



Examining The Levels of Knowledge Among Newspaper Journalists Towards Their Constitutional Rights, Pakistan

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Abstract

The levels of knowledge about the wage board award among newspaper journalists were studied in an onsite survey of 446 journalists from Sindhi, Urdu and English language newspapers. The study found that unprecedented delay in constituting all successive wage boards in the newspaper industry have resulted in unbearable damage to journalists and as well as in the broader perspective of journalism. Moreover, different statistical tests were run to find the differences or relationship with the knowledge of wage board award and socio-demographic variables. It was found that journalist with a low level of knowledge about their constitutional rights is on the verge to give up journalism. Journalists who were unsure about job security had the least level of knowledge about the wage board award. Compared to English and Sindhi, Urdu language journalists were found better informed about their rights.

Keywords: Wage Board Award, knowledge of newspaper journalists, constitutional rights

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1) INTRODUCTION & BACKGROUND

The year 1926 has a historical significance for journalists in which the concept of establishing first International Federation of Journalists were acknowledged with the aim of protecting the rights and interest of journalist and improving conditions under which the profession is exercised (Stijns, 1962). Twenty-five years later, the Karachi Union of Journalists held a tripartite conference on journalist issues and at the same time Benevolent Fund was set for needy and unemployed journalists, raising Rs 7,000 for the first time (The birth of KUJ, 1997). Meanwhile, pressure from the press increased on the government to investigate the working conditions of journalists. A resolution was moved in the Central Legislature in 1953 and the government announced setting up of a Press Commission (S. M. Shafi, 1974, p. 1125).

Pakistan Press Commission observed plight socio-economic working condition of working journalists of Pakistan and made extensive recommendation including the enactment of law regulating the conditions of service of journalists (H. B. Tyabji, 1959, pp. 61-62). The development further led to the passing of Working Journalists (Condition of Service) Ordinance 1961 which was subsequently repealed to the Newspaper Employees (Conditions of Service) Act 1973 (NECSA).

During an era between 1961 to 2016, there had been only seven wage boards constituted under the NECSA for fixing the rate of pay scale of journalists and non-journalists. Although, the government carries a legal obligation to constitute a wage board after every five years, however, it missed to constitute four wage boards since its inception.

As a result of the unprecedented delay in constituting a wage board and largely non-implementation of wage award in the newspaper industry, newspaper employees including journalists ostensibly lost both hope and interest. (Shaikh, 1992) lamented the ignorance of the journalists regarding the poor knowledge of wage board awards. He further stated that the journalists themselves are not serious about seeking information about their rights and to claim privileges granted under NECSA.z

On the one hand, the role of reporters' representative bodies and press clubs came under criticism over internal disputes and the failure to perform their due role in advancing the collective endeavour of journalists and in promoting the much needed awareness of the wage board for new entrants in the profession. On the other hand, during this period many journalists found better employment opportunities with news channels at a better pay scale – largely on contractual.

Unaware of their constitutional rights conferred under NECSA, most journalists failed to join the collaborative efforts and consequently their working conditions became worse over time. Instead of establishing a joint effort to give journalists legitimate rights, journalist organizations tended to request financial support from government officials, undermining their impartiality while reporting on government officials' wrongdoing and as the whole community of journalists lacked advocacy and outreach programs of awareness about the wage board (Ahmed, 2018).

The gradual lack of awareness about the wage board has ultimately led to a situation where few newspaper organizations have implemented the last wage award. Yet, there were no organized demonstrations against the organization that failed to implement. This certainly indicates abandoned hopes. It has also created space for newspaper owners to violate more explicitly than ever without fearing any accountability. One aspect of the present study is to gauge the level of awareness about the wage board among journalists of English, Urdu and Sindhi language newspapers.

2) SURVEY DATA ON WAGE BOARD AWARDS

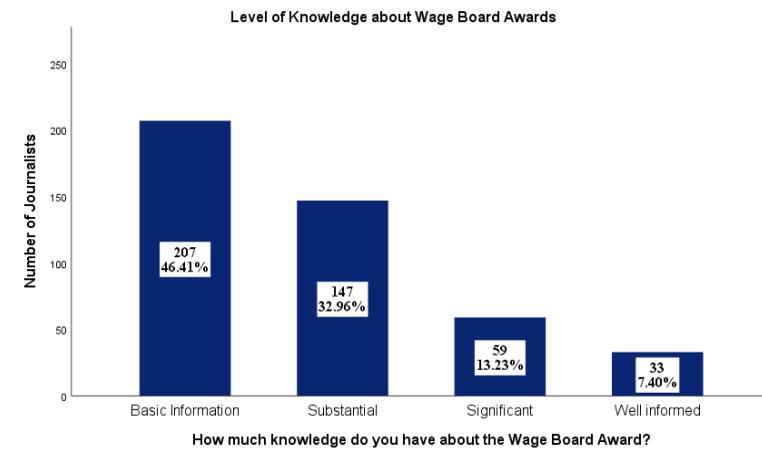
This section of the present study specifically focuses on the level of knowledge about wage board awards among journalists in Karachi. Since it has been hypothesized that delays in the announcement of successive wage board awards led to journalists losing interest in wage boards and their decisions, the level of knowledge about wage board award could provide crucial measure to test the hypothesis. Though, very few studies discussed the wage board and the conflict revolving around the non-implementation of the wage board. One of the studies on a triangular conflict of the government, newspaper owners and journalists recommended that governmental advertisement should be linked with the implementation of the wage board and that table talk is the only way out to dissolve reservations and solution of conflict (Riaz, 2020). In another study on professional orientation of journalists of Sindh, it revealed that majority of journalists are unpaid or underpaid and surpassingly showed their commitment to job (Memon, 2013). However, all those studies remained clue less to conceptualize the role of knowledge about their rights and its impact on their professional orientations.

3) METHODOLOGY

The question about knowledge of wage board awards was part of a larger questionnaire that also sought demographic variables from a total of 446 respondents (journalists working for Urdu, English, and Sindhi language newspaper in Karachi) who participated in this study. The survey respondents were asked to rank their knowledge of wage boards on a four-point ordinal scale that ranged from ‘basic information’, ‘substantial’, and ‘significant’ to ‘well-informed’. This dependent variable was then compared against independent demographic variables of nature of job contract, newspaper language, designation, experience, age, and annual income.

4) DISTRIBUTION OF KNOWLEDGE ABOUT WAGE BOARD AWARD

Figure 1 shows level of knowledge about Wage Board A



The results reveal that a sizable proportion of journalists (n= 207, 46.4%) has only basic information about wage board awards followed by another closely related group of 147 journalists (33.0%) who believe they have substantial knowledge but not significant. Together these two groups form 79.4% of the total 446 respondents. They are found on the lower end of the scale about knowledge on wage board award. The third group includes 59 journalists (13.2%) with significant knowledge of wage board awards. The fourth group includes only 33 respondents (7.4%) that believe they are well informed about wage board awards. The third and fourth groups together constitute 20.6% of the respondents. A chi-square goodness of fit test was calculated to compare the occurrence of knowledge about wage board award among journalists with hypothesized equal distribution of responses on our four-point variable. Significant deviation from the hypothesized values was found $\chi^2 (N = 446) = 173.08, p < .0005$ indicating that knowledge of wage board award was not equally distributed and that more journalists had only basic to substantial knowledge of wage board award compared to a minority that had significant to in depth knowledge.

5) CONDITIONS OF EMPLOYMENT

Table 1.1 represents the level of knowledge about wage board awards (dependent variable) among journalists grouped through the first set of demographic variables, that is, nature of job contract, newspaper language, and designation (independent variables) to see what relationship conditions of employment have with the knowledge about wage board awards.

Table 1.1: †Distribution of Knowledge about Wage Board by employment related variables

	HOW MUCH KNOWLEDGE DO YOU HAVE ABOUT THE WAGE BOARD AWARD?							
	BASIC		SUBSTANTIAL		SIGNIFICANT		WELL INFORMED	
EMPLOYMENT								
PERMANENT	41	(42.3%)	36	(37.1%)	15	(15.5%)	5	(5.2%)
CONTRACT	166	(47.6%)	111	(31.8%)	44	(12.6%)	28	(8.0%)
TOTAL	207	(46.4%)	147	(33.0%)	59	(13.2%)	33	(7.4%)
PAPER LANGUAGE								
SINDHI	65	(51.6%)	44	(34.9%)	15	(11.9%)	2	(1.6%)
URDU	106	(43.3%)	86	(35.1%)	28	(11.4%)	25	(10.2%)
ENGLISH	36	(48.0%)	17	(22.7%)	16	(21.3%)	6	(8.0%)
TOTAL	207	(46.4%)	147	(33.0%)	59	(13.2%)	33	(7.4%)
DESIGNATION								
REPORTING	109	(41.8%)	92	(35.2%)	39	(14.9%)	21	(8.0%)
NEWSROOM	98	(53.0%)	55	(29.7%)	20	(10.8%)	12	(6.5%)
TOTAL	207	(46.4%)	147	(33.0%)	59	(13.2%)	33	(7.4%)

6) NATURE OF JOB CONTRACT AND KNOWLEDGE OF WAGE BOARD

The survey data shows that permanent newspaper employees account for only 21.7 % (n= 97) of 446 respondents, which included 78.3% (n= 349) non-permanent contract employees. Table 1.1 reveals that journalists working on contractual basis form the largest (n= 166, 37.2% of the total respondents) and the second largest groups (n= 111, 24.9% of the total respondents) who have basic to substantial knowledge of wage board award. Together they are 62.1% of the total journalists surveyed and 79.4% of the journalists employed on contractual basis. This large section lives with poor knowledge of wage board awards – namely, their rights – and remains vulnerable in terms of job security. While 79.4% of the contract journalists have basic to substantial knowledge of wage board awards and 20.6% have significant to in-depth knowledge of the same, the exact proportions hold true for permanent journalists as well. Data reveals the same level of knowledge about wage board awards among journalists with permanent employment. Of the 97 permanent employees, 77 (79.4%) said they have only basic to substantial knowledge and 20 (20.6%) believed they are well informed. Hence, among both contract and permanent journalists 79.4% have basic to substantial knowledge of wage board award, while only 20.6 % have significant and in depth knowledge. A Mann-Whitney U Test revealed no significant difference in journalists employed on contract basis (Md =2, n =349) and employed on permanent basis (Md = 2, n = 97), U = 16316, z = -.586, p = .558, indicating that level of knowledge about wage

board is not statistically different among both permanent and contract journalists who both have low level of knowledge about wage boards.

7) NEWSPAPER LANGUAGE AND KNOWLEDGE OF WAGE BOARD

Journalists working with English language newspapers in Pakistan are believed to be more educated and well informed. Thus, one may not be wrong to assume that English language journalists have a clearer and better-informed knowledge of their rights as employees of newspaper establishments. The data gathered for this study, however, challenges such assumptions. Table 1.1 shows that among the journalists who believe they are well-informed about wage board awards (n= 33), only 2 belongs to Sindhi language newspapers. They were just 1.6% of Sindhi journalists surveyed. Most Sindhi journalists (51.6%) said they have basic knowledge about wage board awards. In contrast, a relatively larger proportion of Urdu journalists (10.2%) said they were well-informed about wage board awards and 43.3% said they have only basic information. Of the English language journalists 8% believed they were well-informed compared to 48% who said they had only basic information. Hence, Urdu language journalists were better informed among the three groups. A column wise comparison reveals that of the well-informed journalists 75.8% were from Urdu, 18.2% from English, and 6.1% from Sindhi language newspapers. Nevertheless, 11.9% of Sindhi journalists said they had significant knowledge. Similarly, 21.3% of English language journalists said they have significant knowledge about the wage boards. Additionally, a column wise comparison of journalists who said they have only basic knowledge shows that 51.2% were from Urdu, 17.4% from English and 31.4% from Sindhi language newspaper. This makes the results statistically not significant in all but one category of 'well informed' responses. A Kruskal-Wallis H test confirmed there was no statistically significant difference between the three groups of journalists in terms of knowledge about wage board award, $\chi^2 (2) = 4.52, p = .104$. However, the group of Sindhi journalists recorded a lower median score (Md= 1.0) compared to other two groups who recorded median values of 2.0. It could be concluded that Sindhi language newspaper journalists have relatively poor knowledge of wage board awards compared to other two groups while Urdu language newspaper journalists have the slightly higher knowledge of wage board awards among the three groups, with English language journalists following closely behind the Urdu language journalists. However, none of these differences are statistically significant.

8) JOURNALISTS DESIGNATION AND KNOWLEDGE OF WAGE BOARD AWARD

Table 1.1 shows that 53% of the newsroom journalists (sub editors, news editors, editors) surveyed for this study said they had only basic information about wage board awards compared to 41.8% of the reporting journalists (reporters, chief reporters, bureau chiefs) surveyed. On the other end of our ordinal variable, 6.5% of the newsroom journalists and 8% of the reporting journalists were among well-informed groups. If responses of the people who said they have basic to and substantial information are combined, 77 percent of all reporting journalists and 82.7% of all newsroom journalists are found on the lower end of the scale. In other

words, large proportions of both newsroom and reporting journalists have poor knowledge about the wage board award, but reporting journalists are far better. To understand this relationship statistically, a Mann-Whitney U Test was performed which revealed significant difference in newsroom journalists ($Md = 1, n = 185$) and reporting journalists ($Md = 2, n = 261$), $U = 21282, z = -2.298, p = .022, r = -0.108$, indicating that reporting journalists have better knowledge of wage board award compared to newsroom journalists. However, this difference – though statistically significant – was not very large, according to Cohen's criteria of effect size (Pallant, 2016)

The above analyses challenge some assumptions and support others about knowledge of wage board awards among journalists working in Karachi. It destroys the general assumption that permanent newspaper employees are better informed about their rights. No difference was found among contract and permanent journalists. On the other hand, in contrast to newsroom journalists who prefer to live a sedentary life, reporters are more mobile and proactive. Their slightly better position in terms of knowledge about wage board award conforms to assumptions. Journalists working for Sindhi language newspapers were found lagging behind other groups as expected but English language journalists were not more knowledgeable than their Urdu language counterparts as one might expect. Also, Sindhi language journalists were not statistically different from other groups.

9) SENIORITY AND KNOWLEDGE ABOUT WAGE BOARD AWARD

While nature of job contracts and journalist's association with a particular language has no significant relationship with level of knowledge about wage board award and journalist designation, too, has a very small effect, seniority of journalists has an important relationship with their level of knowledge about wage board awards, namely, about their rights. To gauge this relationship, the dependent variable on level of knowledge was compared with seniority related variables of age group, and experience group.

Table 1.2: † Distribution of Knowledge about Wage Board Awards by seniority related variables

	HOW MUCH KNOWLEDGE DO YOU HAVE ABOUT THE WAGE BOARD AWARD?									
	BASIC INFOR-		SUBSTANTIAL		SIGNIFICANT		WELL IN-		TOTAL	
	No.	%	No.	%	No.	%	No.	%	No.	%
AGE GROUPS										
TILL 25 YEARS	27	(60.0)	10	(22.2)	1	(2.2)	7	(15.6)	45	(100.0)
26 - 35 YEARS	103	(57.2)	56	(31.1)	11	(6.1)	10	(5.6)	180	(100.0)
36 - 45 YEARS	63	(41.2)	55	(35.9)	25	(16.3)	10	(6.5)	153	(100.0)
ABOVE 45	14	(20.6)	26	(38.2)	22	(32.4)	6	(8.8)	68	(100.0)
TOTAL	207	(46.4)	147	(33.0)	59	(13.2)	33	(7.4)	446	(100.0)
EXPERIENCE										
UP TO 5 YEARS	56	(62.9)	26	(29.2)	0	(.0)	7	(7.9)	89	(100.0)
6 - 15 YEARS	116	(50.9)	76	(33.3)	19	(8.3)	17	(7.5)	228	(100.0)
16 - 25 YEARS	31	(35.6)	32	(36.8)	19	(21.8)	5	(5.7)	87	(100.0)
ABOVE 25	4	(9.5)	13	(31.0)	21	(50.0)	4	(9.5)	42	(100.0)
TOTAL	207	(46.4)	147	(33.0)	59	(13.2)	33	(7.4)	446	(100.0)

Table 1.2 shows that larger proportions of young journalists (Till 25 year group and 26-35 years group, 60% and 57.2% respectively) are found on the lower end of the ordinal variable compared to 36-45 years group (41.2%) and above 45 years group (20.6%). Proportions of young journalists drop in the next two categories of 'substantial' and 'significant' only to rise slightly in the 'well-informed' category. To understand the distribution of knowledge about wage board award among our four age groups, a Kruskal-Wallis H test was performed and it showed that there was a statistically significant difference in level of knowledge between the four age groups, $\chi^2(3) = 35.43$, $p = 0.000$, with mean rank score of 291 for above 45 years' group, 234 for 36-45 years' group, 200 for 26-35 years' group, and 194 for below 25 years' age group. Further, post hoc analysis revealed that all age groups except two were statistically different from each other. Only the difference between the below 25 years' group and 26-35 years was not statistically significant. The analysis indicates that the level of knowledge about the wage board was highest among the above 25 years' group, followed by the 36-45 years' group. The younger groups have less knowledge about wage boards. In other words, the level of knowledge increased with age.

A Similar pattern was observed in terms of total experience of journalists. Table 1.2 shows that a larger proportion of journalists with up to 5 years and 6-15 years of experience (62.9% and 5.9% respectively) are found on the lower end of ordinal variables about knowledge of wage board awards. Proportions of young journalists drop in the next two categories of 'substantial' and 'significant' only to

rise slightly in the ‘well-informed’ category. A Kruskal-Wallis H test showed that there was a statistically significant difference in level of knowledge between the four groups, $\chi^2(3) = 50.81$, $p = 0.000$, with mean rank score of 329 for above 25 years’ experience group, 248 for 16-25 years’ group, 210 for 6-15 years’ group, and 181 for up to 5 years’ experience group. Additional post hoc analysis revealed that each group was statistically different from the other. The analysis shows that level of knowledge about wage board awards is proportionally linked with experience. More experienced journalists have better knowledge about wage boards and their decisions.

10) SOCIO-ECONOMIC POSITION AND KNOWLEDGE ON WAGE BOARD AWARD

Two of the demographic variables, namely annual income and education, could be seen as linked to socio-economic position of journalists’ workings for Sindhi, Urdu, and English language newspapers in Karachi. Table 1.3 shows levels of knowledge about wage board award among journalists grouped by different levels of these variables. Education variable has four levels from the basic school certification to Ph.D. while the annual income variable has 8 levels that cover all income groups.

Table 1.3: † Distribution of Knowledge about Wage Boards by Education and Annual Income

	HOW MUCH KNOWLEDGE DO YOU HAVE ABOUT THE WAGE BOARD AWARD?									
	BASIC IN- FORMATION		SUBSTANTIAL		SIGNIFICANT		WELL- IN- FORMED		TOTAL	
	No.	%	No.	%	No.	%	No	%	No.	%
EDUCATION										
MATRIC	7	(77.8)	2	(22.2)	0	(.0)	0	(.0)	9	(100.0)
INTERMEDIATE	21	(48.8)	17	(39.5)	5	(11.6)	0	(.0)	43	(100.0)
GRADUATION	80	(43.7)	66	(36.1)	25	(13.7)	12	(6.6)	183	(100.0)
MASTERS	98	(47.1)	61	(29.3)	29	(13.9)	20	(9.6)	208	(100.0)
MPhil/PhD	1	(33.3)	1	(33.3)	0	(.0)	1	(33.3)	3	(100.0)
ANNUAL INCOME										
UPTO 0.15MN	74	(54.8)	38	(28.1)	16	(11.9)	7	(5.2)	135	(100.0)
0.15-0.35MN	76	(43.4)	68	(38.9)	22	(12.6)	9	(5.1)	175	(100.0)
0.35-0.55MN	27	(46.6)	23	(39.7)	4	(6.9)	4	(6.9)	58	(100.0)
0.55MN +	30	(38.5)	18	(23.1)	17	(21.8)	13	(16.7)	78	(100.0)

Note: Income in Pakistani rupees.

Matric or matriculation is the most basic school certification awarded after 10 years of education in Pakistan. Intermediate is high school level, equivalent to A levels. Data reveals that most of journalists surveyed for this study have university level education, including three with higher education degrees. In table 1.3, a larger

proportion of journalists from all education groups are found in the ‘basic information’ column, except for MPhil/PhD groups which have equal representation in three columns and none in one. Journalists with an undergraduate or postgraduate degree (Graduation and Masters) were found in comparatively greater proportions in the ‘well-informed’ column, 6.6% and 9.6% respectively, compared to journalists only with school certifications (Matric and Intermediate). Nevertheless, when a Kruskal-Wallis H test was performed to statistically understand the relationship between level of knowledge on wage board awards and education, the result revealed that there was no statistically significant relationship between level of knowledge on wage board awards and education, $\chi^2(4) = 5.70, p = 0.222$.

However, the relationship between levels of income and level of knowledge about wage board award was found to be statistically significant when a Kruskal-Wallis H test was run, $\chi^2(3) = 11.21, p = 0.011$. The mean rank score of knowledge of wage board award for journalists with annual income of 0.55 million and above was 260, for 0.35-0.55mn group 224, for 0.15-0.35mn 215, and for up to 0.15mn group 203. The results and table 1.3 indicate that the level of knowledge about wage board awards was higher among journalists earning 0.55 million per annum and above compared to the journalists who were earning less. In other words, journalists with higher income levels have more knowledge about wage board awards. This could also be linked to seniority as senior journalists tend to earn better wages.

11) SENSE OF JOB SECURITY INCREASE WITH BETTER KNOWLEDGE OF WAGE BOARDS

Table 1.4 Sense of Job Security

SENSE OF JOB SECURITY	NUMBER	PERCENTAGE
FEEL JOB IS NOT SECURE	266	(60.5%)
UNSURE OF JOB SECURITY	30	(6.8%)
FEEL JOB IS SECURE	144	(32.7%)
TOTAL	440	(100.0%)

The 446 journalists who participated in this study were asked if they fear termination from the job without a prior notice. At least six chose not to answer this question or were unable to form an opinion. Of the 440 remaining respondents, a vast majority (n= 266, 60.5%) said they fear their jobs could be terminated without a prior notice from the employers (see table 1.4). A small proportion of journalists (n= 30, 6.8%) were unsure about job security/insecurity and said they sometimes feel their job could be terminated without prior notice but not always. Another considerable group (n=144, 32.7%) said they feel their jobs were secure.

Table 1.5 Distribution of Knowledge about Wage Boards by Sense of Job Security

	HOW MUCH KNOWLEDGE DO YOU HAVE ABOUT THE WAGE BOARD AWARD?									
	BASIC IN- FORMATION		SUBSTANTIAL		SIGNIFICANT		WELL IN- FORMED		TOTAL	
	No.	%	No.	%	No	%	No	%	No.	%
SENSE OF JOB SECURITY										
JOB IS NOT SECURE	129	(48.5)	92	(34.6)	35	(13.2)	10	(3.8)	266	(100.0)
UNSURE	22	(73.3)	5	(16.7)	3	(10.0)	0	(.0)	30	(100.0)
JOB IS SECURE	51	(35.4)	49	(34.0)	21	(14.6)	23	(16.0)	144	(100.0)
TOTAL	202	(45.9)	146	(33.2)	59	(13.4)	33	(7.5)	440	(100.0)

Table 1.5 shows that the journalists who said their job was not secure a large proportion (48.5%) is found on the lower end ('basic information' column) of our ordinal variable on the level of knowledge about wage board awards. However, from the journalists who say they were unsure about job security even a higher proportion (73.3%) is found in the same column. This indicates that their uncertainty about job security is linked with the lack of knowledge on wage board awards. On the higher end, the 'well-informed' column is dominated by journalists who believe their job is secure. A Kruskal-Wallis H test showed that there was a statistically significant difference between the three groups, $\chi^2(2) = 20.95$, $p = 0.000$, with a mean rank score of 252 for journalists who believe their job is secure, 210 for journalists who believe their job is not secure and 158 for journalists who sometimes feel their job is not secure but not always. In other words, a sense of job security increases with greater knowledge about wage board awards and vice versa. Journalists who were unsure about job security had the least level of knowledge about wage board award.

12) KNOWLEDGE OF WAGE BOARDS AFFECTS JOB COMMITMENT

Table 1.6 Distribution of Knowledge of Wage Board Awards by Job Commitment

	HOW MUCH KNOWLEDGE DO YOU HAVE ABOUT THE WAGE BOARD AWARD?									
	BASIC IN- FORMATION		SUBSTAN- TIAL		SIGNIFI- CANT		WELL IN- FORMED		TOTAL	
	No.	%	No.	%	N	%	No	%	No.	%
GIVE UP JOURNALISM										
YES	133	(60.7)	58	(26.5)	19	(8.7)	9	(4.1)	219	(100.0)
No	57	(30.3)	72	(38.3)	35	(18.6)	24	(12.8)	188	(100.0)
DON'T KNOW	17	(43.6)	17	(43.6)	5	(12.8)	0	(.0)	39	(100.0)
TOTAL	207	(46.4)	147	(33.0)	59	(13.2)	33	(7.4)	446	(100.0)

Job commitment is often seen as one of the indicators for higher productivity of professionalism. Nearly half of the journalists ($n=219$, 49.1%) who participated

in this study said they would give up the profession of journalism if given a better employment opportunity in any other sector compared to 42.2% (n= 188) who said they would not give up journalism even if they get a better employment elsewhere. Notwithstanding other explanations, one of the factors for journalists' decision to quit journalism for a better alternative is their knowledge of wage board awards, in other words their knowledge about their rights in this profession. As table 1.6 shows, of the journalists who were ready to give up journalism a large proportion 60.7% is found on the lower end of our ordinal variable about level of knowledge about wage board awards compared to only 30.3% of those who said they would not give up journalism. Also, of the journalists who were unsure about their potential choice to remain with the profession, a large proportion (43.6%) was found in the 'basic information' column. In contrast, on the higher end of the ordinal variable, journalists with greater job commitment (who said they would not give up journalism) were in larger proportion compared to other two groups. A Kruskal-Wallis H test showed that there was a statistically significant difference between the three groups, $\chi^2(2) = 41.99$, $p = 0.000$, with a mean rank score of 265 for journalists who said they would not give up journalism, 217 for journalist who were unsure of their potential choice, and 188 for journalist who said they would give up journalism. The result suggests that journalists with low level of knowledge about wage board awards were more likely to give up journalism if given a better opportunity in another sector compared to journalists who had better knowledge of wage board awards

13) CONCLUSION

Unprecedented delay in constituting all successive wage boards in the newspaper industry have resulted in unbearable damage to journalists and as well as in broader perspective of journalism. The adverse impact is far reaching. As a result of findings, it can be concluded that owing to both delayed constitutions of the wage board and non-implementation of its decision, journalists have gradually lost interest in it. Journalists from all three mediums of newspapers unaware of their constitutional rights regarding pay, job security including fringe benefits. They are those, who proactively perform the role of informing regarding labor rights violations but have very poor knowledge about their own rights. The situation is highly alarming. It urgently requires the attention of relevant stakeholders to specifically device their outreach and advocacy program on the importance of the wage board for journalists. Meanwhile, it also opens space for further study as to how the non-implementation of wage award has been adversely affecting the true nature of journalism.

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