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Badulla
Sri Lanka

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The Professional Challenges Faced by the Working Journalists of Jaffna

S. Thuvarakan, S. Raguram

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During the war period in Sri Lanka, in Jaffna peninsula the media suffered a lot of pressure and the utmost challenge the journalists faced was the life threat. And no other professional challenges were considered central. Now that threat is low, but, the journalists are facing other vital challenges and troubles related to their field, particularly to develop their career graph and professionalism to make them achieve the expected standards. This research on The Professional Challenges Faced by the Working Journalists of Jaffna was carried out among the working journalists full-time attached to the daily newspapers published in Jaffna; *Yarl Thinakkural*, *Uthayan*, *Valampuri*, and regional editions of *Virakesari*. This research focuses on the current Problems and challenges faced by the journalists, such as, job satisfaction, salary, training and capacity building, working hours, promotion, gender differences, right to work independently, work security, social status, psychological aspects and, the expectations of the family members. The qualitative and quantitative methodologies were employed in the research. The data for this research were collected through the survey by interviews from the chief editors and news editors and the data collected from the sub editors and staff reporters through questionnaires. The data collected were analyzed and it has been found out that the major challenges the full-time journalists of Jaffna face are regarding their wages and psychological issues and these issues cause other professional related challenges they meet. Many of the journalists are satisfied about their work and its pattern and they felt that their personal aspiration leads to choose the job even though the hardships surround them in terms of personal security in the past. Contradict to the expressions of the journalists, the family members not agreed to their stand to continue the lifelong job and the family preferred to move them for the better payment avenues.

Keywords: Working Journalists, Professional challenges, Career development, Job satisfaction



**‘The Professional Challenges
Face by the Working Journalists of Jaffna’**

Presented in International Research Symposium – 2017 of Uva Wellassa University, Badulla, Sri Lanka on ‘Global Trends Towards Technopreneurial Development’ – 19-20, January 2017

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Abstract

During the war period in Sri Lanka, in Jaffna peninsula the media suffered lot of pressure and the utmost challenge the journalists faced was the life threat. And no other professional challenges were considered central. Now that threat is low, but, the journalists are facing other vital challenges and troubles related to their field, particularly to develop their career graph and professionalism to make them achieve the expected standards.

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Keywords: Working Journalists, Professional Challenges, Career Development, Job Satisfaction

Introduction

Communication refers to the processes by which a set of meanings is transmitted from one person or group to another person or group through the use of symbols and gestures. Communication can be analysed in terms of its source, message content, form, channel or medium, destination, context, goals and objectives and impact or effect. Research on communication is concerned with the ways in which these factors are interconnected. (Abreo, 1990) ¹

The man is the only animal with the capacity for traditionally coordinating his activities as to enhance his prospects for achieving designed goals and objectives. The secret of man's organised skill is his ability to use symbols. Symbols that have acquired conventional meanings within a given society comprise the language of that society and, the civilisation paved the way for the development of communication- related activities.

Today, the media is considered the fourth pillar of the state all over the world. In any democratic government system, there must be three establishments to govern the country, the executive, the Parliament and, the judiciary. In the absence of any of these three bodies, the government cannot run systematically, addition to this the media is considered much important body next to them, it plays a crucial role by monitoring these three bodies and thus shaping a healthy democracy.

The media's responsibilities are of the manifold. It observes its environment and makes the public aware of various social, political, and economic activities happening around the world. It also transmits the traditions of one generation to the other. (Lasswell, 1948)²

The varieties of media played a very important role in shaping the human mind and thus been a part of people's daily life for several centuries. They informed of important events that are occurring around the world.

Among them, though old, the newspaper is the medium that absorbs and uses the new technologies without losing its tradition (Mariyampillai, 2006).³ Though the radio, television and new media are faster than the newspaper, they could not overtake the newspaper or lessen its importance.

Even though the tasks of the newspapers are categorized as many; informing, educating, entertaining and persuading are identified as the most important tasks.

The journalists are the backbones of the newspapers. They are called: editors, news editors, sub editors, photo journalists, reporters and, correspondents. Their success depends on handling the difficult tasks carefully easily and perfectly (Kamath, 1991).⁴ Their tasks demand them to forego food, sleep, family bonds, personal pains and the time. It also involves risks, danger and determination. When they travel to strange or risky places to gather news they may be subjected to attacks and might get injured or killed. However, their tasks are immeasurable.

Journalists are the central nervous system of a newspaper. As the nerves make the brain feels sensations, the reporters take the news to the editorials of the newspapers. It is said "Today's news will be history tomorrow", in this regard, the Journalists who gather news of the events are felicitated as anonymous historians. The 'news bees' face a lot of challenges while doing their tasks. They, through the traditional methods and equipment or using the sophisticated equipment captures the happenings of any event in any country. They have greater responsibilities as well.

The Journalist has a better sensory power, the act quickly and fast. They are truthful, honest, cultured, hardworking, loyal, and responsible. They cannot be bribed. They have a good memory power and able writers. They are enthusiastic. Has self -confident and personality.

They have sound knowledge in economy, religion, law, history, psychology and other areas of interest. They know the tradition and have the capacity to carry it to the next generation.

Journalists come under two categories, Professional or Working Journalists and Freelancers. The Journalists who work in accordance with the policies and projects of a particular institution and included in the monthly pay-list are Professional Journalists. Those who are not employed full-time in any institution and those who are not bound by the policies, projects of the particular institution are Independent Journalists or Freelancers.

Tamil media and the media personnel in Sri Lanka

The Sri Lankan Tamil Media has a long history and a unique tradition. The Journalists face many challenges in their field. Since they followed the ethics and virtues of the field while carrying out their tasks, today we salute them and search for their heroic trail. In the past, we could only see the Journalists consistently threatened, attacked, abducted, lost and murdered during the civil war. They journeyed in the past amidst losses.⁵

In the past, in the arena of the Tamil media, the attacks on newspaper institutions and its employees, murders of personnel, sealing of newspaper offices, burning newspaper offices were rampant. No one was brought to the justice or punished in this connection. Only the general demonstrations and protests by the media remain (Wijendran, 2008).⁶

The dangerous atmosphere has now slightly changed, except the threatening; other challenges were not considered important among the media institutions or media personnel. Nevertheless, even today, besides intimidation, the Journalists have been working while facing many other challenges. Now, when journalism, a profession, evolving as an academic discipline and many expect eagerly to enter this field of journalism, it is paramount to do researches regarding the challenges this field faces.

Literature Review

The following research attempts found more relevant to the research arena of the issues and the challenges journalism field faces.

Anna Bolin (2006)⁷ conducted a study of journalists' views of their responsibilities and possibilities within the mainstream press in Sri Lanka. The research reviewed the journalists'

image of what role the press should have and could have in the Sri Lankan society. The purpose of the research was to find out how the journalists' look upon their role and responsibility. The research was conducted during a seven-week visit to Colombo and is based primarily on interviews with 18 journalists (reporters and news editors) in six mainstream newspapers. The newspapers were selected to get as many views as possible and journalists working in Sinhala, Tamil and English newspapers were interviewed. The research findings explained the problems within the organisations were mainly the policy of the ownership, a strong tradition of self-censorship, and appointments of unqualified personnel (the two latter especially in the state-owned newspapers), community feelings within the newsroom and lack of language skills poor journalistic or language skills. It also deals with the obstacles they face in their everyday work. It looks specifically at the lives and working conditions of journalists today and considers the possible future awaiting those young people hoping to enter the profession.

According to the research conducted by Stuart Allan and Karen Fowler - Watt (2013)⁸ among 400 students who followed media and advertisement course at Kansas State University regarding the dissatisfying aspects in the field of media. The following questions were posed: "Are there enough rewarding jobs for journalists entering the profession?", "What can they expect their working lives to be like?" and, "Why are significant numbers of working journalists apparently dissatisfied with their careers?. The findings show that the lesser wages was their major dissatisfaction and moreover, they were unable to apply their skills, knowledge and experience fully in their workplace.

Axel Bruns (2008)⁹ did a research on 'Changing roles of Media personnel from the role of Gatekeepers to Gate watchers: New Directions in Journalism' and he defines gate watching practice as 'observing the many gates through which a steady stream of information passes from these sources, and of highlighting from this stream that information which is of most relevance to one's own personal interests or to the interests of one's wider community. Bruns argues that in the online gate watching environment, the agency has shifted from the journalistic profession to anyone interested in getting involved through citizen journalism or 'random acts of journalism' on sites such as Twitter.

Owing to the civil war in Sri Lanka, Tamils and Sinhala Media personnel were affected. International Federation of Journalists (IFJ) has proposed a charter that should be considered by the adhered to by the Sri Lanka media practitioners.¹⁰ The Charter for a 'Democratic and

Pluralist Media Culture and Social and Professional Rights for Media and Journalism in Sri Lanka' declared unanimously at the all-island conference of Sri Lankan journalists on September 9-11, 2005. The charter observed that running a media or working for the media is a difficult task in the Sri Lankan context ; safety of all media personnel should be ensured and they should be allowed to form unions, and to voice for their salary increase ; there should be respect for decent working and professional conditions, through legally enforceable employment rights and appropriate regulations that guarantee editorial independence and recognition of the profession of journalism and, ensure all employees have an employment contract setting out their wages and conditions and labour rights.

Methodology

Research Problem

Any kind of research starts with a problem. Research Problem is considered to be the important phase of the research. While considering the fact that the professional challenges the full-time Journalists of Jaffna face onerously and its correlation with the quality and the standard of the outcome of the journalism, the researcher felt that this is a problem that needs research.

The researcher focuses on the job satisfaction, salary, training and career development, working hours, gender difference, promotion, security, the extension of service, the psychological issues, social status, family expectations as the challenges the full-time Journalists of Jaffna encounter.

Importance of the Research

The trend in the past was that the journalist after entering the field of media only they learnt the journalism and then started doing their media related tasks. Now, this tendency has changed, this field has been evolving as an academic discipline and many, having learnt it, hope to enter the media industry. Therefore, it is essential to examine the challenges on this field that absorbs the journalism graduates, who are eagerly to enter media industry. In this juncture, it is important to examine how this industry / profession is going to ensure job security. The findings of this research would be useful to the new journalist to qualify them in the field and thus prepare themselves to face the and thus plan organise and their career path.

Research Area

The Tamils densely populate the Northern Province. It is a region that experienced a war of thirty years. Though the Northern Province consists of the districts of Jaffna, Kilinochchi, Mullaitheevu, Mannar and Vavuniya, in Jaffna most of the Print media have added influence. The papers being published from here are *Uthayan*, *Valampuri*, *Yarl Thinakkural*, *Virakesari* (An establishment mounted in Colombo and that has a regional office in Jaffna). The research studied the task related challenges encountered by the full-time media personnel work in the above said newspapers. In this research paper, the term Journalists refers persons who work full-time in any media institution and collect, write, or distribute news or other current information.

Hypothesis of the Research

Research Hypothesis is a supposition or theory put forward by the researcher to explain the measures taken to find the identified issue/s.

The research hypothesis put forward by the researcher is – the job satisfaction, salary, training and career development, working hours, gender difference, promotion, security, the extension of service, grade, psychological issues, social status, and family expectations are identified as the challenges the full-time Journalists in Jaffna encounter and unfavourable factors to the career development, progress and, security.

Research Methodology

To carry out a research effectively, an appropriate research methodology is important. This researcher used the ‘qualitative research’ in this regard. The qualitative research is designed to reveal a target audience’s range of behaviour and the perceptions that drive it with reference to specific topics or issues.

Data Collection

Primary data is obtained through the first-hand investigation on the selected topic for the research purpose by the researcher. The researcher collected the data for this research through interviews and, questionnaires.

For this research, fact-finding questionnaire was used. It was distributed among the full-time Journalists including staff reporters and sub-editors who are working in newspapers of Jaffna. The researcher collected information by interviewing the chief editors and the news editors.

The researcher collected secondary data from books on media, magazines, reports, news articles, and research papers.

Samples

The research purpose could be achieved by selecting samples that genuinely represent the research area. According to the research topic, the researcher selected the ‘purposive sampling’. The purposeful sampling / judgment is the process the researcher selects / chooses a sample based on experience or knowledge of the group to be sampled.

The sample selection was made at two different task levels. Task level 1- Interviewed the chief editors and the News editors. Task level 2 – Through questionnaire from the full-time staff reporters and sub-editors.

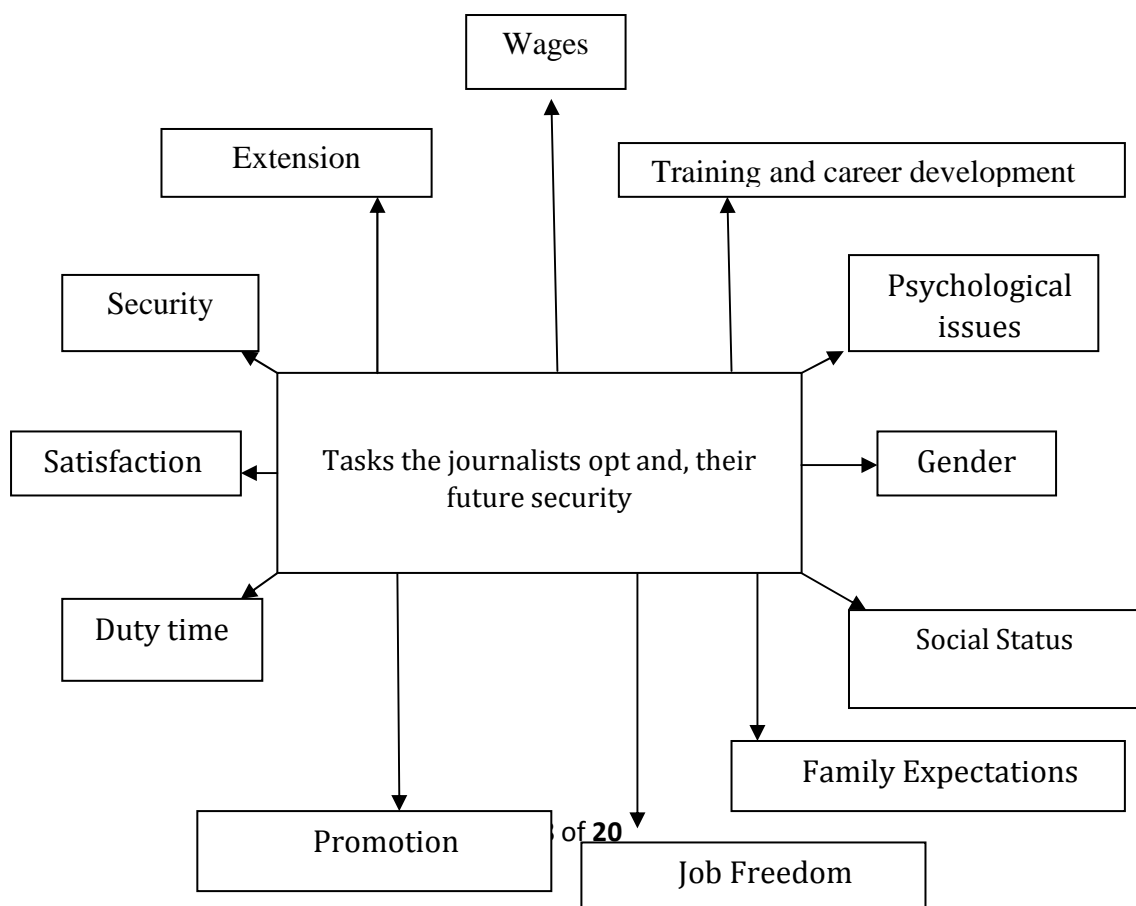
Limitations

A research has its boundaries. The researcher for this study limited his research within the full-time journalists employed in the newspapers published from Jaffna.

The researcher took only the challenges faced by the full-time journalists at different stages in performing their tasks as his research area.

Conceptual Framework and Theoretical Framework

Conceptual Framework



The Tasks the journalists prefer and to safeguard their future they have to face the following issues as the challenges: job satisfaction, salary, training and career development, working hours, gender difference, promotion, security, extension of service, grade, psychological issues, job freedom, social status, and family expectations.

Theoretical Framework

A set of statements or principles devised to explain a group of facts or phenomena. To guide the research on the right path to achieve its goal a theoretical framework is a must.

Since the full-time journalists are human resource, how the institutions manage their employees and considering the fact that only motivation could make them perform their best, the theories of Human Resource Management takes a prominent place in this Theoretical Framework. Because the factors; security, salary, promotion, expectations' of the family and the society, and job satisfaction, are related to the challenges the full-time Journalists encounter, these theories are essential to this research.

Motivation theories

Based on the questions - 'what are the motivating factors?' and 'how people are motivated?' motivation theories can be categorised as Content theory and Process theory.

Content theory focuses on what motivating factors those motivate. It gives prominence to the needs. It will stimulate work. Because people fulfil their needs from the reward, they get through work. Two theories, Maslow's Theory of Motivation-Hierarchy of Needs and Frederic Herzberg's Motivator-Hygiene Theory can be cited as examples of the need fulfilling, Content Theory.

Maslow's theory is based on hierarchy of human needs. ¹¹ According to Maslow, human behaviour is related to his needs. It is adjusted as per the nature of needs to be satisfied. In hierarchy of needs theory of motivation, Maslow identified five types / sets of human need arranged in a hierarchy of their importance and priority: physiological, safety, love or affection, self-esteem and, self - actualization. He concluded that when one set of needs is

satisfied, it ceases to be a motivating factor. Thereafter, the next set of needs in the hierarchy order takes its place and at every phase the needs change.

Frederic Herzberg performed the studies among a group of engineers and accountants to determine which factors in an employee's work environment caused satisfaction and dissatisfaction.¹² The dissatisfying factors are called Hygiene Factors theory. According to his view when the Hygiene Factors are not fulfilled it causes dissatisfaction in their work. Nevertheless, by fulfilling this satisfaction cannot be achieved. It was said that only a state sans satisfaction or dissatisfaction could exist. It is said that by providing motivating factors satisfaction in the work could be obtained.

Process theory concentrates on finding the process of motivation. Adam's Equity Theory and Vroom's Expectation Theory are cited as the theoretical framework here.

Adams called personal efforts and rewards and other similar 'give and take' issues at work respectively 'inputs' and 'outputs'.¹³ Inputs are logically what an employer gives or put into our work; Education, experience, skills. Outputs are everything he takes out in return. Equity theory helps explain why pay and conditions alone do not determine motivation. Importantly we arrive at our measure of fairness - Equity - by comparing our balance of effort and reward, and other factors of give and take - the ratio of input and output - with the balance or ratio enjoyed by other people, whom we deem to be relevant reference points or examples.

Vroom's expectancy theory assumes that behaviour results from conscious choices among alternatives whose purpose it is to maximize pleasure and to minimize pain.¹⁴ Vroom realized that an employee's performance is based on individual factors such as personality, skills, knowledge, experience, and abilities. He stated that effort, performance, and motivation are linked in a person's motivation.

Data Analysis

Challenges faced by Sub-Editors and Staff Reporters

Jobs Satisfaction:

As per the study samples 64.70% of them state the motivating factor to join the media industry is social service, 76.47% state that the motivating factor is job preference and 17.64% state the motivating factor is social status.

Satisfied with the current job:

According to the respondents - 76% stated they are satisfied with their present position, 12% state they are not satisfied, and 12% state they cannot give any opinion. They put forward lack of freedom, obstacles to publish the news as the factors for job dissatisfaction.

Salary:

According to the respondents - 24% state the salary paid by the media industry is adequate considering the efficiency, experience, and educational qualifications in the media field. 71 % state it is insufficient and 5% say they cannot give any opinion.

Salary is adequate to meet the cost of living:

According to the respondents - 12% state the salary paid by the media industry is adequate to meet the cost of living. 59% say it is inadequate and 29% say it is enough to some extent.

If the paid salary is insufficient, interest in doing another job along with journalism:

According to the respondents - 41% answer, “yes” and 59% answer, “No.”

Training and carrier development:

According to the respondents to the question on qualifications required to be a full-time Journalist, 35.25 % name media related education, 41.17 % mention experience in the field of media.

Training obtained so far in the media- field:

According to the respondents - 12.05 % say the training they have got so far is very good. 31.25 % say it is good. 31.25 % say they are satisfied. 12.5 % say they are not satisfied with the training they have got. 12.5% say the training they have got is not enough.

Training obtained so far in the media- field is sufficient to encounter the challenges related to the field:

According to the respondents - 65% say the training they have got so far is sufficient. The percentage of who say it is not enough is 35 %. Continuous training and experiences are cited as the reasons, for the training obtained so far in this field, to be sufficient to encounter the challenges related to the field. The trainings is not in par with the changes of time and the technological development and language related issues are cited as the reasons, for the

training obtained so far in the media- field is insufficient to encounter the challenges related to the field.

Working hours are conducive to attend to their family affairs:

According to the respondents - 65% say that working hours are conducive to attend to their family affairs. 35 % say that working hours are not conducive to attend their family affairs.

The informants who said the working hours are not conducive to attend to their family affairs, for they have to be away from friends owing to long working hours and facing inability to maintain desirable relationship as the main impact.

Promotion:

According to the respondents - regarding the promotions, 12% say that they are very satisfied with their promotions. 59% say they are satisfied with their promotions. 29 % say they are not satisfied with their promotions. As causes for dissatisfaction, they cited that the lack of experience not considered is the main cause.

Extension of Service:

As per the respondents - 59% say that they can continue in service as full-time journalists. 18% say they cannot do so. 23% say they cannot give any opinion. As reasons to continue in service, they put forward better position, their own choice, and opportunities to develop the skills in the present context. The reasons given for inability to continue in service are inadequate wages and lack of work freedom.

Gender:

As per the respondents - 25% say while working, as female full-time journalists, gender difference has affected their working environment. 50 % say it has not affected their working environment. 25 % say they could not give any opinion regarding this. When working as a female journalist, the emotional status, such as negative attitude, loneliness for there are only a few number of female journalists, are cited as causes that affect their working environment.

Freedom to work:

53% of the respondents say that they have the right to work independently and 29% says "No." 18 % says that they cannot comment on it. Regarding the ability to work independently, 53 % says that they can, 35% says they cannot and 12% states they cannot give opinion about this. The political hindrances, lack of freedom to collect news, indirect

threat even at present condition are given as causes for the inability to work independently at the media related tasks

Carrying out media related tasks independently outside the media institution:

According to the respondents, 23% says that they are fully satisfied working independently and 53% says satisfied and 24% sample says partially satisfied.

Social Security:

According to the respondents, 52.94% of the samples says that they receive their salaries promptly and 35.29 % says they get adequate wages for their work, 23.52 % says that they get leave whenever they want, 32.52% are satisfied with the working hours, 47.05 % says that they are satisfied with the institutional contribution to Employees' Provident Fund, 47.05% says that they are satisfied with the institutional contribution to Employees Trust Fund, 52.94 % states that they get the appropriate hours to have meals and 17.64 % states they get the bonus promptly. Others are not satisfied.

Facing physical and psychological threats while attending to the media related duties:

According to the respondents - 47 % says that they have faced physical and psychological threats, 53 % says they have not encountered any physical and psychological threats. Besides, they point out that before the year 2015 they were severely subjected to physical and psychological threats than at present.

Psychological Problems:

According to the respondents mentioned the following emotions as psychological problems they faced while on duty : 23.52 % mentioned Dejection 17.64% mentioned Fear, 17.64% mentioned Tension, 23.52% mentioned Distraction, 52.94% mentioned Anger, 23.52% mentioned Frustration, 17.64% mentioned Annoyance, ,47.05 % stated Mental Strain. 5.88% stated that they have not encountered any psychological complications. The majority mentioned workload as the main cause for their psychological problem while attending to media related duties.

Expectations of the Family:

According to the respondents - 47% of the journalists stated that their family members gave them consent to continue as full-time journalists. 47% of the journalists stated that their

family members did not give them consent to continue as full-time journalists. In the meantime 06% of them replied their families gave them reticent consent to continue as full-time journalists. To the question, 'If the family members did not give them consent to continue as full-time journalist what type jobs did they suggest?', the majority of the respondents replied that they advised to choose a well-paid job and others replied that his family members recommended a government job, do journalism as a part-time as service to the society, and to give up working here and to go abroad and work as journalist there.

The reasons the family members put forward to recommend new jobs:

The respondents said that the family members who did not give consent to do journalism as fulltime job gave the following reasons to give up journalism and to select another job; they could earn more money, they could be more secure and have more freedom and increased wages, they being journalist find it difficult to get married for the attitude of the society regarding the journalists.

Reflection of the society:

76% of the respondents replied that they were being felicitated at the public events considering their profession. 24% replied that they were not felicitated at the public events considering their profession. When replying regarding the good stance the public has about the journalists for felicitating them 'They do so because we voice the problems of the society and we exchange information to transform the society for a positive change in the society. Moreover, since we genuinely and honestly perform our duties the society regards us with respect.' The respondents who said the journalists are not respected at public events considering their profession said the reason is that those who in positions or participate in the public functions approach the journalists only with a business purpose. Further, they said the society has not yet recognised the services of the Journalists and their needs and the society does not esteem the Journalist, as they deserve.

Challenges faced by the Chief Editors and News Editors

Information, regarding the challenges faced by the full-time Journalists, was obtained from the editors and news editors of the newspaper, Valampuri, Yarl Thinakural and the news editor of Uthayan, all published in the Jaffna region.

Job satisfaction:

It could be noticed that the editors of Yarl Thinakural and Valampuri, in their opinions they put forward that political situation, policies of the newspapers, publishing the full news collected by the full-time journalists are the factors that influence job satisfaction.

Most of the news editors put forward the view that Job satisfaction of the new editors depends on the problems revealed by the full-time journalists and as well on the freedom to perform, and inclination to serve. Though the war is over, except the violence, they face many difficulties are the factors that influence job satisfaction

Challenges Related to Wages:

Most of the editors are of the view that among the challenges the full-time Journalists face, is the salary they get is inadequate to meet their needs. Besides, they say that it is lesser than the pay the workers from the other sectors get and the salary paid to those involved in this task is not enough to lead a contented the family life.

The news editors are of the view that the salary paid to the full-time Journalists is not sufficient. From the point of economic view, this is not lucrative job as in the foreign countries. They add that the full-time journalists encounter more financial difficulties.

Training and Career Development:

It could be noted that they emphasised that the training should meet the demands of the changing time, proper attention is not given to the development in investigating journalism. They pointed out that since certain news items of this type are borrowed from other media and their violation of legislature becomes the faults of their newspapers.

Most of the news editors insisted that it is necessary that the training be changed and should be designed in accordance with the growth of technology to suit the competitive environment and for the career development.

Challenges related to Working-hours:

It could be known from the statements of the editors the working time of the full-time Journalists cannot be limited. It is the same when they go to collect news. It could be observed the time another challenge of importance.

Most of the news editors said that since they have to report all the events whenever it takes place and they have not enough time to spend with their family. Taking leave is very difficult in this field.

Promotion and Challenges:

The editors say that similar to the other sectors, in the field of media, promotions are given on the basis of merit.

According to the news editors, it could be seen that in the media field, staff are promoted on the basis of the primary factors of qualification such as service, experience, performance, excellence, loyalty and the policy of the institution.

Challenges related to Extension of Service:

It could be observed that most of the editors have pointed out that those who join the media of communication, as an ideal is lesser than those who leave the service owing to the salary issues.

Majority of the news editors, in relation to extension of service in the media field, named insufficient salary, family expectations as the reasons for many leaving the field. In addition, they state the female Journalists leave the service more, especially after marriage. However, they, who join the media field because they are interested in communication media continue to serve in the field.

Gender related challenges:

With regard to the gender factors, the editors are of the view that Gender positions plays a major role in field reporting. It could be observed their views are centred on the past opinion of the society towards women. Culture, and way of bringing up also have negative impact by preventing the women Journalist going to the field. However, it could be seen many women who are service oriented continue their service indoor.

From the view of news editors, the attitude of the society towards women, working time, nature of the field are found to be the influencing factors of women engagement in this task. Further, the news editors' express that the prevailing opinion in Jaffna is that this field is not suitable for women,

Freedom of work:

It could be known from the editors that the administrative policy has its influence on freedom to work inside the office, and the then political situation had its influence in the field. Now, because of the present government they perform independently. It could be observed that both polices; administrative and government, influence the work-freedom of the media personnel.

From the point of view of the news editors, institutional policies are the most important factors that decide the level of the freedom of the journalists. The journalists should adhere to the policies of the institution concerned; they cannot confront them.

Security and Challenges:

With regard to the security of the full-time Journalists, the editors focussed on the fact that in the past, when considering the present political situation, personal security of the media personnel was more of a challenge during the war situation.

It could be seen that most of the news editors have stated that because of exposing the atrocities it is more dangerous than the other fields. They add that Politics influence the security of the media personnel more. There is a trend to harm them physically and mentally

Full-time journalists and Psychological issues:

Editors state that, fighting against the time, salary, non-publishing the collected news, threats from the opposition, institutions that fail to follow the regulations properly they experience more mental stress.

It could be seen that the news editors have stated that striving for time, facing threats, travelling long distances, staying away from home, meeting the deadlines, undergoing ill treatment in the field, being attacked physically cause them more psychological problems.

Family Expectations:

Editors pointed out that categorically that before five years family members did not give us consent to join the media service, because they considered this field dangerous. Further there is not enough time to attend to family matters on time or when necessary.

The news editors say that to those who come to this field with an objective has less pressure from the family members. However, they add that because of the experience in the media and lack of income to meet the needs of the family others have to face pressure from their family.

Reflection of the Society:

According to the editors, the Journalists are given due respect at the public functions. They are given invitations. At the present situation, Journalists are respected at different seminars and projects. They are given awards. Nevertheless, they doubt whether that they are treated in this way for they want the Journalists to publish news in favour of them.

It could be observed that most of the news editors say that they could see the society supports the full-time journalists if they give news in favour of them. There are certain society leaned to certain media.

Conclusion

Based on the analysis and following results are put forward. The journalists are doing their duties with the job satisfaction nude the current situation. Training that they had obtained is sufficient to the present working environment. The working hours are found to be conducive to meet the family related activities to a certain extent. Because of this, they are unable to spend more time with their family. They are eager to continue as Journalists. Though the female Journalists are less affected by the gender difference, their involvement in fieldwork is very less. The Journalists perform their duties freely according to their policies. Related to social security, salaries are promptly paid. Though the family members advise them to change their job considering the income, those who chose journalism as an ideal job made it permanent. The society has a good opinion about the Journalists.

It has been found out though this study that the main challenge the full-time Journalist face is the insufficient salary. They have been working with a lower salary. This challenge is the factor that causes the other challenges they face. Inadequate income found to be one of the challenges they face to meet the family expectations.

The researcher found out that owing to excess working- hours and workload they face psychological issues.

Recommendations for Future Research

Research is carried out again and again with a purpose. Research is never- ending. Hence it is a continuing process. Following the nature of continuation, considering the future researches on a similar topic recommendations are important.

In future a researcher who would like to do a research in this area, can extend the area of his study by including the full- time media personnel, or part-time Journalists, from not only the newspapers but also from other media of communication, to study the challenges they encounter. The challenges may not, merely be related to the working conditions only. It could be on other matters, such as, the recently introduced school subject of ‘Communication and

Media Studies'. Especially, the future researcher could do his research on the resources allocated toward this subject. The results of this research would be of immense value.

In this research, as tools of collecting primary data, questionnaire and interviews were used. The researcher cannot be said that the entire information be obtained through both the tools for the fear that they could be subjected to many problems by their superiors, the target group could have failed to reveal certain important information and this would have negative influence in the data obtained. Hence, the future researcher could use, participating, observing, conducting focused group discussion, researching the topic as tools for his / her research.

For this research samples, only the full-time Journalist attached to the Newspapers published from Jaffna were selected. Hence it is recommended that the future researcher could widen his / her research area by selecting the entire Northern Province or the entire island and thus include the Sinhala Journalists, and do a research on the challenges they face.

Among the challenges the Journalists' face, process related to law and order are paramount. Considering this the future researcher can choose the challenges the journalists face as the topic of his research. The results of these researches will be useful, not only to the Journalists but also so to the students of Media and Communication Studies and the general public. Hence, the future researcher could do a research on 'The legislation and its impact on Mass Media'.

According to the time and political transitions, and the technical innovations, the challenges faced by the journalist could also vary. Hence, the future researcher has to observe and identify those changes and devise his research based on the relevant changes.

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