
KMAP FOLLOW-UP SURVEY ON WOMEN AND ETHNICITY IN THE MEDIA IN KOSOVO

An Assessment For
USAID and IREX
Conducted
by
EnCompass LLC



FINAL SURVEY REPORT

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TABLE OF CONTENTS

EXECUTIVE SUMMARY	4
ON WOMEN IN THE KOSOVO MEDIA	5
ETHNICITY AND THE MEDIA	7
IMPACT OF IREX TRAINING	7
HUMAN RESOURCE NEEDS	8
CONCLUSION	8
INTRODUCTION	10
ABOUT KMAP	10
ABOUT THE STUDY	11
METHODOLOGY FOR THE STUDY	12
SURVEY RECIPIENTS	13
FINDINGS	15
RESPONDENTS AND RESPONSE RATES	15
PART I: ON WOMEN IN THE KOSOVO MEDIA	16
CENSUS DATA ON WOMEN	16
<i>Employment and management</i>	16
<i>Salary levels</i>	18
PERCEPTIONS AND ISSUES RELATED TO GENDER	20
<i>Organizational changes</i>	20
<i>Changes in the professional lives of female journalists</i>	21
<i>Role of gender in promotions</i>	27
<i>Role of gender in assigning stories</i>	29
<i>Authority men and women have in leadership roles</i>	31
PART II: ETHNICITY AND THE MEDIA	32
LANGUAGES USED	32
<i>Broadcast/publishing languages</i>	32
<i>Journalists' language abilities</i>	33
INTERETHNIC COOPERATION AMONG JOURNALISTS	36
<i>Journalists' interests in working with other ethnicities</i>	39
<i>Media coverage of different ethnic communities</i>	40
PART III: OTHER FINDINGS	44
PARTICIPATION IN IREX TRAINING	44
<i>IREX trainings attended</i>	44
<i>Impact of IREX training</i>	44
HUMAN RESOURCE NEEDS	46
CONCLUSION	48
ON WOMEN IN THE MEDIA	48
ON ETHNICITY	49
APPENDIX A: THE SURVEY (ENGLISH)	50
APPENDIX B: THE SURVEY (ALBANIAN)	67
APPENDIX C: THE SURVEY (SERBIAN)	84

TABLE OF TABLES

TABLE 1: CHARACTERISTICS OF ALL SURVEY RESPONDENTS (COMPARED TO YEAR 1)	15
TABLE 2: SALARY LEVELS (OVERALL, ALBANIAN, AND SERBIAN) COMPARING YEAR 1 AND YEAR 3	19
TABLE 3: CHANGES IN EMPLOYMENT POLICIES	21
TABLE 4: RESPONDENTS' PERCEPTIONS OF POLICY CHANGES AFFECTING THEIR CAREERS AS FEMALE JOURNALISTS.....	22
TABLE 5: PERCEIVED CHANGES IN THE WORKING ENVIRONMENT FOR WOMEN	23
TABLE 6: CHANGES IN THE PROFESSIONAL LIVES OF FEMALE JOURNALISTS	25
TABLE 7: FEMALE JOURNALISTS' INTEREST IN HIGHER MANAGEMENT OR EDITORIAL POSITIONS.....	27
TABLE 8: JOURNALISTS' PERCEPTIONS OF FACTORS INFLUENCING PROMOTIONS.....	29
TABLE 9: JOURNALISTS' PERCEPTIONS OF FACTORS INFLUENCING STORY ASSIGNMENTS.....	30
TABLE 10: AUTHORITY IN EDITORIAL DECISIONS.....	31
TABLE 11: MEDIA BROADCASTING/PUBLISHING LANGUAGES.....	33
TABLE 12: NUMBER OF LOCAL LANGUAGES IN WHICH RESPONDENTS CAN CONDUCT INTERVIEWS	34
TABLE 13: LANGUAGES IN WHICH RESPONDENTS CAN CONDUCT INTERVIEWS.....	35
TABLE 14: RESPONDENTS' PROFICIENCY IN SPECIFIC LOCAL LANGUAGES.....	35
TABLE 15: FREQUENCY OF COOPERATION BETWEEN JOURNALISTS OF DIFFERENT ETHNICITIES.....	37
TABLE 16: EXTENT TO WHICH RESPONDENTS WORK WITH JOURNALISTS OF OTHER ETHNICITIES CURRENTLY COMPARED TO TWO YEARS PRIOR	38
TABLE 17: INTEREST IN WORKING MORE OFTEN WITH JOURNALISTS OF OTHER ETHNICITIES.....	39
TABLE 18: MEDIA COVERAGE OF STORIES ABOUT COMMUNITIES OF OTHER ETHNICITIES	41
TABLE 19: PURPOSE OF STORIES ABOUT OTHER ETHNIC COMMUNITIES.....	42
TABLE 20: AUDIENCE RESPONSE TO STORIES COVERING OTHER ETHNIC COMMUNITIES.....	43
TABLE 21: LEVEL OF IMPACT OF IREX TRAINING ON JOURNALISTS' CAREERS AND ORGANIZATIONS	46

TABLE OF FIGURES

FIGURE 1: GENDER DISTRIBUTION IN MANAGEMENT AND SENIOR EDITORIAL POSITIONS.....	17
FIGURE 2: COMPARISON OF SALARY LEVELS OF MEN AND WOMEN IN YEARS 1 AND 3.....	19
FIGURE 3: PERCEPTIONS OF HOW POLICY CHANGES ARE AFFECTING FEMALE JOURNALISTS' CAREERS	21
FIGURE 4: PERCEPTIONS OF THE WORKING ENVIRONMENT FOR FEMALE JOURNALISTS (COMPARED TO TWO YEARS AGO)	22
FIGURE 5: MOST COMMON WAYS IN WHICH FEMALE JOURNALISTS HAVE CHANGED THEIR PROFESSIONAL LIVES IN THE PAST 2 YEARS.	24
FIGURE 6: FEMALE JOURNALISTS' INTEREST IN MOVING INTO A MORE ADVANCED MANAGEMENT OR EDITORIAL POSITION	26
FIGURE 7: FACTORS WHICH PLAY A ROLE IN PROMOTIONS WITHIN RESPONDENTS' MEDIA OUTLETS	28
FIGURE 8: MEDIA OUTLETS BROADCASTING/PUBLISHING LANGUAGES (YEAR 1 V. YEAR 3)	32
FIGURE 9: % OF OVERALL RESPONDENTS WHO CAN CONDUCT INTERVIEWS IN DIFFERENT LANGUAGES (N=44)	34
FIGURE 10: % OF ALBANIAN AND SERBIAN RESPONDENTS WHO CAN CONDUCT INTERVIEWS IN DIFFERENT LANGUAGES	34
FIGURE 11: EXTENT OF COOPERATION BETWEEN JOURNALISTS OF DIFFERENT ETHNICITIES.....	37
FIGURE 12: EXTENT TO WHICH RESPONDENTS WORK WITH JOURNALISTS OF OTHER ETHNICITIES CURRENTL	38
FIGURE 13: INTEREST IN WORKING MORE OFTEN WITH JOURNALISTS OF OTHER ETHNICITIES	39
FIGURE 14: FREQUENCY WITH WHICH ORGANIZATIONS COVER STORIES ABOUT COMMUNITIES OF DIFFERENT ETHNICITIES	40
FIGURE 15: PURPOSE OF STORIES ABOUT OTHER ETHNIC COMMUNITIES	41
FIGURE 16: AUDIENCE RESPONSE TO STORIES ABOUT OTHER ETHNIC COMMUNITIES	43
FIGURE 17: LEVEL OF IMPACT OF IREX TRAINING ON JOURNALISTS' CAREERS AND ORGANIZATIONS	45

EXECUTIVE SUMMARY

This report presents the findings of a follow-up survey of women and ethnicity in the Kosovo media, conducted by EnCompass^{LLC} as part of the Kosovo Media Assistance Program carried out by IREX.¹ Since the initial baseline survey in 2006, as part of its role in addressing the cross-cutting issues of gender and ethnicity, EnCompass has provided a number of interventions:

- A roundtable discussion with key media and civil society groups on the findings of the baseline study and next steps,
- Two “Women in Media Leadership Training” seminars based on those next steps,
- Two “Ethnic Dialogue” seminars on the coverage of ethnic issues, and
- This follow-up survey on these issues at the end of the program.

The purpose of this follow-up study was to provide an updated description of the status of women in the field of journalism in Kosovo and to explore changes in journalists’ careers and organizations as well as changes in how the media address ethnicity. EnCompass gathered data for the follow-up study using a single online survey conducted in November and December of 2007.

A total of 46 journalists submitted responses, representing 28 Albanian and Serbian organizations—a response rate of 67% for the organizations and 51% for those who received the request to participate.

Three specific groups of journalists provided different types of data:

1. Female journalists at all levels reported on their experiences as women working in journalism,
2. Media managers provided data about employment issues, and
3. Editors provided data on editorial decisions in their media organizations.

The findings are summarized below.

¹ KMAP is a three-year program designed to strengthen independent media in Kosovo, including increased and improved coverage of issues related to women and to different ethnicities.

ON WOMEN IN THE KOSOVO MEDIA

In terms of **employment and management**, a slight increase was found in both the percentage of women employed overall and of women in management positions between Year 1 and Year 3. However, there was a significant decrease in the percentage of women in senior editorial positions from Year 1 to Year 3.

The distribution between the three **salary levels** (i.e., under 200 Euros, 200–500 Euros, and over 500 Euros) appears to be fairly stable over time with approximately two-thirds of the men and women in the middle income group overall. Women were more likely to be in the lower salary categories than men overall. There was also a significant increase in the percentage of men in the highest salary category from Year 1 to Year 3 (from 14 to 30%), while there was only a modest increase in the percentage of women in this category (from 9 to 12%).

Of 35 individuals responding to whether the organization had created or changed any **employment policies regarding gender issues** in the last two years, only two respondents reported some change. Yet at the same time, overall responses from female journalists indicated that changes in employment policies in the past two years may have made it somewhat easier for female journalists now. In terms of the working environment for and treatment of women, female respondents were slightly more positive, and no one responded to this question by saying that the environment or treatment had become worse.

It was clear that most women were taking positive and proactive steps to **develop their careers**. A majority of respondents stated that they had intentionally improved their skills in journalism through training and/or concentrated effort. Half had increased networking with other female journalists and comments reflected a determination to support each other:

“...I, as a woman with years of experience, try to give more media space to women—you educate a woman; you educate a nation.”

“Through different trainings I strengthen my position as a woman in the media, through my media attributes I promote the voice of women...”

Others emphasized their personal commitment to quality:

“...I have a serious attitude toward work. I respect the work of my colleagues, but on top of it all, I want the job to be done professionally and with great commitment.”

Many women were recognized for their efforts: half of the female journalists responding reported receiving a promotion and/or some other kind of recognition for their work. Progress was evident particularly when female journalists were asked about their interest in moving to a higher management or editorial position: while a slightly smaller percentage than last year stated an interest in moving up, over twice the percentage of respondents than those in the Year 1 Survey said they were already in such a role.

All respondents were asked about their views on **what influenced the organizational decisions** that affected their work and careers—specifically regarding promotions and the assignment of stories. Nearly all of respondents felt that gender or an employee's personal or family situation *did not* play a role in promotions.

Not surprisingly, a great majority of journalists agreed that the journalist's knowledge and quality of work usually influenced story assignments; professional reputation as well as the journalist's history in covering the same topic were also identified by a smaller majority of respondents as "usually" being a factor in assignments. A majority still felt that at least occasionally assignments were influenced by the availability of the journalist, safety issues related to the story, and the journalist's good relationship with editor. While the majority of respondents felt that gender was never considered in the assignment of stories, over one-third did believe that gender was at least occasionally considered; little differed between the men's and women's responses to this question.

Two respondents commented further on gender not being a factor in the assignment of stories:

"For me as a corresponding editor, their professionalism is the main factor; I have no prejudice with regard to gender. Even guys very often cover 'women's issues,' as some people call them."

"The stories are prepared by anyone who volunteers, but the idea behind the stories should be discussed with the editorial office as to what aim should be achieved by them. We the editors usually help them with the approach to a story; we help them in preparing questions, but there are also many cases when we go out into the field with them. Gender is irrelevant here."

The question of how much actual **authority men and women have in leadership roles** was explored through several questions in the survey. No significant difference was identified through this survey between the authority that men and women felt they had in management roles; however, female editors were slightly less likely than men to state they had real authority in some editorial responsibilities.

ETHNICITY AND THE MEDIA

Issues of ethnicity and the media were examined through survey questions about languages used professionally, interethnic cooperation among journalists, and media coverage of other ethnic communities.

In terms of **languages used**, organizations reported a slight increase from the Year 1 Survey in multi-language programming. Among the journalists themselves, almost two-thirds of the respondents could conduct interviews in at least two different languages (including their own), while less than one-fifth of respondents could interview in three or more languages.

Regarding **interethnic cooperation among journalists**, most journalists reported working with journalists of other ethnicities at least occasionally. The extent to which journalists are working with other ethnicities has somewhat increased over the last two years, and a great majority of the respondents had some interest in working more often with journalists of other ethnicities.

Regarding **media coverage of different ethnic communities**, most organizations reported covering stories for their primary audience about communities of different ethnicities at least occasionally. An even greater percentage of organizations said that their purpose in such coverage was usually *“to portray the perspective and circumstances of the other ethnic community, and/or to expose problems faced by other ethnic communities.”* None of the respondents felt that their audience’s reaction was completely negative to stories covering communities of other ethnicities; half stated that there was a mixed response (some positive, some negative), and nearly all of the other half felt that their audience reacted positively and wanted to hear more.

IMPACT OF IREX TRAINING

The 23 respondents who had participated in IREX events were asked to rate the impact of the training both on their own careers in journalism and on their media organizations. These respondents felt that the training they attended had a positive impact on their individual careers. Regarding the most recent leadership workshop for women in journalism held in October of 2007, participants commented as follows:

“...the eyes of all participants were opened. We were provided with a will to move forward, regardless of the difficulties at work.”

"[The workshop] had a positive influence on my future work and determination. I took more responsible jobs in my organization since I understood that women have a larger ability and willingness to do different works."

All of those responding felt that the trainings had a positive impact on their organizations as well:

"The influence was mainly noticeable in the professionalization of journalists in certain fields."

"I made decisions for which, until then, I didn't have courage. I changed my relationship with director of my organization, and now our relationship is more open, more fair. I had requested more mutual sincerity, to be more organized, to have discussions in the organization, which was accomplished with my persistence and assistance of other colleagues. I have also requested one more journalist to assist me in order to coordinate and enable myself to have more dedication to work. And in that way, I also enable one more job position for a woman in the sphere of journalism."

HUMAN RESOURCE NEEDS

Finally, when asked what they felt were their organizations' three **greatest general needs** related to employment of journalists, respondents wrote in most frequently the following:

- More qualified professional journalists,
- Increased financial means and other resources,
- More education both for new and for professional journalists, and
- An improved work environment.

CONCLUSION

In conclusion, the overall environment for women seems to have improved over the last two years with increased management opportunities for women in independent media. Men and women in management positions also feel they have similar levels of authority and that gender issues were not prominent in decisions on promotions or assignment of stories.

However, there is still a significant difference between the percentages of men and women in higher-salary levels. As women continue to receive the support and

recognition they deserve, they also have shown a determination and commitment to the quality of their work, to their own professional development, and to the support of other women in the field of journalism.

There are indeed challenges, and these are not to be ignored. Yet as one respondent wrote, *“The last few years have seen progress with regard to the position of women in this medium. But there still remains a lot to be done.”*

Regarding ethnicity, there is just one overall conclusion: that now is a time of opportunity.

Media organizations appear to be gradually increasing programming in other languages and are covering stories about other ethnic communities, and these stories are well received by their primary audiences. The majority of journalists have the language capabilities to work across ethnicities and, more importantly, the journalists have an increased interest in cooperating with journalists of other ethnicities. This interest has translated into increased cooperation between ethnic groups over the last two years.

As Kosovo works towards solidifying its independence in the world, many may look toward its public voice, the media, to demonstrate the ability to overcome a history of ethnic conflict and work together for the good of all Kosovars. This is a great opportunity for the journalism field in Kosovo. And evidence from this survey indicates that journalists in Kosovo are capable and ready to serve as that voice of cooperation.

INTRODUCTION

This report presents the findings of a follow-up survey of women and ethnicity in the Kosovo media, conducted by EnCompass^{LLC} as part of the Kosovo Media Assistance Program carried out by IREX. KMAP is a three-year program designed to strengthen independent media in Kosovo, including increased and improved coverage of issues related to women and different ethnicities. The purpose of this survey was to provide the following:

- An updated description of the status of women in the field of journalism in Kosovo,
- An exploration into the changes in journalists' careers and organizations, and
- A look at what has changed in how the media address ethnicity.

Following a brief description of the KMAP program and the study design, the study's findings are presented in three parts:

1. Part I focuses on women in the media, offering both census data on gender in the media and findings on perceptions and issues related to gender;
2. Part II covers issues related to ethnicity in the media, including languages used by media organizations and journalists, coverage of different ethnic communities by the media, and cooperation between journalists of different ethnicities; and
3. Part III covers other findings, including the impact of IREX trainings on journalists and their organizations.

The final section presents some conclusions based on the findings. Appendices provide the English, Albanian, and Serbian versions of the survey.

It is important to acknowledge the context in which this survey took place. This survey was launched at a historic time in the life of Kosovo, days before November 2007 parliamentary elections of the Assembly of Kosovo. On 17 February 2008, which was in between the time the survey was closed and the drafting of this final report, the Kosovo Assembly approved a declaration of its independence as a nation. Given that context, it is hoped that the work done through this study, as well as in the larger KMAP project, may contribute to the further development of a strong, professional, and independent media that serves as one of Kosovo's critical institutions as Kosovo's development moves forward.

ABOUT KMAP

This study of women and ethnicity in the media was conducted as part of the Kosovo Media Assistance Program (KMAP). KMAP is sponsored by the United States Agency

for International Development (USAID) and implemented by International Research & Exchanges Board (IREX) and its subcontractors, EnCompass LLC and Social Impact. KMAP is a three-year program designed to strengthen independent media in Kosovo. It provides technical assistance and training to help ensure the financial viability of media organizations; enhance the professionalism of media practitioners; improve the legal, regulatory, and policy frameworks for media in Kosovo; and enhance the organizational capacity of both trade and professional media associations as key supporting institutions. IREX has supported the development of professional and financially sustainable independent media in Kosovo since 1997.

An important component of KMAP is the **integration of cross-cutting issues of gender and ethnicity** in the Kosovo media. IREX contracted with EnCompass LLC to address this component in the following ways:

1. By conducting a baseline study on the employment of women and of different ethnicities in the media and on obstacles to and opportunities for improved coverage of ethnic issues;
2. By holding a roundtable discussion with key media and civil society groups on the findings of the study and next steps;
3. By holding two “Women in Media Leadership Training” seminars based on those next steps;
4. By holding two “Ethnic Dialogue” seminars on the coverage of ethnic issues; and
5. By supporting this follow-up survey on these issues at the end of the program.

ABOUT THE STUDY

In April of 2006, EnCompass carried out a study of women and ethnicity in the Kosovo media. This study consisted of two separate surveys of Kosovar journalists (each conducted in both Albanian and Serbian) and a series of focus-group interviews. The purpose of the original study was to gather baseline census data and perceptions of Kosovar journalists on the status of women and ethnicity in the media and to identify obstacles to and opportunities for progress.

As part of the same project and a followup to the original study, in November and December of 2007, EnCompass conducted another online survey of Kosovar journalists. Specifically, the survey sought had three purposes:

1. To gather updated census data to better understand how women and those of different ethnicities are currently represented within the media and identify any significant changes over the last two years;
2. To identify to what extent the obstacles and opportunities identified in Year 1 are evident in different media organizations; and

3. To the extent possible, to gather data on any immediate impacts of the leadership training and dialogue workshops held.

METHODOLOGY FOR THE STUDY

Data for this study were gathered using a single online survey format. This single-survey format combined elements of two surveys from Year 1 (the Media Manager/editor Survey and the Female Journalist Survey) using automatic skip patterns to direct respondents to appropriate questions for their role. This format was translated into an Albanian version and a Serbian version using the same questions and format for each. As in Year 1, this survey was implemented using the online Survey Monkey website.

Data to be collected for the survey were determined in two ways:

1. First, to the extent possible, EnCompass was to follow up on many of the original questions in an effort to track changes over the course of the last two years, and
2. In addition, EnCompass met with local journalists and local IREX and USAID representatives in Kosovo to further identify useful survey content.

Based on these meetings, it was determined that the following information would be collected:

On Women in the Media

- Percentage of female staff in organizations (overall, & Albanian/Serbian);
- Percentage of women represented in management and editorial positions (overall, & Albanian/Serbian);
- Salary levels (overall, & Albanian/Serbian);
- Organizational changes in the last two years regarding policies related to gender;*
- Extent to which gender-related issues affected promotions and story assignments;*
- Extent of the authority men and women have in leadership roles in their media organizations;*

On Ethnicity in the Media

- Broadcast or publishing language;
- Language ability of respondents;*
- Extent of cooperation between journalists of organizations representing different ethnicities;*
- Coverage of the perspectives of ethnic communities other than those of the media's primary audiences;*
- Journalists' interest in working with other ethnicities;*

Other Findings

- Participation in and impact of IREX training;*
- Changes in the professional careers and organizations of participants in IREX workshops training; and*
- Organizations' greatest human resource needs that are affected by gender and ethnic issues.*²

A number of important improvements were made in the follow-up survey based on feedback from the interviews and focus group discussions in Kosovo in July of 2007:

- Questions about the number of staff and managers of other ethnicities were replaced with questions on the extent of cooperation between organizations of different ethnicities, which was thought to be more relevant.
- Vaguely worded questions on the first survey were replaced with those that asked specifically about coverage of ethnic communities other than those of the media organization's primary audience.
- Questions were revised to ask specifically about the impact of IREX training on both professional careers and organizations.
- Focused questions were included related to the effects of gender on promotions and assignment of stories.
- Questions were included on the perceived level of authority by men and women in leadership positions.
- Open-ended question were included to assess what employment information is of greatest interest to media leaders regarding organizations' greatest human resource needs.

SURVEY RECIPIENTS

As in the first year, different data was sought from three specific groups of journalists:

1. Female journalists at all levels were asked about their experiences as women working in journalism,
2. Media managers were asked about the employment issues, and
3. Editors were asked about editorial decisions in their media organizations.

The Year 3 Study was intended to survey as many Kosovar journalists as possible with particular attention to those journalists surveyed in Year 1 who were still working in the

² *=Items that are new to the survey.

media. IREX-Kosovo identified 25 Serbian journalists and 61 Albanian journalists who received the Year 1 Survey who should also be included in the Year 3 Survey.

A total of 26 Albanian and 3 Serbian Year 1 Survey recipients were not included in the Year 3 Survey; most of these previous survey recipients stopped working for the media or were studying abroad, and some of the female recipients were on maternity leave. To seek survey participation from as many media organizations as possible, IREX identified 31 new recipients for the Year 3 Survey.

FINDINGS

RESPONDENTS AND RESPONSE RATES

Responses were received from representatives of 67% of the organizations and 51% of the 90 managers, editors and female journalists who received the request to participate.³ Responses were received from 46 of the survey recipients, including 32 Albanians,⁴ 12 Serbians, 1 Turk, and 1 Bosnian. Of the 39 Kosovar media organizations represented by survey recipients, 19 of 30 Albanian organizations, 8 Serbian organizations, and 1 Turkish organization⁵ were represented in the results.

Given the timing and nature of the survey, these response rates were respectable. Table 1 below gives further details about these respondents.

Table 1: Characteristics of all survey respondents (compared to Year 1)

	YEAR 1 SURVEY	YEAR 3 SURVEY
NUMBER OF INDIVIDUALS RESPONDING	<p>Media Manager Survey 42 respondents, including</p> <ul style="list-style-type: none"> ▪ 28 Albanians (3 female) ▪ 12 Serbians (2 female) ▪ 2 Turks <p>Female Journalist Survey 43 respondents, including</p> <ul style="list-style-type: none"> ▪ 32 Albanians ▪ 10 Serbians ▪ 1 Bosniak 	<p>46 respondents, including</p> <ul style="list-style-type: none"> ▪ 32 Albanians (includes 1 of unknown ethnicity) ▪ 12 Serbians ▪ 1 Turk ▪ 1 Bosniak
NUMBER OF ORGANIZATIONS REPRESENTED	<p>Media Manager Survey 30 organizations, including:</p> <ul style="list-style-type: none"> ▪ 20 Albanians ▪ 9 Serbians ▪ 1 Turk 	<p>28 organizations, including</p> <ul style="list-style-type: none"> ▪ 19 Albanians ▪ 8 Serbians ▪ 1 Turk ▪ 1 Unknown

³Of the 117 individuals on the original mailing list to whom email invitations were attempted, it appears that approximately 90 actually received the email notice of the survey. We received responses from 46 of those 90 recipients: 32 Albanians, 12 Serbians, 1 Turk, and 1 Bosnian. This indicates an actual response rate of 51% on the Albanian survey and 52% on the Serbian survey. (An additional 9 recipients opened the survey but did not respond to any question.)

⁴ One of those who completed the anonymous Albanian survey did not indicate his or her ethnicity and is included with the Albanian results.

⁵ The Turkish organization will be counted in with Albanian organizations due to the small sample size and to protect privacy.

Of the 46 journalists responding, at least 26 of them were female journalists, including 21 Albanians and 8 Serbians. There was a total of 20 media managers and/or editors who responded to the survey, representing 45% of those managers/editors who received an invitation.

PART I: ON WOMEN IN THE KOSOVO MEDIA

CENSUS DATA ON WOMEN

One purpose of the survey was to provide an updated description of the status of women in the field of journalism in Kosovo. The Year 1 Survey gave a first look at census data related to the employment of women in the media in Kosovo. In this follow-up survey, some of the same questions were asked regarding numbers of men and women employed, in management, and at different salary levels.

Employment and management

Results from ten Albanian respondents and two Serbian respondents, all from separate organizations, were tabulated and analyzed to assess the employment ratio of men and women overall and in senior editorial and management positions. To reflect the overall status of women in the field of journalism in Kosovo, the percentages of men and women totaled across all organizations were used rather than calculating means for each organization. This also avoids the problem of having the smaller organizations having undue weight in the final figures. Thus, the data presented here speak to the bigger picture of gender and ethnicity in the field of journalism in Kosovo and not to the characteristics of individual organizations.

Table 2 compares the results of Year 1 and Year 3 on the total percentages of men and women employed and in senior editorial and management positions.

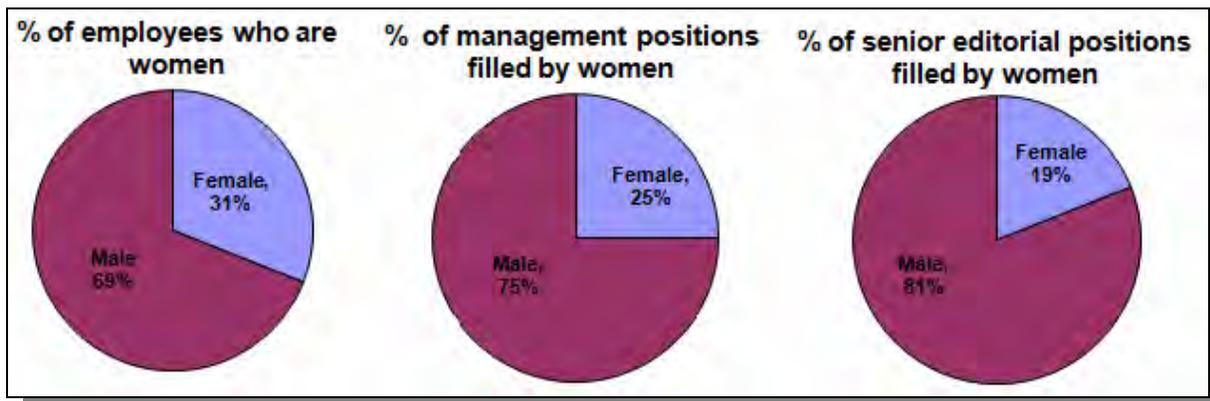
Table 2: Percentage of women represented in senior editorial and management positions (overall, Albanian, and Serbian) comparing Year 1 and Year 3

AS REPORTED BY MANAGERS	YEAR 1	YEAR 3
OVERALL	N=283 EMPLOYEES OVERALL	N=99 EMPLOYEES OVERALL
% of employees who are women	30%	31%
% of all senior editorial positions filled by women	27%	19%
% of all management positions filled by women	23%	25%

AS REPORTED BY MANAGERS	YEAR 1	YEAR 3
IN ALBANIAN ORGANIZATIONS	N=219 EMPLOYEES OVERALL	N=89 EMPLOYEES OVERALL
% of employees who are women	28%	31%
% of all senior editorial positions filled by women	23%	18%
% of all management positions filled by women	21%	27%
IN SERBIAN ORGANIZATIONS	N=64 EMPLOYEES OVERALL	N=10 EMPLOYEES OVERALL
% of employees who are women	37%	31%
% of all senior editorial positions filled by women	46%	25%
% of all management positions filled by women	29%	17%

Overall in Year 1, respondents reported that 30% of the employees were women compared to 31% in Year 3. Similarly, women held 23% of management positions in Year 1 compared to 25% in Year 3 overall. Thus, there appears to be a **slight increase in the percentage of women employed overall and in management positions from Year 1 to Year 3**. A comparison of the percentages of women overall and in management and editorial positions in Year 3 can be seen in Figure 1 below.

Figure 1: Gender distribution in management and senior editorial positions in Year 3



On closer examination, it appears that these increases were predominantly in the Albanian organizations, while Serbian organizations showed a decrease in percentage of women employed and in managerial positions. Both Albanian and Serbian organizations showed a **significant decrease in the percentage of women in senior**

editorial positions from Year 1 to Year 3.⁶ The differences between Albanian and Serbian organizations could not be properly evaluated since we only received responses to the survey from two Serbian organizations.

In summary, there has been a slightly greater representation of women in the media overall and in management positions over the last two years. While this effect was more evident in the Albanian organizations that responded, it is difficult to evaluate the status of women in Serbian organizations because of the small number of Serbian respondents.

Salary levels

Representatives from nine Albanian and two Serbian organizations provided useful data on salary levels.⁷ **The distribution between the three salary levels appears to be fairly stable over time, with approximately two-thirds of the men and women in the middle income group overall.** However, the two Serbian organizations that responded to the survey reported 73 to 92% of their staff in the lowest salary category, and none in the highest income group.

While **women are more likely to be in the lower salary categories than men overall,** the two Serbian organizations that responded showed a higher percentage of women in the middle income range (200–500 EU/month). **There was also a significant increase in the percentage of men in the highest salary category from Year 1 to Year 3 (from 14 to 30%), while there was only a modest increase in the percentage of women in this category (from 9 to 12%).**⁸ All of this was accounted for in the nine Albanian organizations that responded to the survey. Figure 2 below compares salary levels of men and women in Years 1 and 3.

⁶ $F=34.438$, $df=1$, 1271, $p=.000$

⁷ It should be noted that for four of the Albanian organizations and two of the Serbian organizations the total number of people for which they gave salary data did not match the total number of employees they said they had; because of possible valid reasons for this difference (e.g., employee status), the salary data from these organizations were still included in these results. Also, four people gave information on a total of three Serbian organizations; one of these organizations was not included because of contradictory data.

⁸ $F=6.368$, $df=31$, 10.78, $p=.017$

Figure 2: Comparison of salary levels of men and women in Years 1 and 3

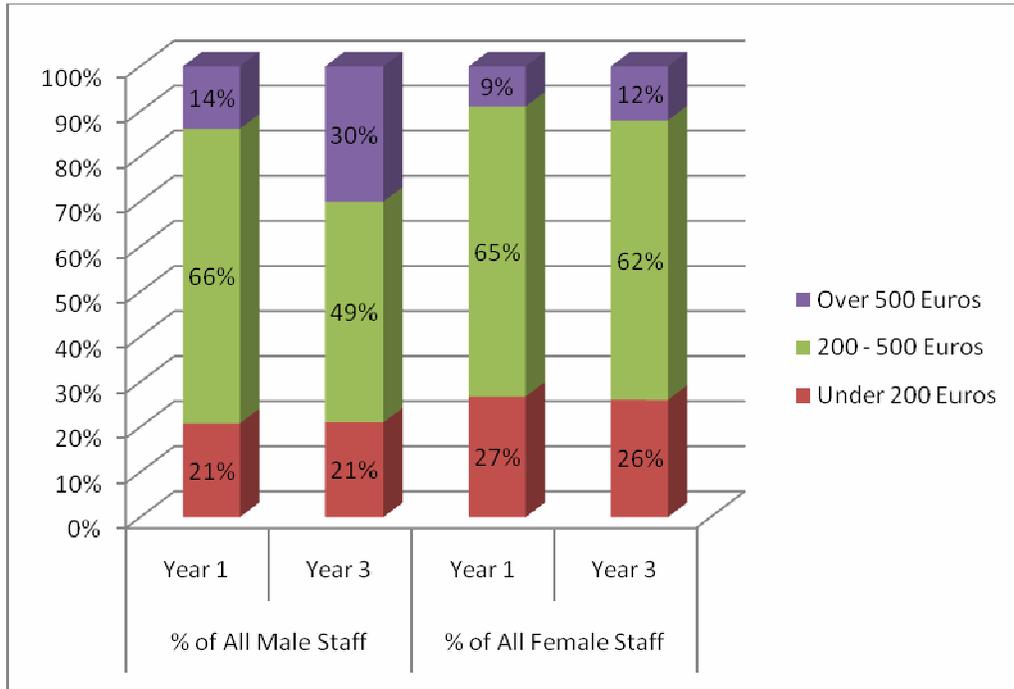


Table 3 compares further details of salary levels between Year 1 and Year 3.

Table 3: Salary Levels (Overall, Albanian, and Serbian) comparing Year 1 and Year 3

MONTHLY SALARY ORGANIZATIONS	YEAR 1		YEAR 3	
	% OF ALL MALE STAFF	% OF ALL FEMALE STAFF	% OF ALL MALE STAFF	% OF ALL FEMALE STAFF
OVERALL	N=616	N=252.5	N=199	N=76
Under 200 Euros	21%	27%	21%	26%
200–500 Euros	66%	65%	49%	62%
Over 500 Euros	14%	9%	30%	12%
ALBANIAN ORGANIZATIONS	N=551	N=215	N=186	N=67
Under 200 Euros	14%	19%	16%	19%
200–500 Euros	71%	71%	52%	67%
Over 500 Euros	15%	10%	32%	13%
SERBIAN ORGANIZATIONS	N=65	N=37.5	N=13	N=9
Under 200 Euros	82%	73%	92%	78%
200–500 Euros	18%	27%	8%	22%
Over 500 Euros	0%	0%	0%	0%

In responding to questions on salaries, one manager commented that some with low salaries were still in a probationary period. Another noted, "...*more associates, i.e., short term/temporary services.*" It is assumed that discrepancies in totals may be due to these issues and/or employee status (e.g., parttime, on leave, etc.); based on this assumption, organizations with differing totals were still kept in the results.

PERCEPTIONS AND ISSUES RELATED TO GENDER

In addition to surveying media managers, editors, and female journalists about census and related data on their organizations and employment, the survey also sought information about changes in their organizations, their careers, and their interests. In addition, further questions explored obstacles and opportunities identified in the Year 1 Study.

Organizational changes

Of 35 individuals responding to whether the organization had created or changed any employment policies regarding gender issues in the last two years, two respondents reported some change.

One of these respondents described the specific change of using the Employment Centre (association) to recruit a staff member, rather than the usual job announcement procedures; this appeared to be supported by the United Nations Development Programme (UNDP).

The other respondent who said there had been changes stated, "Female journalists who work in our [organization] have started receiving lower salaries even though they do the same work as our male colleagues." (Another respondent from the same organization had responded that the organization's policies had not changed.)

Most of the other respondents (24 of 33) said that there had been no changes in employment policies related to gender; just over one-quarter of all respondents did not know if there had been any such changes. (Table 4 provides a further breakdown of responses to this question.)

One female respondent who responded that policies had not changed commented, "Women in our organization have always been more privileged, as it has been shown that they can carry out three times larger duties more responsibly than men (in the organization)." A male respondent commented that "Gender is not important; it is important knowing the job."

Table 4: Changes in employment policies

HAS YOUR ORGANIZATION CREATED OR CHANGED ANY EMPLOYMENT POLICIES REGARDING GENDER ISSUES IN THE LAST TWO YEARS?							
		NO		DON'T KNOW		YES	
	N=	NO. OF INDIVIDUALS	%	NO. OF INDIVIDUALS	%	NO. OF INDIVIDUALS	%
Overall	35	24	69%	9	26%	2	6%
Albanian	28	19	68%	7	25%	2	7%
Serbian	7	5	71%	2	29%	0	0%

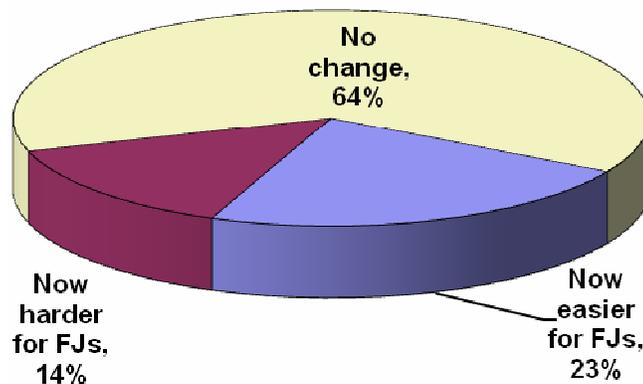
Changes in the professional lives of female journalists

Female journalists were asked separately about organizational changes and the impact of such changes on their own professional life. A total of 22 women responded to the question of whether their organization's employment policies had changed in any ways within the last 2 years that affected their success as a female journalists.

Responses from female journalists overall indicated that changes in employment policies in the past two years may have made it somewhat easier for female journalists now.

While nearly two-thirds of the female respondents said that there has been no change, almost one-quarter of respondents said that that their organizations' employment policies have changed in ways that make it easier for them as female journalists to succeed; fewer women (14%) said that it is now harder for female journalists. (See Figure 3 below.)

Figure 3: Perceptions of how policy changes are affecting female journalists' (FJs) careers



A further breakdown of responses is given in Table 5 below.

Table 5: Respondents' perceptions of policy changes affecting their careers as female journalists (FJs)

HAVE YOUR ORGANIZATION'S EMPLOYMENT POLICIES CHANGED IN ANY WAYS WITHIN THE LAST TWO YEARS THAT AFFECT YOUR SUCCESS AS A FEMALE JOURNALIST?								
	NOW EASIER FOR FJS		NOW HARDER FOR FJS		NO CHANGE		OTHER	
	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%
Overall (n=22)	5	23%	3	14%	14	64%	0	0%
Albanian (n=16)	4	25%	3	19%	9	56%	0	0%
Serbian (n=6)	1	17%	0	0%	5	83%	0	0%

In terms of the working environment for and treatment of women, female respondents were slightly more positive, and no one responded to this question by saying that it had become worse. While a slight majority (54%) felt the situation for women had stayed the same, the rest reported improvement in the working environment for and treatment of women. In fact, the majority of Serbian female journalists (57%) felt it was much better. (See Figure 4 below.)

Figure 4: Perceptions of the working environment for female journalists (compared to two years ago)

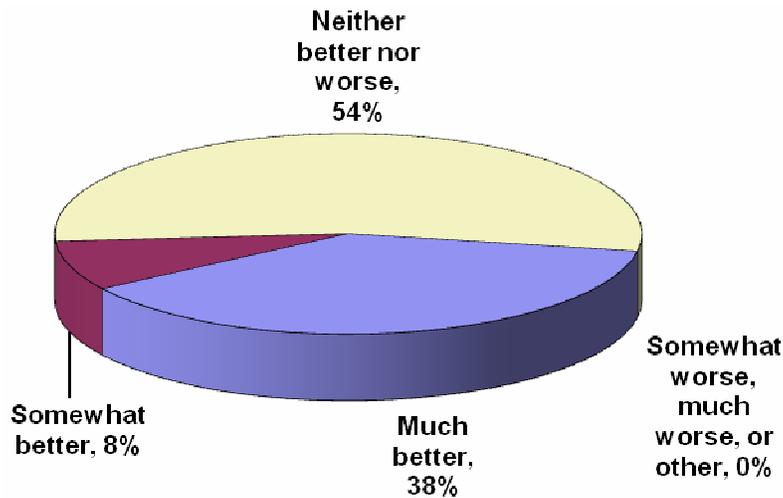


Table 6 provides further details on responses to this question.

Table 6: Perceived changes in the working environment for women

IN THE LAST 2 YEARS, THE OVERALL WORKING ENVIRONMENT FOR AND TREATMENT OF WOMEN IN MY ORGANIZATION HAS BECOME								
	MUCH BETTER		SOMEWHAT BETTER		NEITHER BETTER NOR WORSE—STAYED THE SAME		SOMEWHAT WORSE, MUCH WORSE, OR NA/OTHER	
	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%
Overall (n=24)	9	38%	2	8%	13	54%	0	0
Albanian (n=17)	5	29%	1	6%	11	65%	0	0
Serbian (n=7)	4	57%	1	14%	2	29%	0	0

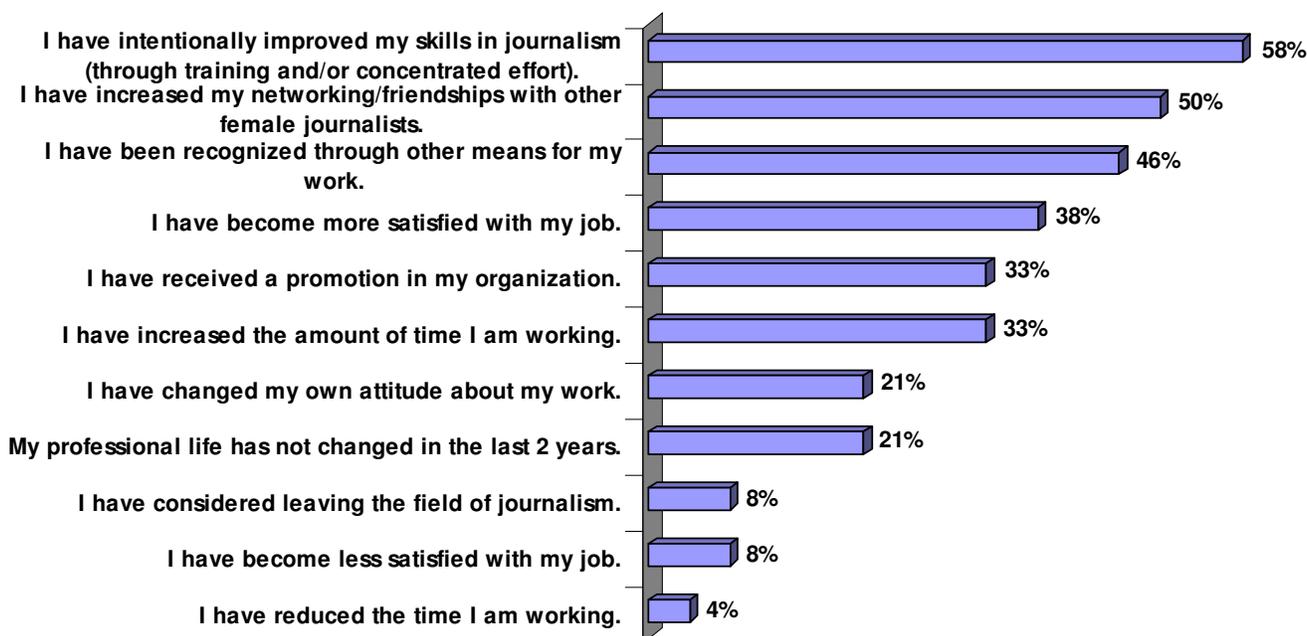
A few provided further comments:

- *“The manager of the organization that I work for does not have a vision for the future, while I, as a woman with years of experience, try to give more media space to women—you educate a woman; you educate a nation.”*
- *“Our organization has a staff of around 70% women in different departments as well as in decision-making positions.”*
- *“In my organization, in the last three years, most higher positions were held by men. By doing our work responsibly, accurately, and always without objections, we have proved how much women in journalism are in advance of men. The proof for that is that today, in my organization, women are hired more often than men. Women are editors, journalists, marketing workers, secretaries, technicians.... Women are the base of my organization.”*

Female journalists were also asked about what changes had taken place in their professional lives in the last two years.

Figure 5 below portrays the most common ways in which female journalists have changed their professional lives in the past two years.

Figure 5: Most common ways in which female journalists have changed their professional lives in the past two years. (N=24)



The greatest number of respondents (58%) stated that they had intentionally improved their skills in journalism through training and/or concentrated effort. Also frequently mentioned (by half of the respondents) was increased networking with other female journalists.

Half of the respondents reported receiving a promotion and/or some other kind of recognition for their work. Two of these respondents commented on their specific promotions, and three referred to recognition during the “Most Successful Women in Media” event hosted by Top Radio in Gjakova.

Of the 24 responding to the questions, 9 female journalists (38%) said they have become more satisfied with their job, while 3 reported becoming less satisfied and/or having considered leaving the field of journalism. One journalist commented,

“I am very satisfied with my work, because I consider that work I do needs to be accurate, competent, and clever. Although I am a mother...I consider that by doing this job I fulfill myself, my viewers, and readers and especially, I have something useful and valuable to give my children.”

She was not the only one commenting on the different roles in their lives. One of the eight respondents reporting that they have increased the amount of time they are working stated, *“I have a lot of obligations towards my family since I have a [young child]. I mind that I do not have enough time to spend with him.”* Only one respondent reported reducing the amount of time spent as a journalist, due to other non-related work. Five respondents felt that their professional life has not changed in the last two years.

In reflecting upon their professional lives over the last two years, two respondents made it clear what was important in improving their careers:

“Through different trainings I strengthen my position as a woman in the media; through my media attributes I promote the voice of women....”

“...I have a serious attitude toward work, I respect the work of my colleagues, but on top of it all, I want the job to be done professionally and with great commitment.”

For a detailed breakdown of responses about the changes in the professional lives of female journalists, see Table 7 below.

Table 7: Changes in the professional lives of female journalists

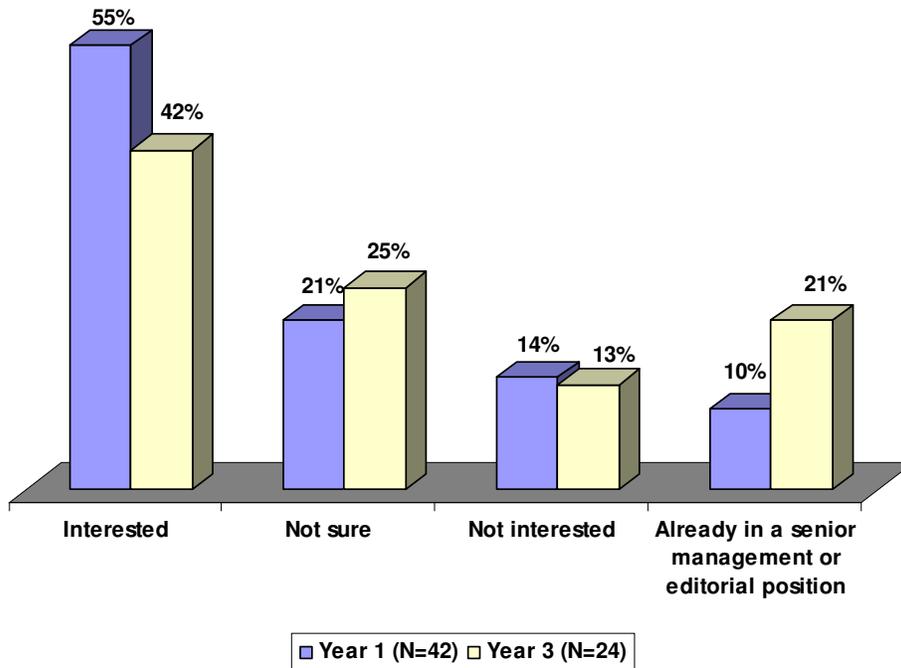
IN WHICH OF THE FOLLOWING WAYS HAS YOUR PROFESSIONAL LIFE CHANGED IN THE LAST 2 YEARS?						
	OVERALL		ALBANIAN		SERBIAN	
	N=24	%	N=17	%	N=7	%
I have intentionally improved my skills in journalism through training and/or concentrated effort.	14	58%	10	59%	4	57%
I have increased my networking/friendships with other female journalists.	12	50%	9	53%	3	43%
I have been recognized through other means for my work.	11	46%	9	53%	2	29%
I have become more satisfied with my job.	9	38%	5	29%	4	57%

IN WHICH OF THE FOLLOWING WAYS HAS YOUR PROFESSIONAL LIFE CHANGED IN THE LAST 2 YEARS?						
	OVERALL		ALBANIAN		SERBIAN	
	N=24	%	N=17	%	N=7	%
I have received a promotion in my organization.	8	33%	7	41%	1	14%
I have increased the amount of time I am working.	8	33%	7	41%	1	14%
I have changed my own attitude about my work.	5	21%	4	24%	1	14%
My professional life has not changed in the last two years.	5	21%	3	18%	2	29%
I have considered leaving the field of journalism.	2	8%	2	12%	0	0%
I have become less satisfied with my job.	2	8%	1	6%	1	14%
I have reduced the time I am working.	1	4%	1	6%	0	0%

When asked about their interest in moving to a higher management or editorial position, a slightly smaller percentage of female journalists stated an interest in moving up; however, over twice the percentage of the respondents in the previous survey said that they were already in such a role.

As in the Year 1 Survey, female journalists were asked how interested they were in moving into a more advanced management or editorial position. Figure 6 shows related changes between Year 1 and Year 3.

Figure 6: Female journalists' interest in moving into a more advanced management or editorial position



While it appears that in Year 3 fewer female journalists stated that they were interested in moving into a more advanced management or editorial position (down from 55 to 42%), this may be because more of the respondents were actually already in senior management positions (up from 10 to 21%). For both surveys, just over one-third of the respondents stated that they were either not sure or not interested in moving into a more advanced management or editorial position. As can be seen in Table 8, this is the same for both Albanian and Serbian respondents.

Table 8: Female journalists' interest in higher management or editorial positions

HOW INTERESTED ARE YOU IN MOVING INTO A MORE ADVANCED MANAGEMENT OR EDITORIAL POSITION?				
	YEAR 1		YEAR 3	
	N=42	%	N=24	%
ALL FEMALE JOURNALISTS RESPONDING				
Interested	23	55%	10	42%
Not sure	9	21%	6	25%
Not interested	6	14%	3	13%
Already in a senior management	4	10%	5	21%

HOW INTERESTED ARE YOU IN MOVING INTO A MORE ADVANCED MANAGEMENT OR EDITORIAL POSITION?				
	YEAR 1		YEAR 3	
or editorial position				
ALBANIAN FEMALE JOURNALISTS RESPONDING	N=32	%	N=17	%
Interested	19	59%	9	53%
Not sure	6	19%	4	24%
Not interested	4	13%	1	6%
Already in a senior management or editorial position	3	9%	3	18%
SERBIAN FEMALE JOURNALISTS RESPONDING	N=10	%	N=7	%
Interested	4	40%	1	14%
Not sure	3	30%	2	29%
Not interested	2	20%	2	29%
Already in a senior management or editorial position	1	10%	2	29%

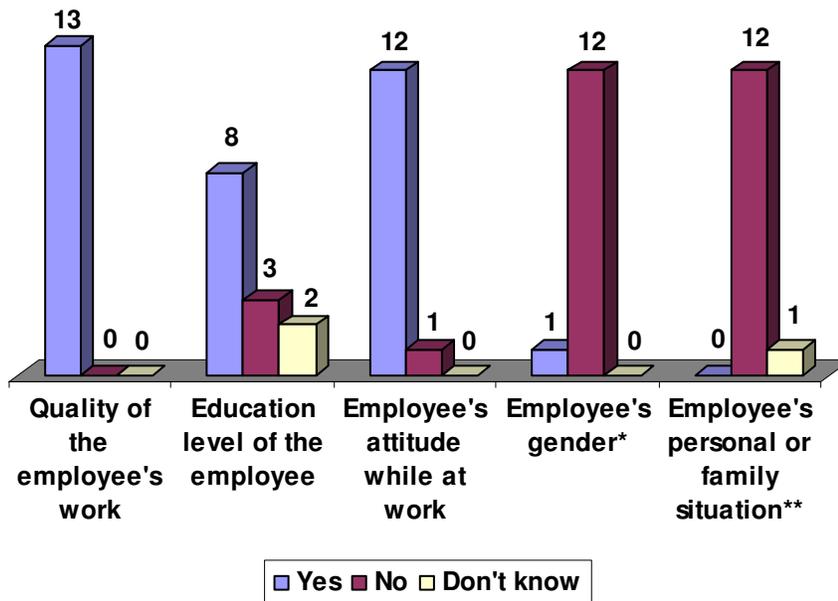
Role of gender in promotions

All respondents were asked about their views on what influenced organizational decisions affecting their work and careers—specifically regarding promotions and the assignment of stories.

Nearly all respondents felt that gender or an employee's personal or family situation *did not* play a role in promotions.

Of the thirteen respondents providing their views on factors in promotions, only one felt that gender played a role, and no one felt that an employee's personal or family situation was considered in promotions, although one did check "don't know." (See Figure 7 below.)

Figure 7: Factors that play a role in promotions within respondents' media outlets



A comment received on this question provided one perspective on the role of gender in employment (even though this respondent marked that gender did not play a role in promotions):

“Gender plays a role in employment in our organization. Because of the gender balance, women are usually given priority in comparison to men. The employment criteria to employ a man are higher because the offer in the market for men is higher, while for women the criteria are lower because the number of female candidates is, unfortunately, lower. I was personally part of hiring journalists, and I can say it without any modesty that we have given priority to women, because we do not want our media to become a stronghold of men, but to have a representation of both genders.”

As can be seen in Table 9 below, responses from Albanians and Serbians were similar in terms of the role in promotion of the quality of the employee’s work and the employee’s attitude, gender, and personal situation. However, Albanians were more likely than Serbians to see education as a factor in promotions.

Table 9: Journalists' perceptions of factors influencing promotions

	QUALITY OF THE EMPLOYEE'S WORK	EDUCATION LEVEL OF THE EMPLOYEE	EMPLOYEE'S ATTITUDE WHILE AT WORK	EMPLOYEE'S GENDER*	EMPLOYEE'S PERSONAL OR FAMILY SITUATION**
ALL RESPONDENTS (N=14)					
Yes	13	8	12	1	0
No	0	3	1	12	12
Don't know	0	2	0	0	1
ALBANIAN RESPONDENTS (N=9)					
Yes	9	8	8	1	0
No	0	1	1	8	9
Don't know	0	0	0	0	0
SERBIAN RESPONDENTS (N=4)					
Yes	4	0	4	0	0
No	0	2	0	4	3
Don't know	0	2	0	0	1

Role of gender in assigning stories

Respondents were asked how often various factors influenced to whom a story was assigned. Not surprisingly, a great majority of journalists agreed that the journalist's knowledge and the quality of the journalist's work usually influenced story assignments; professional reputation as well as the journalist's history in covering the same topic were also identified by a smaller majority of respondents as "usually" being a factor in assignments.

There was less agreement on the frequency with which other factors influenced the assignment of stories; although, a majority still felt that at least occasionally assignments were influenced by the availability of the journalist, safety issues related to the story, and the journalist's good relationship with editor. While the majority of respondents felt that gender was never considered in the assignment of stories, over one-third (39%) said gender was at least occasionally considered; it is interesting to note that there is little difference between the responses of men and women to this question. Table 10 below provides further details on responses.

Two respondents commented further on gender not being a factor in the assignment of stories.

“For me as a corresponding editor, their professionalism is the main factor; I have no prejudice with regard to gender. Even guys very often cover ‘women’s issues,’ as some people call them.”

“The stories are prepared by anyone who volunteers, but the idea behind the stories should be discussed with the editorial office as to what aim should be achieved by them. We the editors usually help them with the approach to a story, we help them in preparing questions, but there are also many cases when we go out into the field with them. Gender is irrelevant here.”

Table 10: Journalists’ perceptions of factors influencing story assignments

HOW OFTEN DO THE FOLLOWING FACTORS INFLUENCE TO WHOM A STORY IS ASSIGNED?								
	USUALLY		OCCASIONALLY		NEVER		NA/DON'T KNOW	
	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%
Journalist's knowledge about subject (n=34)	30	88%	4	12%	0	0%	0	0%
Quality of journalist's work (n=33)	27	82%	6	18%	0	0%	0	0%
Journalist's history in covering same story (n=26)	14	54%	11	42%	1	4%	0	0%
Professional reputation of the journalist (n=30)	16	53%	11	37%	1	3%	2	7%
Journalist's assertiveness in seeking the assignment (n=22)	8	36%	14	64%	0	0%	0	0%
Availability of the journalist (n=22)	2	9%	16	73%	1	5%	3	14%
Safety issues related to the story (n=23)	5	22%	12	52%	4	17%	2	9%
Journalist's good relationship with editor (n=23)	4	17%	9	39%	7	30%	3	13%
Journalist's gender (n=26)	2	8%	8	31%	14	54%	2	8%

Authority men and women have in leadership roles

In interviews with journalists before the survey, a question arose as to how much actual authority women had in leadership roles compared to men. To learn more about this issue, the survey included a series of questions about managers' and editors' roles in decision making.

Three female managers and ten male managers responded to questions about their authority in hiring, promotions, policy, and other business decisions. **No significant difference was identified through this survey between the roles of men and women in management roles**, as all managers felt they had some degree of authority or influence in hiring employees, promoting employees, determining employment-related policy, and making other organizational business decisions.

Female editors were slightly less likely than men to feel they had real authority in some editorial responsibilities. Eleven women and fourteen men with editorial responsibilities were asked about the authority or influence they have as editor in deciding what stories to cover, assigning journalists to stories, deciding on placement of stories, and establishing formal relationships with other media organizations. All the men and most of the women felt that they had some real authority in each of the areas. Two women did feel that their authority in one of these areas was in name only, and two other women felt they had no authority in at least two of these areas. Table 11 provides further details on this.

Table 11: Authority in editorial decisions

WHICH OF THE FOLLOWING BEST DESCRIBES THE AUTHORITY OR INFLUENCE YOU HAVE AS EDITOR IN THE FOLLOWING AREAS?				
N=14 MEN, 11 WOMEN	<ul style="list-style-type: none"> ▪ SOME REAL AUTHORITY OR INFLUENCE ▪ TOTAL AUTHORITY ▪ SHARED AUTHORITY ▪ INFLUENCE 		<ul style="list-style-type: none"> ▪ NO REAL AUTHORITY ▪ AUTHORITY IN NAME ONLY ▪ NO AUTHORITY 	
	MEN	WOMEN	MEN	WOMEN
Deciding what stories to cover	100% (14)	100% (11)	0%	0%
Assigning journalists to stories	100% (14)	91% (10)	0%	9% (1)
Deciding on placement of stories in your publication/broadcast	100% (14)	82% (9)	0%	18% (2)
Establishing formal relationships with other media organizations	100% (14)	73% (8)	0%	27% (3)

PART II: ETHNICITY AND THE MEDIA

In addition to addressing the issue of gender, this study sought to review issues of ethnicity in the media. Several questions in the survey looked at the related issues of languages used professionally, interethnic cooperation among journalists, and media coverage of other ethnic communities.

LANGUAGES USED

Because language arose as an obstacle in the findings of the Year 1 Survey, several questions addressed the languages used by the media organizations and the language capabilities of the journalists themselves.

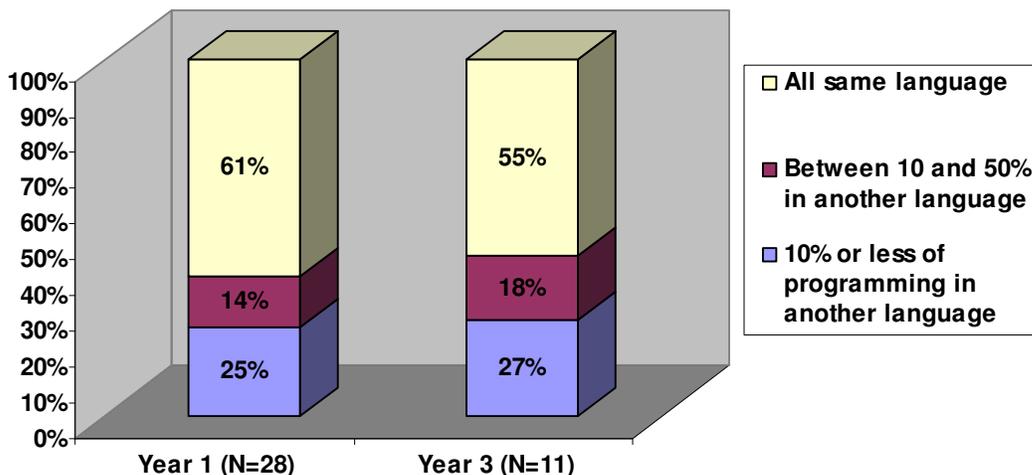
Broadcast/publishing languages

Organizations reported a slight increase in multi-language programming.

Media managers were asked about what languages their organization used in their broadcasts or publications. Eleven organizations provided useful data on languages. Of the eight Albanian organizations reporting, half of them worked only in Albanian. Two of the Albanian stations reported broadcasting 10% or less in Turkish, and two broadcasted/published 10% or less in Serbian. Two of the three Serbian organizations worked completely in Serbian; the third broadcasted 10% in an REA language. (See

Figure 8 below.)

Figure 8: Media outlets broadcasting/publishing languages (Year 1 v. Year 3)



The Year 3 Survey results showed a slight increase in multi-language programming from Year 1, as can be seen in Table 12 below.

Table 12: Media broadcasting/publishing languages

USE OF OTHER LANGUAGES IN PROGRAMMING:	NUMBER OF MEDIA ORGANIZATIONS			
	YEAR 1		YEAR 3	
OVERALL	N=28		N=11	
All same language	17	61%	6	55%
10% or less of programming in another language	7	25%	3	27%
Between 10 and 50% in another language	4	14%	2	18%
ALBANIAN ORGANIZATIONS	N=19		N=8	
All same language	12	63%	4	50%
10% or less of programming in another language	3	16%	2	25%
Between 10 and 50% in another language	4	21%	2	25%
SERBIAN ORGANIZATIONS	N=9		N=3	
All same language	5	56%	2	67%
10% or less of programming in another language	4	44%	1	33%
Between 10 and 50% in another language	0	0%	0	0%

Journalists' language abilities

In the Year 1 Study, the lack of journalists' language abilities arose as an obstacle to increasing coverage of other ethnic communities. To explore this issue further, all respondents were asked about their own abilities in local languages.

Almost two-thirds of the journalists could conduct interviews in at least two different local languages (including their own), while less than a fifth of respondents could interview in three or more local languages.

Out of 44 journalists responding to this question, just over one-third (36%) reported being able to conduct interviews only in one language (their mother tongue). Less than half (45%) reported an ability to interview in two local languages; another 11% said they

could interview in three local languages, and an additional 7% reported being able to conduct in four languages.⁹ (See Figure 9 and Figure 10 below.)

Figure 9: Percentage of overall respondents who can conduct interviews in different languages (N=44)

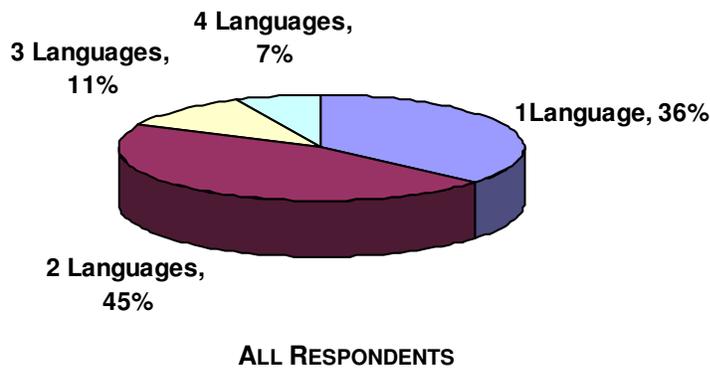


Figure 10: Percentage of Albanian and Serbian respondents who can conduct interviews in different languages

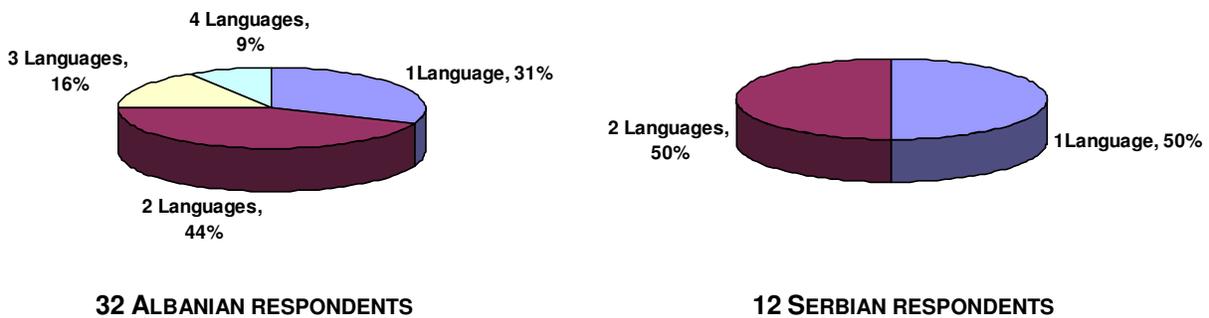


Table 13 below provides a comparison between those taking the Albanian version of the survey and those taking the Serbian version.

Table 13: Number of local languages in which respondents can conduct interviews

NO. OF LANGUAGES	1	2	3	4	5
Overall (n=44)	36%	45%	11%	7%	0%
Albanians (n=32)	31%	44%	16%	9%	0%
Serbiens (n=12)	50%	50%	0%	0%	0%

Table 14 describes the languages in which respondents are proficient.

⁹ The number of languages listed here only counts journalists' abilities in local languages (Albanian, Serbian, Turkish, Bosnian, or an REA language). Many also reported being able to speak "other" languages: 16 wrote in English; Italian and French were each written in twice; and Spanish and Russian were mentioned by one individual each.

Table 14: Languages in which respondents can conduct interviews

CAN CONDUCT INTERVIEWS IN:				
	ALB/SERB AS A 2ND LANG.	TURKISH	BOSNIAN	AN REA LANGUAGE
Overall (n=44)	50%	7%	30%	5%
Albanians (n=32)	66%	9%	22%	6%
Serbians (n=12)	8%	0%	50%	0%

Table 15 below provides more details on the number of respondents who marked different levels of proficiency in each language. The table's first set of rows lists how respondents overall rated their fluency in each language; the second set of rows lists how just the respondents to the Albanian survey rated their fluency in each language; and the third set of rows lists how just the Serbians rated their fluency in each language.

Among the 32 respondents to the Albanian survey, 25 marked that they spoke Albanian as their mother tongue (an additional 5 probably meant the same when they marked "fluent" instead); 2 of these marked both Serbian and Albanian as their mother tongues. One each marked Turk or Bosnian as their mother tongue. An additional 11 respondents to the Albanian survey marked that they were fluent in Serbian, and 8 more can at least conduct interviews in Serbian, which indicates that 66% of the Albanians can at least interview in Serbian. Just over one-third (12) of those responding to the Albanian survey said they can at least conduct interviews in Bosnian (this includes the one Bosniak respondent); 3 (including the one Turk) were at least fluent in Turkish.

Among the Serbians, 1 of 12 respondents indicated that he or she could at least conduct interviews in Albanian (s/he actually marked "fluent"), and 6, or half, of the Serbian respondents could at least conduct interviews in Bosnian (5 marked "fluent").

Table 15: Respondents' proficiency in specific local languages

	ALBANIAN	SERBIAN	TURK	BOSNIAN	REA
OVERALL (N=44)					
Mother tongue	25	12	1	1	0
Fluent	7	13	2	6	1
Not fluent but can conduct interviews in it	1	8	0	6	1
Limited to simple conversations	4	6	0	5	0
Not at all	3	1	10	4	4
No response	4	4	31	22	38

	ALBANIAN	SERBIAN	TURK	BOSNIAN	REA
ALBANIAN SURVEY (N=32)					
Mother tongue	25	2	1	1	0
Fluent	6	11	2	1	1
Not fluent but can conduct interviews in it	1	8	0	5	1
Limited to simple conversations	0	6	0	5	0
Not at all	0	1	7	2	2
No response	0	4	22	18	28
SERBIAN SURVEY (N=12)					
Mother tongue	0	10	0	0	0
Fluent	1	2	0	5	0
Not fluent but can conduct interviews in it	0	0	0	1	0
Limited to simple conversations	4	0	0	0	0
Not at all	3	0	3	2	2
no response	4	0	9	4	10

INTERETHNIC COOPERATION AMONG JOURNALISTS

All journalists were asked about the extent to which they worked with journalists of other ethnicities. A total of 36 responded—27 Albanians and 9 Serbians.

Most journalists report working with journalists of other ethnicities at least occasionally.

Just under three-quarters of the respondents (72%) reported working at least occasionally with journalists of other ethnicities, while slightly more than one quarter of the respondents (28%) reported rarely or never working with those of other ethnicities. (See Figure 11 below.) Serbians were much more likely to report working with other ethnicities.

Figure 11: Extent of cooperation between journalists of different ethnicities

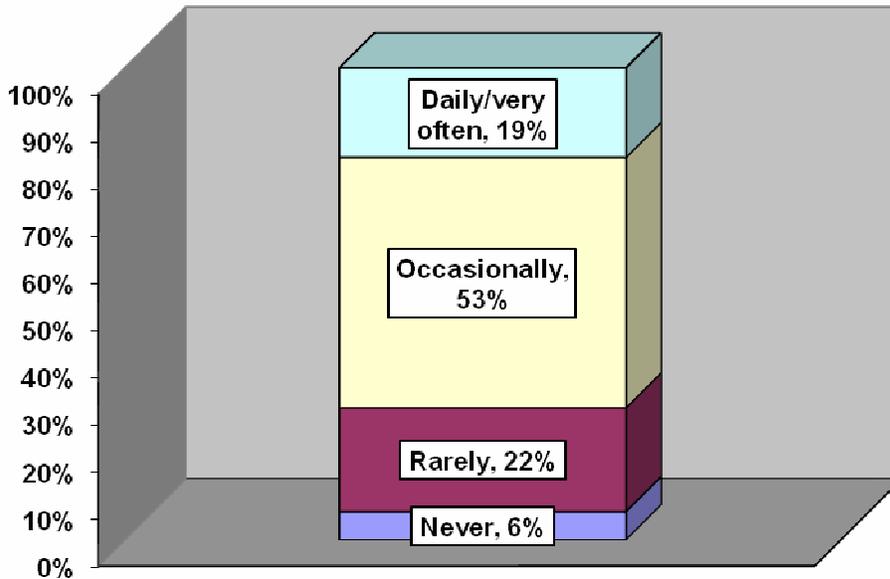


Table 16 provides further details on responses.

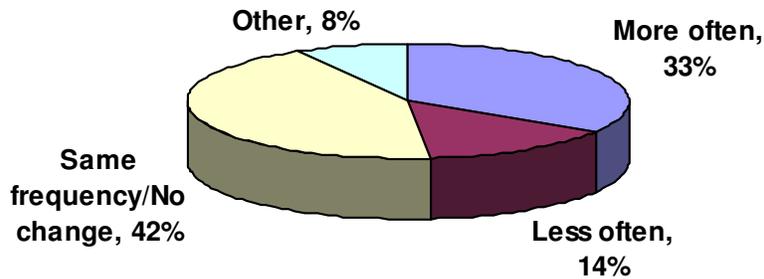
Table 16: Frequency of cooperation between journalists of different ethnicities

	DAILY/VERY OFTEN		OCCASIONALLY		RARELY		NEVER	
	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%
Overall (n=36)	7	19%	19	53%	8	22%	2	6%
Albanian (n=27)	4	15%	14	52%	7	26%	2	7%
Serbian (n=9)	3	33%	5	56%	1	11%	0	0%

The extent to which journalists are working with other ethnicities has somewhat increased over the last two years.

When journalists were asked to compare the extent they were with other ethnicities currently versus two year prior, one-third reported working more often now with others, while 14% reported working with other ethnicities less frequently now. (See Figure 12 below.)

Figure 12: Extent to which respondents work with journalists of other ethnicities currently (compared to two years prior)



This was more evident with the Albanian respondents; 38% reported working with other ethnicities more often now, 14% marked “less often,” and 42% reported “no change” in frequency. For the Serbian respondents, over half (56%) reported no change, and the rest were evenly divided between “more often” and “less often”. Table 17 provides further comparison between these two groups.

Table 17: Extent to which respondents work with journalists of other ethnicities currently compared to two years prior

COMPARED TO TWO YEARS AGO, RESPONDENTS ARE NOW WORKING WITH JOURNALISTS OF OTHER ETHNICITIES								
	MORE OFTEN		LESS OFTEN		SAME FREQUENCY/ NO CHANGE		OTHER	
	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%
Overall (n=36)	12	33%	5	14%	15	42%	3	8%
Albanian (n=26)	10	38%	3	12%	10	38%	3	12%
Serbian (n=9)	2	22%	2	22%	5	56%	0	0%

A few had comments about current cooperation:

“I have worked as a journalist for less than one year, and so far I have had good cooperation with the journalists of the non-Albanian community...”

“RTV Yeni Dönem has programmes in four languages: Turkish, Albanian, Bosniak, and in the Roma language. So, we are together every day; we contribute and use the same information desk in Yeni Dönem.”

“Regarding journalists from other ethnicities, they work in media based on projects sponsored by institutions and municipalities, local community offices. We do not have such a project, thus cooperation is modest in comparison.”

Journalists’ interests in working with other ethnicities

A great majority of the respondents had some interest in working more often with journalists of other ethnicities. Half of all respondents stated that they were “very interested” in working more often with journalists of other ethnicities, and an additional one-quarter of the respondents said they were “somewhat interested.” No one responded that they were “not at all interested.” (See Figure 13 below.)

Figure 13: Interest in working more often with journalists of other ethnicities

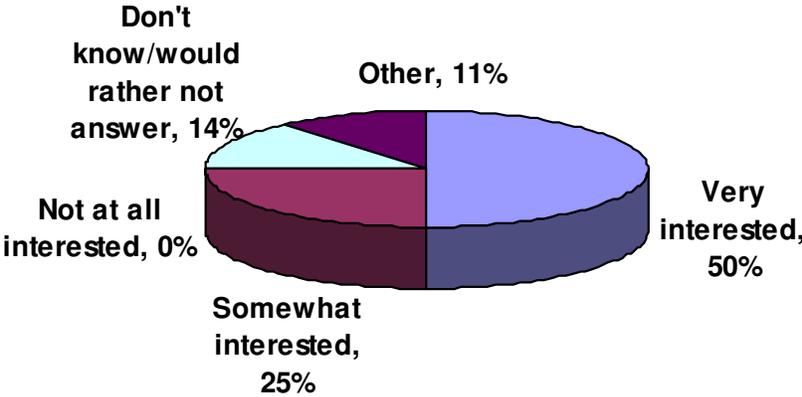


Table 18 below provides further details.

Table 18: Interest in working more often with journalists of other ethnicities

TO WHAT EXTENT ARE YOU INTERESTED IN WORKING MORE OFTEN WITH JOURNALISTS OF OTHER ETHNICITIES?										
	VERY INTERESTED		SOMEWHAT INTERESTED		NOT AT ALL INTERESTED		DON'T KNOW/WOULD RATHER NOT ANSWER		OTHER	
	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%
Overall (n=36)	18	50%	9	25%	0	0%	5	14%	4	11%
Albanian (n=27)	14	52%	7	26%	0	0%	4	15%	2	7%
Serbian (n=9)	4	44%	2	22%	0	0%	1	11%	2	22%

Those commenting noted that they have already been working together and continue to be ready to cooperate. One person noted, though, “I was working with other ethnic journalists and I interested for this kind of cooperation but, of course, depending with what kind and which colleague—and that is not defined by ethnicity.”

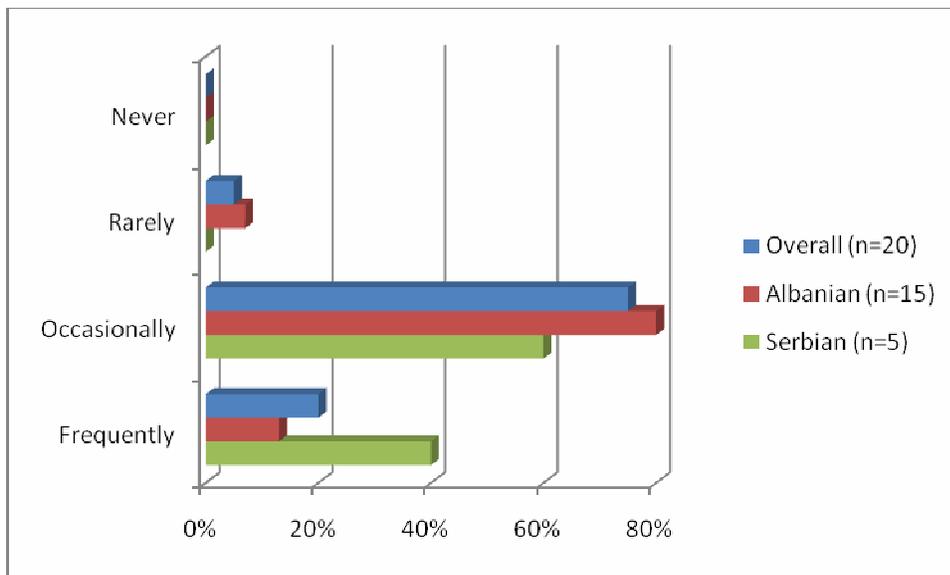
Media coverage of different ethnic communities

A total of 32 respondents from 21 organizations provided data on how frequently their organization covered stories about communities of different ethnicities.

Most organizations reported covering stories for their primary audience about communities of different ethnicities occasionally, and an even percentage of organizations said that their purpose in this coverage was usually “to portray the perspective and circumstances of the other ethnic community, and/or to expose problems faced by other ethnic communities.”

Of the 20 organizations represented in the data, 20% reported covering stories about communities of different ethnicities daily or in every publication. Another 75% covered such stories “occasionally,” and only one organization reported “rarely” covering such stories; no one responded with “never.” See Figure 14 below.

Figure 14: Frequency with which organizations cover stories about communities of different ethnicities



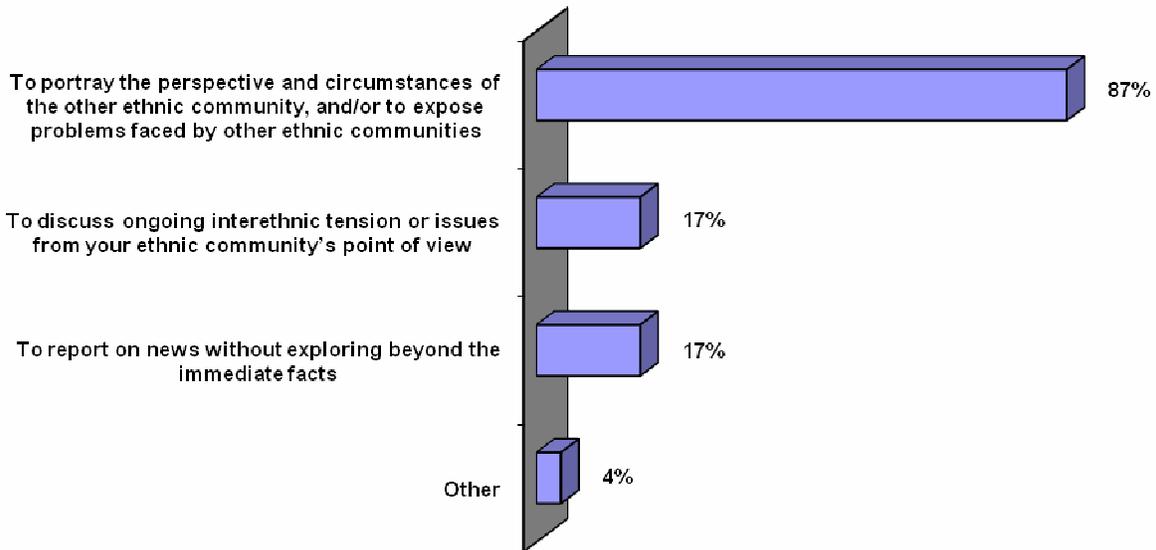
The Serbian organizations represented were more likely to cover stories about other ethnicities, as can also be seen in Table 19 below.

Table 19: Media coverage of stories about communities of other ethnicities

HOW OFTEN DOES YOUR ORGANIZATION COVER STORIES FOR YOUR PRIMARY AUDIENCE ABOUT COMMUNITIES OF DIFFERENT ETHNICITIES?								
	FREQUENTLY ¹⁰		OCCASIONALLY		RARELY		NEVER	
	NO. OF ORGS.	%	NO. OF ORGS.	%	NO. OF ORGS.	%	NO. OF RESP.	%
Overall (n=20)	4	20%	15	75%	1	5%	0	0
Albanian (n=15)	2	13%	12	80%	1	7%	0	0
Serbian (n=5)	2	40%	3	60%	0	0%	0	0

Respondents were asked what the purpose of such stories' usually were, and they were given several options for response including "other." (See Figure 15 below.)

Figure 15: Purpose of stories about other ethnic communities



For most (87%) of the organizations represented, the purpose was usually "to portray the perspective and circumstances of the other ethnic community, and/or to expose problems faced by other ethnic communities." For a much smaller set of organizations, the purpose of such articles was stated to be "to discuss ongoing interethnic tension or issues from your ethnic community's point of view" and/or "to report on news without exploring beyond the immediate facts"; four organizations each marked these responses. Some organizations did indicate more than one purpose. (For more details,

¹⁰ Daily or in every publication.

see Table 20 below.) Only one respondent marked “other,” commenting, “We work and try to present the Kosovar reality of all communities living in Kosovo.”

Table 20: Purpose of stories about other ethnic communities

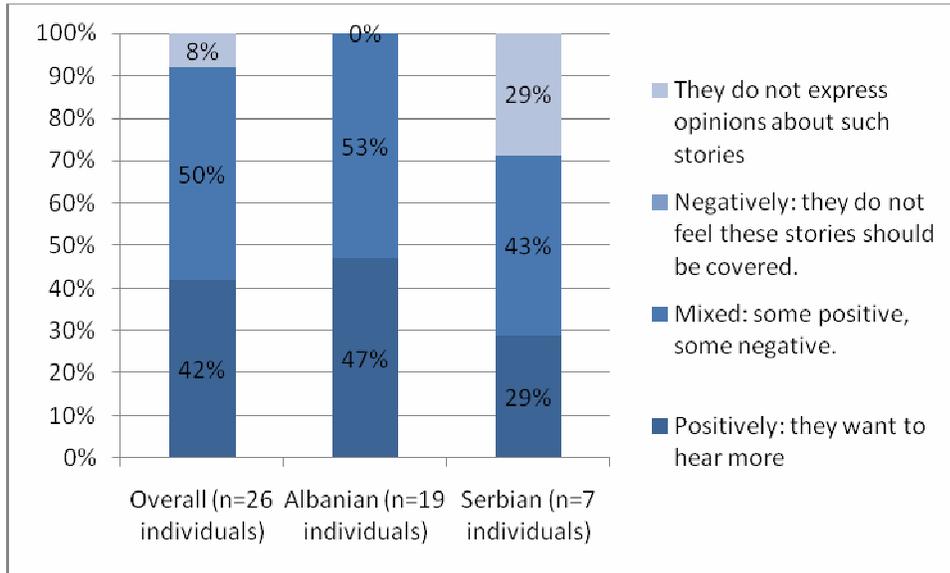
WHAT IS USUALLY THE PURPOSE OF THESE STORIES? ¹¹								
	TO DISCUSS ONGOING INTERETHNIC TENSION OR ISSUES FROM YOUR ETHNIC COMMUNITY'S POINT OF VIEW		TO REPORT ON NEWS WITHOUT EXPLORING BEYOND THE IMMEDIATE FACTS		TO PORTRAY THE PERSPECTIVE AND CIRCUMSTANCES OF THE OTHER ETHNIC COMMUNITY AND/OR TO EXPOSE PROBLEMS FACED BY OTHER ETHNIC COMMUNITIES		OTHER (PLEASE EXPLAIN)	
	NO. OF ORGS.	%	NO. OF ORGS.	%	NO. OF ORGS.	%	NO. OF ORGS.	%
Overall (n=23)	4	17%	4	17%	20	87%	1	4%
Albanian (n=17)	2	12%	2	12%	15	88%	0	0%
Serbian (n=6)	2	33%	2	33%	5	83%	0	0%

None of the respondents felt that their audience reaction was completely negative to stories covering communities of other ethnicities.

When individual respondents were asked how their primary audience responded to such stories, half stated that there was a mixed response (some positive, some negative), and nearly the other entire half felt that their audience reacted positively and wanted to hear more. The other two stated that the audience did not express opinions about such stories. (See Figure 16 below.)

¹¹ Some checked more than one.

Figure 16: Audience response to stories about other ethnic communities



For further details on individuals' responses,¹² see Table 21 below.

Table 21: Audience response to stories covering other ethnic communities

HOW DOES YOUR PRIMARY AUDIENCE RESPOND TO SUCH STORIES ABOUT OTHER ETHNIC COMMUNITIES?								
	POSITIVELY: THEY WANT TO HEAR MORE		NEGATIVELY: THEY DO NOT FEEL THESE STORIES SHOULD BE COVERED.		MIXED: SOME POSITIVE, SOME NEGATIVE		THEY DO NOT EXPRESS OPINIONS ABOUT SUCH STORIES	
	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%	NO. OF RESP.	%
Overall n=26	11	42%	0	0%	13	50%	2	8%
Albanian n=19	9	47%	0	0%	10	53%	0	0%
Serbian n=7	2	29%	0	0%	3	43%	2	29%

¹² Because this was somewhat more subjective, results tallied individual rather than organizational responses.

PART III: OTHER FINDINGS

PARTICIPATION IN IREX TRAINING

This survey took the opportunity to ask those who participated in IREX trainings about any impacts of those trainings.

IREX trainings attended

A total of 24 respondents have attended IREX workshops, evenly split between men and women. Specific training attended by respondents included the following:

- Ten had attended the June '06 roundtable discussion of Year 1 Survey results,
- Six had attended the April '07 Court Reporting,
- Nine had attended the May '07 Leadership Workshop (for female journalists),
- Four had attended the May '07 Interethnic Dialogue,
- Three had attended the October 07 Interethnic Dialogue, and
- Four had attended the October '07 Leadership Workshop (for female journalists).

Others had mentioned general events, including the following:

- A round of media training in 2005
- Training on the economy
- Visits by IREX experts to their organization.

Impact of IREX training

Those respondents who had participated in IREX events were asked to rate the impact both on their own careers in journalism and on their media organizations.

All but one of the 23 respondents felt that the training they attended had a positive impact on their individual careers. (The one not stating it had a positive impact commented, "I am sorry that I cannot answer your questions.") Over two-thirds of the respondents (70%) felt that the training they attended had a "very positive impact" on their careers. Some commented on this impact:

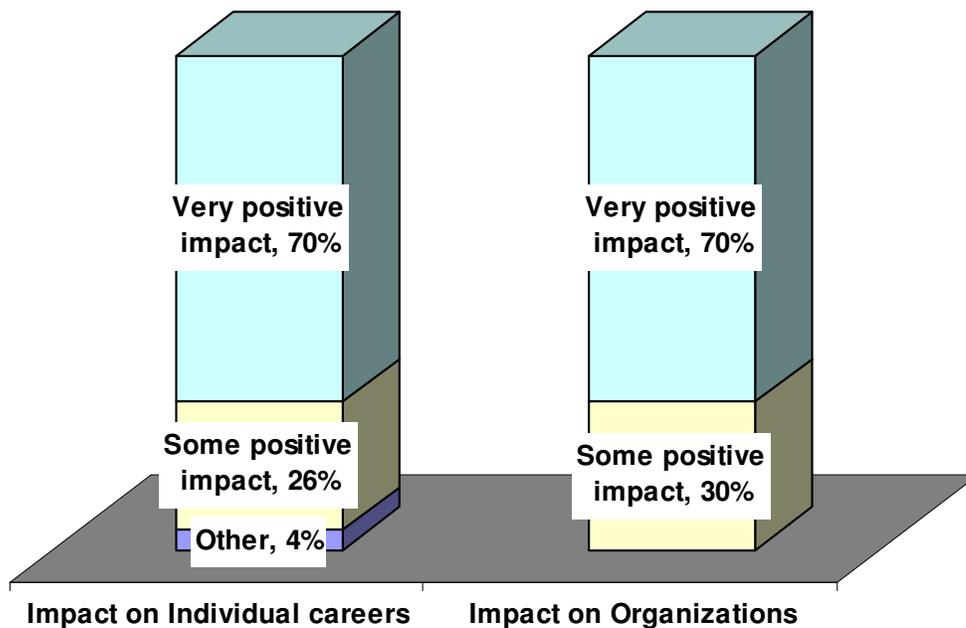
"In the last training with Ms. Sheila Ramsey [October '07 Leadership Workshop], the eyes of all participants were opened. We were provided with a will to move forward, regardless of the difficulties at work."

“The ‘Management for Women in Journalism’ workshop with Sheila Ramsey had positive influence on my future work and determination, I took more responsible jobs in my organization since I understood that women have larger ability and willingness to do different works.”

“IREX trainings that I participated in had a big positive influence on my job as a journalist.”

All of those responding to this question felt that the trainings had a positive impact on their organizations. Again, over two thirds of the respondents (70%) felt that the training they attended had a “very positive impact” on their organizations. (See Figure 17 below.)

Figure 17: Level of impact of IREX training on journalists’ careers and organizations



Comments received regard this impact included the following:

“The influence was mainly noticeable in the professionalization of journalists in certain fields.”

“I made decisions for which until then I didn't have courage. I changed my relationship with the director of my organization, and now our relationship is more open, more fair. I had requested more mutual sincerity, to be more organized, to have discussions in the organization which was accomplished with my persistence and assistance of other colleagues. I have also requested one more

journalist to assist me in order to coordinate and enable myself more dedication to work and in that way I also enable one more job position for a woman in sphere of journalism.”

Other comments included the following:

“All the trainings that I participated in had a positive influence on the institution of television, because I shared the knowledge gained with others.”

“I think that they had a positive influence.”

Details of responses can be seen in Table 22 below.

Table 22: Level of impact of IREX training on journalists’ careers and organizations

TO WHAT EXTENT DID THE IREX EVENTS ATTEND HAVE AN...				
RESPONDENTS N=23	IMPACT ON INDIVIDUAL CAREERS		IMPACT ON ORGANIZATIONS	
	NO. OF RESP.	%	NO. OF RESP.	%
Very positive impact	16	70%	16	70%
Some positive impact	6	26%	7	30%
No impact	0	0%	0	0%
Other	1	4%	0	0%

HUMAN RESOURCE NEEDS

Finally, respondents were asked what they felt were their organizations’ three greatest general needs related to employment of journalists. A total of 32 people responded to this question.

At least 20 respondents referred to the need for **more qualified professional journalists**. Many of these respondents mention the need for professionalism and professional journalists; two of these mentioned behavior or impartiality. Others mentioned competence, qualification, or attitudes (e.g., interest, engagement, perspective). Some just noted the need for adequate staff; others noted specific knowledge or skills needed by journalists (e.g., knowledge of journalism in general, a sense of what is and isn't news, a command of their written mother tongue (Albanian), computer know-how, and a command of English).

A total of 17 respondents wrote about the need for **financial means and other resources**—particularly financial resources related to paying for more staff, better salaries, and needed technology.

Education was also mentioned by nine respondents, both in terms of better education for those going into the profession as well as ongoing professional development for those already working in this field. Specific training mentioned included continuous training for women in the media, preparation of journalists for specific areas covered, training on media management, and training to increase professionalism. As one respondent wrote:

“I consider that all media in Kosovo are confronted with a lack of adequate journalistic staff. Journalist schools and private faculties are producing journalistic ‘illiterates.’ Young journalists completing 5–6 month internships with media are professionally better prepared than those who succeed in completing their studies with an average grade of 10 points, and who at the same time state that they have never in their lives written the news. This is terrible. I believe that Kosovo needs a journalists’ school that is different from the one that exists today.”

Also mentioned by nine respondents were needs related to **an improved work environment**—specifically, working conditions in general, office space or infrastructure, stability (including of electricity), and clear and respected rules defined by both parties.

Other respondents mentioned the need for cooperation between related businesses and services, the ability to grow as an organization, support for specific projects, and time for their other responsibilities.

CONCLUSION

ON WOMEN IN THE MEDIA

In conclusion, several key points were evident regarding the employment of women in the media:

1. Some improvements for women can be seen; yet, there is still a significant difference between the percentages of men and women in leadership roles and at higher salary levels.
2. Women seem to have increasing opportunities in management, and female managers appear to have a similar level of authority as their male counterparts. This is less evident for women seeking to become editors.
3. The environment appears to be more supportive to women than it was two years ago. While there is some anecdotal evidence of some managers insecure in their own positions, many respondents declared a commitment to quality rather than a belief in traditional gender stereotypes.
4. As women continue to receive the support and recognition, they also have shown determination and commitment to the quality of their work, to their own improvement, and to the support of other women in the field of journalism.

There are indeed challenges and these are not to be ignored. At the end of the survey, one respondent stated this quite clearly:

"In general, I think that the role of women depicted in the Kosovo media, apart from some rare exceptions, is not the one they deserve. Even when female journalists have the courage to oppose the improper treatment they suffer in the media, they are, in one way or the other, confronted with the revenge of their superiors, which may be expressed through a decrease in salary, a depreciation of their skills, or sending them to events which are completely unimportant. Eventually, the most vocal ones are limited in their space and soon it becomes impossible for them to prove that they master their profession as much as their male colleagues, even if they are more skilled than the latter.

Yet as another respondent wrote, *"The last few years have seen progress with regard to the position of women in this medium. But there still remains a lot to be done."*

ON ETHNICITY

Regarding ethnicity, there is just one overall conclusion: That now is a time of opportunity.

Media organizations appear to be gradually increasing programming in other languages. At the same time, these organizations are covering stories about other ethnic communities and receiving positive response and interest from their primary audiences.

The majority of journalists have the language capabilities to work across ethnicities, and, more importantly, they have an increased interest in cooperating with journalists of other ethnicities. This interest has translated into increased cooperation between the ethnic groups over the last two years.

As Kosovo works towards solidifying its independence in the world, many may look toward its public voice, the media, to demonstrate the ability to overcome a history of ethnic conflict and work together for the good of all Kosovars. This is a great opportunity for the journalism field in Kosovo. And evidence from this survey indicates that journalists in Kosovo are capable and ready to serve as that voice of cooperation.

APPENDIX A: THE SURVEY (ENGLISH)

SURVEY ON WOMEN AND ETHNICITY IN THE KOSOVAR MEDIA

(19 September 2007 draft)

INTRODUCTION

Welcome!

As a senior professional and/or female journalist, you have been asked to complete this survey to help you and others in your profession, both men and women, to better understand issues related to women and ethnicity in the Kosovar media. By completing this survey, you will be helping to create a resource that can be used to advance the quality and level of professionalism of the media in Kosovo.

1. What do you want to do?

Take the survey now *(Go to Question 2)*

Read more about the survey (This is the same information that was emailed to you with the survey link).

[new screen]

About the Survey

Media managers and editors from a cross-section of media outlets throughout Kosovo, as well as representative female journalists in Kosovo, are being asked to complete this survey on women and ethnicity in the media in Kosovo. You specifically have been requested to complete this survey because we believe your opinions are important as a representative of at least one of these roles.

Purpose

The purpose of this survey is to gather data on employment issues, women, and ethnicity in the media in Kosovo. The results of this survey will be shared with the media and civil society leaders. These results are expected to be useful for media leaders in determining employment policies and practices, and media coverage of ethnic issues. For female journalists, the results can provide useful comparison information for their own professional development.

Taking the Survey

The survey is expected to take approximately 15-30 minutes to complete. Some questions will be skipped automatically depending on your role and your responses to previous questions.

You will be asked for both factual data and for opinions; where opinions are requested, these will be considered your own opinions and not necessarily representative of your organization. **Any reports on responses will remove all identifying characteristics so that neither the responding organization nor the individual respondent can be identified in any way.**

Please use only the link sent to your email address – this link will save your responses so you may return to the survey from any computer if you are unable to finish it immediately. Please do try to complete the survey immediately to ensure that it gets done; otherwise, use the personalized link to return to the survey after exiting. Please note, you must click on **>>NEXT>>** at the bottom of a page to save your responses on that page. You can go back and change your answers if you wish by clicking on **<<BACK<<** at the bottom of the page. (Please note, after you click on **>>DONE>>** on the last page, you will no longer be able to return to your survey responses.)

PLEASE DO COMPLETE THE SURVEY BY 30th NOVEMBER.

We can also send you the survey as a Word document, if you prefer to fill it out on paper first. If you cannot complete it online, or if you have any questions or comments on the survey, please contact Jeta Limani at KMAPsurvey@encompassworld.com or by phone, 044 110577.

Your participation in this survey will help advance the field of journalism in Kosovo. Thank you, in advance, for completing this survey!

About the Kosovo Media Assistance Program

This survey is being conducted by EnCompass LLC as part of the Kosovo Media Assistance Program (KMAP), carried out by the International Research & Exchanges Board (IREX).

KMAP is a three-year program designed to strengthen independent media in Kosovo. KMAP provides technical assistance and training to help assure the financial viability of media outlets, enhance the professionalism of media practitioners, improve the legal, regulatory, and policy frameworks for media in Kosovo, and enhance the organizational capacity of both trade and professional media associations as key supporting institutions. IREX has supported the development of professional and financially sustainable independent media in Kosovo since 1999.

As part of the Kosovo Media Assistance Program, EnCompass LLC is assisting IREX by addressing the cross-cutting issues of women and ethnicity in the media. EnCompass LLC is a small, women-owned company with considerable experience in evaluation and survey research. Using quantitative and qualitative data, EnCompass consultants are highly skilled at documenting best practices, and helping to translate lessons learned into innovations and implementation strategies.

[new screen]

CONTACT INFORMATION

Please note: The information on this and the next page is for our tracking and follow-up purposes only. Only EnCompass survey staff will have access to information that identifies you, and this information will not be released to anyone else. Any reports on responses will remove all identifying characteristics so that **neither the responding organization nor the individual respondent will be identified in any way.**

(If you work for more than one media organization, please choose the one which is your primary organization or the one which you know the most about, and answer regarding that organization throughout the rest of the survey.)

2. What is the name of your media organization? _____
3. What is your name?

First name: _____

Last name/surname: _____

4. What is your job title? _____
5. What is your telephone number? _____
6. What is your email address? _____

[new screen

YOU AND YOUR PROFESSIONAL LIFE

7. Number of years working as a journalist:

Less than 1 year

1-3 years

3-5 years

5-7 years

7-10 years

10-15 years

15-20 years

More than 20 years

8. What is your main ethnic identity?

Albanian

Serbian

Turk

Bosnian

REA

Gora

Croatian

Other

9. To what extent do you speak the following languages? (Please check the column for each language that best describes your ability.)

	MOTHER TONGUE	FLUENT	NOT FLUENT BUT CAN CONDUCT INTERVIEWS IN IT	LIMITED TO SIMPLE CONVERSATIONS	NOT AT ALL
Albanian					
Serbian					
Turk					
Bosnian					
REA					

Others (please specify):

10. What is your gender?

Male (skip to question 18 [participation])

Female

[new screen]

YOUR EXPERIENCE AS A FEMALE JOURNALIST

11. In which of the following ways has your professional life changed in the last 2 years? Please check all that apply.

I have intentionally improved my skills in journalism (through training and/or concentrated effort).

I have received a promotion in my organization. (Please explain below.)

I have been recognized through other means for my work. (Please explain below.)

I have changed my own attitude about my work. (Please explain below.)

I have increased my networking/friendships with other female journalists.

I have increased the amount of time I am working.

I have reduced the time I am working. (Please explain why below : for example, family reasons, education, lack of available work, etc.)

I have become more satisfied with my job.

I have become less satisfied with my job.

I have considered leaving the field of journalism.

My professional life has not changed in the last 2 years.

Other (Please explain below.)

Comments/Explanation:

12. Have your organization's employment policies changed in any ways within the last 2 years that affect your success as a female journalist? (Please check just one answer.)

My organization's employment policies have changed in ways that make it easier for me as a female journalist to succeed.

My organization's employment policies have changed in ways that make it harder for me as a female journalist to succeed.

My organization's employment policies have not changed in any way that affects me as a female journalist.

Other (Please explain below.)

Comments/Explanation:

13. In the last 2 years, the overall working environment for and treatment of women in my organization has become:

Much better

Somewhat better

Neither better nor worse -- stayed the same

Somewhat worse

Much worse

Not applicable/Other (Please explain below.)

Comments/Explanation

14. Which of the following positions do you hold in your media organization? Please check all that apply.

Senior-level Editor

- Other Editor
- Senior-level Manager
- Other Manager
- Journalist
- Moderator
- Technician
- Administrative
- Other (please specify) : _____

15. How interested are you in moving into a more advanced management or editorial position?
Please check just one answer.

- Interested
- Not sure
- Not interested
- I am already in a senior management or editorial position

[new screen]

Participation in IREX Events?

16. Have you participated in any IREX events or workshops in the last 2 years?

- Yes
- No (skip to question 24 [salary])
- Don't know (skip to question 24 [salary])

[new screen]

17. What IREX training or events have you participated in within the last 2 years? (Please check all that apply.)

- June '06 Roundtable discussion of '06 survey results
- May '07 Leadership Workshop (for female journalists) with Sheila Ramsey
- Oct '07 Leadership Workshop (for female journalists) with Sheila Ramsey
- May '07 Interethnic Dialogue with Sheila Ramsey
- Oct '07 Interethnic Dialogue with Sheila Ramsey
- February '07 Anti-Trafficking Workshop

___ April '07 Court Reporting

___ Others: _____

18. To what extent did that (those) event(s) have an impact **on your own career in journalism?**

___ The event(s) had a very positive impact on my journalism career.

___ The event(s) had some positive impact on my journalism career.

___ The event(s) had no impact on my journalism career.

___ Other – please explain below.

Comments (if any) regarding impact on career:

19. To what extent did that (those) event(s) have an impact **on your media organization?**

___ The event(s) had a very positive impact on my organization.

___ The event(s) had some positive impact on my organization.

___ The event(s) had no impact on my organization.

___ Other – please explain below.

Comments (if any) regarding impact on my organization:

[new screen]

ABOUT YOUR EMPLOYMENT

20. What is your current salary at your primary media organization?

___ Less than 100 EU per month

___ 100-200 EU per month

___ 201-300 EU per month

___ 301-400 EU per month

___ 401-500 EU per month

___ 501-600 per month

___ 601-1000 EU per month

___ More than 1000 EU per month

___ Not applicable/Other (please explain):

21. On average, how many hours do you work in one month for that organization?

- Less than 45 hours per month (less than 10 hrs per week)
- 45-90 per month (average of 10-20 hrs per week)
- 94-135 hours per month (average of 21-30 hrs per week)
- 139-180 hours per month (average of 31-40 hrs per week)
- 184-225 hours per month (average of 41-50 hrs per week)
- more than 225 hours per month (average of more than 50 hours per week)
- Not applicable/Other (please explain:___

22. Are you responsible for managing any employment and salary issues in your organization?

- Yes
- No (skip to question 49 [employment policies])

[new screen]

YOUR ORGANIZATION

23. What type of media outlet is your organization? (Check only one, for which you will be giving details on this survey.)

- Newspaper
- TV
- Radio
- Magazine
- News Agency
- Other (please specify):_____

24. How frequently do you broadcast or print?

- Daily
- Weekly
- Monthly
- Other (please explain)

25. What percentage of your broadcasting/publishing is in the following languages?

Albanian: _____%

Serbian: _____%

Turk: _____%

Bosnian: _____%

REA: _____%

Other: _____%

STAFF POSITIONS AND SALARIES

The next questions will cover how many male and female employees you have overall, and in Senior Editorial, Management, Reporter and Correspondent positions.

We ask that you fill this section out carefully and accurately. Your answers will benefit the field of journalism in Kosovo by providing an accurate picture of employment in the media in this region.

Where there are employees who are in more than one category, include them in your responses under both categories.

26. Overall, how many <u>total employees</u> are currently employed by your organization?

Number of male employees: _____

Number of female employees: _____

27. How many <u>senior editorial</u> employees are currently employed by your organization?

Number of male senior editors: _____

Number of female senior editors: _____

28. How many <u>management</u> employees are currently employed by your organization?

Number of male managers: _____

Number of female managers: _____

29. How many <u>reporters and correspondents</u> are currently employed by your organization?

Number of male reporters: _____

Number of female reporters: _____

Number of male correspondents: _____

Number of female correspondents: _____

How many employees do you have whose average monthly salary is...

30. ...under 200 Eu?

Number of male employees: _____

Number of female employees: _____

31. ...between 200 and 500 Eu?

Number of male employees: _____

Number of female employees: _____

32. ...over 500 Eu?

Number of male employees: _____

Number of female employees: _____

33. Comments (if any) on positions and salaries:

[new screen]

YOUR ROLE AS MANAGER

34. Which of the following best describes the authority or influence you have as a manager in hiring employees for the area you manage? (Please check just one answer.)

___ Total authority: I make final decisions on whom to hire

___ Shared authority: We decide as a team.

___ Authority in name only: While I officially make the final decision on hiring, I usually must hire whom someone else has chosen.

___ Influence: I do not make final decisions on hiring, but I do have real input into the decision.

___ No authority: Someone else makes decisions on whom to hire

___ Other (please explain):_____

35. Which of the following best describes the authority or influence you have as a manager in promoting employees for the area you manage? (Please check just one answer.)

___ Total authority: I make final decisions on whom to promote

___ Shared authority: We decide as a team.

___ Authority in name only: While I officially make the final decision on promote, I usually must promote whom someone else has chosen.

___ Influence: I do not make final decisions on promotions, but I do have real input into the decision.

___ No authority: Someone else makes decisions on whom to promote

___ Other (please explain):_____

36. Which of the following best describes the authority or influence you have as a manager in determining employment-related policy? (Please check just one answer.)

___ Total authority: I create and decide on our organization's employment policies.

___ Shared authority: We decide as a team.

___ Authority in name only: While I officially develop our organization's employment policies, it is usually limited to what someone else in the organization has decided.

___ Influence: I do not make final decisions on our organization's employment policies, but I do have real input into those policies.

___ No authority: Someone else creates and decides on our organization's employment policies.

___ Other (please explain):_____

37. Which of the following best describes the authority or influence you have as a manager in making other organizational business decisions? (Please check just one answer.)

___ Total authority: I make other important organizational business decisions

___ Shared authority: We decide as a team.

___ Authority in name only: While I officially make other important organizational business decisions, these decisions are usually limited to what someone else in the organization has decided.

___ Influence: I do not make final decisions on other important organizational business decisions, but I do have real input into those decisions.

___ No authority: Someone else makes all other important organizational business decisions.

___ Other (please explain):_____

38. Comments (if any) on the above questions on your role as a manager:

[new screen]

PROMOTIONS

Do the following factors influence decisions on promotion in your organization?

39. Does **the quality of the employee's work** influence decisions on promotion in your organization?

___ Yes

___ No

___ Don't know/Other

40. Does **the education level of the employee** influence decisions on promotion in your organization?
- ___ Yes
- ___ No
- ___ Don't know/Other
41. Does **the employee's attitude while at work** influence decisions on promotion in your organization?
- ___ Yes
- ___ No
- ___ Don't know/Other
42. Does **the employee's gender** influence decisions on promotion in your organization?
- ___ Yes
- ___ No
- ___ Don't know/Other
43. Does **the employee's personal or family situation** influence decisions on promotion in your organization?
- ___ Yes
- ___ No [If you checked this option, after writing in any comments in the next question, please skip to question 48 [employment policies]]
- ___ Don't know/Other [If you checked this option, after writing in any comments in the next question, please skip to question 48 [employment policies]]
44. Comments (if any) on factors influencing decisions on promotion in your organization.

[new screen]

PROMOTIONS (continued)

How do you usually learn about male and female employees' personal or family situation? (Please check all that apply.)

45. Regarding **male** employees, I usually learn about their personal or family situation through:
- ___ Discussions with that employee during work
- ___ Discussions with that employee outside of work
- ___ Others share information about that employee
- ___ Other: _____

46. Regarding **female** employees, I usually learn about their personal or family situation through:

- Discussions with that employee during work
- Discussions with that employee outside of work
- Others share information about that employee
- Other: _____

47. Comments on the two questions above, if any:

[new screen]

EMPLOYMENT POLICIES

48. Have your organization created or changed any employment policies regarding gender issues in the last two years?

- No
- Don't know/Other
- Yes – Please describe below how the policies regarding gender have changed.

Comments/explanation:

[new screen]

EDITORIAL ASSIGNMENTS AND RESPONSIBILITIES

49. How often do the following factors influence to whom a story is assigned?

	USUALLY	OCCASIONALLY	NEVER	DON'T KNOW/NOT APPLICABLE
Journalist's knowledge about subject				
Journalist's history in covering same story				
Quality of journalist's work				
Journalist's assertiveness in seeking the assignment				
Journalist's good relationship with editor				
Professional reputation of the journalist				
Journalist's gender				
Safety issues related to the story				
Availability of the journalist				
Other issues (explain below)				

50. Comments (if any) on the assignment of stories:

51. Are you responsible for making decisions on news coverage and other media issues?

Yes

No (skip to question 59 [cooperation])

Sometimes

[new screen]

YOUR ROLE AS EDITOR

52. Which of the following best describes the authority or influence you have as editor in deciding what stories you will cover? (Please check just one answer.)

Total authority: I make the decisions on what stories will be covered.

Shared authority: We decide as a team.

Authority in name only: While I officially make the final decision on what stories to cover, my supervisor or someone else usually tells me what we must cover.

Influence: I do not make final decisions on what stories to cover, but I do have real input into the decision.

No authority: Someone else makes decisions on what stories will be covered.

Other (please explain): _____

53. Which of the following best describes the authority or influence you have as editor in assigning journalists to cover those stories? (Please check just one answer.)

Total authority: I make the decisions on whom to assign to stories.

Shared authority: We decide as a team.

Authority in name only: While I officially make the final decision on who to assign, my supervisor or someone else usually tells me who will be assigned.

Influence: I do not make final decisions on assignments, but I do have real input into the decision.

No authority: Someone else makes decisions on assignments.

Other (please explain): _____

54. Which of the following best describes your role as editor in deciding on placement of stories in your publication/broadcast? (Please check just one answer.)

Total authority: I make the decisions on the placement of stories.

Shared authority: We decide as a team.

Authority in name only: While I officially make the final decision on placement of stories, my supervisor or someone else usually tells me what has priority.

Influence: I do not make final decisions on placement, but I do have real input into the decision.

No authority: Someone else makes decisions on placement.

Other (please explain): _____

55. Which of the following best describes your role as editor in establishing formal relationships with other media organizations? (Please check just one answer.)

Total authority: I decide on our organization's formal relationships with other media organizations.

Shared authority: We decide as a team.

Authority in name only: While I officially make the final decision on formal relationships with other media organizations, my supervisor or someone else usually tells me what relationships we can have with other media organizations.

Influence: I do not make final decisions on formal relationships with other media organizations, but I do have real input into these decisions.

No authority: Someone else makes decisions on formal relationships with other media organizations.

Other (please explain): _____

[new screen]

COVERAGE OF OTHER ETHNIC COMMUNITIES

56. How often does your organization cover stories for your primary audience about communities of different ethnicities? (e.g., if you are an Albanian-language organization, this would mean doing a story in Albanian about a different ethnic community)

Frequently (daily or in every publication)

Occasionally

Rarely

Never (skip to 59 [cooperation])

[new screen]

COVERAGE OF OTHER ETHNIC COMMUNITIES (continued)

57. What is usually the purpose of these stories?

- To discuss ongoing interethnic tension or issues from your ethnic community's point of view
- To report on news without exploring beyond the immediate facts
- To portray the perspective and circumstances of the other ethnic community, and/or to expose problems faced by other ethnic communities
- Other (please explain):

58. How does your primary audience respond to such stories about other ethnic communities?

- Positively -- they want to hear more
- Negatively -- they do not feel these stories should be covered.
- Mixed responses - some positive, some negative.
- They do not express opinions about such stories
- Other (please explain):

[new screen]

COOPERATION WITH JOURNALISTS OF OTHER ETHNICITIES

59. In the last two years, how often have you cooperated with journalists of any other ethnicities as part of your work?

- Daily/very often
- Occasionally
- Rarely
- Never

60. Which of the following statements best describe how often you work with journalists of other ethnicities compared to two years ago?

- I am now working with journalists of other ethnicities more often than I did two years ago.
- I am now working with journalists of other ethnicities less often than I did two years ago.
- This has not changed in the last two years.
- Other (please explain): _____

61. To what extent are you interested in working more often with journalists of other ethnicities?

- I am very interested in working more often with journalists of other ethnicities.
- I am somewhat interested.
- I am not at all interested.

___ I don't know/would rather not answer

___ Other (please explain):_____

[new screen]

NEXT STEPS

62. What do you feel are your organization's three greatest general needs related to employment of journalists?

1)_____

2)_____

3)_____

63. Any final comments?

Thank you for your time and input!

APPENDIX B: THE SURVEY (ALBANIAN)

ANKETË MBI FEMRAT DHE ETNICITETIN NË MEDIAT KOSOVARE

(19 Shtator 2007 draft)

HYRJE

Mirësevini!

Si një profesionistë i lartë dhe/apo gazetarë femër, kemi kërkuar nga ju që të plotësoni këtë anketë për t'ju ndihmuar juve dhe të tjerëve në profesionin tuaj, si meshkujt ashtu edhe femrat, për të kuptuar më mire çështjet që kanë të bëjnë me femrat dhe etnicitetin në mediat kosovare. Duke e plotësuar këtë anketë, ju do të ndihmoni në krijimin e një burimi që mund të përdoret për të avancuar cilësinë dhe nivelin e profesionalizmit të mediave në Kosovë.

1. Çfarë doni të bëni?

___ **Të kryeni anketën tani** (Shkoni në Pyetjen 2)

___ **Të lexoni më shumë për anketën** (Ky është i njëjti informacion që u është dërguar në e-mail me linkun e anketës).

[new screen]

RRETH ANKETËS

Menaxherëve të mediave dhe redaktorëve nga sektorët kyç të mediave kudo në Kosovë, si dhe përfaqësuesve femra të gazetarisë në Kosovë, u është kërkuar që të plotësojnë këtë anketë mbi gratë dhe etnicitetin në media në Kosovë. Nga ju veçanërisht është kërkuar që të mbushni këtë anketë sepse ne besojmë se mendimet tuaja, si përfaqësues i së paku njërit nga këto role, janë me rëndësi.

Qëllimi

Qëllimi i kësaj ankete është që të mbledhë të dhëna mbi çështjet e punësimit, femrave, dhe etnicitetit në mediat e Kosovës. Rezultatet e kësaj ankete do të ndahen me udhëheqësit e mediave dhe ata të shoqërisë civile. Këto rezultate pritet të jenë të dobishme për udhëheqësit e mediave në përcaktimin e politikave dhe praktikave të punësimit, dhe mbulimin e çështjeve etnike nga ana e mediave. Për gazetaret femra, rezultatet mund të sigurojnë informata të dobishme krahasuese për zhvillimin e tyre profesional.

Anketa

Anketa zgjatë **përafërsisht 15-30 minuta për t'u plotësuar**. Disa pyetje do të kalohen automatikisht, varësisht nga roli juaj si dhe përgjigjja në pyetjen paraprake.

Do t'ju kërkohen të dhëna faktike si edhe opinione; aty ku kërkohen opinionet, këto do të konsiderohen si opinione tuajat dhe jo domosdoshmërisht opinione që përfaqësojnë organizatën tuaj. **Në çfarëdo raporti**

rreth përgjigjeve të dhëna do të eliminohen të gjitha karakteristikat identifikuese në mënyrë që as organizata që përgjigjet e as individit të mos mund të identifikohen në ndonjë mënyrë.

Ju lutemi përdorni vetëm linkun që është dërguar në e-mail adresën tuaj – ky link do të ruajë përgjigjet tuaja kështu që mund t'i ktheheni anketës nga çdo kompjuter nëse nuk keni pasur mundësi ta përfundoni atë menjëherë. Ju lutemi që të provoni të plotësoni anketën menjëherë që të siguroheni që është kryer; përndryshe, përdorni linkun e personalizuar që t'i ktheheni anketës pasi të keni dale nga ajo. Ju lutemi vini re që duhet të klikoni në **>>PYETJA TJETËR >>** në fund të faqes në mënyrë që të ruani përgjigjet tuaja në atë faqe. Mund të ktheheni dhe t'i ndryshoni përgjigjet tuaja nëse doni duke klikuar në **<<PYETJA E MËPARSHME <<** në fund të faqes. (Ju lutemi vini re që pasi të keni klikuar **>>PËRFUNDIMI>>** në faqen e fundit, ju nuk do të jeni në gjendje të ktheheni prapa tek përgjigjet tuaja në anketë.)

JU LUTEMI PLOTËSONI ANKETËN DERI ME 30 NËNTOR.

Ne gjithashtu mund të ju dërgojmë anketën si dokument në formatin Word, nëse preferoni ta mbushni atë së pari në letër. Nëse nuk mund ta kompletëni atë online, ose keni ndonjë pyetje apo koment rreth anketës, ju lutemi të kontaktoni Jeta Limanin në KMAPsurvey@encompassworld.com apo përmes telefonit, 044 110577.

Pjesëmarrja juaj në këtë anketë do të ndihmojë në avancimi e fushës së gazetarisë në Kosovë. Ju falënderojmë, paraprakisht, që keni mbushur këtë anketë!

Rreth Programit për Ndihmë për Mediat në Kosovë

Kjo anketë është duke u bërë nga EnCompass LLC si pjesë e Programit për Ndihmë për Mediat në Kosovë (KMAP), të kryer nga International Research & Exchanges Board (IREX). KMAP është një program trevjeçar i dizajnuar për të përforcuar mediat e pavarura në Kosovë. KMAP ofron ndihmë teknike dhe trajnime me qëllim që t'u sigurojë organeve të mediave mundësi financiare, të përmirësojë profesionalizmin e ushtruesve të mediave, të përmirësojë kornizat ligjore, rregullative dhe politike për mediat në Kosovë, dhe të përmirësojë kapacitetin organizativ të shoqatave mediale të biznesit edhe atyre profesionale si institucione përkrahëse kyçe. IREX ka përkrahur zhvillimin e mediave të pavarura profesionale dhe të qëndrueshme financiarisht në Kosovë që nga viti 1999.

Si pjesë e Programit për Ndihmë për Mediat në Kosovë, EnCompass LLC ndihmon IREX-in duke e organizuar këtë anketë mbi punësimin e grave dhe etniciteteve në media. EnCompass LLC është një kompani e vogël, në pronësi të grave me përvojë të konsiderueshme në vlerësime dhe hulumtime me anë të anketave. Duke përdorur të dhëna sasiore dhe cilësore, konsulentët e EnCompass kanë të shquar në dokumentimin e praktikave më të mira, dhe në dhënjen e ndihmës për interpretimin e mësimëve të marra në risi dhe strategji implementuese.

[new screen]

Informatat kontaktuese

Ju lutemi vini re: Informatat në këtë faqe dhe atë pasuese janë vetëm për qëllime të hulumtimit tonë dhe mbajtjes së kontakteve të mëtutjeshme. Vetëm personeli i anketave i EnCompass do të ketë qasje në informatat të cilat ju identifikojnë juve, dhe këto informata nuk do t'i jepen askujt tjetër. Në çfarëdo raporti rreth përgjigjeve të dhëna do të eliminohen të gjitha karakteristikat identifikuese në mënyrë **që as organizata që përgjigjet e as individit të mos mund të identifikohen në ndonjë mënyrë.**

(Nëse punoni për më shumë se një organizatë mediale, ju lutemi të zgjidhni atë e cila është organizatë primare për ju apo atë për të cilën dini më tepër, dhe jepni përgjigje në lidhje me atë organizatë gjatë tërë pjesës së mbetur të kësaj ankete.)

2. Si quhet organizata mediale e juaj? _____
3. Si quheni ju? _____

Emri: _____

Mbiemri: _____

4. Cila është pozita juaj e punës? _____
5. Cili është numri juaj i telefonit? _____
6. Cila është adresa juaj e e-mailit? _____

[new screen]

Ju dhe jeta juaj profesionale

7. Numri i viteve të punës si gazetar:

___ Më pak se 1 vit

___ 1-3 vite

___ 3-5 vite

___ 5-7 vite

___ 7-10 vite

___ 10-15 vite

___ 15-20 vite

___ Më shumë se 20 vite

8. Cili është identiteti i juaj etnik kryesor?

___ Shqiptar

___ Serb

___ Turk

___ Boshnjak

___ Rom/Egjiptian/Ashkali (REA)

___ Goran

___ Kroat

___ Tjetër

9. Deri në ç'masë i flisni gjuhët në vazhdim? (Ju lutemi klikoni në kolonën për secilën gjuhë e cila më së miri i përshkruan aftësitë tuaja.)

	GJUHË AMTARE	RRJEDHSHËM	JO RRJEDHSHËM POR MUND TË BËJ INTERVISTA NË TË	KUFIZUAR NË BISEDA TË THJESHTA	ASPAK
Shqip					
Serbisht					
Turqisht					
Boshnjakisht					
REA					

Të tjera (ju lutemi specifikoni):

10. Cila është gjinia juaj?

Mashkull (kaloni në pyetjen 18 [participation])

Femër

[new screen]

Përvoja juaj si një gazetare femër

11. Në cilën nga mënyrat në vazhdim ka ndryshuar jeta juaj profesionale në 2 vitet e fundit? Ju lutemi klikoni të gjitha ato që aplikohen.

Unë qëllimisht i kam përmirësuar aftësitë e mia në gazetari (përmes trajnimit dhe/ose përpjekjeve të shtuara).

Unë jam graduar në organizatën time. (Ju lutemi shpjegoni më poshtë.)

Unë kam marrë mirënjohje në mënyra të tjera për punën time. (Ju lutemi shpjegoni më poshtë.)

Unë kam ndërruar qëndrimin tim rreth punës sime. (Ju lutemi shpjegoni më poshtë.)

Unë kam rritur rritjen/miqësinë time me femra tjera gazetare.

Unë kam shtuar kohën gjatë së cilës punoj.

Unë kam zvogëluar kohën gjatë të cilës punoj. (Ju lutemi shpjegoni më poshtë se pse: arsye familjare, arsimim, mungesë e punës së disponueshme, etj.)

Unë jam më e kënaqur me punën time.

Unë jam më pak e kënaqur me punën time.

Unë kam menduar ta lë fushën e gazetarisë.

Jeta ime profesionale nuk ka ndërruar gjatë 2 viteve të fundit.

Të tjera (Ju lutemi shpjegoni më poshtë.)

Komente/Shpjegime:

12. A kanë ndërruar politikat e punësimit në organizatën tuaj në ndonjë mënyrë gjatë 2 viteve të fundit të cilat kanë pasur ndikim në suksesin tuaj si gazetarë femër? (Ju lutemi klikoni vetëm një përgjigje.)

Politikat e punësimit në organizatën time kanë ndërruar në mënyra që e bëjnë më të lehtë për mua si gazetarë femër që të kem sukses.

Politikat e punësimit në organizatën time kanë ndërruar në mënyra që e bëjnë më të vështirë për mua si gazetarë femër që të kem sukses.

Politikat e punësimit në organizatën time nuk kanë ndërruar në asnjë mënyrë që të kenë ndikim në mua si gazetarë femër.

Të tjera (Ju lutemi shpjegoni më poshtë.)

Komentet/Shpjegimet:

13. Gjatë 2 viteve të fundit, ambienti i përgjithshëm i punës dhe trajtimi i femrave në organizatën time është bërë:

Shumë më i mirë

Paksa më i mirë

As më i mirë as më i keq – ka qëndruar i njëjtë

Paksa më i keq

Shumë më i keq

Jo e aplikueshme /Të tjera (Ju lutemi shpjegoni më poshtë.)

Komentet/Shpjegimet

14. Cilën nga pozitat e mëposhtme mbani në organizatën tuaj mediale? Ju lutemi klikoni të gjitha ato që aplikohen.

- Redaktore e nivelit të lartë
- Redaktore tjetër
- Menaxhere e nivelit të lartë
- Menaxhere tjetër
- Gazetare
- Moderatore
- Teknike
- Administrative
- Tjetër (Ju lutemi specifikoni) : _____

15. Sa jeni e interesuar që të kaloni në një pozitë më të përparuar menaxheriale ose redaktuese? Ju lutemi klikoni vetëm një përgjigje.

- E interesuar
- Nuk jam e sigurt
- Jo e interesuar
- Unë veç jam në pozitë të lartë menaxheriale ose redaktuese

[new screen]

Pjesëmarrja në Ngjarjet e IREX-it?

16. A keni marrë pjesë në ndonjërin prej ngjarjeve apo punëtorive të IREX-it në 2 vitet e fundit?

- Po
- Jo (Kalo në pyetjen 24 [paga])
- Nuk e di (kalo në pyetjen 24 [paga])

[new screen]

Pjesëmarrja në Ngjarjet e IREX-it

17. Në cilat trajnime apo ngjarje të IREX-it keni marrë pjesë brenda 2 viteve të fundit? (Ju lutemi klikoni të gjitha ato që aplikohen.)

- Qershor '06 Diskutim në tavolinë të rrumbullakët mbi rezultatet e anketës '06
- Maj '07 Punëtorja mbi Udhëheqjen (për gazetaret femra) me Sheila Ramsey

- ___ Tetor '07 Punëtorja mbi Udhëheqjen (për gazetaret femra) me Sheila Ramsey
- ___ Maj '07 Dialogu Ndëretnik me Sheila Ramsey
- ___ Tetor '07 Dialogu Ndëretnik me Sheila Ramsey
- ___ Shkurt '07 Punëtorja mbi Anti-Trafikimin
- ___ Prill '07 Raportimi mbi punën e gjyqësorit
- ___ Të tjera: _____

18. Në çfarë mase kanë pasur këto ngjarje ndikim në **karrierën tuaj personale në gazetari?**

- ___ Ngjarja/et kanë pasur ndikim shumë pozitiv në karrierën time në gazetari.
- ___ Ngjarja/et kanë pasur ndikim paksa pozitiv në karrierën time në gazetari.
- ___ Ngjarja/et nuk kanë pasur ndikim në karrierën time në gazetari.
- ___ Të tjera – ju lutemi shpjegoni më poshtë.

Komente (nëse ka) në lidhje me ndikimin në karrierë:

19. Në çfarë mase kanë pasur këto ngjarje ndikim në **organizatën tuaj mediale?**

- ___ Ngjarja/et kanë pasur ndikim shumë pozitiv në organizatën time.
- ___ Ngjarja/et ka pasur ndikim paksa pozitiv në organizatën time.
- ___ Ngjarja/et nuk kanë pasur ndikim në organizatën time.
- ___ Të tjera – ju lutemi shpjegoni më poshtë.

Komentet (nëse ka) në lidhje me ndikim në organizatën time:

[new screen]

Rreth punësimit tuaj

20. Cila është paga juaj aktuale në organizatën tuaj mediale primare ?

- ___ Më pak se 100 Euro në muaj
- ___ 100-200 Euro në muaj
- ___ 201-300 Euro në muaj
- ___ 301-400 Euro në muaj
- ___ 401-500 Euro në muaj

- 501-600 Euro në muaj
- 601-1000 Euro në muaj
- Më shumë se 1000 Euro në muaj
- Nuk aplikohet /Tjetër (Ju lutemi shpjegoni):

21. Mesatarisht, sa orë në muaj punoni për atë organizatë?

- Më pak se 45 orë në muaj (më pak se 10 orë në javë)
- 45-90 orë në muaj (mesatarisht 10-20 orë në javë)
- 94-135 orë në muaj (mesatarisht 21-30 orë në javë)
- 139-180 orë në muaj (mesatarisht 31-40 orë në javë)
- 184-225 orë në muaj (mesatarisht 41-50 orë në javë)
- më tepër se 225 orë në muaj (mesatarisht më tepër se 50 orë në javë)
- Nuk aplikohet /Tjetër (Ju lutemi shpjegoni):

22. A jeni përgjegjës për menaxhimin e ndonjë çështjeje të punësimit dhe pagave në organizatën tuaj?

- Po
- Jo (kalo në pyetjen 49 [politikat e punësimit])

[new screen]

Organizata juaj

23. Çfarë lloj e medias është organizata juaj? Kliko vetëm një, për të cilën do të jepni detaje në këtë anketë.)

- Gazetë
- Televizion
- Radio
- Revistë
- Agjenci e Lajmeve
- Tjetër (ju lutemi specifikoni):

24. Sa shpesh transmetoni apo dilni në shtyp?

- Çdo ditë
- Çdo javë

___ Çdo Muaj

___ Tjetër (Ju lutemi shpjegoni)

25. Cila është përqindja e transmetimeve/botimeve tuaja është në gjuhët në vazhdim?

Shqip: _____%

Serbisht: _____%

Turqisht: _____%

Boshnjakisht: _____%

REA: _____%

Tjetër: _____%

Pozitat e personelit dhe pagat

Pyetjet në vazhdim do të mbulojnë atë se sa punëtorë meshkuj dhe femra keni gjithsej: në pozitat e redaktorëve kryesorë, menaxherëve, reporterëve dhe korrespondentëve.

Kërkojmë nga ju që të plotësoni këtë pjesë me kujdes dhe saktësi. Përgjigjet tuaja do të jenë kontribojnë në fushën e gazetarisë në Kosovë duke dhënë një pasqyrë të saktë të punësimit në media në këtë rajon.

Kur kemi të bëjmë me punonjës të cilët janë në më shumë se një kategori, përfshijë ato në përgjigjet tuaja në të dy kategoritë.

26. Në përgjithësi, sa <u> punonjës gjithsej </u> janë aktualisht të punësuar nga organizata juaj?

Numri i punonjësve meshkuj: _____

Numri i punonjësve femra: _____

27. Sa punonjës janë aktualisht të punësuar si <u> redaktorë me përvojë</u> nga organizata juaj?

Numri i redaktorëve me përvojë meshkuj: _____

Numri i redaktorëve me përvojë femra: _____

28. Sa punonjës janë aktualisht të punësuar si <u> menaxherë </u> nga organizata juaj?

Numri i menaxherëve meshkuj: _____

Numri i menaxherëve femra: _____

29. Sa <u> reporterë dhe korrespondentë </u> janë aktualisht të punësuar nga organizata juaj?

Numri i reporterëve meshkuj: _____

Numri i reportereve femra: _____

Numri i korrespondentëve meshkuj: _____

Numri i korrespondentëve femra: _____

Sa punonjës keni, paga mesatare mujore e të cilëve është ...

30. ...nën 200 Euro?

Numri i punonjësve meshkuj: _____

Numri i punonjësve femra: _____

31. ...mes 200 dhe 500 Euro?

Numri i punonjësve meshkuj: _____

Numri i punonjësve femra: _____

32. ...mbi 500 Euro?

Numri i punonjësve meshkuj: _____

Numri i punonjësve femra: _____

33. Komente (nëse ka) mbi pozitat dhe pagat:

[new screen]

Roli juaj si menaxher

34. Cila nga këto më poshtë shpjegon më së miri autoritetin apo influencën që ju keni si menaxher në punësimin e punonjësve për fushën që ju menaxhoni? (Ju lutemi klikoni vetëm një përgjigje.)

___ Autoritet të plotë: Unë marr vendimin përfundimtar në atë se kush pranohet në punë

___ Autoritet i përbashkët: Ne vendosim si ekip.

___ Autoritet vetëm në emër: Përderisa unë zyrtarisht marr vendimin përfundimtar mbi atë se kush pranohet në punë, unë zakonisht duhet të punësoj dike që e ka zgjedhur dikush tjetër.

___ Ndikimi: Unë nuk e marr vendimin përfundimtar mbi atë se kush pranohet në punë, mirëpo unë kam një ndikim real në atë vendim.

___ Nuk kam autoritet: Dikush tjetër merr vendimet se kush do të pranohet në punë

___ Tjetër (ju lutemi specifikoni): _____

35. Cila nga këto më poshtë shpjegon më së miri autoritetin apo influencën që ju keni si menaxher në gradimin e punëtorëve në fushën që ju menaxhoni? (Ju lutemi klikoni vetëm një përgjigje.)

___ Autoritet i plotë: Unë marr vendimin përfundimtar në atë se kush të gradohet.

___ Autoritet i përbashkët: Ne vendosim si ekip.

___ Autoritet vetëm në emër: Përderisa unë zyrtarisht marr vendimin përfundimtar mbi gradimin, unë zakonisht duhet të gradojë dike që e ka zgjedhur dikush tjetër.

___ Ndikimi: Unë nuk e marr vendimin përfundimtar mbi gradimet, mirëpo unë kam një ndikim real në atë vendim.

___ Nuk kam autoritet: Dikush tjetër merr vendimet në atë se kush do të gradohet

___ Tjetër (ju lutemi specifikoni): _____

36. Cila nga këto më poshtë shpjegon më së miri autoritetin apo influencën që ju keni si menaxher në përcaktimin e politikës në lidhje me punësimin? (Ju lutemi klikoni vetëm një përgjigje.)

___ Autoritet i plotë: Unë i krijoj dhe vendosi mbi politikat e punësimit në organizatën tonë.

___ Autoritet i përbashkët: Ne vendosim si ekip.

___ Autoriteti vetëm në emër: Përderisa unë zyrtarisht zhvillojë politikat e zhvillimit të organizatës sonë, zakonisht është e kufizuar me atë se çfarë dikush tjetër në organizatë ka vendosur.

___ Ndikimi: Unë nuk marr vendimin përfundimtar në politikat e punësimit në organizatën tonë, mirëpo unë kam një ndikim real në këto politika.

___ Nuk kam autoritet: Dikush tjetër i krijon dhe vendos mbi politikat e punësimit në organizatën tonë.

___ Tjetër (ju lutemi specifikoni): _____

37. Cila nga këto më poshtë shpjegon më së mire autoritetin apo influencën që ju keni si menaxher në marrjen e vendimeve tjera mbi biznesin e organizatës? (Ju lutemi klikoni vetëm një përgjigje.)

___ Autoritet i plotë: Unë marr vendime të tjera të rëndësishme për biznesin e organizatës

___ Autoritet i përbashkët: Ne vendosim si ekip.

___ Autoriteti vetëm në emër: Përderisa unë zyrtarisht marr vendime të tjera të rëndësishme për biznesin e organizatës, këto vendime zakonisht janë të kufizuara në atë se çfarë ka vendosur dikush tjetër në organizatë.

___ Ndikimi: Unë nuk marr vendimin përfundimtar në vendime të tjera të rëndësishme për biznesin e organizatës, mirëpo unë kam një ndikim real në këto vendime.

___ Nuk kam autoritet: Dikush tjetër merr të gjitha vendimet tjera të rëndësishme për biznesin e organizatës.

___ Tjetër (ju lutemi specifikoni): _____

38. Komente (nëse ka) në pyetjet e mësipërme në rolin tuaj si menaxher:

[new screen]

Gradimet

A ndikojnë faktorët në vazhdim vendimet mbi gradimin në organizatën tuaj?

39. A ka ndikim **cilësia e punës së punonjësve** në vendimin mbi gradim në organizatën tuaj?

Po

Jo

Nuk e di/Tjetër

40. A ka ndikim **niveli i arsimimit të punonjësve** në vendimin mbi gradimin në organizatën tuaj?

Po

Jo

Nuk e di/Tjetër

41. A ka ndikim **qëndrimi i punonjësit derisa është në punë** në vendimin mbi gradimin në organizatën tuaj?

Po

Jo

Nuk e di/Tjetër

42. A ka ndikim **gjinia e punonjësit** në vendimin mbi gradimin në organizatën tuaj?

Po

Jo

Nuk e di/Tjetër

43. A ka ndikim **gjendja personale ose familjare e punonjësit** në vendimin mbi gradimin në organizatën tuaj?

Po

Jo [Nëse keni klikuar këtë opsion, pasi të shkruani ndonjë koment në pyetjen e radhës, ju lutemi kaloni në pyetjen 48 [politikat e punësimit]]

Nuk e di/Tjetër [Nëse keni klikuar këtë opsion, pasi të shkruani ndonjë koment në pyetjen e radhës, ju lutemi kaloni në pyetjen 48 [politikat e punësimit]]

44. Komentet (nëse ka) mbi faktorët që ndikojnë vendimet mbi gradimin në organizatën tuaj.

[new screen]

GRADIMET (vazhdim)

Si mësoni zakonisht mbi gjendjen personale ose familjare të një punonjësi mashkull apo femër? (Ju lutemi klikoni të gjitha ato që aplikohen.)

45. Në lidhje me punonjësit **meshkuj**, unë zakonisht mësoj mbi gjendjen e tyre personale ose familjare përmes:

- Diskutimeve me atë punonjës gjatë punës
- Diskutimeve me atë punonjës jashtë punës
- Të tjerët i ndajnë informatat rreth atij punonjësi
- Të tjera: _____

46. Në lidhje me punonjësit **femra**, unë zakonisht mësoj mbi gjendjen e tyre personale ose:

- Diskutimeve me ato punonjës gjatë punës
- Diskutimeve me ato punonjës jashtë punës
- Të tjerët i ndajnë informatat rreth atij punonjësi
- Të tjera: _____

47. Komente mbi dy pyetjet më sipër, nëse ka:

[new screen]

Politikat e punësimit

48. A ka krijuar apo ndërruar organizata juaj ndonjë politikë punësimi në lidhje me çështjet gjinore gjatë dy viteve të fundit?

- Jo
- Nuk e di/Tjera
- PO – Ju lutemi përshkruani më poshtë se si kanë ndërruar politikat në lidhje me gjininë.

Komente/sqarime:

[new screen]

Detyrat dhe përgjegjësitë redaktuese

49. Si ndikojnë faktorët në vazhdim se kujt i caktohet një reportazh?

	ZAKONISHT	NGANJËHERË	KURRË	NUK E DI/NUK APLIKOHET
Njohuria e gazetarit mbi temën				
Historia e gazetarit në mbulimin e reportazheve të njëjta				
Cilësia e punës së gazetarit				
Insistimi i gazetarit në kërkimin e detyrës				
Marrëdhëniet e mira të gazetarit me redaktorin				
Reputacioni profesional i gazetarit				
Gjinia e gazetarit				
Çështjet e sigurisë lidhur me reportazhin				
Disponueshmëria e gazetarit				
Çështje tjera (shpjego më poshtë)				

50. Komente (nëse ka) në caktimin e reportazheve:

51. A jeni përgjegjës në marrjen e vendimeve mbi mbulimin e lajmeve dhe çështje tjera mediale?

___ Po

___ Jo (kalo në pyetjen 59 [cooperation])

___ Nganjëherë

[new screen]

Roli juaj si redaktor

52. Cila nga këto në vazhdim përshkruan më së miri autoritetin apo indikim që ju keni si redaktor në vendosjen se cilat reportazhe do të mbulohen nga ju? (Ju lutemi klikoni vetëm një përgjigje.)

___ Autoriteti i plotë: Unë marr vendimin se cilat reportazhe do të mbulohen.

___ Autoritet i përbashkët: Ne vendosim si një ekip.

___ Autoriteti vetëm në emër: Përderisa unë zyrtarisht marr vendimin final se cila reportazhe të mbulohen, mbikëqyrësi im apo dikush tjetër më tregon se çka duhet të mbulojmë ne.

___ Ndikimi: Unë nuk i marr vendimet finale në atë se cilat reportazhe të mbulohen, mirëpo kam ndikim real në atë vendim.

___ Nuk kam autoritet: Dikush tjetër merr vendimet se cilat reportazhe do të mbulohen.

___ Tjetër (ju lutemi shpjegoni): _____

53. Cila nga këto në vazhdim përshkruan më së miri autoritetin apo ndikim që ju keni si redaktor në caktimin e gazetarëve për të mbuluar reportazhet? (Ju lutemi klikoni vetëm një përgjigje.)

Autoriteti i plotë: Unë marr vendimin se kujt ti caktohen reportazhet.

Autoritet i përbashkët: Ne vendosim si një ekip.

Autoriteti vetëm në emër: Përderisa unë zyrtarisht marr vendimin final se kush të caktohet, mbikëqyrësi im apo dikush tjetër më tregon se kush do të caktohet.

Ndikimi: Unë nuk i marr vendimet finale mbi caktimet, mirëpo kam një ndikim real në atë vendim.

Nuk kam autoritet: Dikush tjetër merr vendimet mbi caktimet.

Tjetër (ju lutemi shpjegoni): _____

54. Cila nga këto në vazhdim përshkruan më së miri rolin tuaj si redaktor në marrjen e vendimit mbi vendosjen e reportazheve në publikimet/transmetimet tuaja? (Ju lutemi klikoni vetëm një përgjigje.)

Autoriteti i plotë: Unë marr vendimin mbi vendosjen e reportazheve.

Autoritet i përbashkët: Ne vendosim si një ekip.

Autoriteti vetëm në emër: Përderisa unë zyrtarisht marr vendimin final në vendosjen e reportazheve, mbikëqyrësi im apo dikush tjetër zakonisht më tregon se çka ka prioritet.

Ndikimi: Unë nuk i marr vendimet finale mbi vendosjen, mirëpo kam ndikim real në atë vendim.

Nuk kam autoritet: Dikush tjetër merr vendimet mbi vendosjet.

Tjetër (ju lutemi shpjegoni): _____

55. Cila nga këto në vazhdim shpjegon më së miri rolin tuaj si redaktor në thelimin e marrëdhënieve formale me organizatat tjera mediale? (Ju lutemi klikoni vetëm një përgjigje.)

Autoriteti i plotë: Unë vendos mbi marrëdhëniet formale të organizatës sonë me organizatat tjera mediale.

Autoritet i përbashkët: Ne vendosim si një ekip.

Autoriteti vetëm në emër: Përderisa unë zyrtarisht marr vendimin final mbi marrëdhëniet formale me organizatat tjera mediale, mbikëqyrësi im apo dikush tjetër zakonisht më tregon se çfarë marrëdhëniesh mund të kemi ne me organizatat tjera mediale.

Ndikimi: Unë i marr vendimet finale mbi marrëdhëniet formale me organizatat tjera mediale, mirëpo kam ndikim real në atë vendim.

Nuk kam autoritet: Dikush tjetër merr vendimet mbi marrëdhëniet formale me organizatat tjera mediale.

Tjetër (ju lutemi shpjegoni): _____

[new screen]

Mbulimi i komuniteteve tjera etnike

56. Sa shpesh organizata juaj mbulon reportazhe që janë për audiencën tuaj primare rreth komuniteteve të etnive të ndryshme? (p.sh., nëse jeni një organizatë në gjuhën Shqipe, kjo do të thoshte të bëni reportazhe në gjuhën shqipe rreth komuniteteve të ndryshme etnike)

___ Shpesh (çdo ditë apo në çdo publikim)

___ Herë pas here

___ Rrallë

___ Kurrë (kalo në 59 [cooperation])

[new screen]

MBULIMI E KOMUNITETEVE TJERA ETNIKE (vazhdim)

57. Cili është zakonisht qëllimi i këtyre reportazheve?

___ Për të diskutuar tensionet e vazhdueshme ndër-etnike apo çështjet nga pikëpamja e komunitetit tuaj etnik

___ Për të raportuar mbi lajmet pa kërkuar përtej fakteve të menjëhershme

___ Për të portretizuar perspektivën dhe rrethanat e komunitetit tjetër etnik, dhe/ose për të vënë në dukje problemet me të cilat ballafaqohen komunitetet tjera etnike

___ Tjetër (ju lutemi shpjegoni):

58. Si reagon audienca juaj primare në reportazhe të tilla rreth komuniteteve tjera etnike?

___ Pozitivisht – ata dëshirojnë të dëgjojnë më shumë

___ Negativisht – ata nuk mendojnë se këto reportazhe duhet të mbulohen.

___ Reagime të përziera – disa pozitive, disa negative.

___ Ata nuk i shprehin mendimet rreth reportazheve të tilla

___ Tjetër (ju lutemi shpjegoni):

[new screen]

Bashkëpunimi me gazetarët e etniciteteve tjera

59. Në dy vitet e fundit, sa shpesh keni bashkëpunuar me gazetarë të ndonjë etniciteti tjetër si pjesë e punës suaj?

___ Çdo ditë/Shumë shpesh

___ Herë pas here

___ Rrallë

___ Kurrë

60. Cila nga deklaratat në vazhdim përshkruan më së miri se sa shpesh punoni me gazetarë të etniciteteve tjera krahasuar me dy vite më pare?

___ Unë tani jam duke punuar me gazetarë të etniciteteve tjera më shpesh se sa që kam punuar dy vite më pare.

___ Unë tani jam duke punuar me gazetarë të etniciteteve tjera më rrallë se sa që kam punuar dy vite më pare.

___ Kjo nuk ka ndërruar në dy vitet e fundit.

___ Tjetër (ju lutemi shpjegoni): _____

61. Në çmasë jeni të interesuar të punoni më shpesh me gazetarë të etniciteteve tjera?

___ Unë jam shumë i/e interesuar të punoj më shpesh me gazetarë të etniciteteve tjera.

___ Unë jam paksa i/e interesuar.

___ Nuk jam aspak i/e interesuar.

___ Nuk di/më me dëshirë nuk isha përgjigjur

___ Tjetër (ju lutemi shpjegoni): _____

[new screen]

Hapat e ardhshëm

62. Cilat mendoni se janë tri nevojat më të mëdha të përgjithshme të organizatës suaj në lidhje me punësimin e gazetarëve?

1) _____

2) _____

3) _____

63. Ndonjë koment final?

Ju faleminderit për kohën dhe mendimin tuaj!

APPENDIX C: THE SURVEY (SERBIAN)

UPITNIK O ŽENAMA I MANJINAMA U KOSOVSKIM MEDIJIMA

(19. septembar 2007. nacrt)

UVOD

Dobrodošli!

Kao viši profesionalni i/ili žena novinar, zamoljeni ste da popunite ovaj upitnik kako bi pomogli sebi i drugima iz vaše profesije, muškarcima i ženama, da bolje shvate pitanja u vezi sa ženama i manjinama u kosovskim medijima. Popunjavanjem ovog upitnika, pomoći ćete u stvaranju resursa koji mogu biti iskorišćeni u unapređivanju kvaliteta i stepena profesionalizma medija na Kosovu.

1. Šta želite da uradite?

___ **Popuniti upitnik sada** (*Idite na pitanje br. 2*)

___ **Pročitati nešto više o upitniku** (Ovo je ista informacija koja vam je poslata e-mailom zajedno sa linkom za popunjavanje upitnika).

[new screen]

O UPITNIKU

Medijski rukovodioci i urednici koji rade u različitim medijima širom Kosova, kao i predstavnici žena novinara na Kosovu, zamoljeni su da popune ovaj upitnik o ženama i manjinama u medijima na Kosovu. Posebno smo tražili vaše učešće u popunjavanju ovog upitnika jer verujemo da vaša razmišljanja kao predstavnik jednog od ovih uloga su veoma vazna za nas.

Svrha

Svrha ovog upitnika je prikupljanje podataka o pitanjima zapošljavanja, ženama i manjinama u medijima na Kosovu. Rezultati ovog upitnika biće saopšteni medijima i liderima civilnog društva. Očekuje se da ovi rezultati koriste medijskim liderima u određivanju pravila i propisa zapošljavanja i medijska pokrivenost o etničkim pitanjima. Za žene novinare, rezultati mogu obezbediti korisno poređenje informacija za njihov lični profesionalni razvoj.

Ispunjavanje upitnika

Očekuje se da je za ispunjavanje ovog upitnika potrebno **oko 15 do 30 minuta**. Neka pitanja biće automatski preskočena u zavisnosti od vaše uloge i vaših odgovora na prethodna pitanja.

Od vas će se tražiti i činjenički podaci kao i mišljenja; kada se zahteva vaše mišljenje, to će se smatrati vašim mišljenjem i neće obavezno biti stav vaše organizacije. **Iz izveštaja će se ukloniti sve prepoznatljive karakteristike tako da se neće moći identifikovati niti organizacija koja popunjava upitnik niti pojedinac na bilo koji način.**

Molimo vas da koristite samo link koji je poslat na vašoj imejl adresu – ovaj link će sačuvati vaše odgovore tako da se popunjavanju upitnika možete vratiti na bilo kom kompjuteru ako niste u mogućnosti da upitnik popunite odmah. Molimo vas pokušajte da upitnik popunite odmah kako biste obezbedili da je urađen; u suprotnom, koristite lični link kako biste se vratili popunjavanju upitnika nakon što ste prekinuli. Zapamtite, morate pritisnuti >>NEXT>> na kraju stranice kako biste sačuvali odgovore na toj strani. Ukoliko želite, možete se vratiti i ispraviti odgovore tako što ćete pritisnuti >>BACK>> na kraju stranice. (Zapamtite, nakon što pritisnete >>DONE>> na poslednjoj stranici, neće više biti u mogućnosti da se vratiti na upitnik.)

MOLIMO VAS DA UPITNIK ZAVRŠITE DO 30. NOVEMBRA.

Upitnik vam takođe možemo poslati kao dokument u word-u, ukoliko želite da upitnik prvo popunite na papiru. Ukoliko upitnik ne možete da popunite online ili imate pitanja ili komentare u vezi sa upitnikom, molimo vas da se obradite Jeti Limani na KMAPsurvey@encompassworld.com ili na telefon: 044-110-577.

Vaše učešće u popunjavanju ovog upitnika će pomoći unapređivanju novinarstva na Kosovu. Unapred vam hvala na učešću u popunjavanju ovog upitnika!

Nešto više o Programu za pružanje pomoći medijima na Kosovu

Ovaj upitnik je urađen od strane EnCompass LLC kao deo Programa za pružanje pomoći medijima na Kosovu (KMAP), sproveden od strane Odbora za međunarodno istraživanje i razmene (IREX).

KMAP je trogodišnji program čiji je cilj da osnaži nezavisne medije na Kosovu. KMAP pruža tehničku pomoć i organizuje obuku kako bi se obezbedila finansijska održivost medija, poveća profesionalnost medijska stručnjaka, poboljšali zakonski, kontrolni i okviri medija na Kosovu i unapredile organizacijske sposobnosti i trgovinskih i profesionalnih medijskih udruženja kao ključnih potpornih institucija. IREX je od 1999. godine podržavao razvoj profesionalnih i finansijski održivih nezavisnih medija na Kosovu.

Kao deo Programa pružanja pomoći medijima na Kosovu, EnCompass LLC pomaže IREX-u usmeravanjem različitih pitanja žena i manjina u medijima. EnCompass LLC je mala kompanija čije su vlasnice žene i ima bogato iskustvo u procenjivanju i sprovođenju ispitivanja. Veoma kvalifikovani konsultanti EnCompass-a koristeći kvantitativne i kvalitativne podatke, dokumentuju najbolja dostignuća i pomažu u prevođenju naučenih lekcija u nove i primenljive strategije.

[new screen]

KONTAKT INFORMACIJE

Zapamtite: Informacije na ovoj i narednoj stranici služe samo u svrhe našeg praćenja informacija. Samo radnici EnCompass-a za anketu imaju pristup informacijama koje vas identifikuju a ove informacije neće biti rečene nikome. Iz izveštaja s prikupljenim odgovorima će se ukloniti sve prepoznatljive karakteristike tako da se **neće moći identifikovati niti organizacija koja popunjava upitnik niti pojedinac na bilo koji način.**

(Ukoliko radite za više medijskih organizacija, molimo vas da izaberete onu koja je vaša primarna organizacija ili onu koju najbolje poznajete, i odgovarajte u pogledu te organizacije u ostatku upitnika.)

2. Kako se zove vaša medijska organizacija? _____
3. Kako se zovete?

Ime: _____

Prezime: _____

4. Naziv vašeg radnog mesta? _____
5. Vaš broj telefona? _____
6. Vaša email adresa? _____

[new screen]

VI I VAŠ PROFESIONALNI ŽIVOT

7. Broj godina rada kao novinar:

___ Manje od 1 godine

___ 1-3 godina

___ 3-5 godina

___ 5-7 godina

___ 7-10 godina

___ 10-15 godina

___ 15-20 godina

___ Više od 20 godina

8. Vaša etnička pripadnost?

___ Albanac/Alбанка

___ Srbin/Srpkinja

___ Turčin/Turkinja

___ Bošnjak/Bošnjakinja

___ REA

___ Goranac/Goranka

___ Hrvat/Hrvatica

___ Drugo

9. Do kog stepena govorite dole navedene jezike? (Molimo vas da proverite kolonu za svaki jezik koji najbolje opisuje vašu sposobnost.)

	MATERNJI JEZIK	ODLIČNO	NE ODLIČNO ALI MOGU RADITI INTERVJUE NA NJEMU	OGRANIČENO NA JEDNOSTAVAN RAZGOVOR	UOPŠTE
Albanski					
Srpski					
Turski					
Bošnjački					
REA					
Drugi (molimo vas navedite):					

10. Vaš pol?

Muškarac (idite na 18 pitanje [učešće])

Žena

[new screen]

VAŠE ISKUSTVO KAO ŽENA NOVINAR

11. Na koji od sledećih načina se vaš profesionalni život promenio u poslednje 2 godine? Molimo vas, obeležite sve odgovore koji odgovaraju.

Namerno sam poboljšala svoje veštine u novinarstvu (kroz obuku i/ili usredsređeni napor).

Dobila sam unapređenje u mojoj organizaciji. (Molimo vas objasnite dole.)

Prepoznata sam kroz druga sredstva za svoj rad. (Molimo vas objasnite dole.)

Promenila sam svoj stav o svom poslu. (Molimo vas objasnite dole.)

Povećala sam svoju mrežu/prijateljstva sa drugim ženama novinarima.

Povećala sam svoje vreme rada.

Smanjila sam vreme rada. (Molimo vas objasnite dole: na primer, porodični razlozi, obrazovanje, nedostatak odgovarajućeg posla, itd.)

Postala sam zadovoljniji/a svojim poslom.

Postala sam manje zadovoljan/na svojim poslom.

Uzimam u obzir napuštanje oblasti novinarstva.

Moj profesionalni život se nije promenio u poslednje 2 godine.

___ Drugo (Molimo vas objasnite dole .)

Napomene/Objašnjenje:

12. Da li su se u poslednje 2 godine na neki način promenila pravila zapošljavanja vaše organizacije tako da utiču na vaš uspeh kao žene novinara? (Molimo vas da obeležite samo jedan odgovor.)

___ Pravila zapošljavanja moje organizacije su se promenila na načine koji meni kao ženi novinaru olakšavaju postizanje uspeha.

___ Pravila zapošljavanja moje organizacije su se promenila na načine koji meni kao ženi novinaru otežavaju postizanje uspeha.

___ Pravila zapošljavanja moje organizacije nisu se promenila ni na jedan način koji utiče na mene kao ženu novinara.

___ Drugo (Molimo vas objasnite dole.)

Napomene/Objašnjenje:

13. U poslednje 2 godine, celokupno radno okruženje i ponašanje prema ženama u mojoj rganizaciji postalo je:

___ Mnogo bolje

___ Malo bolje

___ Ni bolje ni gore – nepromenjeno

___ Malo gore

___ Mnogo gore

___ Neprimenljivo/drugo (Molimo vas objasnite dole.)

Napomene/Objašnjenje:

14. Koji od dole navedenih položaja vi imate u vašoj medijskoj organizaciji? Molimo vas, obeležite sve odgovore koji odgovaraju.

___ Viši urednik

- Drugi urednik
- Viši rukovodilac
- Drugi rukovodilac
- Novinar
- Moderator
- Tehničar
- Administrativni radnik
- Drugo (molimo vas naglasite) : _____

15. Koliko ste zainteresovani da pređete u višoj upravi ili na položaj urednika? Molimo vas označite samo jedan odgovor.

- Zainteresovan/a
- Nisam siguran/na
- Nisam zainteresovan/a
- Ja već radim u višoj upravi ili na položaju urednika

[new screen]

Učešće na događajima koje je organizovao IREX?

16. Da li ste učestvovali na neki događaj ili radionicu koju je organizovao IREX u poslednje 2 godine?

- Da
- Ne (idite na 24 pitanje [plata])
- Ne znam (idite na 24 pitanje [plata])

[new screen]

17. Na kojoj obuci ili na kom događaju koji je organizovao IREX ste prisustvovali u poslednje 2 godine? (Molimo vas obeležite sve odgovore koji odgovaraju.)

- Jun 2006. - Diskusija za okruglim stolom o rezultatima ankete iz 2006.
- Maj 2007. - Radionica o rukovođenju (za žene novinare) sa Šilom Remzi
- Oktobar 2007. Radionica o rukovođenju (za žene novinare) sa Šilom Remzi
- Maj 2007. - Međuetnički dijalog sa Šilom Remzi
- Oktobar 2007. - Međuetnički dijalog sa Šilom Remzi

___ Februar 2007. - Radionica za borbu protiv trgovine ljudima

___ April 2007. - Izveštavanje iz suda

___ Drugi: _____

18. Dokle su ovaj (ovi) događaj/i imali uticaj **na vašu ličnu karijeru u novinarstvu?**

___ Događaji su imali veoma pozitivan uticaj na moju novinarsku karijeru.

___ Događaji su imali nekakav pozitivan uticaj na moju novinarsku karijeru.

___ Događji nisu imali uticaj na moju novinarsku karijeru.

___ Drugo – molimo vas objasnite dole.

Komentari (ako ih ima) u pogledu uticaja na karijeru:

19. Do kog stepena su ovaj (ovi) događaj/i imali uticaj **na vašu medijsku organizaciju?**

___ Događaji su imali veoma pozitivan uticaj na moju organizaciju.

___ Događaji su imali nekakav pozitivan uticaj na moju organizaciju.

___ Događji nisu imali uticaj na moju organizaciju.

___ Drugo – molimo vas objasnite dole.

Komentari (ako ih ima) u pogledu uticaja na moju organizaciju:

[new screen]

O VAŠEM ZAPOSLENJU

20. Koliko je vaša trenutna plata u vašoj primarnoj medijskoj organizaciji?

___ Manje od 100 evra mesečno

___ 100-200 evra mesečno

___ 201-300 evra mesečno

___ 301-400 evra mesečno

___ 401-500 evra mesečno

___ 501-600 evra mesečno

___ 601-1000 evra mesečno

___ Više od 1000 evra mesečno

___ Neprimenljivo/drugo (molimo vas objasnite):

21. Otprilike, koliko sati mesečno radite za tu organizaciju?

___ Manje od 45 sati mesečno (manje od 10 sati nedeljno)

___ 45-90 sati mesečno (otprilike 10-20 sati nedeljno)

___ 94-135 sati mesečno (otprilike 21-30 sati nedeljno)

___ 139-180 sati mesečno (otprilike 31-40 sati nedeljno)

___ 184-225 sati mesečno (otprilike 41-50 sati nedeljno)

___ Više od 225 sati mesečno (otprilike više od 50 sati nedeljno)

___ Neprimenljivo/drugo (molimo vas objasnite):___

22. Da li ste odgovorni za rukovođenje bilo kog zapošljavanja i pitanja plate u vašoj organizaciji?

___ Da

___ Ne (idite na 49 pitanje [pravila zapošljavanja])

[new screen]

VAŠA ORGANIZACIJA

23. Kojoj vrsti medija pripada vaša organizacija? (Obeležite samo jedan odgovor, za koji ćete izneti detalje u ovom upitniku.)

___ Novine

___ TV

___ Radio

___ Magazin

___ Novinarska agencija

___ Drugo (molimo vas naglasite): _____

24. Koliko često se emitujete ili štamirate?

___ Dnevno

___ Nedeljno

___ Mesečno

___ Drugo (molimo vas objasnite)

25. Koji procenat emitovanja/štampanja je na dole navedenim jezicima?

Albanski: _____%

Srpski: _____%

Turski: _____%

Bosanski: _____%

REA: _____%

Drugi: _____%

POLOŽAJI RADNIKA I PLATE

Naredna pitanja obuhvatiće koliko muškaraca i žena zaposlenih imate sveobuhvatno na položajima viših urednika, rukovodioca, izveštača i dopisnika.

Molimo vas da ovaj deo popunite pažljivo i tačno. Vaši odgovori doprineće oblasti novinarstva na Kosovu pružajući tačnu sliku zapošljavanja u medijima u ovom regionu.

Tamo gde postoje radnici koji se uklapaju u više od jedne kategorije, obuhvatite ih u svojim odgovorima u obe kategorije.

26. Sveobuhvatno, koliko <u>ukupno službenika </u> je trenutno zapošljeno od strane vaše organizacije?

Broj službenika muškaraca: _____

Broj službenika žena: _____

27. Koliko <u>viših urednika</u> je trenutno zapošljeno od strane vaše organizacije?

Broj viših urednika muškaraca: _____

Broj viših urednika žena: _____

28. Koliko <u>rukovodioca</u> je trenutno zapošljeno od strane vaše organizacije?

Broj rukovodioca muškaraca: _____

Broj rukovodioca žena: _____

29. Koliko <u>izveštača i dopisnika</u> je trenutno zapošljeno od strane vaše organizacije?

Broj izveštača muškaraca: _____

Broj izveštača žena: _____

Broj dopisnika muškaraca: _____

Broj dopisnika žena: _____

Koliko službenika imate čija je prosečna plata...

30. ...manja od 200 evra?

Broj službenika muškaraca: _____

Broj službenika žena: _____

31. ...između 200 i 500 evra?

Broj službenika muškaraca: _____

Broj službenika žena: _____

32. ...veća od 500 evra?

Broj službenika muškaraca: _____

Broj službenika žena: _____

33. Komentari (ako ih ima) o položajima i platama:

[new screen]

VAŠA ULOGA KAO RUKOVODILAC

34. Koji od sledećih odgovora najbolje opisuje ovlašćenja ili uticaj koji imate kao rukovodilac u angažovanju službenika u oblasti kojom rukovodite? (Molimo vas obeležite samo jedan odgovor.)

___ Potpuno ovlašćenje: Ja donosim konačne odluke koga angažovati

___ Podeljeno ovlašćenje: Odlučujemo kao tim.

___ Ovlašćenje samo u ime: Iako zvanično donosim konačnu odluku o angažovanju, obično moram da angažujem nekoga koga je neko drugi odabrao.

___ Uticaj: Ne donosim konačne odluke o angažovanju ali dajem doprinos u donošenju odluka.

___ Bez ovlašćenja: Neko drugi donosi odluke o tome koga angažovati

___ Drugo (molimo vas objasnite): _____

35. Koji od sledećih odgovora najbolje opisuje ovlašćenja ili uticaj koji imate kao rukovodilac u unapređivanju službenika u oblasti kojom rukovodite? (Molimo vas obeležite samo jedan odgovor.)

___ Potpuno ovlašćenje: Ja donosim konačne odluke koga unaprediti.

___ Podeljeno ovlašćenje: Odlučujemo kao tim.

___ Ovlašćenje samo u ime: Iako zvanično donosim konačnu odluku o unapređivanju, obično moram da unapredim nekoga koga je neko drugi odabrao.

___ Uticaj: Ne donosim konačne odluke o unapređivanju, ali dajem doprinos u donošenju odluka.

Bez ovlašćenja: Neko drugi donosi odluke o tome koga unaprediti.

Drugo (molimo vas objasnite): _____

36. Koji od sledećih odgovora najbolje opisuje ovlašćenja ili uticaj koji imate kao rukovodilac u određivanju pravila zapošljavanja? (Molimo vas obeležite samo jedan odgovor .)

Potpuno ovlašćenje: Ja određujem i odlučujem o pravilima organizacije o zapošljavanju.

Podeljeno ovlašćenje: Odlučujemo kao tim.

Ovlašćenje samo u ime: Iako zvanično određujem pravila organizacije o zapošljavanju, obično je ograničeno na ono što neko drugi u organizaciji odluči.

Uticaj: Ne donosim konačne odluke o pravila naše organizacije o zapošljavanju, ali dajem doprinos tim pravilima.

Bez ovlašćenja: Neko drugi određuje i odlučuje o pravilima naše organizacije o zapošljavanju.

Drugo (molimo vas objasnite): _____

37. Koji od sledećih odgovora najbolje opisuje ovlašćenja ili uticaj koji imate kao rukovodilac u donošenju drugih važnih poslovnih odluka organizacije? (Molimo vas obeležite samo jedan odgovor .)

Potpuno ovlašćenje: Ja donosim druge važne poslovne odluke organizacije.

Podeljeno ovlašćenje: Odlučujemo kao tim.

Ovlašćenje samo u ime: Iako zvanično donosim druge važne poslovne odluke organizacije, ove odluke su obično ograničene na ono što neko drugi u organizaciji odluči.

Uticaj: Ne donosim konačne odluke o drugim važnim poslovnim odlukama organizacije ali dajem doprinos u donošenju tih odluka.

Bez ovlašćenja: Neko drugi donosi sve druge važne poslovne odluke organizacije.

Drugo (molimo vas objasnite): _____

38. Komentari (ako ih ima) o gore navedenim pitanjima o vašoj ulozi kao rukovodiocu:

[new screen]

UNAPREĐENJA

Da li dole navedeni faktori utiču na odluke o unapređenju u vašoj organizaciji?

39. Da li **kvalitet rada službenika** utiče na odluke o unapređenju u vašoj organizaciji?

Da

Ne

Ne znam/drugo

40. Da li **stepen obrazovanja službenika** utiče na odluke o unapređenju u vašoj organizaciji?

Da

Ne

Ne znam/drugo

41. Da li **ponašanje službenika na poslu** utiče na odluke o unapređenju u vašoj organizaciji?

Da

Ne

Ne znam/drugo

42. Da li **pol službenika** utiče na odluke o unapređenju u vašoj organizaciji?

Da

Ne

Ne znam/drugo

43. Da li **lična ili porodična situacija službenika** utiče na odluke o unapređenju u vašoj organizaciji?

Da

Ne [Ako obeležite ovu opciju, nakon pisanja komentara na sledećem pitanju, idite na pitanje 48 [pravila zapošljavanja]]

Ne znam/drugo [Ako obeležite ovu opciju, nakon pisanja komentara na sledećem pitanju, idite na pitanje 48 [pravila zapošljavanja]]

44. Komentari (ako ih ima) o faktorima koji utiču na odluke o unapređenju u vašoj organizaciji.

[new screen]

UNAPREĐENJA (nastavak)

Kako obično saznate o ličnoj ili porodičnoj situaciji službenika muškaraca ili žena? (Molimo vas obeležite sve odgovore koji odgovaraju.)

45. Za službenike **muškarce**, obično saznam o njihovoj ličnoj ili porodičnoj situaciji kroz:

Razgovore sa tim službenikom u toku posla

Razgovor sa tim službenikom van posla

Drugi šire informacije o tom službeniku

Drugo: _____

46. Za službenike **žene**, obično saznam o njihovoj ličnoj ili porodičnoj situaciji kroz::

- Razgovore sa tim službenikom u toku posla
- Razgovor sa tim službenikom van posla
- Drugi šire informacije o tom službeniku
- Drugo: _____

47. Komentari o dva gore navedena pitanja, ako ih ima:

[new screen]

PRAVILA ZAPOŠLJAVANJA

48. Da li je vaša organizacija napravila ili promenila pravila zapošljavanja u pogledu pitanja polova u poslednje dve godine?

- Ne
- Ne znam/drugo
- Da – Molimo vas objasnite dole kako su pravila u pogledu pitanja polova promenjena.

Komentari/objašnjenje:

[new screen]

ZADACI I ODGOVORNOSTI UREDNIKA

49. Koliko često dole navedeni faktori utiču na to kome će tema biti dodeljena?

	OBIČN O	POVREME NO	NIKA D	NE ZNAM/ NEPRIMENLJ IVO
Znanje novinara o temi				
Istorija novinara u pokrivanju iste teme				
Kvalitet rada novinara				
Pouzdanje novinara u traženju zadataka				
Dobar odnos novinara sa urednikom				
Profesionalni ugled novinara				
Pol novinara				
Pitanja bezbednosti u vezi sa temom				
Raspoloživost novinara				
Druga pitanja (objasnite dole)				

50. Komentari (ako ih ima) o dodeljivanju tema

51. Da li ste odgovorni za donošenje odluka o pokrivanju vesti ili drugih medijskih pitanja?

Da

Ne (idite na 59 pitanje [saradnja])

Ponekad

[new screen]

VAŠA ULOGA KAO UREDNIK

52. Koji od sledećih odgovora najbolje opisuje ovlašćenja ili uticaj koji imate kao urednik u donošenju odluke o tome koja će tema biti pokrivena? (Molimo vas obeležite samo jedan odgovor.)

Potpuno ovlašćenje: Ja donosim odluke o tome koja će teme biti pokrivenne.

Podeljeno ovlašćenje: Odlučujemo kao tim.

Ovlašćenje samo u ime: Iako zvanično donosim konačnu odluku o tome koja će teme biti pokrivenne, moj nadzornik ili neko drugi mi obično govori koja se tema mora uraditi.

Uticaj: Ne donosim konačne odluke o tome koja će teme biti pokrivenne, ali dajem doprinos u donošenju odluka.

Bez ovlašćenja: Neko drugi donosi odluke o tome koja će teme biti pokrivenne.

Drugo (molimo vas objasnite): _____

53. Koji od sledećih odgovora najbolje opisuje ovlašćenja ili uticaj koji imate kao urednik u određivanju novinara da pokriva ove teme? (Molimo vas obeležite samo jedan odgovor.)

Potpuno ovlašćenje: Ja donosim odluke o tome kome dodeliti teme.

Podeljeno ovlašćenje: Odlučujemo kao tim.

Ovlašćenje samo u ime: Iako zvanično donosim konačnu odluku koga odrediti, moj nadzornik ili neko drugi mi obično govori ko će biti odabran.

Uticaj: Ne donosim konačne odluke o određivanju, ali dajem doprinos u donošenju odluka.

Bez ovlašćenja: Neko drugi donosi odluke o određivanju.

Drugo (molimo vas objasnite): _____

54. Koji od sledećih odgovora najbolje opisuje vašu ulogu kao urednika u donošenju odluka o postavljanju tema u vašem izdanju/emisiji? (Molimo vas obeležite samo jedan odgovor.)

Potpuno ovlašćenje: Ja donosim odluke o postavljanju tema.

Podeljeno ovlašćenje: Odlučujemo kao tim.

Ovlašćenje samo u ime: Iako zvanično donosim konačnu odluku o postavljanju tema, moj nadzornik ili neko drugi mi obično govori šta ima prioritet.

Uticaj: Ne donosim konačne odluke o postavljanju, ali dajem doprinos u donošenju odluka.

Bez ovlašćenja: Neko drugi donosi odluke o postavljanju.

Drugo (molimo vas objasnite): _____

55. Koji od sledećih odgovora najbolje opisuje vašu ulogu kao urednika u određivanju zvaničnih odnosa sa drugim medijskim organizacijama? (Molimo vas obeležite samo jedan odgovor.)

Potpuno ovlašćenje: Ja donosim odluke o zvaničnim odnosima naše organizacije sa drugim medijskim organizacijama.

Podeljeno ovlašćenje: Odlučujemo kao tim.

Ovlašćenje samo u ime: Iako zvanično donosim konačnu odluku o zvaničnim odnosima sa drugim medijskim organizacijama, moj nadzornik ili neko drugi mi obično govori koji odnos možemo imati sa drugim medijskim organizacijama.

Uticaj: Ne donosim konačne odluke o zvaničnim odnosima sa drugim medijskim organizacijama, ali dajem doprinos u donošenju ovih odluka.

Bez ovlašćenja: Neko drugi donosi odluke o zvaničnim odnosima sa drugim medijskim organizacijama.

Drugo (molimo vas objasnite): _____

[new screen]

POKRIVENOST DRUGIH ETNIČKIH ZAJEDNICA

56. Koliko često vaša organizacija pokriva teme za vašu glavnu publiku o zajednicama različitih etničkih pripadnosti? (npr. ako ste organizacija na srpskom jeziku, ovo bi značilo da radite teme na srpskom jeziku o različitim etničkim zajednicama)

Često (svakodnevno ili u svakom izdanju)

Povremeno

Retko

Nikad (idite na 59 pitanje [saradnja])

[new screen]

POKRIVENOST DRUGIH ETNIČKIH ZAJEDNICA (nastavak)

57. Koja je obično svrha ovih tema?

Diskusija o tekućim međuetničkim tenzijama ili pitanjima sa tačke gledišta vaše etničke zajednice

- Izveštavanje o vestima bez istraživanja iznad trenutnih činjenica
- Prikazati perspektivu i okolnosti druge etničke zajednice i/ili prikazati probleme sa kojima se druga etnička zajednica suočava
- Drugo (molimo vas objasnite):

58. Kako vaša glavna publika odgovara na takve teme o drugim etničkim zajednicama?

- Pozitivno – žele da čuju još
- Negativno – ne smatraju da ove teme trebaju biti pokriveno
- Mešoviti odgovori – neki pozitivni, neki negativni
- Ne izražavaju mišljenja o takvim temama
- Drugo (molimo vas objasnite):

[new screen]

SARADNJA SA NOVINARIMA DRUGE ETNIČKE PRIPADNOSTI

59. U poslednje dve godine, koliko često ste sarađivali sa novinarima druge etničke pripadnosti kao deo vašeg posla?

- Svakodnevno/veoma često
- Povremeno
- Retko
- Nikad

60. Koja od dole navedenih izjava najbolje opisuje koliko često radite sa novinarima druge etničke pripadnosti u poređenju sa onim od pre dve godine?

- Sada radim češće sa novinarima druge etničke pripadnosti nego pre dve godine.
- Sada radim manje sa novinarima druge etničke pripadnosti nego pre dve godine.
- Ovo se nije promenilo u poslednje dve godine.
- Drugo (molimo vas objasnite): _____

61. Do kog stepena ste zainteresovani da češće radite sa novinarima druge etničke pripadnosti ?

- Veoma sam zainteresovan/a da češće radim sa novinarima druge etničke pripadnosti.
- Delimično sam zainteresovan/a.
- Nisam uopšte zainteresovan/a.
- Ne znam/radije ne bih odgovorio/la.

____ Drugo (molimo vas objasnite):_____

[new screen]

NAREDNI KORACI

62. Šta mislite koje su tri najveće opšte potrebe vaše organizacije po pitanju zapošljavanja novinara?

1)_____

2)_____

3)_____

63. Neki konačni komentari?

Hvala vam na izdvojenom vremenu i trudu!