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## GENDER AS A PROFESSIONAL RISK FACTOR IN JOURNALISM: A STUDY OF FEMALE JOURNALISTS IN KADUNA STATE

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### ABSTRACT

This study examined the issues of Gender as a Professional risk factor in journalism among female journalists in Kaduna State. Safety of journalists around the world has become an issue of concern due to the level of threats and attacks against them. Intimidation and violence against journalists are been executed in a way to silence and prevent the journalists from reporting such information and thus depriving people of their fundamental right to seek, receive and impart information. Several studies about safety hazards of journalists have been carried out internationally and at national level which report a number of journalists whom were recently arrested, attacked and threatened however this journalist face other forms of safety issues, but for many years, attacks and other forms of violence against female journalists is under-reported. The study employed the protection motivation theory and adopted a census using a reliable structured questionnaire. Data were solicited from 102 respondents, with 90 retrieved and analyzed using descriptive statistics. Findings revealed that Women journalists encountered different professional risk and hazards such as intimidations, threat, abuses and harassments. Women are subjected to various form of threat such as online threat, attempt to damage their image, abduction, abuse of power etc. the most common perpetrators of these attacks are their male bosses, supervisors, the police, co-workers and government officials. The study recommends that female journalists should not feel intimidated; she must prove that she is competent and must be respected; Media organizations need to expand its training including refresher courses and seminars and also provide personal safety and security measures to the female journalists.

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**Keywords:** *Safety of Journalists, Female Journalists, Threats, Intimidation, Harassments*

## INTRODUCTION

The issue of safety of journalists has been of concern to practitioners, intellectuals, policy makers, civil societies and different stakeholders in the media industry. This has prompted the United Nations Educational, Cultural and Scientific Organization (UNESCO) to develop modalities and safety framework for journalists around the globe which was vividly captured in Windhoek's 1991 Declaration (Berger, 2017). Building on Windhoek conceptualization, UNESCO gave special attention to the issues of gender safety and Internet safety. By virtue of their job, journalists are often confronted with hardships, harassments, arson, and even death. There are different perspectives to issue of safety of journalists. Carlsson and Pöyhtäri (2017, p. 14) holds that "the safety of journalists and the issue of impunity are associated with many things: the media structure, media law, media ownership, access to media, digital inclusion, media literacy, gender, journalism education." Sometimes, journalists are susceptible to attack due to their gender. Sometimes, female journalists are subjected to assaults because of their gender. Generally speaking, safety of journalists has been the focus of several stakeholders such as the Human Rights Groups, International organizations such as UNESCO, the International Federation of Journalists (IFJ), the African Union (AU), the African Commission on Human and Peoples' Rights, the Council of Europe, the European Union, the Organization for Security and Cooperation in Europe (OSCE), Committee to Protect Journalists (CPJ), Reporters Without Borders (RSF), International Freedom of Expression Exchange (IFEX), Inter-American Press Association (IAP) and local civil society groups. The efforts of these organizations were prompted by the rise in the number of attacks on journalists around the world. Cottle (2017) argues that the sprout of globalization and the trend of prevalent conflict put journalists in harm's ways. After the end of the Cold War, the global political terrain was fragmented leading to multiple power plays. Such global fluidity results in the conflict laden environment journalists deal with today. However, journalists are not "always afforded the legal recognition and protection of neutrality they once were" (ibid, p. 22).

Journalists experience series of threats, intimidation, and violence in different countries around the globe. Attacks on journalists are sometime sanctioned by state actors or non-state actors, but in most cases, attacks on journalists are caused on purpose. Journalists are subject to attacks in the course of reporting conspiracy between criminals and government officials and corrupt practices in government (INSI Report, 2014). In some

instances, journalists pay ultimate price in line of duty. Over 800 journalists and professionals in the media industry have been killed in the last ten years, 59% of the journalists killed between 2015 and 2016 were killed in war zones while 41% were non-war victims (UNESCO 2014, UNESCO 2016 in Carlsson & Pöyhtäri, 2017). Of the 105 media practitioners killed in 2013, five (5) were women. There was however slight increase in 2015. A total of six (6) women were killed out of 112 media practitioners killed around the globe. These women are from United States, Philippines, Somalia, France, and South Sudan (IFJ, 2013; 2015).

Though, the statistic suggests that men appeared to be mainly victims arguably due to the supposed disparity between sexes in the media profession. Conflict and war reporting are mostly residual for men (IFJ, 2015). Also, a study has shown that most women opt not to speak about the threats, intimidations and harassments they suffer while carrying out their duties (International Women Media Foundation, 2014). The report also indicated that almost half have been subjected to sexual harassment and over 20 per cent of them to physical violence. Female journalists often cover up acts of impunity to prevent their colleagues from tagging them as weak or editorial staff from pulling them out of such beats (Unaegbu, 2017). In Nigeria, issue of safety of female journalists has a societal undertone. Unaegbu (2015) demonstrate that the safety of journalists in Nigeria has a lot to do with the societal conditioning and framing, which has gender undertones. Female journalists are exposed to the same threats as their male counterpart. The threats often restrict women from reporting risky beats such as conflicts and politics. To conform to societal condition, female journalists mostly settle for soft beats such as lifestyle, entertainment, and public relations news reportage (Unaegbu, 2017). Despite their noninvolvement in reporting war, female journalists are still not shielded from attacks. Also, Unaegbu (2017) notes that there is danger in shielding female journalists from reporting conflict situation. She observes that “with fewer women in ‘hot beats’ reporting, there is a possibility of inadequate gender-sensitive reportage, considering the societal norms and traditional practices in many parts of Nigeria.

The societal factors highlighted result in dominance of men in the media profession though women involvement in media practice is on the rise, top ranks in the industry and reporting hardline beats are still dominated by men. Høiby and Ottosen (2015, p.70) holds that many editorial staff and media outlet management are most restrictive about sending women to

cover risky. Women are regarded as weak and in need of protection (they should not come home late, engage in work-related travel, or work too hard). In some cases, women themselves share these sentiments and prefer not to cover such beats, owing to family concerns and societal conditioning (Unaegbu, 2017). Looking issues, this paper demonstrates the professional risk factor female journalists in Kaduna State - Nigeria face in the course of their duty as professional journalists in the state.

## **OBJECTIVES AND METHODOLOGY**

Despite the advancement in democracy and the legal frameworks protecting freedom of expression and of the media; female journalists are still subject to attacks in different forms even in some developed countries. Thus, this study examined the nature of threat women journalists in less developed countries like Nigeria are exposed to, in light of the social, cultural, and political situations in the country. Studies have shown that culture and political system play a vital role in the safety of women in any given society (Unaegbu, 2017, Melki & Mallat, 2016). Accordingly, Intimidation and violence against members of the media are been executed in a way to silence media professionals and is seen as a direct assault to freedom of expression. The aim of this study is to examine the nature of professional risks women journalists in Kaduna State are exposed to in the course of their profession. The study will be guided by the following objectives: (1) to identify the professional risks and hazards encountered by female journalists in Kaduna State in line of duty and (2) to find out the specific and related hazards experienced at places of work and areas of coverage.

The scope of this study is limited to female journalists in Kaduna state who are registered with the National Association of Women Journalists (NAWOJ), and female journalists at editorial positions in media houses in Kaduna State. This study used descriptive survey to examine the nature and kind of safety challenges faced by women journalists. The population of this study is the entire women journalists in Kaduna state registered under the auspices of NAWOJ. According to NAWOJ, there are one hundred and two (102) registered women journalists in Kaduna state. The entire population was adopted for the survey, but only 90 women participated by filling out the questionnaire. Close ended sets of questions were administered. As the study is mostly exploratory in nature, the instrument was designed by the researchers based on the issues of safety and risk factors identified in literature and was only pretested to conjure up

the questions for better measurement rather than a test of validity of the instrument.

### **Researches on the Safety of Women Journalists**

The safety of female journalists in Nigeria is a pressing issue that has garnered attention in both national and international discourse. As women increasingly take on roles in journalism, they face unique challenges, including gender-based violence, harassment, and threats in the field. The risks are heightened by the complex socio-political environment in Nigeria, which includes insurgency in certain regions, gendered societal norms, and weak institutional responses to safety concerns. This literature review attempted a synthesis of key ideas from relevant studies, discusses gaps in the research, and highlights ongoing challenges in the protection of female journalists in Nigeria. A study by IWMF/INSI (2014) describes the kind of threat and violence female journalists encounter and how the incidents affect their ability to carry out their assignments properly; it identified trends among reported incidents with the hope of improving the ways which safety concerns of female journalists are addressed. The study gave a clear picture of the dangers female journalists face in the course of their duty in news media around the world and raised issues relating to violence and harassment, sexual, physical and digital threats. It demonstrated how women have experienced some form of intimidation, threats or abuse in relation to their work and concluded that almost one in two female journalists had been the target of sexual harassment in the course of their work, although such pressure occurred mainly in the office. Related study by Unaegbu (2017) demonstrated the prevalence of gender-based discrimination, sexual and violent harassment, abuse at work and outside work, murder, unwarranted arrest and intimidation and identified some gender-specific safety concerns among the journalists interviewed. This study found out that safety challenges such as sexual harassment are hardly reported; they are given less importance and most times shaming the victims and making the victim(s) shy away from reporting future occurrences.

A study by Janet et al (2016), examined the role gender plays in the assessment of risks to journalists, but also asks what advantages being a female might bring to reporting. It noted the increasing number of female journalists and the general rise of risks to all journalists. It demonstrated how it is increasingly dangerous to be a journalist, but the concern is that all aspects of danger are assigned to gender, location, culture and assignment and these can combine to contribute to risks for the female

reporter. According to the study, many female freelance journalists experience sexual harassments, but many hesitate to report it for fear of reprisal.

Einat (2005) studies the way in which the interaction between female Israeli Journalists and their male news sources are gendered and sexually structured. Her study was grounded on feminist critiques of journalism as well as feminist organisational and work studies. A total of 32 female Israeli Journalists working for 10 Newspapers were studied, putting into considerations the attitudes of the female journalists and how the journalists cope with these attitudes. The finding illustrates how gender and sexuality were key aspects of the relationship between the female journalists and their male sources. The study concludes that there are no differences among female journalist that worked for daily and weekly local newspapers, the field in journalism in which the female journalist specializes might affect the nature of the gendered and sexual relationship between female journalists and their male sources.

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

Elena (2016) demonstrated that most female journalists cope well despite repeated exposure to work-related traumatic events such as trauma and harassments. Such experiences, according to the study, may also create personal and professional challenges. It demonstrated how journalists tend to fall in to two extreme response modes after trauma, "approach" or "avoidance." In the aftermath of assault, journalists may jump back to work

fully or become avoidant or switched in between the two conditions. According to the findings of the study, journalists who were victims of sexual violence may be more at risk for post-traumatic reactions, such as having intrusive memories and nightmares, avoiding reminders of the events, experiencing numbness, shock, trouble concentrating and trouble sleeping, feeling irritable and angry, and feeling jumpy and easily startled. Such symptoms occur normally in the short term after an assault. The study concludes that, although women are more likely to experience sexual violence and harassments men do experience sexual forms and violence too, if journalists are like other groups, men are more likely to experience more forms and higher intensity of non-sexual violence. The discourse on the safety of female journalists in Nigeria is informed by feminist theories, particularly those examining the intersection of gender, power, and media. Feminist media scholars argue that newsrooms and media organisations often reflect broader societal power structures, where women are marginalised and subjected to unequal treatment. This perspective helps explain why female journalists face higher levels of harassment and violence compared to their male counterparts. Feminist scholars have also pointed out that the risks faced by female journalists are not only physical but also symbolic. Women in journalism challenge traditional gender roles, particularly in patriarchal societies like Nigeria, where women are often expected to conform to domestic roles. The presence of women in journalism, particularly in fields like politics and conflict reporting, can be seen as transgressive, prompting backlash from both within and outside the profession.

When examining these intersections, most studies reviewed relayed how the issue of safety has received increasing attention within the media industry worldwide during the past few years. The studies revealed that many journalists who report in dangerous environments, in their home countries or as foreign correspondents, consider uncertainty and risk to be inherent in their work, and some nations or regions may be riskier to female journalists depending on the contexts. The findings also demonstrated that the circumstances of assaults may be common to male and female journalists but there should be a gender-orientated approach in handling security issues specific to female journalists. Most studies have explained that, depending on the culture and position of female journalists, the type of the threat to them may be different. There is growing literature, which this study is part of, that attempt to examine and articulate safety issues across the different contexts. Despite the growing body of research

on this topic, several gaps remain, including expanding the scope of the research agenda to cover more geographic contexts, natures of physical risks, and the psychological impact of working in unsafe environments. Awareness about the dangers to the security of female journalists must be raised in order to avoid further distress and to understand the specific kind of violence they face in the Nigeria context.

### **The Professional Risks And Hazards For Female Journalists In Kaduna**

In Table 1, 28 respondents representing 31.1% were used to reporting politics and governance, 9 respondents representing 10% report crime, 7 respondents representing 7.8% were human rights journalists/reporters; 6 respondents representing 6.7% were education reporters, 7 respondents representing 7.8% were Art and Entertainment reporters, 4 respondents representing 4.4% were religion and culture reporters, 4 respondents representing 4.4% do report children issues, 7 respondents representing 7.8% do report War/Security, 2(2.2%) were accidents and disasters, 4 respondents representing 4.4% were gender reporters, 7(7.8%) were business reporters. 5(5.6%) were technology and innovations reporters and there were no female sport reporters.

**Table 1: Kind of Reports Covered By Respondents**

Responses	Frequency	Percentage
Politics and Governance	28	31.1
Crime	9	10
Human right	7	7.8
Education	6	6.7
Art and Entertainment	7	7.8
Religion and Culture	4	4.4
Children	4	4.4
War/Security	7	7.8
Accidents and Disasters	2	2.2
Gender	4	4.4
Business	7	7.8
Technology and Innovations	5	5.6
Sports	0	0
<b>Total</b>	<b>90</b>	<b>100</b>

In Table 2; 29 respondents representing 32.2% said yes that their organization do assign them to cover risky assignment; 30(33.3%) of the respondents said no; 20(22.2%) of them said sometimes, while 11(12.2%)



said rarely. This simply shows that female respondents were hardly assigned to cover risky assignments.

**Table 2: Coverage of risky assignments by respondents**

Responses	Frequency	Percent
Yes	29	32.2
No	30	33.3
Sometimes	20	22.2
Rarely	11	12.2
<b>Total</b>	<b>90</b>	<b>100.0</b>

About 30 respondents (12.1%) have never being assigned to cover risky assignment as shown in table 3, 9(10%) of the respondents stated that the reason why they have been assigned to cover risky assignment was when there is no male reporters to cover such; 7(7.8%) of the respondents stated that, experience can lead to being assigned to cover risky assignments 10 respondents representing 16.7% said, having vast knowledge on issues ought to be covered can results to being assigned,10(16.7%) said level of competency can be a reason, 6(6.7%) said it could be lack of courage, while 18 of them representing 30.0% said no reasons. This simply shows that competency and experience count when it comes to assigning female journalists to risky beats.

**Table 3: Reason why you have been assigned for such report**

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

In Table 4, 55 (61.1%) of the respondents said yes that they have ever experienced act of intimidation, threats or abuse in relation to their work, while 35(38.9%) said No. This indicates that most of the respondents have experienced act of intimidation, threats or abuse in relation to their work.

**Table 4: Acts of intimidation, threat or abuse faced in relation to your work**

Responses	Frequency	Percent
Yes	55	61.1
No	35	38.9
<b>Total</b>	<b>90</b>	<b>100.0</b>

In Table 5, 15 respondents representing 27.3% said they have experienced abuse of power or authority. Forty respondents representing 72.7% said they have experienced verbal/written forms of intimidations. This indicates that most of the respondents have experienced verbal/written kind of intimidations.

**Table 5: Kinds of Intimidations Experienced by Respondents**

Responses	Frequency	Percent
Abuse of power or authority	15	27.3
Verbal/written	40	72.7
<b>Total</b>	<b>55</b>	<b>100.0</b>

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

**Table 6: Perpetrators of Abuse, Threat and Intimidation**

Responses	Frequency	Percent
Male	44	48.9
Female	6	6.7
Both	40	44.4
<b>Total</b>	<b>90</b>	<b>100.0</b>

### **Specific and Related Hazards Experienced at Places of Works**

In Table 7, 39 respondents representing 43.3% said that their gender subjected them to various forms of threats in the discharge of their duties; 23 respondents representing 25.6% said no. Twenty-four 24(26.7%) of the respondents said sometimes; while 4 respondents representing 4.4% said rarely. This shows that female journalists are subjected to various forms of threats in the line of discharging their duties.

**Table 7: Whether your gender subjects you to any form of threat**

Responses	Frequency	Percent
Yes	39	43.3
No	23	25.6
Sometimes	24	26.7
Rarely	4	4.4
<b>Total</b>	<b>90</b>	<b>100.0</b>

In Table 8; 12 respondents representing 13.3% see their bosses as the common perpetrators of the intimidations, threats and abuses; 10 (11.1%) of the respondents said their supervisors; 7(7.8%) said their co-workers; 12 respondents representing 13.3% see government officials as the most common perpetrators of the intimidation, threat and abuses; 12(13.3%) said police; 9 respondents representing 10% said that the police are the most common perpetrators of threats and abuses while 37 respondents representing (41.1%) said that their sources are the most common perpetrators of the intimidations, threats and abuses they face. This indicates that the most common perpetrators of intimidation, threat and abuses are bosses, government officials, police and sources.

**Table 8: The most common perpetrators of the intimidation, threat and abuses**

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

In Table 9, 20 respondents representing 22.2% believe that being misrepresented motivate actors of threats and intimidations, 12(13.3%) said being offended by the report motivate them; 18 respondents representing 20% said once the actors do not like the report, they threatening them, 40 respondents representing 44.4% said it was because they hate female journalists. This indicates that being misrepresented and having wrong impression for female journalists motivate actors of threats and intimidations.

**Table 9: Reasons that make perpetrators to carry out threats**

Responses	Frequency	Percent
They think they were misrepresented	20	22.2
They were offended by the report	12	13.3
They didn't like the report	18	20.0
They hate female journalists	40	44.4
<b>Total</b>	<b>90</b>	<b>100.0</b>

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

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

Responses	Frequency	Percent
Yes	30	54.5
No	10	18.2
To some extent	15	27.3
<b>Total</b>	<b>55</b>	<b>100</b>

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

**Table 10: Effects of Intimidations, threats and abuse**

Responses	Frequency	Percent
Personal security	16	35.6
Psychological trauma	10	22.2
Slashed salary	6	13.3
Suffered economically	4	8.9
Depression	1	2.2
Suffering from repercussions	3	6.7
Shunned by colleagues and others	5	11.1
<b>Total</b>	<b>45</b>	<b>100.0</b>

In Table 11, 32 respondents representing 35.6% said they have experience pushing as a form of physical violence; 6 respondents representing 6.7% said pinching, 10(11.1%) said shoving, 10(11.1%) said hair-pulling, 11 respondents representing 12.2% said they have experienced assault with an object or weapon, while 21 of them representing 23.4% said kicking. This indicates that pushing and kicking were the physical violence mostly experienced by female journalists.

**Table 11: Kinds of physical violence experienced by respondent**

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

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

**Table 12: Most dangerous place to report from**

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

## SUMMARY OF FINDINGS

On the professional hazards encountered by female journalists in Kaduna State, it was discovered that, their organizations hardly assign them to cover risky assignment. Though quite a large number (33.3% mentioned competency and courage as the reason they have been assigned to a risky beat. Similarly, as revealed, majority of female journalists have experienced different kinds of intimidation, threat or abuse in relation to their work. Additionally, it was found that they often encounter verbal/written form of intimidations. Also, majority of the respondents have experienced abuse, threat and intimidation from opposite sex. On the specific and related hazards experienced at places of work and areas of coverage, it was discovered that their gender subjected them to various forms of threats. As also discovered, bosses, supervisors, co-workers, government officials, police, Human resources, subject of reports, among others are the most common perpetrator of the intimidation, thereat and abuses. It was further discovered that, the perpetrators hate female journalists and this as a result has significant effect on them. Female journalists however see personal security, pushing and kicking as the aspects they were being affected most. Female reporters have described mobs, crowds and violent scenes are the most dangerous places to report from.

## CONCLUSION AND RECOMMENDATIONS

Based on the findings, the study concludes that media organizations hardly assign female journalists to cover difficult assignments associated to lack of competency and courage often assumed because of their gender. Female journalists have experienced different kinds of assaults in the forms of written or verbal assaults, majorly from the opposite gender who are their bosses, supervisors, co-workers, government officials, police, and other person they deal with in the course of their assignments. The intimidations, threats and abuse however have significant effect on the female journalists,

most especially on their personal security and professional confidence. Most physical violence is implied rather than direct assaults such as rape or torture, and this still prompted female journalists to see crowded events and political gatherings as the riskiest places to work in. It also concludes that female journalists have been harassed sexually in the past, and that jokes of a sexual nature and unwanted physical contact such as propping or other sexualized touches of sensitive areas of a female body were the common sexual harassment they are subjected to. These forms of harassment often take place in offices and are oftentimes unreported. The following recommendations can be made based on the findings of the study:

1. A female journalist must ensure she is well-prepared to understand and mitigate the risks she might face in the course of her work, such as considering whether or not reporting a story might compromise her safety.
2. A female journalist should be aware of how her sources might perceive her and avoid courting cultural misconceptions. She should be conscious that some types of conversations will be considered inappropriate, and that eye contact in some cultures can sometimes be construed as flirting.
3. Media organizations need to expand or improve its training, seminars to the journalists on safety issues; improve on the overall security measures and make provision for the personal safety of the female journalists; and provide gender based guide on safety protocols
4. Policy makers should develop a national safety and protection standard operating procedures and laws to protect female journalists.
5. Journalism and media training Institutions should introduce curriculum on safety of journalists, including detailed accounts of gender specific safety issues and contexts.

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