

Light Camera Action

A new destination of women journalists in Pakistan



wmc

Workshops Report 2007-8

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Workshops:

News Documentary/Packages

News Documentary on Human Rights Based Issues

Advocacy & Lobbying Skills

Tribal Conflicts in Sindh and Objective Reporting

wmc

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Foreword



Four years ago when Women Media Centre (WMC) was established, there were very few women in journalism. Women working in the national newspapers were not more than two dozens. Very few of them were lucky enough to work at responsible positions of editors or assistant editors. The patriarchal management structures and practices excluded women from decision making roles within in the newspapers.

The WMC grew out of a demand for women to be more effectively represented at all levels in the newspapers as well as in the budding electronic media. The WMC had a formidable task ahead of removing the cultural and structural barriers for women journalists in a semi-tribal and semi-feudal society where woman is considered a weaker sex. The common belief in media organizations is that women have limited observation and knowledge. They cannot work in the night shifts so they should stay away from stressful positions in the newsroom.

Contrary to this stereotype, the WMC believes that women can work in any shift either in the day or night. They are more sensitive and responsible than their men co-workers. Research in several countries has proved that

including women in the night shifts help improve discipline at the workplaces.

The recent electronic media boom in Pakistan has opened up new opportunities for women in journalism. Media industry has expanded tremendously in Pakistan during the past four years, opening new opportunities for women to make a career in journalism. However, the flip side of the coin is that the journalists, both men and women, have very limited training opportunities to enhance their professional skills. Most of the TV channels do not have training facility for its staff. Social and cultural restrictions further squeeze professional growth opportunities for women journalists.

The WMC stepped in to fill in this vacuum for women by arranging capacity building training workshops for female media persons on variety of topics i.e script writing, documentary film making, and camera handling techniques. Besides working women journalists, the Centre has provided with training to students of journalism and mass communication.

In 2007, the Centre not only arranged training workshops but also took out women reporters to places which are considered “No Go Areas” and where police and law enforcing agencies do not dare to enter. We arranged field trips to the centers of tribal conflicts in the rural areas of Sindh. We also visited the place where KTN cameraman **Munir Sangi** was murdered in the Interior Sindh.

The WMC has another successful year. The universities taught books to the future journalists but we provided them with practical trainings. The number of trained women journalists is increasing. We are moving ahead and fast because more and more women are acquiring responsible roles in the national print and electronic media. We are proud of our small but significant achievements. But, at the same time we are mindful of the fact that it is not the end, but beginning of a very long journey.

Fauzia Shaheen
Executive Director
Women Media Centre

Two-day training
workshop

News Documentary/ Packages



*Trainer: Mr. Agha Tariq,
Mr. Mohammad Farooq and
Mr. Nasir Jehan*

Arranged by:
Women Media Center (WMC)
Pakistan

With support from:
**National Endowment for
Democracy (NED)**

March 27 & 28, 2008
Hotel Regent Plaza-Karachi

Day One Inaugural Session

In her inaugural remarks, Fauzia Shaheen, Executive Director of the Women Media Centre, said that the aim of the Centre is to train women journalists for taking more professional responsibilities in the media. A number of young women have opted for journalism as a career during the last five/six years but still there is room for more ladies journalists in the expanding media in Pakistan. She said the situation is changing for good. A few years back one cannot think of a woman journalist working in newsroom of an Urdu language newspaper. But now women have not only assumed important roles in the print media but also young women can be seen doing field reporting for electronic media. The private TV channels have changed the traditional news reading style. Now news anchors interact live with reporters from the field. A number of young news anchorwomen have made places for them in news channels by the dint of their

remarkable knowledge and news sense.

Session-1 Documentary Reporting for Electronic Media

Faisal Aziz Khan, a senior reporter and producer of Geo TV, and Munza Siddiquei, Producer of Samaa TV, were the resource persons. Mr. Khan explained how news packages are made. He said every news story passes through nine steps in the electronic media. First the news appears as in the form



Trainees of the workshop during learning the camera techniques

of breaking news or ticker followed by a short beeper of the concerned reporter. Then the reporter gets busy to collect more details about the happening and camera crew sets out to reach the spot for filming. In the meanwhile the newsroom tries to show available and relevant footage or graphics of the area or place. Visuals and visions (eye witness account) are added

in the fifth step. Wax pox or people's comments are taken in the next step. There may be more than one reporter involved in covering the vent i.e in case of a bomb blast one reporter will cover the blast site, another will be in the hospital and the third one may rush to the police stations. When all the reporters return to the office one reporter will be assigned the task to make a comprehensive 90 seconds news package about the event.

Munza Siddiquei told the participants that attitude counts in every profession and so is in journalism. If you are not willing to work at any time of the day or night, please do not join electronic journalism. She said reading newspapers regularly is also important for journalist and one should make it a habit to read at least two newspapers daily. She said that reporting can be divided into two categories i.e beat reporting and field reporting. Filed reporting is a sort of specialized job

and a good field reporter needs to have a good news sense and sound research on the issue. She said that a reporter should remain neutral. Some reporters give an impression as if they preaching. Please just inform the people.

The two presentations were followed by a long interactive session where the resource persons responded to questions from the participants.

Session-II Field and Spot Reporting

Beena Qayyum Khan, anchor and producer of Samaa TV, was resource person. She said that television is a visual medium and one has to get out of office to film an event. So be prepared for field and spot reporting. She said lady reporters who have self imposed restriction to do this and not to that will not be able to survive in an electronic media organization. She said there are certain issues which a woman journalist might better understand as compare to a male colleague. But remember, a reporter should not color news with her/his personal feelings. Just tell the facts. Leave analysis to the experts. Beena said that field and sport reporting is not easy especially for women but slowly and steadily you will overcome all difficulties.

Session-III



(Top) A picture of female journalists during the workshop. (Middle) Former PTV documentary expert Agha Tariq and Nasir Jehan, cameraman Geo TV giving lecture on documentary making. (Below) Beena Qayyum, producer CNBC Pakistan sharing her experiences.

Camera Techniques

Muhammad Farooq and Aziz Ahmed were resource persons for the session. The participants were told about basic camera operating techniques including camera applications, film applications, lighting techniques and composition. The participants were also told about documentaries

making. Some famous documentaries were also screened on the occasion.

Session-IV: Group Work

In the fourth session, the participants were divided into groups. They recorded mock interviews and applied the camera skills learned during session-III. At end of the session the groups presented their work. Resource persons give their feedback to improve the work completed by different groups.

How should
protect a journalist
herself while
covering news in
conflict zone

Day Second Session-I

The first session was about documentary making. Muhammad Farooq and Aziz Ahmed told the participants about script, shooting, filming and editing. They also showed some documentaries to explain different themes.

Session-II

In the second session, renowned producer of Pakistan Television, Mr. Tariq Ali Agha, gave very useful information to the participants about the documentary making, script writing, film shooting and editing. He said that there eight rules for documentary making. You need a skilled cameraperson and all required gadgets from a mike to monitor to shoot outside. First you should have a broader idea of what type of documentary you want to make i.e it is on wild life or an archeological site. Then you have to work on the script and have to do some background research on the issue. Six TV channels around the world are showing documentaries.



Your topic should be unique so that its title can attract the viewers. In outdoor shooting, you have to be extremely careful about your camera settings and give time to your camerapersons adjust lights and other settings according to the situation. Shooting something is not a big work but shooting it in its original form requires a lot of skills and hard work.

Session-III

Nasir Jehan of the Geo TV talked about techniques for outdoor and indoor shooting. He also talked about different kinds of cameras. He said new camera technology has made a filming very easy and then explained about use of different types of mikes and light options.



Session-IV

In the third session Muhammad Farooq and Aziz Ahmed told the participants about field view and camera positions and focal lengths. The session was followed by group work. Different groups were given assignment to test their newly acquired camera skills. The groups took keen interest in applying their skills in writing scripts, filming, and editing.

Practice of recording a talk show.

Concluding Session

Mr. Ahmed Shah, general secretary of Karachi Arts Council, was the chief at the concluding session of the workshop. He said that no country can progress without active involvement of womenfolk in all walks of life. He said Malaysia is an example before us which has progress by leaps and bounds in the last three decades. The Malaysian government has encouraged women to come out of homes and has reserved 30 percent quota for women in government jobs. He listed famous names of Pakistani women journalist and writers who have not only excelled in their respective fields but have

also earned name and fame for Pakistan. Later he distributed certificates among the participants.

In her concluding remarks, Ms. Fauzia Shaheen congratulated the students of mass communication department of university of Karachi and journalists on successful completion of the training. She thanked them for attending the workshop and promised that the WMC will arrange more such event in the future.



Secretary General of Karachi Arts Council Ahmed Shah giving certificates to the female journalists from Lahore, Hyderabad and Karachi.

News Documentary on Human Rights Based Issues

Trainer: Mr. Nadeem Iqbal

Arranged by:
Women Media Center (WMC)
Pakistan

With support from:
**National Endowment for
Democracy (NED)**

April 18 & 19, 2008
Hotel Regent Plaza-Karachi

The Women Media Center Pakistan (WMC) arranged a two-day training workshop for female reporters from 18 to 19 April 2008 at Hotel Regent Plaza, Karachi. The aim of the training workshop was to build capacity of women media professionals to effectively highlight human rights abuses through news coverage. A renowned journalist and documentary maker Mr. Nadeem Iqbal, and two senior cameramen Mr. Mohammad Farooq and Mr. Aziz Ahmed imparted training to the participants while Mr. Wilson Lee of the National Endowment for Democracy was the chief guest on the occasion. Ms. Shahla Raza, Deputy Speaker of the Sindh Assembly, was the keynote speakers at the panel discussion on Karo Kari (honor killing) and Private Courts operating in some parts of the country.

In her opening remarks, Ms Fauzia Shaheen, Executive Director of the Women Media Center, welcoming the participants and the Chief Guest said that the WMC's

aim is to build capacity of women media professionals in Pakistan. The Centre has arranged several training workshops for women reporters of the print media from across Pakistan. The recent electronic media boom has opened new avenues for women media professionals, however, many of the young female media persons have not received proper training in handling electronic media gadgets and human rights issues. She said the two-day training is an effort to fill in this gap. Ms



Female journalists becoming familiar with digital camera

Shaheen said that well-trained media person can effectively check the blatant and repeated violation of women and children's rights in Pakistan through skillful reporting on these issues. She regretted that the human rights situation in Pakistan was not very encouraging and women were being purchased and sold like commodities even in the urban areas like Karachi. Quoting figures from the Human Rights Commission of Pakistan's annual report, she said during 2007 more than 636 women were killed in the name of honor as well as 731 were raped or gang-raped. Human rights activists and teachers received threats for not wearing scarves. Increasing attacks on girls' schools has hampered enrollment and the number of school going girls has declined in some areas. She also mentioned attacks on journalists and common citizens during 2007 and urged the participants to highlight these issues more seriously through their reporting.

Sharing his expertise Master Trainer Mr. Nadeem Iqbal told the participants that making new stories and documentaries are not an easy task and reporters need to properly plan and do extensive research for exposing the violation of human rights and highlighting the plight of women in Pakistan. The media professional should package their news stories and documentary in way that people will like to read, listen or

watch on TV. The duty of a journalist is to inform the masses. He/she should be vigilant about any change in the law and important verdicts of the Superior Courts and importance of these decisions in everyday life of the people. Journalists

How to Investigate Human Rights Stories?

- Investigating an human right violation or woman rights violation is a difficult job?
- Why People want to read/listen/watch a newspaper/radio/TV?

Changing Standard of News Value:

- "There are now two super powers – the United States and world public opinion. The governments of the world can handle it when we take part in one protest and then go home and go about our lives. What they can't handle is sustained, prolonged involvement of the people in affairs." Noam Chomsky

What a media person be doing:

- Human news, emerging social issues that affect the lives of many must be defined as newsworthy
- The affect of change of new or proposed laws and of court decisions on the daily lives of people should be part of the new definitions of news. Such stories need explaining and should tell people how they as well as society will be affected
- Sensitivity must be developed on issues and problems that may not interest an editor or reporter but may be of great interest, even assistance, to people

Good Idea:

- Where to find it?
- Use your sources
- Brainstorm with your team
- Read the papers
- Drive a different route (Ask everyone: what should I write about) Your EYES and EARS...
- What do readers want to KNOW about

this topic?

Research:

- Other than people, where can you learn more?
 - Public records
 - The library
 - Back issues
 - The university
 - The Internet
- WHAT do you need to know?
- WHO will you talk to?
- WHERE can you find out?
- WHICH type of story is it?
- HOW might the story begin?

Essential Ingredients:

- Accuracy is the most important characteristic of any story, great or small, long or short. Accuracy is essential in any detail. Every name must be spelled correctly; every quote must be just what was said; every set of numbers must add up
- Since mistakes are unavoidable, adopt a serious correction policy that is prompt and systematic.

Interviewing:

- Be prepared
- Set the rules of the interview right up front
- Be observant
- Be polite
- Listen but don't be afraid to interrupt when you don't understand
- Silence is golden
- Maintain eye contact!
- Before your leave... ask your source if there is anything that you might have forgotten to ask

VIDEO NEWS STORY

Important tips

Think Visually

- Showing and telling
- A story has a beginning – the lead
- The middle – The development of facts and details
- The end- the conclusion (A logical arrangement; a logical Progression and; Forward Movement)
- A story has a hook, characters, a setting and a key question
- Do a recce and identify the best filming times.
- A script helps you to adapt or drop things without losing your thread.
- Create a timetable: schedule enough time for all your tasks.
- Prepare logistical info: travel, location address, contacts.
- Plan to do one thing at a time.

Visual Structure

Composition

- Good visual composition is essential to good visual communication
- Framing
- Looking Room
- Backgrounds
- How Long

Visual Continuity

- Long Shot
- Medium Shot
- Close Up
- Sequence
- Five shot rules different angles and different sizes
- Agree sequence content and understand what you must accomplish
- List shots in shooting order, with the most important first

Exposure

- The exposure setting determines how much light you let through the lens.
- Exposure is measured in f-stops. The lower the stop number, the more open the iris and the more light is let in.
- In a low contrast scene, determining the best exposure is easier- always go for good skin tones.

Light

- For any scene, identify where the key light source is coming from and whether it has a hard or soft quality.
- Prevent ugly lens flare: don't point the camera at hard light sources and avoid solely backlit subjects.
- Try to exclude bright windows from indoors shots.
- Outdoor pictures look best in early morning or late afternoon light.
- If it looks good, it is good – if it looks bad, it is bad!

Interviews

- Try using 3-point lighting: key (hard), fill (soft) and back (hard).
- Light people from the side to bring out facial details.
- Eyelines should look towards the key light.

White Balance

- Our eyes perceive ambient light as white. But to a camera, daylight looks blue, most artificial light looks yellow, and fluorescent looks green.
- The camera's white balance setting is used to reproduce colour as the human eye expects to see it.
- Check whether your camera will give

a satisfactory auto white balance for the scene.

- To set a manual white balance:
- Point the camera at white paper lit with the same light as the subject.
- Zoom in so that the paper fills the frame.
- Press the white balance button (the paper should look white).
- Reframe the shot and check the viewfinder.
- Use of manual:
- Check and re-set white balance if necessary every time the light source changes
- In a mixed-light situation, tilt the white paper towards the daylight source to get warmer skin tone.
- Do a manual white balance to get natural skin tones in fluorescent light.
- In extreme situations such as orange street lights, you will never get the light looking 'white' so don't spend ages trying.
- Whenever you change location, ask yourself - is the light different?

Sound

- Place the mic as close as possible.
- Before you start filming, stop and listen. Think about what you want to record and what to suppress.
- If you record outside, take a windshield.
- Always monitor sound on good-quality headphones, but be aware that high volumes can damage your hearing.
- Only use headphones with limiters.
- When you get to a location, stop, shut your eyes and listen!
- Avoid echoey acoustics.

ATMOS

- Atmos, or 'buzz track', is a recording

of location background sound. It's used in the edit to mask changes in background level when one shot cuts to another.

- Atmos is also used to insert spaces into closely-cut dialogue, to give a more natural pace.
- Before your sequence is edited you need to: The best atmos is recorded at the same time as the original dialogue.
- Collect atmos by letting the camera run on for another five seconds after each shot.
- Be aware that the background noise might change - if so, record 5 seconds of the new conditions.

Editing

- Editing is central to the film making process and needs preparation. So check your footage.
- Some shots may not have worked, others will be better than expected. You can update your story into an editing script. You might even find a more interesting angle!
- Use a logging system that suits you: pen and paper, Word/Excel or special software.
- Log the master tape or direct copy.
- Note tape name.
- Give each shot a short name.
- Assign ratings to shot to help spot the best and outstanding.
- Note each shot's timecode IN and OUT.
- Recognise timecode breaks.
- Prepare an edit shot list of desired shots
- On a long shoot, a simple paper based system can work well. Ideally when you get to the end of each tape, they wrote a summary of what was on it.

can take help from his/her sources, newspapers, magazine etc in search of ideas for a news story or documentary. Apart from interacting with people she/he should get help from relevant books by visiting public libraries. Giving a presentation on how to research, plan and produce story on

human rights issue, Nadeem Iqbal said that a good investigative journalist always decides in advance that what s/he wants to know, who s/he wants to talk to and from where to get the information, what kind of story s/he is dealing with and how to start the news story. He advised the journalists to double check facts and figures and use correct information, quotes and names in the story or documentary. He also touched upon tips for a good interview and advised the participants that while interviewing a person never interrupt in between the interview and make sure there is always contact with his/her eyes.

Together with Muhammad Farooq and Aziz Ahmed, Nadeem Iqbal explained guidelines for PLOTTING, PRODUCING AND EDITING a news story. The trainers told the participants to have a clear idea about the plot and plan timetable and should follow the schedule for film making. During editing some additions and exclusions from the script can made without changing the theme of the story. Telling about the basics of STORY WRITING Methods they said that every story has a beginning which is called "The Lead". The middle or the central part of the

story is the one where the facts are laid out. The ending part of the story is the one in which the result of the story is given based on the facts mentioned earlier. The events occurring in the story and the characters of the story should be very strong so that they have an effect on the thoughts of the people. About the VISUAL STRUCTURE the trainers said that for good visual communications, good visual composition is required along Framing and Linking Room. The most important thing in the order of the shooting list is to write down the shots. Explaining lights and EXPOSURE settings they said that measurement is done in the f-stops of the exposure. The less the stop number the more light will enter as the Iris will open. For any scene one should know the source of the light and whether it is of hard or soft quality. Do not point the



Member of provincial assembly Shama Mithani giving certificates to the participants.

camera at hard light. Bright windows should not be used for indoor shots. The best time for Outdoor Pictures is early in the morning or after sunset. The trainers advised to use 3-point lighting during recording for an interview. Light should be focused on the people sitting on the sides to get their expressions. Human eyes capture normal light as white but for the camera it sees sunlight as blue, artificial light as yellow and Fluorescent light as Green. Camera white balance setting is used so that all the colors are reproduced in such a way as they are seen from the human eye. For quality sound, place the mike as close as possible.

Before recording, check the voice quality and think what you have to record. Always monitor the sound with good headphones but be aware that high volumes can damage hearing. Elaborating the ATMOS, they said that Atmos or Biz Trek is called as background and Sound Recording which is used during Editing after the first scene is cut and before the starting of the second scene. To achieve Atmos, after every shot the camera should be off for a few seconds. The master trainers told the participants that Editing is the main or basic part of film making, therefore, preparations should be done in advance and the footage should be checked properly. It can happen that in this phase some shots may be useful and some useless, so the story should be updated in the editing script. The participants were given time for practical exercises and the trainers reviewed their performances.

The next session was a panel discussion on Karo Kari and Private Courts in Pakistan. Giving background of the issue Ms Fauzia Shaheen said that the feudal structure of Pakistani society makes it difficult for women to fight for their rights. Mr. Wilson Lee lauded the efforts of the WMC and its works for women's rights. He said that it is the duty of the world media to expose violation of human rights especially violation of women's rights. Such training workshops play an important role in building capacity of the journalists to report on human rights issues and inform the people about the state



Mouhammad Farooq from AP teaching about editing a news package.

of women in Pakistani society. He said the new government has allowed labor and student unions to function and have softened restrictions on the media and will hopefully do some homework on human rights and take serious notice of HR violations. Mr. Lee said that a lot of work needs to be done for protection of women's rights.

Continuing the discussion, Ms Shehla Raza, deputy speaker of the Sindh Assembly, paid tribute to the work

done by women journalists despite many challenges. She mentioned and appreciated efforts of Lala Rukh, a journalist, who has covered many rallies and processions. She regretted that in Pakistan there are not enough opportunities good on job trainings. She said her party the Pakistan Peoples Party has always made effort to empower women and as examples mentioned the Constitution of 1973 which guarantee 10% reserved seats for women in the National and Provincial Assemblies and the Senate. She said the slain PPP leader Benazir



Shahla Raza, Deputy Speaker Sindh Assembly and Wilson Lee, program officer NED presenting the Courageous Award to Lala Rukh of Geo TV

Bhutto was the first woman Prime Minister of the country and she had worked very hard for the empowerment of women and elimination of evil practices of karo kari and the tribal court system. The late PPP leader has also laid the foundation of the First Women Bank in Pakistan and Women Police station to ensure protection of women's rights. Referring to her party election manifesto she said that all those girls who cannot continue their education will be supported to complete their education, women judges will be appointed in the superior and family courts.

Ms. Raza said that women play an important role in the society but in Pakistan they are equal before the law. Criticizing the system, she said that a woman victim of torture or rape is supposed to produce at least bring four witnesses to prove the crime against her. She said that crimes like rape and torture take place in a society where there is no rule of law and the culprits think that they will easily get away after committing these crimes. These evils are not limited to the interior of Sindh but are even taking place in cities like Karachi. She vowed the PPP would abolish all discriminatory laws against women and will ensure that perpetrators of crimes against women are punished.

Two-day training
workshop

Advocacy & Lobbying Skills

Trainer: Dr. Josie Bass

Arranged by:
Women Media Center (WMC)
Pakistan

With support from:
Public Affairs Section (PAC),
U.S. Consulate General
Karachi

Thursday, Friday June 5 & 6 2008
At Marriott Hotel- Karachi Pakistan

The Women Media Centre in collaboration with the United States Consulate, Karachi, arranged a two-day training workshop on Advocacy and Lobbying Skills at Marriot Hotel, Karachi. Ms. Josie. A. Bass, Founder and Principal of ALVA Consortium, conducted the workshop. Ms. Josie has a distinguished career by her extensive experience as a civil rights activists beginning from her work as a student activist for Southern Christian leadership Conference (SCLC) in Chicago with Dr. Martin Luther King, Jr., during the 1960's in the Chicago movement. Ms. Bass assisted Dr. Martin Luther King in organizing some of the largest non-violent protest marches ever to take place in the state of Illinois against the Klu-Klux-Klan, an infamous hate-crime organization, while she was a student at North Central College, Naperville, Illinois. Ms. Bass continues to serve the cause through her organization - the ALVA Consortium. The Consortium had been playing an active role in Advocacy and Lobbying for non-profit

management organizations.

Ms. Bass started the workshop with explaining definitions of leadership and leaders. She said that Leadership appears to be about the art of getting others to want to do something that you are convinced should be done. The real challenge, however, is how to get other people move forward together for common purpose with you either by free will or free choice. She said that leadership is always a learned behavior and that there were five basic behavioral patterns in a leadership.

- » Modeling the way
- » Inspiring a shared vision
- » Challenging the process
- » Enabling others to act
- » Encouraging the heart

It is said that leaders must follow the modeling way behavior. It is behavior that earns ones respect. Exemplary leaders thus often proclaim: I would never ask anyone to do something that I was unwilling to do first. Thus leaders are supposed to stand up for their beliefs, so they'd better have some beliefs to stand up for. The second most important component of effective leadership is a shared vision. Leaders have a desire to make something happen. To change the way



Dr. Josie Bass addressing the participants of the workshop

things are. To create things that no one else has ever created before. Thus a person with no constituents is not a leader. The key point here is to remember that leaders cannot command commitment they can only inspire it. Leadership is thus a dialogue and not a monologue.

The third quality of a leader is that he/she is capable and bold enough to venture out and must be willing to step out into the public. They thus have to search for opportunities to innovate, grow, and improve. Leaders know that innovation and change involve experimentation, risks and failure. They proceed anyways. One way of dealing with potential risks and failure of experimentation is to approach change through incremental steps and small wins. Little victories when piled

up at top of each other build confidence. With that confidence even the biggest challenges can be met. In so doing, they strengthen commitment to the long-term future. In the end it is also necessary to learn that leaders are learners. They learn from their failures as well as from their successes.

The fourth quality of leadership is to enable others to act. Ms. Josie Bass maintains that leadership is a team effort. It enables others to act not by hoarding the power they have but by giving it away. Examples, leaders strengthen everyone's capacity to deliver on their promises they make. Team work, trust and empowerment are essential elements. It is very necessary to have noticed that when a relationship is founded on trust and confidence, people take risks. They make changes and keep organizations and movements alive. Through their relationships, leaders turn their constituents into leaders themselves.

Last but not the least; leaders must encourage the heart to carry on the spirit of going in the constituent. It is a part of the leaders' job to show appreciation for people contribution and to create a culture of celebration.

Then the trainer divided participants of the workshop into two groups. Each group was led by a group leader who after the mutual consensus of the entire group identified a specific issue on the basis of the following requirements.

These questions were as follows:

- » What is the Issue?
- » Who is affected by the issue?
- » Who loses and what they lose?
- » Who gains and what they gain?
- » What were the consequences of the issue?
- » Economic, social, societal, impact of the issue
- » What resources were needed to address the issue?
- » What is the history of the issue?
- » What were the results?
- » Before the behavioral patterns:

Upon clarifying aspects of the credibility in leadership,



Participants during the practice of mock interview for television

Josie explained that credibility constitutes the foundation of leadership and went on elaborating as to what people look for and admire in their leaders? Thus for people to follow someone willingly the majority must believe that the leader is honest, forward Looking, competent and inspiring.

It's clear that if people anywhere are willing to follow someone –whether it is into battle or into the boardroom, the front office or the front lines of battle. They first want to assure themselves that the person is worth of their trust. They want to know that the person is truthful, ethical and principled. When people talk about the qualities they most admire in a leader, they often use the words integrity and character

as synonymous with honesty. No matter what the setting everyone wants to be fully confident in their leaders and to be fully confident they must believe that their leaders are people of strong characters and solid integrity. All of us want not to be deceived. We want to be told the truth. We want a leader who can differentiate right from wrong. Yes, we want to win, but we do not want to be led to victory. We want leaders to be honest because their honesty is a reflection upon our own honesty. Of all the qualities people look for and admire in leaders; honesty is by



Participants doing makeup for television interview.

far the most personal. It's the quality that can most enhance or most damage our own personal reputations. If we follow someone's whose viewed as being of impeccable character and strong integrity, then we are likely to be viewed the same. But if we willingly follow some one who is being dishonest, our own image is tarnished. And there is another more subtle reason why honesty is at the top. When we follow someone we believe to be dishonest, we come to realize that we have compromised our own integrity. Over time, we not only lose respect for the leaders but for ourselves. Honesty is strongly tied to values and ethics. We appreciate principled people. We refuse to follow those who lack confidence in their own beliefs. Confusion over where the leaders stand creates stress contributes to conflict, indecision and political rivalry. We simply do not trust people who would not tell us their values, ethics and standards.

Forward Looking

More than 70% of recent respondents selected the ability to look ahead as one of the most sought after leadership traits. People expect leaders to have a sense of direction and a concern for the future of the organization. This expectation directly corresponds to the ability to envision the future that leaders describe in their personal best cases. But whether we call that ability a vision, a dream, a calling, a goal or a personal agenda, the message is clear: leaders must know where they are going if they expect other to willingly join them on the journey. As constituents we ask that the leader

have a well defined orientation towards the future. We want to know what the organization will look like, feel like, when it arrives as its destination in six years. We want to have it described to us in rich details so that we know when we have arrived and so that we can select a proper route getting there.



Group photo of the participants with the trainer Dr. Josie Bass and U.S. Consul General Kay L. Anske.

Competent:

To enlist in another's cause, we must believe that the person is competent to guide us where we are headed. We must see the leader as capable and assertive. If we doubt the leaders' ability, we are unlikely to enlist in the cause. Leadership's competence refers to the leader's track record and ability to get things done. It's the kind of competence that inspires confidence that the leader will guide the entire organization, small or large in the direction that it needs to go. A leader must have the ability to bring out the best in others. Leadership is the relationship and in any relationship skills are what shape success.

Inspiring:

We also expect our leaders to be enthusiastic, energetic and positive about the future. We expect them to be inspiring – a bit like a cheer leader. It is not enough for a leader to dream about the future. A leader must be able to

communicate the vision in ways that encourage us to sign on for the duration. Whatever the circumstances when leaders breathe lives into our dreams and inspiration we are much more willing to enlist in the movement. Inspiring leadership speaks to our needs to have meaning and purpose in our lives. Enthusiasm and excitement are essential and they signal the leader's personal commitment to pursuing a dream. If a leader displays no passion for a cause, why should anyone else?

Putting It All Together In A Nutshell: What Is Credibility Behaviourally?

Credibility is the foundation of leadership. But what is credibility behaviorally? How do you know it when you see it? Here are some of the common phrases people have used to describe credibility when they see it:

"Leaders practice what they preach"

"They walk their talk"

"Their actions are consistent with their words"

"They put the money where the mouth is"

"They follow through on their promises"

"They do what they will say they will do"

To be credible in action, leaders must be clear about beliefs; they must know what they stand for. That's the 'say' part. Then they must put what they say onto practice: they must act on their beliefs and 'do.' Mentioning three skills for leaders she said FIND YOUR VOICE, CLARIFY YOUR VOICE, and EXPRESS YOURSELF.

In the last session of the workshop, Josie conducted an intense mock media interview exercise in which she selected a handful of individuals who were interviewed by the host. This exercise proved extremely insightful and interesting

as it made the audience of the workshop fairly excited to watch, observe, and analyze.

At the end of the workshop, the U.S. Consul General Karachi, Kay L. Anske distributed certificates of participation among the participants.



U.S. Consul General Kay L. Anske giving certificates to Eraj Atiq (above) and Tehseen Nisar.

Tribal Conflicts in Sindh and Objective Reporting



*Trainer: Nazir Leghari
and Qazi Asif*

Arranged by:
Women Media Center (WMC)
Pakistan

With support from:
**National Endowment for
Democracy (NED)**

Hotel Regent Plaza
June 19 & 20, 2008

The Women Media Centre (WMC) arranged a two-day training workshop "Tribal conflicts in Sind and Objective Reporting" on June 19 & 20, 2008 at Hotel Regent Plaza, Karachi.

Day One: Session-I

Mr. Nazir Leghari, Editor of Urdu Daily Awam, spoke in details on types of tribal conflicts in Sindh and impacts of these conflicts on the society. Leghari said the tribal conflicts have numerous causes but Tribal and Feudal mindset are two major reasons behind blood feuds in the rural Sindh. The tribal chieftains, landlords, spiritual leaders – Makhdooms and Pirs – exercise unbridle powers. Common people are almost at the mercy of these influential people. He listed the following types of conflicts

- » Conflict over property:
- » Conflict over women:
- » Conflict in the name of honour

» The entire system as the cause of the conflict

Leghari said traditionally men owns and control the land. Property rights are denied to women in rural Sindh. So the conflict over property is primarily between men for ownership and control of land. In patriarchal societies women are economically and socially exploited and victimized. This exploitation of women leads to institutionalize gender discrimination in the society where women have no voice. She is bought and sold like a commodity. In some cases a woman is given to an aggrieved party to settle old blood feuds and disputes. Women are intentionally denied the right to education. Women are insecure. She is more vulnerable to harassment, and exploitation and sexual assault. Taking revenge and avenging an attack or insult is a tribal value which leads to tribal clashes and conflicts. He also gave a list of tribal rival groups who have longstanding feuds:

- » Mehr vs. Jatoi
- » Shar vs. Bhutto
- » Magsi vs. Chandio
- » Khoso vs. Sarki
- » Ghotki vs. Almani

Causes of most of these tribal enmities are assaults on women or kidnapping and property disputes. Extreme poverty and illiteracy man has made theses conflicts more bloody and gruesome. The few educated are also dragged into these conflicts and the feuds run for decades creating serious law and order problem in the interior of Sindh.

The session was followed by questions and answers.

Session-II

Mr. Qazi Asif, reporter of the ARY One World and Kawish Television Network, shared his experience of covering the Mehr-Jatoui tribal conflict. Narrating his story, he said when they reached Zila Larkhi Talukan masked armed men of the Jatoui clan surrounded them. The gunmen questioned the reporting team in very harsh tone but were handled very politely and professionally. He said they visited seven villages on both sides of the road from where a railway track that runs from Larkana to Sukker passes. Mehars are not allowed in the area. The reporter regretted that chiefs of Jatoui tribe are highly educated. Some of them have studied in western universities but conditions of common people have not change since decades. He also shared his visit to the Lakh area where Mehars reside. He said the entire area seems like a war zone. In the 25 kilometer area the reporter could not find any

hospital, school or dispensary. He also saw a grade four student, carrying a gun. The two tribes have been fighting over flow of water from a fish pond. The interior Sindh has eight no go areas like the Mehr and Jatoi areas where law enforcing agencies have failed to maintain law and order.

His presentation was followed by questions and answers.

Session-III

Mr. Qazi Hasan Taj, investigative reporter of the Geo TV, gave a presentation on how best to cover an issue. According to him the report should bear in mind the following question before setting out to film:

- » What is the Issue?
- » What are its causes?
- » What information is available on the issue?
- » Why the issue has to be highlighted?
- » Who are the actors?
- » Who are the victims?
- » What are the interests of the actors?
- » What are the stakes?
- » Who are the stakeholders?

Sharing his experience of making a news documentary on



deportation, he narrated how he was able to cover the whole story of deportees. He said that sound research was a must for every news report. Taj explained that while dealing with the issue of deportation, he disguised as a deportee and tried to find answers to the following:

- » How many people cross the border?
- » Who arranges and implements the plan?
- » Who are the actors?
- » Who are the facilitators, executors?
- » What are the routes?
- » What instruments should be used for instance a hidden camera?

He was able to have experience of the ordeals that a deportee goes through. He said that it was a task full of risks and he has to conceal his identity.

He also shared his experience of making documentary on blood banks. His report exposed the heinous business of supplying untested blood to hospitals in Karachi. In many cases the history written on the blood bag is forged. Drug addicts in many localities sell blood on very low price and are donors of the blood banks. He found out that that expiry dates on the blood bags can be easily changed with the help of a scan machine and the even doctors cannot recognize the forged expiry dates and other details on the blood bags.

The presentation was followed by questions and answers session.

Group work and Presentations:

Students were divided into three groups. Every group recorded the different mock news packages regarding the topics which were to given them by experts. These groups gave their performance after diction.

Session-IV

Mr. Aziz Ahmad, Producer of Geo News, presentation on management of skills of camera, lights, shootings, editing

Aziz Ahmad in his presentation explained the technicalities and ins and outs of the camera techniques, ways and procedures of news making and news reporting. He explained the grammar of the audio-visual media. However, he added that expert practitioners often break them for certain deliberate effects. He also told the participants about Camera Techniques and elaborated Long shots, establishing shot, Medium shots Close-up, angle of shot view point, point of view shot, two-shot elective focus soft focus, and wide

angle shot tilted shot. He also explained important Camera techniques necessary for camera movement, which including Zoom, following pan, surveying pan, Tilt, and Crab, Tracking. In addition to these technicalities, he also elaborated on Editing techniques like Cut, Matched cut, Jump cut, motivated cut, superimpositions, wipe, fade, dissolve, buffer shot, reaction shot, and cutaway shot etc.

His presentation was followed by Group Work and group presentations.

Day Second Session-I

Mr. Nazir Leghari in his second day presentation opined that every society has a way of life, be it feudal, tribal, socialist or capitalist. All these societies are based on a value system which in turn is the result of years of customs, practices, and norms. In tribal and feudal society there is a big income and wealth gap between the haves and have not. The concentration of wealth in a few families has given them the advantage and means to exploit the poor people for their vested interest in the name of tribe or sect. Deprivation of vast majority from bare minimum of life results in alienation from the system and anarchy.

Mohammad Farooque of the Associated Press Television News in Pakistan showed two news documentaries to the participants. One was on burial of Benazir Bhuttos in Naudero, the ancestral village of the Bhutto family. People chanting pro-Bhutto slogans and people shouting out in grief were some of the catchiest scenes visible in the film. The other was on Edhi Child Care Centre, a place for children who by virtue of their illegitimate birth or being orphans are brought there.

Both the documentaries were followed by questions and answers sessions.



Former Federal Law Minister, Barrister Shahida Jamil speaking at the workshop

Session-II Group Work: Version Of Law Enforcement Agency, Civil Society, Lawyers And Rehabilitation Workers

The session participants were divided into two groups in which they were given these respective roles. The group performance was recorded. Members from each group were given the task to record the group performance and practice camera handling. These shots were later edited by experts.



The group presentations were followed by discussion where performance of each group was evaluated and corrected.

Last Session

Barrister Shahida Jameel, former Federal Law Minister, was the chief guest at the concluding session of the training workshop. In her speech on the occasion, she said that the Jirga System (tribal council) was a parallel judicial system which is playing havoc with the already destabilized judicial system in the country. The tribal system is based on discrimination against woman and exploitation of woman. Women are being exploited and in the name of honour. The practice of Karo Kari (killing in the name of honour in Sindh) has been on the rise which is extremely deplorable. She said women are weak section of the society and more vulnerable in all tribal conflicts. These conflicts have made life of million of women miserable. She suggested banning all types of tribal jirgas.



Former Federal Law Minister, Barrister Shahida Jameel giving certificates to the trainees

She said a reporter need to be knowledgeable and information on all aspects of these conflicts. People are very confused regarding legitimacy of the Jirga system. Some people the rural areas think that Jirga is more effective in dispensation of justice than the Judicial Courts. In recent years, jirga have gained currency mainly because feudal lords and spiritual leaders and even some politicians have used it as a tool to solve local conflicts. This tribal system is discriminatory against women. The trend of deciding

disputes outside the courts in tribal jirgas will result in more cases of women exploitations, she added. The Barrister explained that the decision made at jirgas have no legal status. She demanded that all sorts of tribal jirgas should be abolished once and for all so that the role of judiciary can be strengthened in accordance with the constitution.

Later, Barrister Shahida Jameel distributed certificates among the participants of the workshop.



Group photo of the female journalists, students of mass communication, department of Karachi University, Fatima Jinnah University for Women and Wifaqi Urdu University with the chief guest Barrister Shahida Jameel.



About NED

The National Endowment for Democracy (NED) is a private, nonprofit organization created in 1983 to strengthen democratic institutions around the world through nongovernmental efforts. The Endowment is governed by an independent, nonpartisan board of directors. With its annual congressional appropriation, it makes hundreds of grants each year to support pro democracy groups in Africa, Asia, Central and Eastern Europe, Latin America, the Middle East, and the former Soviet Union.

The Endowment is guided by the belief that freedom is a universal human aspiration that can be realized through the development of democratic institutions, procedures, and values. Democracy cannot be achieved through a single election and need not be based upon the model of the United States or any other particular country. Rather, it evolves according to the needs and traditions of diverse political cultures.



About WMC

The Women Media Centre (WMC) is a non-profit organization and its core function is to carry out research, training and education of media women. The WMC is a unique body in its conception and functions. Diverse factors contributed to establish such body primarily due to feeble democratic structure in Pakistan and insignificant number of women in mainstream media. Another objective of the WMC is to promote new and creative ways of thinking among the Pakistani women so that their valuable suggestions may be included in the country policies. The WMC is currently involved in organizing projects, which promotes women organizations and work of strengthening democracy and other vital societal issues. The Women Media Centre's mission is four-dimensional: Firstly, we aim to provide professional environment to women journalist. Secondly, we want to raise awareness of democratic and civic issues from the perspective of Pakistani women journalist. Thirdly, we endeavor to increase women's participation in the mainstream media through training, research and education. In addition, final mission of WMC is to address the entry barriers confronted by women journalist and maintain liaison with media industry to facilitate against women journalist.



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