

## **Assessing welfare, conditions of service and trauma in Nigerian journalism**

**Soji Alabi<sup>1</sup>**  
**University of Lagos**

### **Abstract**

This study examined journalistic practice in Nigeria with a view to determining welfare, conditions of service and associated traumatic experience of serving and retired journalists. The study proceeded on the assumption that for journalism to serve its purpose of the pursuit of truth, professionals must have job satisfaction. A convergent mixed method design involving a questionnaire with open and close-ended items was used to gather the study's data from a random sample of 64 respondents. The study found out that the welfare/conditions of service of journalists had degenerated badly. The study found out further that retired journalists may wait for years before being paid their gratuities and entitlement. It was further discovered that retirement in journalism is a sentence to poverty. The study found that journalists in privately-owned media houses are being exploited by their employers and denied freedom to join professional unions that can protect and fight for their welfare. These and other challenges have led to Nigerian journalists having traumatic experiences including mental illness and depression. The study concluded that the present situation should be arrested to save the future of journalism. It recommends improved remuneration and better welfare package for journalists to reduce unethical practices to the barest medium. Nigerian media organizations should also comply with the compulsory health and pension schemes to encourage journalists to stay on the job until retirement.

**Keywords:** *Journalism, Nigeria, conditions of service, trauma, ethics*

### **Introduction**

Journalism started in Nigeria in 1859 when Reverend Henry Townsend established the first newspaper - Iwe Irohin – an indigenous language newspaper (Abati, 2000; Biobaku, 2000; Dare 2000; Idowu, 2000; Omu, 2000; Omu 1978). This was the beginning of a vibrant newspaper industry that exists till today. The broadcast media started in 1932 with the establishment of the first radio station and first television station in 1959 (Omu, 1978). By the middle of the last century, journalism has developed to become a business and a profession. In fact, the Nigeria Union of Journalists was formed in 1955 (Omu, 1978). At the onset, journalism was practised as a vocation rather than a profession.

The Nigerian media grew tremendously with some media houses achieving the status of being conglomerates. Notable players in the media space include the Daily Times which is now 99 years old (Omu, 1978). The Nigerian Tribune too has been published regularly since November 1949 (Omu, 1978). Consequently, Nigerian journalism attracted high quality

---

<sup>1</sup>

Dr Soji Alabi is an Associate Professor at the Department of Public Relations and Advertising, University of Lagos. He had practical experience in Journalism where he rose to become an Assistant Editor of a business magazine before being appointed as the pioneer Administrative Secretary and Head of the Secretariat of the Advertisers Association of Nigeria (ADVAN). His research interests include Media and Society, Journalism, Advertising and Development Communication. Email: [olasoji\\_alabi@yahoo.com](mailto:olasoji_alabi@yahoo.com)

trained journalists/graduates who can compete favorably with others in any sector. Regular payment of salaries was the norm. Journalists earned respect and dignity then. But today, the dignity of the average Nigerian journalists has been seriously threatened due to irregular or non-payment of salaries and the worsening conditions of service (Abiodun 2018; Adebayo, 2015; Alabi, 2016; Assay, 2009; Obi, 2025; Olaniyan, 2008; Otunfodurin, 2019, 2020, 2023).

These authors found out that many journalists in Nigeria are owed salaries ranging from three to 18 months. Paradoxically, many of the proprietors of these establishments live in near opulence at the expense of the welfare of their staffs. One of them was reputed to have told his staff that their identity card was enough for them to make a living! (Ajaegu et al. 2015). These among others show that the media employers barely provide the minimum standard of welfare for journalists in Nigeria (Ajaegu et al. 2015; Obi, 2025). The Nigeria union of Journalists (NUJ) had, in some instances, picketed some media organizations that owed their staffs several months salaries and they were forced to pay part of the salaries owed. (Adebayo, 2015; Obi, 2025). Also, the government passed a minimum wage Act even as recently as 2024 (Arise News, 2024). But this policy is usually enforced by government establishments while private organizations barely comply. Coincidentally, a large number of Nigerian Journalists work in private establishments.

### **Statement of the Problem**

Journalism has existed in Nigeria for over one and half century. The Nigerian press has been very vibrant since inception till date. It has survived the onslaught and repression of various governments (particularly military regimes) due to its resilience (Olukotun, 2002). The press was at the forefront in the fight for independence and restoration/sustenance of democracy in Nigeria (Olukotun, 2002; Omu 1978). Behind the exploit and successes of Nigerian press were/are journalists who made sacrifices (arrest, detention even death) and commitment to the cause of profession. While they were averagely remunerated for their services in the past, they earned respect and dignity but the story has changed in the last two decades (Abiodun 2018; Adebayo, 2015; Otunfodurin, 2019, 2020, 2023). These scholars and commentators chronicle more of these issues: Many media houses do not pay commensurate wages with qualification and experience. Though promotion should be based on performance and merit, many journalists are stagnated/denied promotions. Some journalists only get to know at the point of exiting that they don't have severance package. Where they exist, pension deductions are not remitted regularly. Worse still, retired journalists are not paid their gratuity/pension until a few years after retirement. Paradoxically, journalists who hold the government accountable and fight for the cause of the oppressed, have not been able to effectively draw public attention to their plight. Their various unions have not fared better. How do journalist who have spent their active and youthful years in a profession that is physically sapping cope with life after retirement? What does this portend for the media industry in Nigeria? This is the crux of the present study.

### **Objectives**

The overall objective of this study is to gain firsthand knowledge about the welfare, conditions of service of Nigerian journalists, their challenges and traumatic experiences, if any. The specific objectives of the study are:

1. To examine the issues associated with the welfare/conditions of service of Nigerian journalists
2. To determine the level of trauma faced by serving Nigerian journalists
3. To investigate the trauma faced by retired Nigerian journalists.

## Literature Review

Journalists (photographers and cameramen in particular) experience post-traumatic stress disorders, arising from capturing images/videos while covering wars, natural disasters and the likes. There was the classic case of Kevin Carter, the recipient of the 1994 Pulitzer Prize for his photograph that depicted the 1993 famine in Sudan. He committed suicide four months after (Columbia Global, 2024). He could not recover from the trauma of his award winning work entitled “the vulture and the little girl” (Columbia Global, 2024).

According to Columbia Global (2024), the struggles that journalists like Carter face in documenting some of the world’s most complex and traumatic news stories have only intensified. This is because they work in a never-ending ecosystem of 24 hours digital news feed that involves live streaming from bomb shelters coupled with polarizing AI generated disinformation, and unprecedented threats to both their profession and their lives (Columbia Global, 2025). Though Festein et al. (2000) found that journalists face post traumatic stress symptoms, they fail to observe that these and others are part of the risks associated with the profession. And journalists must continue to do their jobs because of the important role they play in the society.

Columbia Global (2025) cited Nora Boustany, a Lebanon-based award winning correspondent, as saying we have a sense of mission as journalists are first responders documenting the details before the arrival of relief workers or doctors. Columbia Global also cites another journalist who argues that their task can be characterized as miraculous but that this leaves behind psychological scars hence the need to find ways to recover. Journalism is one of the most hazardous and traumatic professions in the world (Columbia Global, 2024, 2025). Journalists are daily exposed to hazards and traumatic experiences in the course of duty. This is particularly true of those covering conflicts and wars in the different parts of the world. Studies have established the traumatic exposure of journalists to risks and violence in many instances. Feinstein et al. (2000) found that journalists covering conflicts exhibit high levels of post traumatic stress symptoms compared to their peers in less hazardous beats. The trauma and hazards in journalism pre-disposes journalists to physical danger, coupled with emotional and psychological distress. Many journalists have lost their lives while covering assignments.

The situation in Africa tends to be worse because of the higher risks journalists are exposed to. There is little or no protection for practicing journalists in Africa. In extreme cases, some journalists have lost their lives in the course of their duty. For instance, two Nigerian journalists were killed during the Liberian war in the early 1990s. They were Krees Imodibe of The Guardian and Tayo Awotunsin of the Daily Champion (Otufodunrin, 2013). In 2012, Enenche Akogwu, a Channels television correspondent was killed in Kano, Nigeria while trying to interview a witness of a Boko Haram bombing (International Press Institute, 2012). Another Nigerian journalist, Precious Owolabi, of the same media organization - Channels Television - was shot during a protest involving Shiites Muslim protesters and the Nigerian police in 2019 (Committee to Protect Journalists, 2019). Three Nigerian journalists were killed in 2017. They were Famous Giobaro, a staff of Bayelsa state owned radio station who was killed in his residence and; Lawrence Okojie of the federal government-owned TV station who was shot dead by a terror group in Benin (Media Foundation for West Africa, 2025). Ikechukwu Onugbogu of Anambra state broadcasting service died from bullet wounds (Committee to Protect Journalists, 2017).

In spite of the hazards of journalism and trauma experienced by Nigerian journalists, they are poorly paid (Olaniyan, 2008; Sholanke, 2018). Journalists remain one of the worst paid

professionals in Nigeria and other African countries. Nigerian journalists generally experience poor working conditions whether they work in private or government establishments. In a study on the welfare of journalists in Nigeria, Nwokeocha (2023) found that Nigerian journalists continually lament non-commensurate remuneration, delayed or non-payment of salaries, non-provision of pension scheme, poor working conditions and unavailability of insurance policies. According to Nwokeocha, poor welfare of journalists manifest in financial intimidation, physical and psychological threats to them and their families.

In Malawi, Kufaire and Manda (2013) found out that a majority of journalists were grossly under-paid with dejection, fatalism and individualism being quite pervasive. Furthermore, they discovered that media owners were unwilling to engage in any dialogue about their employees' welfare. Mr. Gbenga Adefaye, former Editor-in-Chief, Vanguard Newspaper reiterated that the profession and journalists' dignity are at stake if journalists are not regularly paid (Olorunfemi, 2016). Yet, despite the poor conditions of service, Alabi (2016) in a study of challenges facing female journalists in Nigeria, found that majority of them are satisfied with their jobs.

But the conditions of service of journalists must be addressed lest ethics and standards will continue to be compromised.

### Methodology

A convergent mixed method design involving a questionnaire with open and close-ended items was used to gather data from an undetermined population of Nigerian serving and retired media professionals. A random sample of 64 respondents was selected for the study. The justification for this design is that it assists in the understanding of complex issues and for gaining insights into a problem (Creswell & Creswell, 2020).

### Findings

The findings of this study are discussed in line with the study's research objectives.

#### Welfare/conditions of service of Nigerian journalists

The table below shows demographic characteristics of the respondents.

**Table 1**  
*Demographic Characteristics of Respondents*

Characteristics	Category	Frequency	Percentage
Sex	Male	38	59.3%
	Female	26	40.7%
Age	20 – 30	6	9.3%
	31 – 40	12	18.7%
	41 – 50	19	29.6%
	51 – 60	18	28.1%
	61 and above	9	14.0%
Education	HND/B.Sc.	31	48.5%
	MA/M.Sc.	29	45.3
	OND/NCE	2	3.1
	PhD	2	3.1
Income (Monthly)	Less than ₦100,000	13	20.3
	₦101,000 – ₦150,000	6	9.3

	₦151,000 – ₦200,000	16	25.0
	₦201,000 – ₦250,000	14	21.8
	₦251,000 – ₦300,000	9	14.0
	₦301,000 – ₦400,000	5	7.8
	₦401,000 – ₦450,000	1	1.5

This table displays the range of salaries paid to journalists. One out of five journalists (20.3%) in Nigeria earn less than ₦100, 000 (One hundred thousand Naira). This is a paltry US\$66 monthly. A quarter of the respondents earn a monthly salary of between ₦150,000 to ₦200,000. This is a range of US\$100 - \$133 monthly. In addition, one out of five respondents earns an equivalent range of US\$134 to \$166. Curiously, less than 10% of the respondents earn an equivalent range of US\$200 to \$266. This seems to be the highest range paid to management staffs. Only an insignificant (1.5%) number of respondents earn an equivalent range of US\$267 to \$300 monthly.

All the respondents (100%), according to Table 2, stated that salaries paid to Nigerian journalists are poor. According to a Director in a broadcast organization, the pay is not commensurate with the demands of the job. This, amongst others account for the high labour turn-over and unethical practices among Nigerian journalists.

**Table 2**

***Respondents' Views about the Conditions of Service of Nigerian Journalists***

Characteristics	Category	Frequency	Percentage
Welfare/Conditions of Service	Good	3	4.6
	Poor	61	95.3
Salary	Good	-	-
	Poor	64	100
Regularly payment of salaries	Yes	12	18.7
	No	52	81.2
Have you been owed salaries before	Yes	47	73.4
	No	17	26.5
Duration	1-3 months	3	4.6
	4-6 months	3	4.6
	7-9 months	4	4.6
	10-12months	45	70.3
	13-18months	4	6.2
	19-24month	5	7.8
Insurance	National Health Insurance		
	Yes	42	65.6
	No	22	34.3
Insurance	Life Insurance		
	Yes	8	12.5
	No	56	87.5
Pension	National Pension Scheme		
	Yes	16	25
	No	48	75

Housing	Housing Loan		
	Yes	9	14
	No	55	85.9
Retirement	Retirement Benefits		
	Yes	33	51.5
	No	31	48.4
Remuneration (a)	Meeting Family needs		
	Yes	6	9.3
	No	58	90.6
Remuneration	Comparison with other professions		
	Good	7	10.9
	Poor	39	60.9
	Very poor	18	28.1
Better pay	Can journalism pay better		
	Yes	50	92.1
	No	5	7.8%

From Table 2, above, an overwhelming 95.3% of the respondents stated that the conditions of service are poor. A majority (81.2%) have experienced irregular payment of salaries; seven out of ten (73.4%) journalists have been owed salaries at one period or the other. Another seven out of ten (70.3%) journalists have been owed salaries for about one year while 7.8% have been owed salaries for about two years. Majority (65.6%) of the respondents are registered with the National Health Insurance Scheme. But a significant majority (87.5%) have no life insurance. A little above half (51.5%) will enjoy retirement benefits while eight out of ten (85.9%) respondents cannot access housing loan. With regard to meeting family needs, an overwhelming majority (90.6%) stated that their salaries cannot meet family needs. Comparing the remuneration of journalists with other professions, 60.9% of the respondents believed it is poor; 28.1% (very poor) and 10.9% believed it was good. However, nine out of ten respondents (92.1) believed that journalism can pay better while 7.8% stated that it cannot.

**Table 3**  
***Trauma faced by Nigerian journalists***

Characteristics	Category	Frequency	Percentage
Trauma	Stress		
	Yes	44	68.7
	No	20	31.2
	Mental health/sickness challenge		
	Yes	17	26.5
	No	47	73.4
	Emotional distress		
	Yes	45	70.3
	No	19	29.63
	Poor remuneration		
	Yes	52	81.2
	No	12	18.7
	Fear of retirement		
	Yes	43	67.1

	No	21	32.8
	Expression of depression		
	Yes	20	31.2
	No	44	68.7
Manner of Emotional distress	Inability to meet family obligations		
	Yes	47	76.5
	No	15	23.4
	Mental distress/loss of concentration		
	Yes	17	26.5
	No	44	68.7
	Lack of satisfaction/regret		
	Yes	13	20.3
	No	41	64.0

Table 3 above shows the trauma faced by practising journalists in Nigeria. Due to the nature of the job, majority (68.7%) of the respondents experienced stress. This is against 31.2% who didn't. Seven out of ten respondents did not experience mental health challenges/sickness. With regards to emotional distress, seven out of ten respondents have experienced emotional distress. A majority of the respondents were afraid of retirement. A third (31.2%) of the respondents has experienced depression. Majority (68.7%) had not. Most of the respondents (76.5%) could not meet their family obligations. Most of the respondents (68.7%) had no mental distress or loss of concentration while a quarter had. A fifth of the respondents (20.3%) had experienced lack of satisfaction/regret. This was against (64%) who had no regret.

The following post retirement experiences are being faced by retired journalists:

**1. Payment of Gratuities:** Many retired journalists are not paid their gratuities. This is particularly true of those who retired from privately-owned media – radio and print. In some cases, this is not stated in their letters of appointment/conditions of service. But government-owned media houses pay gratuities which are unduly delayed. For instance, a retired Director in a government-owned media organization said that “retired journalists are bedeviled with delay in the payment of terminal benefits. It took me four years to collect my gratuity” Another said “after retirement, it takes years of waiting before retirement benefits are paid.” A respondent stated that it took him four years to get his terminal benefits. Worse still, the gratuity is small. For instance, a retired General Manager of a private radio station was paid a paltry ₦5million (US\$3333).

**2. Pension** – The story with the pension is also the same. Many media houses in Nigeria do not remit contributory pension deductions regularly. One participant said that despite the reforms in the pension scheme by the government, the “problems of long delay in payment and owing many months arrears of pension are still a recurring decimal.” A retired Director of a government-owned radio station said it took him four years to collect his pension.

**3. Living Condition** – The living conditions is pitiable due to delayed payment of gratuity and pension which are not paid regularly. They have little or nothing to fall back on when they retire due to poor salary received when in service. According to a retired Director of a broadcast station, most retired journalists do not find life so easy after retirement. One of them said that he is dependent on his grown-up children who have been taking care of his needs. The

challenge, according to a retired Director, is that “the future is uncertain for retired journalists who have [made] no plans before retirement.”

**4. Emotional Stress:** Many retired journalists face a lot of emotional stress. Employers of journalists do not care for them after retirement. Many of them lack medical care. According to one of them, “it is only recently that focus is being directed at the emotional status of journalists. The focus is not championed by media owners but by professional unions and Non Government Organisations in the medical field.” According to a retired Chief Sub-Editor of a national daily newspaper “journalism is traumatic and hazardous. Employers expect too much from journalists that are over-worked and poorly-paid.” He left one of the newspapers he worked for when he discovered that deductions from his salaries were not remitted to appropriate authorities. He narrated the case of his late colleague and noted that all the newspaper could do was to buy a coffin for his burial. Besides, journalists face arrest, detention and intimidation on a regular basis.

**5. Medical Challenges** – This is another trauma that retired journalists face. Many of them have health challenges which their pension cannot cope with. According to an interviewee, “many journalists, shortly, after retirement, fall sick and because of poverty, they died, even before their entitlements are ready”.

### Discussion of Findings

Poor and Irregular payment of salaries of journalists have become a recurrent decimal in Nigeria. The salaries are not commensurate with their work. Sholanke’s (2018), description of Nigerian journalists’ salary as a mere pittance is borne out by the findings of this study. Poor salaries have negatively impacted Nigerian journalists; specifically their dignity and self worth (Olorunfemi, 2016; Otunfodurin, 2019, 2020, 2023). Paradoxically, journalists who often report about the plight of others and hold the government accountable have failed to focus public attention to their own plight.

The study’s findings have shown that many indices in the conditions of service are poor/bad. This ultimately affects journalists at retirement. In fact, pension deductions are not remitted regularly. Despite the Nigerian government making pensions and health insurance compulsory, some media houses (particularly private) still default. Despite the poor conditions of service, many Nigerian journalists are satisfied with their job (Alabi, 2018). Also, half of the respondents preferred to retire in journalism. Curiously, some journalists entered the profession without documented conditions of service. According to Otufodurin (2023) some journalists have resigned their appointments in media houses only to find out that they are not entitled to anything substantial for all the years they worked as there is no severance package to cushion their exit.

As a result of the poor conditions of service, journalists have devised unethical means of survival. This no doubt has affected their commitments, professionalism, integrity and observance of professional standards (Ajaegbu et al., 2015; Assay, 2009; Olorunfemi, 2016; Otunfodurin, 2019, 2020, 2023). Journalists who serve as publicists to politicians, for instance, may find it challenging to write objective reports/stories about such politicians (Ajaegbu et al.). Many journalists do not have life insurance cover. This author covered the launch of journalists insurance scheme by the late Minister of Information, Alex Akinyele, in 1990. This was in response to the killing of two Nigerian journalists – Krees Imodibe of the Guardian newspaper



and Tayo Awotunsin of the Champion newspaper. The insurance scheme barely outlived its launch as many media houses did not bother to implement it.

However, the case of retired journalists seems to be worse. They face a lot of psychological and emotional trauma. The findings of this study showed the various dimensions of trauma they face. While the union - NUJ - claims that it has been fighting hard for the welfare of journalists there is nothing to show in this regard (Nigeria Union of Journalists [NUJ], 2020; 2025). The poor conditions of retired journalists can be ameliorated if all media houses comply with the government policy of compulsory health insurance policies and pension schemes (National Health Insurance Authority, 2024; National Pension Commission, 2025).

### **Conclusion and Recommendations**

Journalism is a noble profession that has contributed greatly to the growth and development of Nigeria. This is particularly true of the struggle for independence and restoration of democracy. In fact, some of the veteran journalists later became Premiers, Presidents, Lawmakers and Governors. Journalism practice used to attract quality personnel because of the relatively good conditions of service then. But events in recent times have been worrisome as the conditions of service has degenerated. This has affected the quality of journalism practice. Many journalists today engage in unethical practices and are easily compromised. The need to survive has made them to have little regard for the Code of Ethics. Serving and retired journalists are facing a lot of trauma in Nigeria. The case of retired journalists is even worse off. Retirement in journalism in Nigeria seem to be synonymous with poverty. Although many journalists expressed fulfillment in journalism, the future of the profession is seriously threatened. It will be difficult to attract new quality entrants. Hence, efforts must be made to rescue the profession and alleviate the suffering/trauma of journalists.

Since retirement benefits and gratuities are functions of conditions of service, journalists must be paid living wages/salaries commensurate with their work. They must be paid decent salaries to cope with the challenges of the economy. In other words, the conditions of service of journalists must improve radically. Also, they should be promoted as at when due based on merit and based on outstanding performance. In addition, the various unions and concerned stakeholders should monitor the pension deductions and remittances to the appropriate authorities regularly. Findings have shown that the deductions are not remitted and this negatively affects journalists at retirement who go home with little or nothing.

Moreover, the conditions of service of journalists should be enforceable. This will curb the flagrant abuse being perpetrated by media owners. It will ultimately benefit journalists. They must be able to enforce their rights to freedom of association as enshrined in the Nigerian constitution as many private media owners do not allow their staffs to join media unions. This denies them the platform to express themselves and negotiate improvements to their working conditions. This is also against the constitution of the NUJ (2000, Article 2) which guarantees “freedom of Journalists to engage in legitimate professional activities”. There must be monitoring to enforce compliance with the extant laws on this. If this done, it will reduce the trauma faced by the retired journalists.

A special empowerment fund should be set up and managed by credible Foundation(s) to take care of the special needs (particularly health) of retired journalists. This will reduce the emotional and psychological trauma faced by retired journalists. Similarly, the journalists’ welfare campaign being spearheaded by Premium Times (2018) should be pursued vigorously instead of leaving it at its present conception level.

## References

- Abiodun, A (2018). *Journalists' welfare critical to growth of journalism in Nigeria*. <https://mediacareer.ng.org/2018/10/22>.
- Adebayo, I. (2015). *Nigeria: Why we will picket Thisday, Newswatch, AIT, Mirror, others – NUJ*. <https://allafrica.com/stories/201506292315.html>
- Abati, R. (2000). The press, politics and society in Nigeria. In T. Oseni & L. Idowu [Eds.]. *Hosting the 140<sup>th</sup> anniversary of the Nigerian press* (pp. 87-124). Tosen.
- Ajaegbu, O. O., Ajaegbu, C., Akintayo, J. B., & Temple-Ubani, G (2015). Journalists perception of their staff welfare package and effective journalism in Nigeria (A Study of the Guardian and Nigerian Television Authority). *International Journal of Recent Research in Social Sciences and Humanities (IJRSSH)* 2(4), 36-45.
- Alabi, Soji (2016) : Analysis of the challenges facing female print journalists in Nigeria. *ACU Journal of Social and Management Sciences*, 2, 162 – 171.
- Arise News. (2024, July 24). *National Assembly passes bill increasing minimum wage to N70,000*. <https://www.arise.tv/national-assembly-passes-bill-increasing-minimum-wage-to-n70000/>
- Assay, A (2009): *Poor attention to journalist welfare, unacceptable*. International Press Centre, Lagos.
- Biobaku, S. (2000). The Rev. Henry Townsend at Abeokuta. In T. Oseni & L. Idowu [Eds.]. *Hosting the 140<sup>th</sup> anniversary of the Nigerian press* (pp. 65-69). Tosen.
- Columbia Global. (2024). *Beyond the lens: The price of bearing witness*. <https://global.columbia.edu/news/beyond-the-lens-the-price-of-bearing-witness>
- Columbia Global. (2025). *Reporting in the aftermath of conflict: insights and lessons learned*. <https://globalcenters.columbia.edu/events/reporting-aftermath-conflict-insights-and-lessons-learned>
- Committee to Protect Journalists. (2019). *Channels TV reporter dies from injuries after shooting at Nigeria protest*. <https://cpj.org/2019/07/nigeria-channels-tv-protest-shot-precious-owolabi/>
- Committee to Protect Journalists. (2017). *Ikechukwu Onubogu Anambra Broadcasting Service (ABS) Killed in Akwa, Nigeria*. <https://cpj.org/data/people/ikechukwu-onubogu/>
- Creswell, J.W., & Creswell, J.D. (2020). *Research design: Qualitative, quantitative and mixed-methods approaches*. Sage Publications.
- Feinstein, A., Owen, J., & Blair, N (2002): A hazardous profession: War, journalists and psycho-pathology. *American Journal of Psychiatry* 159(9), 1570-1575
- Idowu, L. (2000). The media at the turn of the century. In T. Oseni & L. Idowu [Eds.]. *Hosting the 140<sup>th</sup> anniversary of the Nigerian press* (pp. 134-150). Tosen.
- Manda, L. Z. & Kufaire, N.D. (2013): Starving the messenger: A study of journalists conditions of service in Malawi, *Journal of Development and Communication studies*, 2(2/3), 301-310
- Media Foundation for West Africa. (2025). *Three months on, killing of Nigerian journalist remains unraveled*. <https://mfwa.org/issues-in-focus/three-months-on-killing-of-nigerian-journalist-remains-unraveled/>
- Momoh, T. (2000). The Nigerian press at 140. In T. Oseni & L. Idowu [Eds.]. *Hosting the 140<sup>th</sup> anniversary of the Nigerian press* (pp. 70-76). Tosen.

- National Pension Commission. (2025). *New pension scheme introduction*.  
<https://www.pencom.gov.ng/category/frequently-asked-questions/new-pension-scheme-introduction/>
- Nigeria Union of Journalists [NUJ]. (2025). Comprehensive history of the Nigeria Union of Journalists (NUJ). <https://nuj.ng/about-nuj.php>
- Nigeria Union of Journalists (2000). *Constitution of the Nigeria Union of Journalists*.  
Nwokeocha, I. (2023): *Influence of staff welfare on effective journalism practice in Nigeria*. Jurnal Multidisplin Madani (Mudima) 3 (4), 853-856. doi: 10:55927/MUDIMA.
- Obi, D. (2025). *Unpaid salaries: Aberrant media houses, NUJ set to battle*.  
<https://archive.businessday.ng/brands-advertising/article/unpaid-salaries-aberrant-media-houses-nuj-set-for-battle/>
- Olaniyan, F.A (2008, December 19): The problem of Nigerian media. *Daily Independent*.  
[Refworld.org/reference/annualreport/cpj/1998/en/s3023](http://Refworld.org/reference/annualreport/cpj/1998/en/s3023)
- Olorunfemi, R. (2016). Journalists welfare: Veteran charges media owners to consider salaries payment. <https://mediacareer.org/journalists-welfare-veteran-charges-media-owners-to-consider-salaries-payment/>
- Olukotun, A. (2002). *State repression, crisis of democratization and media resistance in Nigeria*. College Press.
- Omu, F. (2000). Milestones in service. In T. Oseni & L. Idowu [Eds.]. *Hosting the 140<sup>th</sup> anniversary of the Nigerian press* (pp. 51-64). Tosen.
- Omu, F. (1978). *Press and politics in Nigeria (1880-1937)*. Longman.
- Otufodunrin, L. (2023): *Wanted: Better conditions of service for journalists*.  
<https://mediacareer.org/2023/09/25>
- Otufodunrin, L. (2020): The journalism we want. <https://mediacareer.org/2020/09/06> .
- Otufodunrin, L. (2019): *Must have work condition service for journalists*.  
<https://mediacareer.org/2019/03/28> .
- Otufodunrin, L. (2013). *Is journalism worth dying for?* <https://mediacareer.org/is-journalism-worth-dying-for-2/>
- Solanke, A (2018): *Media proliferation and poor remuneration in Nigeria*.  
<https://mediacareer.org/2018/0113>
- Premium Times. (2018, November 1). *PTCIJ launches survey to identify best newsrooms in Nigeria*. <https://www.premiumtimesng.com/tag/journalist-welfare-campaign?tztc=1>