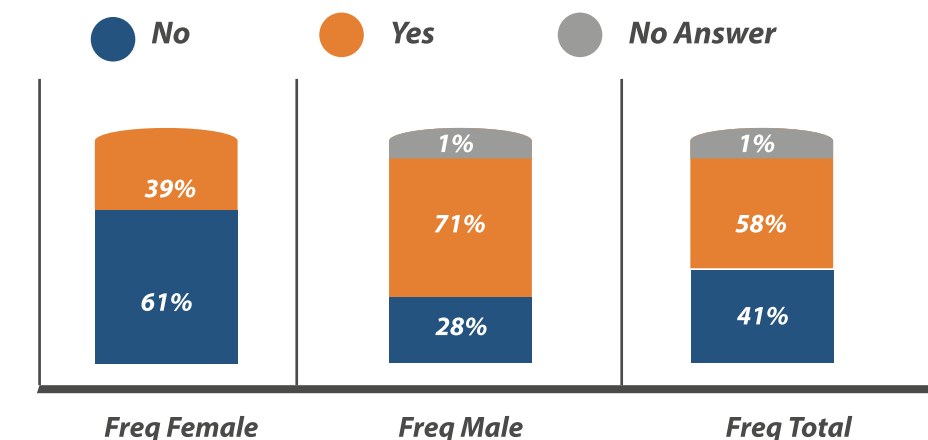
Table 24 - How many hours do you work a day? Survey

How many hours do you work a day?	Freq Female	Freq Male	Freq Total	Percentage (%)
8	21	16	37	25
10	11	13	24	16
6	10	11	21	14
4	4	9	13	9
12		12	12	8
7	5	6	11	7
9	2	4	6	4
24		5	5	3
5	2	2	4	3
2	2	1	3	2
16		3	3	2
18		3	3	2
2	2		2	1
11	1	1	2	1
1	1		1	1
15		1	1	1
Freq Total Interviews	61	87	87	100%

58% (39% of females and 71% of males) of respondents said they work at night. When asked about challenges encountered during night time assignments, the top responses were insecurity (28%), and transportation (23%).

Almost all journalists (97%) and all key informants (100%) agreed that journalists work overtime. 86% of journalists and 58% of key informants again agreed that they are not compensated for this additional work.

Chart 28 - Do you work at night? Survey

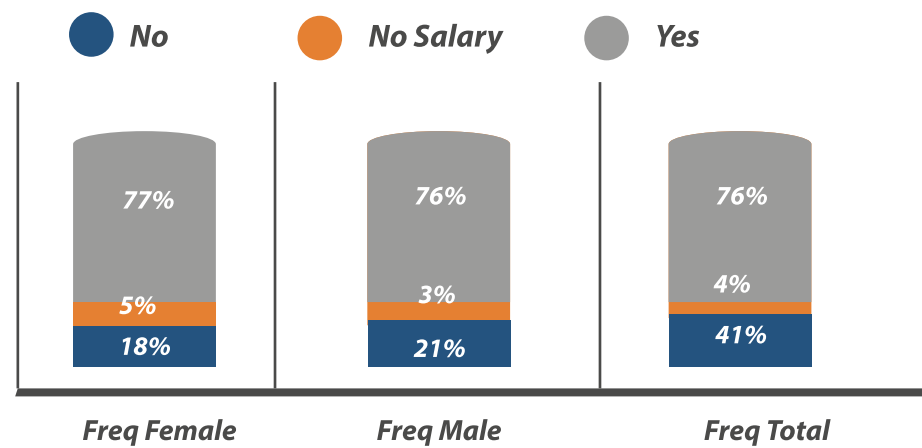


The findings demonstrate that in general, there are no staff insurance policies in place: 95% of respondents (140 of 148) stated that they did not have insurance policies. 17 (13 media houses and 4 associations) of the 19 key informants gave the same response, as illustrated in the chart below.

Key informant interview findings reflect similar findings. More than 75% confirmed that there is a salary scale. This does not mean, however,

that these scales are well laid out and/or systematically applied, given the absence of written human resource policies. This survey data could not prove or disprove the existence of gender pay gaps. However, the structures of Somali media houses, whereby women tend to be among the junior staff, and are a minority, may indicate that on aggregate, pay benefits in Somali journalism accrue more to men than to women.

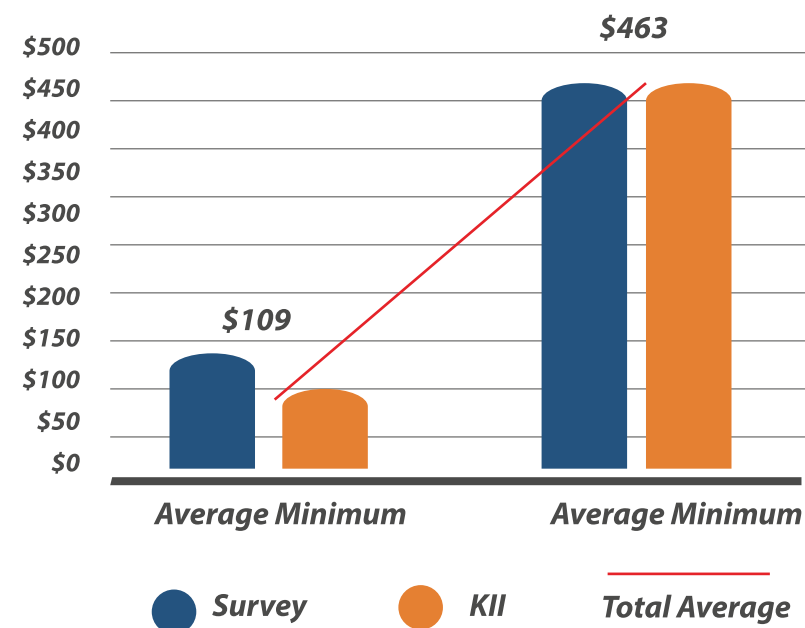
Chart 29 - Is there a salary scale for different positions?



The average minimum and maximum salary scales, as provided by individual journalists and key informants, reveal that the key informant average is lower than the survey

average. The average minimum salary is \$109 (United States Dollars one hundred and nine), while the maximum average is \$463 (United States Dollars four hundred and sixty-three).

Chart 30 - Salary Average min and max - Survey and KII



5.8 Gender specific trainings

Gender specific trainings are relatively uncommon in Somali journalism; only 26% of respondents stated that they had participated in such a training. A larger proportion of

females than male indicated they had received training on this subject – 30% of females and 24% of males. Similarly, the majority of focus group members said they had not undertaken gender specific trainings.

Chart 31 - Have you received any gender specific training?

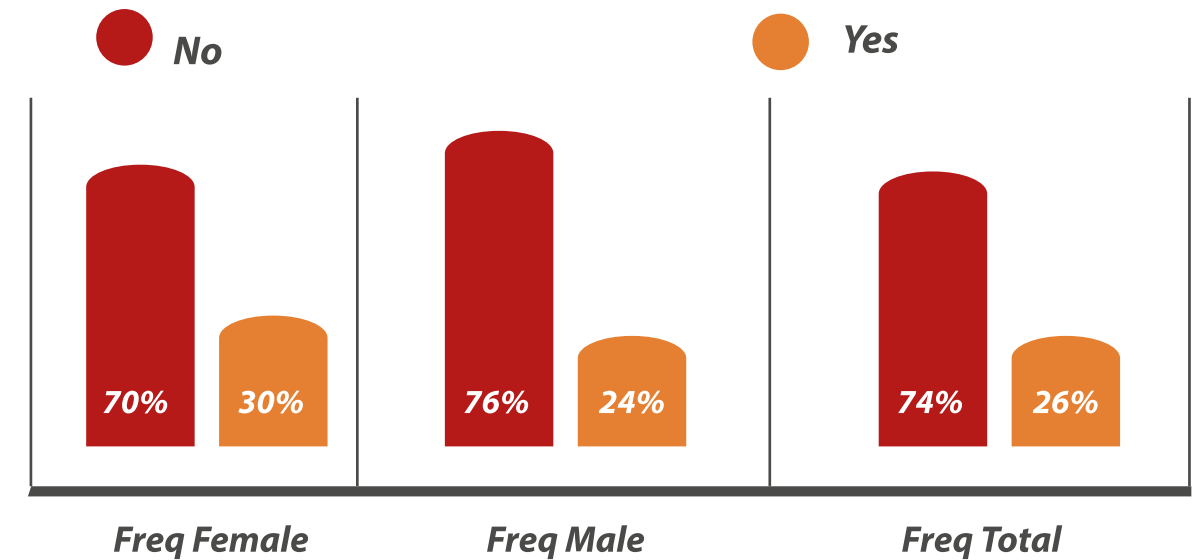


Table 25 further illustrates the types of trainings undertaken by 26% of individual respondents.

Table 25 - If yes, Please name them - Survey

If yes, please name them	Freq Female	Freq Male	Freq Total
Gender Equality	8	16	24
Empowerment of Somali Women in Journalism	2	1	3
Safety of Women in Journalism	2		2
Equal Gender Empowerment	1	1	2
Violence Against Women	1	1	2
FGM		1	1
Women in Leadership	1		1
Equal Gender Opportunities	1		1
Women Safety Training	1		1
Media Management and Women	1		1
Don't remember		1	1
Grand Total	18	21	39

5.9 Cultural Barriers

5.9.1 Perceptions of women in the media profession

The study shows a general consensus that women can and should be represented in the media profession. However, even within the media industry, there still exist negative stereotypes. A range of different opinions were expressed on the topic of 'Women in the Media Profession'. Of those within the sector, 28% (n=148 F=29%, M=71%) believe that it is satisfactory or indeed positive to have women working in the sector. Both male and female respondents raised the notion that women and men are created equal, and that notwithstanding their different strengths, media is a profession accessible to both genders. As many as 76% (F=46%, M=54%) supported this view. However, 5% of respondents, mainly male, believe that journalism is simply not the right profession for women.

Key informants provided mixed feedback. The majority (84%) were in favour of female journalists; 1 key informant stated that women perform better than their male peers. Others expressed how happy they were to see more women joining the media sector. 1 (n=19) association representative believes that women themselves sometimes suffer from low self-esteem, because they do not believe they can perform to the standard of their male colleagues. In that regard, they need a lot of moral support and backing.

6 Conclusions and Recommendations



A range of conclusions, as outlined below, can be drawn from this study. Corresponding recommendations are also provided in order to contribute to existing, previous, or on-going efforts to support gender sensitive

media development. Although this list is not exhaustive, it is proposed that key stakeholders consider some or all of these recommendations in order to inform and enhance current efforts.

Conclusion	Recommendation
<p>Gender Representation Overall, women are significantly underrepresented in the Somali media, currently making up 22% of the total number of journalists in Mogadishu, Kismayo, Baidoa, and Garowe. The gender imbalance suggests that the Somali media sector is deprived of the diversity of skill and perspective that proper female representation would afford. It also means that women are denied benefits and rights of employment and participation in the media at that level.</p>	<ul style="list-style-type: none"> While the reasons for the underrepresentation of women may vary, key stakeholders including government, civil society, and the media industry should take steps to address these issues if the media in Somalia is to develop effectively and sustainably. Professional development support to enable women to reach senior positions could be one way to improve representation. This could either be through training or scholarships, where lack of education is the barrier. Deliberate/affirmative action should be considered in order to recruit more women to the industry.
<p>Glass Ceiling</p> <ul style="list-style-type: none"> Gender representation in decision making Decision-making in the Somali media industry is top-heavy, with senior positions primarily held by men. The few women in the industry are relegated to the lower rungs 	<ul style="list-style-type: none"> Raising awareness of the value of inclusive decision-making and the importance of female perspectives. Media owners and managers should understand the importance of inclusivity and diversity of thought leadership in their organisational structures.

Conclusion

of organisational structures. This is problematic because, as the study shows, the professed commitment of management to include more women in their organisations has not translated into change. Recruitment, for instance, is not done through panels but remains the largely discretionary responsibility of the majority-male management. If unchecked, this skewed structure could be perceived as normal, due to patriarchal socialisation; women may not get a chance to exercise their rights and capabilities in decision-making. Decision makers are also likely to continue to apply male-dominated perspectives to challenges, thereby missing out the benefits of gender perspectives.

- Including more women in decision-making positions brings the added value of providing much-needed female role models and leadership, especially for their female colleagues. This will have the likely effect of building leadership skills across the sector, motivating leadership skills, reducing cultural stigma and misogynistic stereotypes, and attracting more women to the media industry.

- There are gender gaps in terms of educational achievement in the journalism profession. Men tend to be more educated, perhaps owing to the broader, macro-level inequality in Somalia, a country ravaged by decades of civil war. Women enter various professions, including journalism, at a disadvantage since they do not enjoy the same benefits of education and employment, according to a 2016 EU report on gender in Somalia. This study found that most women in the journalism profession have not been able to attain university level education, in contrast to their male counterparts

Policies and Procedures

One of the shortfalls identified by this study is the use by media houses of a uniform but informal approach to recruitment. The lack of clear, written policies and procedures that mainstream the principles of gender sensitivity leaves the recruitment process open to discriminatory tendencies. This study shows that the recruitment process is largely left to the discretion of management and media owners.

The lack of panels, let alone ones that reflect a good gender balance, contribute to the gender imbalances. Policies, procedures, and panels would improve the professionalism of the media houses and the industry as a whole, by promoting transparent processes and strategic rather than personalised, ad hoc decisions.

Recommendation

- This can be achieved through trainings targeting media owners and managers.
- Opening dialogues on gender and media issues through breakfast meetings, press club discussions, and/or briefing papers for industry captains may also help support the introduction of gender sensitive decision-making in the media sector.

- Stakeholders can either individually or collaboratively provide affirmative support for women to ensure that women reach the highest levels of education.
- Media houses should also end discrimination against women based on their educational qualifications, and instead encourage those women to advance their studies while working, or provide on-the-job training clinics to enable women to reach the educational levels of their male colleagues

- Support for the development of standard recruitment policies and other gender sensitive policies and procedure manuals, via institutional capacity building and buy-in from media management and owners. This can be done in-house and tailored to individual media houses
- Media associations can also develop codes of conduct for their membership and develop generic policies that may be adapted to individual media houses as needed.
- Introducing recruitment panels that are gender inclusive and affirmative action to increase the number of women in decision-making positions
- Mentoring junior level female journalists to prepare them to take on leadership positions

Conclusion

The absence of these policies in the Somali media may contribute to the discontent and cases of sexual harassment recorded by this study. Once in place, these policies should be able to address the various sources of discontent, noting that management should behave fairly in discharging their duties.

Safety and Security

Safety and security are important concerns, especially for Mogadishu-based media houses. Journalists indicated that exposure to threat is higher in the field, and that there are no gender specific measures in place apart from general safety and security awareness protocols. These are not adequate if the industry is to attract more female journalists.

Sexual Harassment

Sexual harassment is a cause for concern in Somali journalism. The study reveals that 56% of respondents have experienced sexual harassment, with 32% of females reporting that their friends had experienced sexual harassment, mainly perpetrated by superiors and co-workers. 20% of respondents (28% female) said they would do nothing if exposed to harassment, fearing for their safety and jobs. There are no robust mechanisms in place to respond to sexual harassment in the media houses. In many places, sexual harassment is a sensitive subject that is hushed up, with perpetrators either afraid of exposing it or simply playing along to save their jobs. It is a major impediment to the progression of women in the media and a major driver in their non-representation at senior management level. It is also a form of abuse of power. Given that power and authority reside in the male-dominated management structures of the newsrooms, women remain at the receiving end of this abuse.

Human Resources

Maternity and paternity leave – there seems to be a knowledge gap among journalists in regard to maternity leave policies. While there seems to be consensus that these policies exist, it would appear they are neither clear nor transparent. Some journalists said that policies were in place, but there were divergent views on the length of the period. While some respondents said maternity leave was a legal obligation, others said it was granted at the discretion of management with the duration cited as three months, four months, two months, 40 days, etc. This indicates the need for information awareness among the journalists, and suggests that human resource policies are either poorly understood or not available.

Recommendation

- Support for logistical and operational arrangements and that address the needs of both women and men, in order to ensure that comprehensive preventive and response mechanisms are readily available in all media houses irrespective of current security conditions. This may be in the form of defence funds, training, safety and emergency kits that reflect female reproductive health needs, and standards for safe work spaces.

- Support for awareness raising across the entire media industry is essential if sexual harassment is to be dealt with more effectively.
- Support for the development and adoption of gender policies that cover sexual harassment, or separate sexual harassment policies.
- Accountability mechanisms to uphold policies, and ensure that measures are taken to deal with violations. These measures should include reporting structures that are not intimidating to either victim or perpetrator.
- Steps to support transformative behaviour of perpetrators.

- Support for assessments of the policies and procedure manuals of individual media houses in order to discern their needs as regards institutional capacity building.
- Support for development of a gender sensitive human resource policy

Conclusion

Gender Pay Gap

The study could not ascertain whether there is a gender pay gap in the Somali media sector, as the majority of the respondents affirmed the existence of salary scales. However, given that women are outnumbered by men across the industry, including in positions of power and decision-making, it can be inferred that on aggregate, more pay benefits accrue to men than to women. The gender pay gap is frequently tricky to discern, as contracts and pay levels are discussed behind closed doors. It is therefore difficult to identify the gap without access to the payroll.

Recommendation

- Support professionally-developed human resource policies that ensure gender equity in pay benefits.

Gender Training

The study shows that most journalists, both women and men, have not had training on gender or the importance of gender equality in their work. This training is important and necessary, in order to empower the media industry to tackle gender-based inequalities and to dispel cultural/social stereotypes.

- Support for basic awareness training for journalists, either in-house or externally in mixed workshops
- Support for training of mid-level to senior management on the broader concept of gender and benefits of mainstreaming gender parity.

7 Appendix

1. Data Analysis
2. Survey Questionnaire
3. Key Informant Interview Questionnaire/
Guide
4. FGD Guide

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Somali Women Journalists – SWJ works to improve working conditions for women journalists and raise the voices of women in the media.

Email: [swj12013@gmail.com/](mailto:swj12013@gmail.com)
info@swj.so

Web: <http://swj.so/>



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