



**TANZANIA WOMEN MEDIA ASSOCIATION
(TAMWA)
STUDY ON SEXUAL CORRUPTION IN
MEDIA HOUSES
TAMWA, DECEMBER 2020**

TAMWA undertook a survey within the media sector to establish the status of sexual corruption within the media sector and specifically within media houses. This survey involved in-depth interviews and online surveys with journalists, correspondents, editors, press clubs and higher learning institutions. Civil society organizations such as TAWLA and TGNP were also involved in the study.

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Abbreviations

CCTV	Closed-circuit television camera
CRC	Crisis Resolving Centre
EATV	East Africa Television
GBV	Gender-Based Violence
CSOs	Civil Society Organizations
MCL	Mwananchi Communications Limited
MCT	Media Council of Tanzania
NGO	Non-Government Organisation
NPAVAC	National Plan of Action to end Violence Against Women and Children
PCCB	Prevention and Combating of Corruption
TAMWA	Tanzania Media Women's Association
TAWLA	Tanzania Women Lawyers Association
TEF	Tanzania Editors Forum
TGNP	Tanzania Gender Networking Program
TUDARCO	Tumaini University Dar es Salaam College
WiLDAF	Women in Law and Development in Africa

About TAMWA

Tanzania Media Women's Association (TAMWA) is a non-profit, non-partisan, non-governmental and human rights organization founded and registered on 17th November 1987 under the Societies Ordinance Cap 337 of 1954 with registration number (SO 6763). In 2004, the Association complied with the 2002, Non-Government Organisation Act of the United Republic of Tanzania. In 2007, TAMWA was also registered in Zanzibar as TAMWA Zanzibar under Society Act No. 6 of 1995.

TAMWA's Vision is; A Peaceful Tanzanian society which respects human rights from a gender perspective.

TAMWA's Mission is; To advocate for women and children's rights by conducting awareness raising activities for cultural, policy and legal changes/transformations in the society through the use of media.

TAMWA's Core Values include; 1) Transparency, 2)Accountability, 3)Equal partnership, 4)Diversity and 5)Observation of human rights

Glossary of Terms

Sexual corruption¹ has been defined under *Section 25 of the Prevention and Combating of Corruption Act (2007)* as; ‘Any person being in a position of power or authority, who in the exercise of his authority demands or imposes sexual favors or any other favors on any person as a condition for giving employment, a promotion, a right or privilege or any preferential treatment, commits an offence and shall be liable on conviction to a fine not exceeding five million shillings or to imprisonment for a term not exceeding three years or to both.

Gender-Based Violence (GBV): Refers to any physical, psychological, sexual or economic violence perpetrated by a person against another on account of gender.²

¹ For purposes of this study the term sexual corruption and sex corruption are synonymous

² Tanzania Multi Sector National Plan of Action to Prevent and Respond to Violence against Children, 2013-2016

Executive Summary

1. Introduction

This TAMWA study portrays the situation of sexual corruption study within the media sector in Tanzania. This report portrays the legal framework, key findings and recommendations on the situation of sexual corruption within the media sector and the recommendation on how to address it.

The objectives of TAMWA study on sexual corruption were as follows; 1) to assess media fraternity perceptions and understanding of sexual corruption, 2) to identify the causes of sexual corruption, 3) identify and assess the systems and measures within the media fraternity to take action against sexual corruption and 4) to establish recommendations on what should be done to address sexual corruption.

The categories of respondents interviewed for sexual corruption study included; 1) Media houses (Television, Radio and Online Channels and Print Media). The specific personnel interviewed were Chief Editors, Senior Editors and Junior Editors, 2) Journalists such as correspondents, retainers and junior journalist including interns, 3) Human resource managers, 4) Government officials, 5) Lecturers and students within schools of journalism in the higher learning institution such as TUDARCO, 6) Media agencies such as Media Council of Tanzania, Editors Forum and Dar city Press club, 7) NGOs such as TAWLA, WILDAF, CRC, TAMWA and TGNP, 8) journalism students and 9) Individuals such as highly experienced and retired journalists.

Legal framework in relation to Sexual corruption is mainly; 1) The Prevention and Combating of Corruption Act (2007), 2) the Penal Code Cap 16 Revised Edition 2002 and 3) the National Plan of Action to End Violence Against Women and Children (NPAVAWC) 2017/18 – 2021/22.

2. Key Findings

The key findings of sexual corruption study were in eight categories; 1) the media sector personnel understanding of the concept of sexual corruption whereby it was noted that the media personnel are aware about of sexual corruption to some extent, 2) Situation of sexual corruption at the work place in the media sector; whereby it was noted that sexual corruption is prevalent and goes on unabated, 3) Main causes and drivers of sexual corruption were diverse and some include the desire of the victims to maintain their jobs 4) Observations on the circumstances and types of sexual corruption whereby it was reported that both the perpetrators take advantage of the victims who mainly female junior staff and students but in some instances the ‘victims’ seduce the perpetrators, 5) Whether there any specific procedures within the media sector to handle Sexual corruption; on this aspect it was noted that

some media houses such as Mwanainchi Communications Limited (MCL) have policies but there is a need to take more action 6)The aspect on the perspectives whether sexual corruption victims speak out and take action revealed that most victims keep silent for different reasons such as the desire to maintain their jobs and due to fear and shame, 7) Perspectives on why sexual corruptionperpetrators and victims keep silent revealed that most victims are embarrassed and ashamed and keep silent hence the low levels of reporting sexual corruption incidents and 8) With regard to capacity building and training on sexual corruption in the media sector, it was noted that only four of the respondents had attended a session related to sexual corruption and out of the four it is only one (TAWLA) that had attended a session on sexual corruption facilitated by PCCB.

3. Conclusion and Recommendations

Conclusion

It was observed that sexual corruption is prevalent within the media sector despite the existence of the legal framework and the NPAVAWC. There is a need to take deliberate efforts and joint action against sexual corruption within the media sector.

Recommendations

The recommendations on how to make the media sector workplace a safe space that is free of incidents of sexual corruption were as follows;

Draft and implement Gender policy and Sexual corruption policy for media houses: It is important for all media houses to have a gender policy and sex corruption policy so as to address sexual corruption. The lack of gender and sex corruption policies in media houses has contributed to inadequate steps to take action against sexual corruption in the media sector.³The management of the media houses should create a routine to ensure that important policies such as the sexualcorruption policy are known by the staff. The policies can be displayed in area where staff and other visitors can access it.⁴

Build capacity of Journalists to be competent, self-aware and confident:

It was proposed that journalists should be self-aware about their capacity and the purpose why they are in the newsroom.⁵ Journalist should be competent and perform at the work place so that they do not encounter sexual corruption.⁶

³Respondent

⁴ Program Officer, MCT

⁵ Editor No.2

⁶ Editor Citizen

Media owners should be informed that sexual corruption is a breach of human rights. There should be in-house meetings to discuss and take action against anyone involved in sexual corruption.⁷ All media houses need to raise this issue and as part of the media fraternity it is a bad thing... The media owners and management of the media houses should discuss these issues with staff.⁸

Awareness raising on the consequences of sexual corruption: To raise awareness about sexual corruption at the work place so as to give the victims necessary tools to avoid falling into the trap.⁹ Journalists especially female journalists should be empowered to understand sexual corruption.¹⁰

Ensure that the work place is a safe space especially within the media sector through undertaking the following; 'There should be an open communication system.'¹¹...Use of CCTV cameras, resignation, access to right information, posting fliers to remind people in the office, self-awareness and making your own right decisions.¹² In addition, 'the management should create a routine to ensure important policies such as the sexual harassment are known by the staff. The policies can be displayed in area where staff and other visitors can access. A specific policy/ guideline on sexual corruption can be developed since there is none currently.'¹³

Adherence to professionalism and ethics within media fraternity; 'Professionalism should be observed and adhered to when hiring and firing employee.'¹⁴

Break the silence on sexual corruption by empowering employees: 'Employees and employers should be confident to report the incidents for appropriate measures to be taken against the perpetrators.'¹⁵

Help desk: Within the newsroom, there should be a help desk to evaluate, receive and resolve issues of sexual corruption.¹⁶

Report sexual corruption incidents to PCCB and use available hotlines, PCCB and Police gender desk: The media fraternity can report incidents of

⁷ Editor No.8

⁸ Editor No.9

⁹ Human resource officer, MCL and TAWLA personnel

¹⁰ Respondents

¹¹ Student TUDARCO

¹² Journalism Student, TUDARCO

¹³ MCT Programm Officer

¹⁴ TGNP Program Officer

¹⁵ TGNP Program Officer

¹⁶ Journalist/Secretary, Dar Press Club

sexual corruption to PCCB, the gender desks and the hotlines in place to address gender-based violence. In addition, ‘gathering evidence and reporting incidents of sexual corruption’¹⁷ will be helpful for victims and discourage perpetrators from committing sexual corruption. Working closely with law enforcement agencies and reporting sexual corruption incidents is crucial.

Capacity Building, advocacy, coaching and mentoring: Comprehensive interventions and programmes within the media fraternity with different components such as capacity, advocacy, coaching and mentoring can mitigate the impact and level of prevalence of sexual corruption within the media sector.

Law reform and strict penalty for sexual corruption: Review the Prevention and Combating of Corruption Act (2007) specifically provisions on sexual corruption and increase the fine and term of imprisonment for sexual corruption. In addition, a clause on victim compensation and protection ought to be incorporated in the law. The Penal Code Cap 16 Revised Edition 2002 and the Prevention and Combating of Corruption Act (2007) should be harmonized in terms of definition and penalty for sexual corruption and sexual harassment.

¹⁷ Respondents

Part One: Introduction and Overview of the Survey on Sexual corruption

1.1. Introduction and Overview of the Study

The sexual corruption study within the media sector in Tanzania was undertaken by Tanzania Media Women Association (TAMWA). This report portrays the legal framework, key findings and recommendations on the situation of sexual corruption within the media sector and the recommendations on how to address it.

1.2. Objectives of the study

The objectives of TAMWA study on sexual corruption were as follows; 1)to assess the media fraternity perceptions and understanding of sexual corruption, 2)to identify the causes of sexual corruption incidents, 3) identify and assess the systems and measures within the media fraternity to take action against sexual corruption and 4) to establish recommendations on what should be done to address sexual corruption.

1.3. Concept of Sexual corruption

The concept of sexual corruption is defined as the use of power and authority by any person being in a position of power or authority, who in the exercise of his/her authority demands or imposes sexual favors.

According to *Section 25 of the Prevention and Combating of Corruption Act (2007)*, sex corruption has been defined as; ‘Any person being in a position of power or authority, who in the exercise of his authority demands or imposes sexual favors or any other favors on any person as a condition for giving employment, a promotion, a right or privilege or any preferential treatment, commits an offence and shall be liable on conviction to a fine not exceeding five million shillings or to imprisonment for a term not exceeding three years or to both.’¹⁸

1.4. Profile of respondents

The categories of respondents¹⁹ interviewed for sexual corruption Study included; 1) Media houses (Television, Radio and Online Channels and Print Media). The specific personnel interviewed were Chief Editors, Senior Editors and Junior Editors, 2) Journalists such as correspondents, retainers and junior journalist including interns, 3) Human resource managers, 4) Government officials, 5) Schools of journalism, 6) Media agencies such as Media Council of Tanzania, Editors Forum and Dar city Press club, 7) NGOS such as TAWLA, WILDAF, CRC, TAMWA and TGNP, 8) journalism students, 9) university

¹⁸ Section 25, Section 25 of the Prevention and Combating of Corruption Act (2007)

¹⁹ There 12 female and 3 male key respondents

lecturers in the higher learning institution such as TUDARCO and 10) Individuals such as highly experienced and retired journalists.

1.5. Methodology and Approach

The methodology and approach of the study was participatory and TAMWA staff, members and key stakeholders were involved in the process. Face to face in- depth interviews were conducted for purposes for deriving detailed information. Online interviews were also conducted so as to reach out to all strategic stakeholders.

1.6. Structure of the study

The sexual corruption study is divided into four parts. Part one gives an overview of the study by focusing on the introduction, objectives of the study and methodology of the study. Part two highlights the legal framework and government plans in place related to sexual corruption. Part three of the report focuses on the key findings related to sexual corruption specifically in the media sector. The last part of the report, part four focuses on the key recommendations and conclusion in relation to sexual corruption within the media sector.

Part Two: Literature Review and the Legal and Policy Framework

2.1. Overview of Part Two

Part two of the report portrays the legal framework and plans related to sexual corruption. Some of the laws and plan with provisions related to sexual corruption include; 1) The Prevention and Combating of Corruption Act (2007), 2)the Penal Code Cap 16 Revised Edition 2002 and 3)the National Plan of Action to End Violence Against Women and Children (NPAVAWC) 2017/18 – 2021/22.

2.2. The Legal Framework and plans

2.2.1. The Prevention and Combating of Corruption Act (2007)

Section 25 of the Prevention and Combating of Corruption Act (2007) specifically provides for sexual corruption. The punishment for the crime of sexual corruption is a fine not exceeding five million shillings or to imprisonment for a term not exceeding three years or to both.²⁰

2.2.2. The Penal Code Cap 16 Revised Edition 2002

The Penal Code Cap 16 provides for sexual harassment as a criminal offence which is subject to five years imprisonment or a fine not exceeding two hundred thousand shillings or both the fine and imprisonment. The Penal code does not explicitly use the term sexual corruption however, some of the acts within the definition of sexual harassment as provided for in the Penal Code may fall under the crime of sexual corruption as defined in the Prevention and Combating of Corruption Act (2007).

Section 138D.-(1) Any person who, with *intention, assaults or by use of criminal force, sexually harasses another person, or by the use of words or actions, causes sexual annoyance or harassment to such other person*, commits an offence of *sexual harassment* and is liable on conviction to imprisonment for a term not exceeding five years or to a fine not exceeding two hundred thousand shillings or to both the fine and imprisonment, and may also be ordered to pay compensation of an amount determined by the court to the person in respect of whom the offence was committed for any injuries caused to that person. (2) Whoever, intending to *insult the modesty of any woman utters any word, makes any sound or gesture, or exhibits any object including any organ whether male or feminine, intending that such word or sound shall be heard, or that the gesture or object shall be seen, by the woman, or intrudes upon the privacy of the woman, commits the offence of sexual harassment*. (3) For the avoidance of doubt, *unwelcome sexual advances by words or actions used by a person in authority, in a working place or any other place, shall constitute the offence of sexual harassment*. (4) For the purposes of this section *an assault may include*

²⁰Section 25, Section 25 of the Prevention and Combating of Corruption Act (2007)

any act which does not amount to rape under section 130. (5) No prosecution for an offence under this section shall be instituted or continued where the complaint is made by the alleged victim at any time more than sixty days after the occurrence of the event constituting the offence.

2.2.3. The National Plan of Action to End Violence Against Women and Children (NPAVAWC) 2017/18 – 2021/22

The NPAVAWC 2017/18 – 2021/22 contains provisions related to gender based violence. There are acts of gender based violence which may occur at the workplace and these may amount to sexual corruption. The definition of sexual violence and gender based violence highlight some of these acts which could be related to sexual corruption in some instances especially when they occur at the work place.

2.2.4. Police Standard Operating Procedures

According to the Police Standard Operating Procedures, ‘sexual violence is any sexual act, attempt to obtain a sexual act, or acts to traffic for sexual purposes, directed against a person using coercion, and unwanted sexual comments, harassment or advances made by any person regardless of their relationship to the survivor/victim, in any setting, including but not limited to home and work.’²¹

2.3. Implications for the Media Sector

The implications of the above mentioned laws and the prevalence of sexual corruption within the media sector are as follows;

Legal risks and legal costs for the media personnel and companies whose staff are involved in sexual corruption if cases are filed in court and the perpetrators held accountable and liable for such criminal offences.

Reputation of the media house and the staff who are perpetrators of sexual corruption could be tarnished due to such incidents.

Loss of personnel freedom and financial costs implications when the media personnel are found guilty of sexual corruption under the Prevention and Combating of Corruption Act (2007). When found guilty, the punishment for sexual corruption is a fine not exceeding five million shillings or to imprisonment for a term not exceeding three years or to both.²²

Media house may lose competent staff with the potential to transform the media house; I once quit my job due the environment of sexual corruption.²³

²¹ Tanzania Police Force Standard Operating Procedures (SOPs) for Prevention and Response to Gender Based Violence and Child Abuse , 2012

²²Section 25, Section 25 of the Prevention and Combating of Corruption Act (2007)

²³BroadcasterUpendo Media

Part Three: Key Findings

3.1. Overview of Key Findings

The key findings of this report in relation to sexual corruption include; 1) the media sector personnel understanding of the concept of sexual corruption, 2) Situation of sexual corruption at the work place in the media sector, 3) Main causes and drivers of sexual corruption , 4) Observations on the circumstances and types of sexual corruption, 5) Whether there any specific procedures within the media sector to handle sexual corruption, 6) Perspectives on whether sexual corruption victims speak out and take action, 7) Perspectives on why sexual corruption perpetrators and victims keep silent and 8) Capacity building and training on sexual corruption in the media sector.

3.2. Key Findings related to Sexual corruption

3.2.1. Understanding of the Concept of Sexual corruption in the Media sector

The respondents' views and understanding about the concept of sexual corruption were diverse as seen below;

'From my perspective, sexual corruption is when you need services or a position/something for instance in your studies, work, business or any position in the community...For instance ... there are somethings which people do in order to reach their goals but they encounter challenges when people in authoritative positions asks them for sex. The person openly demands for sex and if you do not have sex with them you do not get the position. When you accept it implies you have agreed with the circumstances and offered your body for sex so that you get a position. ²⁴

Sexual corruption '... is a situation that a person encounters, either a male or female whereby you are asked to have sex without your consent so as to get services or a position or a job. You are asked to offer your body even when you are competent to perform the job. It is accompanied by threats and it may occur at work, in politics, services and when you need help.²⁵

'Sexual corruption is ...a situation whereby a woman has no options and means and she cannot defend herself for instance when she wants to study or get a job hence she is forced to get involved in sexual corruption.'²⁶

Sexual corruption is an act whereby when you apply for a job or seek employment at the work place than you are asked to offer sex and sometimes

²⁴ Interview with Editors

²⁵ Interview with Editors No.7

²⁶ Interview with Editors 4

you are asked/'forced to do so without your consent..²⁷ Sometimes an environment for sexual corruption is created.²⁸

I understand sexual corruption at three levels; 1) At the sources of information whereby journalists go to seek for news.I have had such encounters several times.When you go to the source of information/news for the purpose of seeking information and the source of information would like to have sex with you. For instance, I once needed information from a Professor at the university and I spoke to him on phone and he told me to go to his office. I had to go back to him so that he could give me more information. But when I got to his office, he shifted from his chair and came and sat close to me and started touching my thighs and he kept caressing my thighs.He told me that there was a trip abroad and another trip to Dodoma for a meeting for experts. It is not only this incident, the District Commissioner of Same forbade me from working in his district.He used to approach me through telephone messages and he wanted to have an affair with me and he insulted me and called me all sorts of bad names.²⁹

I just heard that sexual corruption at workplace means a person with authority can use sexual corruption to hire and fire an employee.³⁰I heard about it when working with TAMWA on this project, most of the times I have heard about sexual harassment and sex being one of those forms of corruption.

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Sexual corruption is caused by people in positions of authority whether government officials, judges, educators, law enforcement personnel, or employers who seek to extort sexual favors in exchange for something within their power to grant or withhold.³²

3.2.2. Situation of Sexual corruption at the Work Place in the Media Sector

Sexual corruption exists at the work place, some bosses would like to forcefully indulge in sexual corruption. News editors are powerful and they can do anything and your stories may not be published.³³

In some organizations, I heard that in order to be considered to get some positions you must have a sexual relationship with some officials.³⁴

²⁷ Correspondent Channel Ten

²⁸ Interview with Editors 5

²⁹ Interview with Editors 1

³⁰ TGNP Program Officer

³¹ TGNP Program Officer

³² Secretary WiLDAF

³³ Interview with Editors 1

³⁴ Human resource manager, Azam media group

Sex corruption compromises the confidence of journalist to undertake quality work and it leads to more incidents by creating a cycle of sex corruption within the media sector and at the work place.³⁵

Situations of Sexual corruption for ‘Junior’ Journalists

There are some junior journalists who offer sexual corruption. For instance if you are a junior journalist in the rural areas and you use an internet cafe and you have 500/= only and you are not fast, you can find someone to help you e.g. a young man may offer to help you to type but he gives you conditions and creates an environment to have sex with him.³⁶

Young female journalists contribute to the prevalence of sexual corruption amongst editors especially junior female journalists who prefer to create a ‘give and take relationship with the editors.’³⁷

Situation of Sexual corruption for Journalists engaged in Fieldwork and at the University

Sexual corruption amongst Journalists and journalism students engaged in Fieldwork: Within the newsroom there were ladies who were specifically selected to handle fieldwork journalism students.³⁸

I experienced a sexual harassment in my work place when a person with a higher status (boss) wanted to offer me money and material stuff like a phone in return to have sex with him.³⁹

It was confirmed that incidents of sexual corruption are encountered by journalists involved in fieldwork after completing their university studies. Most female journalism students involved in fieldwork and practical training encounter an environment of sexual corruption. They may be asked for sexual corruption by their fellow students so as to get an opportunity to get into the studio.⁴⁰

I started working at when I was so young and I am very lucky that I did not start in the newsroom. I was involved in preparing sessions. There were some elderly men who have the mandate to decide whether you can go on air. I was lucky that one of the elderly broadcasters liked me and helped me to avoid

³⁵ Interview with respondent

³⁶ Interview with Editors 1

³⁷ TEF Editor

³⁸ Respondent

³⁹ Female Journalism student

⁴⁰ Interview with Editors 8

such incidents. But there were some elderly men who kept approaching me for sex so that they could give me an opportunity to broadcast and they used to give me money.⁴¹

Sexual corruption Incidents at the University

I have heard of some lecturers who demand for sex to give marks to students. But I have also heard that some female students seduce lecturers with sex to be given marks.⁴²

3.2.3. The Main Causes of Sexual corruption/Drivers of Sexual corruption

According to the respondents, the main causes of sex corruption were as follows;

The environment for sexual corruption is caused by your needs, others encourage it and others cause/create such an environment. For instance, I may need something which I know that I cannot get, but someone else creates an environment to get that thing.⁴³ ‘...Sometimes it is caused by editors, lecturers, media owners...’⁴⁴

The main causes of sexual corruption at work place are the male bosses who manipulate the workers with tips, high positions, and an increase in salaries.⁴⁵

The causes of sexual corruption include; Low *pay* (most of the female journalists are correspondents hence they fall into sexual corruption to sustain their lives. Some build relations after engaging the news-source for long time and some editors who trains female journalists takes advantage of them promising employment.⁴⁶

Young junior female journalists who seduce senior staff.⁴⁷

Most women are not competent due to their education background, some are not good at languages and they are not ready to learn. They prefer to make themselves ‘cheap’ so that they are helped with their work. Female editors still use men to do their work to fill in the gap.⁴⁸

Most women desire the boss so that they get favors. The majority of women are incompetent and they would like to be retained at the work place so they have to seduce senior male staff in order to be retained in the office. They do

⁴¹Senior Journalist

⁴² Assistant lecturer, TUDARCO (Female)

⁴³ Correspondent Channel ten

⁴⁴ Lecturer TUDARCO

⁴⁵ Female Journalism student

⁴⁶ MCT Program Officer

⁴⁷ TEF Editor

⁴⁸ TEF Editor

not care if they share a man because he is somebody's husband and he does not have a wife within the media house.⁴⁹

'Low level of income is one of the main causes of sexual corruption because media houses do not pay on timely basis.'⁵⁰In addition, lack of morals and values, lack of professionalism and misuse of power are some of the factors that contribute to sexual corruption.⁵¹

Other causes of sexual corruption include lack self confidence amongst some journalist who do not believe that they can perform their work competently and some journalists are incompetent. 'Some people feel it is better to offer sexual corruption so that they are helped to do their work otherwise on their own they may fail. But it is all due to lack of self- confidence because if they cover up for you all the time the effects may result in sexual corruption. Some journalists are 'spoilt' and do not want to work on their own for example the journalists in rural areas assume that their work will be published if they send it to editors but later they offer bribes.'⁵²

The causes of sexual corruption depends on what you need, for instance most the time students are aware that they are not competent in a particular subject hence they create an environment for the lecturer to give them marks/grade which are not their actual marks/grades. They may offer the lecturer sexual corruption so that the lecturer offers the students good grades or the lecturer may ask for sexual corruption.⁵³

Lack of competence amongst journalists:'To a great extent it is the editors who are the perpetrators of sexual corruption because the journalist submit their stories but they are not published. In addition, if your journalism skills are not so good and you need support from the editor. For instance if TAMWA has given you an assignment to write three feature articles per month yet you are not competent, this may be one of the causes for you to convince and persuade the editor to publish your articles even if they are not of good quality. Many journalists in the newsroom encounter such incidents.'⁵⁴

'There are so many different causes and environment that lead to sexual corruption; sometimes it is the journalist or their boss that have lustful desires.It is very rare for journalists to complain about sexual corruption

⁴⁹ Journalist/Secretary, Dar Press Club

⁵⁰ Interview with Journalist

⁵¹ TGNP Program Officer

⁵² Interview with Correspondent, Majira

⁵³ Interview with Correspondent

⁵⁴ Interview with Correspondent

because no one has authority. I had a very difficult situation in the news room and for a whole month none of my stories were published because of one of the bosses and other times I would not be assigned any work. But what helped to endure is the fact that I used to live with my brother who used to offer me transport money and money for meals. When I was almost giving up and so discouraged, one of the ladies at the workplace approached me and inquired why I wanted to quit work. She advised me to return to work and she told me we should be going together at work. She used to review my stories and she said they were good but she kept wondering why they were not published. I decided to stay home and for a whole month none of my stories was published. I met an editor who later on read my work and considered it very good and they were published. Currently I am an editor.⁵⁵

As a media personnel, sometimes we create a conducive environment for sexual corruption because we would like the editors to help us so that our articles are published. In addition, the dressing style of journalists contributes to sex corruption.⁵⁶

Other factors that explain why sexual corruption exists in the media sector include; 'Making yourself cheap and lack of capacity.'⁵⁷ Lazy reporters who cannot manage to accomplish their tasks and editors because they want to favor journalists with news and sources of news.⁵⁸

3.2.4. Perpetrators of Sexual corruption

I was noted that the perpetrators of sexual corruption include the following; senior staff and junior staff. 'Any staff can cause corruption it depends on his or her character and background.'⁵⁹ University lecturers: 'Sexual corruption is committed by lecturers against female students at the expense of marks...'⁶⁰

Sexual corruption perpetrators include;

'... lecturers, editors, media owners.'⁶¹

'Editors, sources of news, reporters'⁶²

'The main perpetrators in the media sector are the producers'⁶³... News sources especially politicians and Directors of big organizations/Male editors and Managers.⁶⁴

⁵⁵ Assistant Editor

⁵⁶ Interview Correspondent Nipashe

⁵⁷ Editor 2 (Female)

⁵⁸ Assistant Lecturer (female), TUDARCO

⁵⁹ Human resource manager, Azam Media Group

⁶⁰ Lecturer, TUDARCO

⁶¹ Lecturer, TUDARCO

⁶² Assistant Lecturer (female), TUDARCO

⁶³ Journalism student

Media owners, editors, journalists and other staff.⁶⁵

Line managers and senior staff; 'There was a boss who used to have sex with ladies and no action was ever taken against him. Two female staff/broadcasters who work in the same office were caught red handed having sex with the boss and they fought but no action was taken against them.'⁶⁶

3.2.5. Observations on the circumstances and types of Sexual corruption

Based on the views of the respondents, their observations on the circumstances and types of sexual corruption were as follows;

'From my observations, the work of journalist seems to be for people who failed to get work elsewhere. Most of females consider it as ordinary work but when you get into the newsroom you realise that the work is more difficult than you imagined. As a result, most of the female journalists persuade male colleagues to assist them to fulfill their objectives. Persuading the male colleagues involves offering sexual corruption so that the male colleagues can help you. This situation encourages most men to consider it as an opportunity to get female colleagues into sexual corruption through such means. Most female journalists offer sex so that their stories are published or their sessions are broadcasted on air. You may find an editor in charge of a section but their position and capacity do not match. There are some female editors who are not competent but they got their positions through offering sexual corruption.'⁶⁷

There are some incidents of sexual corruption whereby female journalists create an environment to be asked for sex by their editors. The second type of sexual corruption involves lustful men who block and prevent news coverage of female journalist stories so as to force them into sexual corruption. This type of sexual corruption occurs in the newsroom/news desk. In most media houses journalists are paid as per stories hence they encounter difficult circumstances and they end up in sexual corruption.⁶⁸

3.2.6. Whether there any specific Procedures and Measures within the Media Sector to Handle Sexual corruption

⁶⁴ Program Officer, MCT

⁶⁵ Journalist/Secretary, Dar Press Club

⁶⁶ Broadcaster (Mtangazaji), EATV

⁶⁷ Respondent

⁶⁸ Political Analyst

One should report the incidents to the relevant authority within the media house for proper disciplinary measures to be taken.⁶⁹

Setting up a policy on sexual corruption: For instance, Azam media group has policy. ‘...We have a policy against sexual corruption’⁷⁰

Termination of contract of perpetrator of sexual corruption: Based on our rules and regulation anyone who use his or her position to influence sexual corruption will lead to the termination of his/her contract.

Within MCL, ‘the immediate supervisor or manager or Head of Department will take necessary disciplinary action to rectify the situation, record measures/decisions taken and send a copy to the Human Resources Manager.’⁷¹

Sexual harassment is a contrary to the company policy on equal employment opportunities. An employee who commits an offence is subject to disciplinary action which range from final warning to termination of appointment or even prosecution in court of law. ⁷²

Within TUDARCO...the institution has established a gender desk to deal with such problems. Therefore, sexual corruption affairs are reported ...The gender policy is in place and the office is already established.⁷³In addition, when a person encounters sexual corruption they take the following steps; report to the dean of students of students, report to head of department for academic staff and report to human resources officer for administrative staff.⁷⁴

There are policies and committees for sexual corruption at the college...When Sexual corruption incident occurs; ‘the immediate supervisor or manager or head of department will take necessary disciplinary action to rectify the situation, record measures/decisions taken and send a copy to the Human Resources Manager...’⁷⁵

Some media houses do not have procedures and policies in place for sexual corruption. ‘We lack a gender policy and if it were in place it would have been helpful. There are some cases that have a component of sexual corruption and

⁶⁹ TGNP Program Officer

⁷⁰ Human resource manager, Azam media group

⁷¹ Human resource officer, MCL

⁷² Human resource officer, Mwanainchi Communications Limited (MCL)

⁷³ Human resource officer, Mwanainchi Communications Limited (MCL)

⁷⁴ Assistant lecturer, TUDARCO

⁷⁵ Human resource officer, Mwanainchi Communications Limited (MCL)

such cases should be investigated. For instance secret messages and phones. It is important for all media houses to have a gender policy.⁷⁶

Some media houses such as MCL have some procedures and measures in place. 'Sexual harassment is a contrary to the company policy on equal employment opportunities. An employee who commits an offence is subject to disciplinary action which range from final warning to termination of appointment or even prosecution in court of Law.'⁷⁷

Some of the victims of sexual corruption take the following steps; '...to resign, ask for advice from fellow staff and report to the respective authority...'⁷⁸

The measures out in place against sexual corruption include; 'Policies, fliers advocating to stop sexual corruption and elders committee.'⁷⁹

Some CSOs such as TGNP have put in place measures such as '...a Code of conduct – whereby if anyone in the organization is found guilty of any kind of violence, including sexual corruption they will be dismissed/fired right away.'⁸⁰

Most media houses do not have policies on sexual corruption, some have policies with a provision on sexual harassment and the reporting channel is straight to the human resource manager/officer.⁸¹ Human resource officers resolve issues of sexual corruption.⁸²

Within Mwananchi Media house (Mwanainchi Communications Limited), there is a committee that meets to investigate and some personnel were suspended and terminated due to such circumstances.⁸³

In our organization one of our values is zero tolerance to any form of GBV.⁸⁴ There were some elderly ladies who would call the young ladies and use wisdom to talk to them and advise them on how to avoid sexual corruption.⁸⁵

⁷⁶ Interview Editor 6

⁷⁷ Human resource officer, MCL

⁷⁸ Female Journalism student

⁷⁹ Female Journalism student

⁸⁰ TGNP Program Officer

⁸¹ Respondent

⁸² TEF Editor

⁸³ Interview Editor 2

⁸⁴ WiLDAF Secretary

⁸⁵ Editor 1, Daily News

3.2.7. Perspectives on Whether Sexual corruption Victims Speak Out and Take Action

The majority of sexual corruption victims do not speak out because they feel ashamed and they are afraid that they will not have evidence about the sexual corruption incident. A meeting may be organized and they may say that the journalist is not competent to work and that is why the stories are not published...I have ever been approached for sex by a Pastor.⁸⁶ My boss touched my breasts and I failed to do anything. I reported to another boss but no action was taken.⁸⁷

Sexual corruption victims do not take action in most instances. 'Due to customs and norms, it is a shame to report about sex. In addition, the lack of employment opportunities contributes to failure to report such incidents. The victims think that if she/he refuse and she/he is dismissed from work and where will she/he get another job?... There is no place where you can report the allegations.'⁸⁸

Staff who have experienced sexual corruption within the media house, '...feel offended, humiliated, intimidated, frightened and uncomfortable at work.'⁸⁹

3.2.8. Perspectives on why Sexual corruption Perpetrators and Victims keep silent

The respondents had the following perspectives on factors that contribute to the silence about sexual corruption amongst victims and perpetrators as seen herein below;

It could be due to lack of evidence. Probably the degree is not so high as we assume. It could also be due the fact that that the situation of sexual corruption may not be to a very high extent as we assume.⁹⁰

I concur with the issue of lack of evidence. An environment is created to ensure that there is no evidence. The depth of the issue is that there is lack of a policy and conducive environment. The victims do not have a conducive environment to speak out.⁹¹

The perspectives of a journalism student, with regard to silence amongst victims of sexual corruption were as follows; '...Fear of losing their jobs, the

⁸⁶ Interview Editor 6

⁸⁷ Journalist 5

⁸⁸ Journalist/Secretary, Dar Press Club

⁸⁹ Human resource officer, MCL

⁹⁰ Editor Citizen

⁹¹ Editor 8

status of the perpetrator, covering their dignity or fame and accomplice of the action.⁹²

Sexual corruption is prevalent in every place and not only in the media sector. People do not speak out for the following reasons; there are not sure about where to report and seek help. There are some who fear to report because they feel it may seem there are stating allegations against someone and they may put their jobs at risk. Secondly, if you lack of evidence then your life is in danger. There is a network and it may reach the victim. Lack of evidence is due to fear, they are afraid to speak out due to fear that if they mention the perpetrators, they may lose their jobs.⁹³

Based on my experience, there is no formal system, corruption is a crime for both the receiver and the person who offers it. There are some who are afraid to say that they were asked for sexual corruption due to how others may consider them (think about them). As an institution, you may note that the perpetrators are bosses and no action is taken against them due to covering up for each other. In spite of this, my office has a policy on sexual corruption but these issues are not addressed and many encounter such incidents.⁹⁴

Staff keep quiet about sexual corruption because they, ‘...feel offended, humiliated, intimidated, frightened and uncomfortable at work.’⁹⁵

‘Among the reasons could be fear (of isolation), loss of job, threats from perpetrators.’⁹⁶

Fear of demotion and fear of being terminated.⁹⁷

‘They are afraid because when you report them you end up being told that you are not competent and you do not know how to do your work and an environment will be created to terminate your employment. Sexual corruption victims usually ponder whether they will get their rights or if justice will not be upheld they decide to keep quiet. The community perceives sexual corruption as a norm and most of the time women are blamed.’⁹⁸

⁹² Female Journalism Student

⁹³ Editor 2 (Male)

⁹⁴ Assistant Chief Editor, Clouds FM

⁹⁵ Human resource officer, MCL

⁹⁶ Assistant lecturer, TUDARCO

⁹⁷ TAWLA staff

⁹⁸ TEC Program Officer

The victims of sexual corruption keep silent ‘...because some the staff involved in sexual corruption are lazy and some are poor and they cannot open up because they need favors as well.’⁹⁹

3.2.9.Capacity building and Training on Sexual corruption in the Media Sector

With exception of four respondents, the media staff and respondents interviewed within the media houses had never attended a capacity building sessions on sexual corruption. Some took the personal initiative to learn about it. ‘I was not trained but I learnt about it after reading different articles that describe sexualcorruption at the work place.’¹⁰⁰TAWLA personnel attended a training session facilitated by PCCB which focused on causes, effects and how to prevent sexual corruption at the working place. ¹⁰¹

I received training on how to action against Gender Based Violence (GBV) by UN-Women. I also attended an event on ending sex corruption "FUNGUKA". The society believes that women are more vulnerable to sex in the media industry compared to men. But the situation can be for both men and women. Women sometimes create seductive environment to seduce the producers or editors thinking it is the way they can succeed or fulfill their goals.¹⁰²

⁹⁹ Assistant lecturer, TUDARCO

¹⁰⁰ Human resource manager, Azam media group

¹⁰¹ TAWLA personnel

¹⁰² Female Journalism student

Part Four: Conclusion and Recommendations

4.1. Conclusion

It was observed that sexual corruption is prevalent within the media sector despite the existence of the legal framework and the NPAVAWC. There is a need to take deliberate efforts and joint action against sexual corruption within the media sector.

4.2. Recommendations

The recommendations on how to make the media sector workplace a safe space that is free of incidents of sexual corruption were as follows;

Set up a Gender policy and sexual corruption policy for media houses: It is important for all media houses to have a gender policy with a component of sexual corruption. The lack of gender policies in media houses has contributed to inadequate steps to take action against sexual corruption in the media sector.¹⁰³ It was also proposed that there should be a policy for sexual corruption in media sector.¹⁰⁴TAMWA advocated for enactment of the Sexual Offences Special Provisions Act (SOSPA) and there is law in place to deal with corruption, the Prevention and Combating of Corruption Act (2007).TAMWA can use this law that provides for sexual corruption to take action.¹⁰⁵ A specific policy/ guideline on sexual corruption can be developed since there is none currently.¹⁰⁶ Management should create a routine to ensure important policies such related the sexual harassment and sex corruption are known by the staff. The policies can be displayed in area where staff and other visitors can access.¹⁰⁷

Having strong policy against sexual corruption.¹⁰⁸ ...The journalism profession should be respected and we should have a policy or department for receiving such complaints. There should be a policy to protect and receive complaints on sexual corruption. There should be confidentiality to protect those who give information and the victims should not be mentioned.¹⁰⁹

¹⁰³Respondent

¹⁰⁴ Editor No.8

¹⁰⁵ Editor No.1 (Female)

¹⁰⁶ Program Officer, MCT

¹⁰⁷ Program Officer, MCT

¹⁰⁸ Human resource manager, Azam media group

¹⁰⁹ Editor 2 (Female)

There should be a clear and friendly procedure and mechanism for reporting sexual corruption.¹¹⁰

Journalists should be competent, self-aware and confident: It was proposed that journalists should be self-aware about their capacity and the purpose why they are in the newsroom.¹¹¹ Journalist should be competent and perform at the work place so that they do not encounter sexual corruption.¹¹²

Women (female journalists) should be confident and should not wait to be given things.¹¹³

Media owners should be informed that sexual corruption is a breach of human rights. There should be in-house meetings to discuss and take action against anyone involved in sexual corruption.¹¹⁴ All media houses need to raise this issue and as part of the media fraternity, we should note that it is a bad thing and even for those who work in churches. The media owners and management of the media houses should discuss these issues with staff.¹¹⁵

Awareness raising on the consequences of Sexual corruption: To raise awareness about sexual corruption at the work place so as to give the victim necessary tools to avoid falling into the trap.¹¹⁶ Female journalists should be empowered to understand sexual harassment and corruption.¹¹⁷

Management should create a routine to ensure important policies such as the sexual corruption are known by the staff. The policies can be displayed in area where staff and other visitors can access. A specific policy/ guideline on sexual corruption can be developed since there is none currently.

Ensure that the work place is a safe space especially within the media sector through undertaking the following; 'There should be an open communication system.'¹¹⁸ '...Use of CCTV cameras, resignation, access to right information, posting fliers to remind people in the office, self-awareness and making your own right decisions.'¹¹⁹ In addition, 'the management should create a routine to ensure important policies such as the sexual harassments

¹¹⁰WiLDAF Secretary

¹¹¹ Editor No.2

¹¹² Editor Citizen

¹¹³ TEC Program Officer

¹¹⁴ Editor No.8

¹¹⁵ Editor No.9

¹¹⁶ Human resource officer, MCL and TAWLA personnel

¹¹⁷ Respondents

¹¹⁸ Student TUDARCO

¹¹⁹ Journalism Student, TUDARCO

are known by the staff. The policies can be displayed in area where staff and other visitors can access. A specific policy/ guideline on sexual corruption can be developed since there is none currently.¹²⁰

Adherence to professionalism and ethics within media fraternity; 'Professionalism should be observed and adhered to when hiring and firing employee.'¹²¹

Break the silence on sexual corruption by empowering employees: 'Employees and employers should be confident to report the incidents for appropriate measures to be taken against the perpetrators.'¹²²

Help desk: Within the newsroom, there should be a help desk to evaluate, receive and resolve issues of sexual corruption.¹²³

Report sexual corruption incidents to PCCB and use available hotlines, PCCB and Police gender desk: The media fraternity can report incidents of Sexual corruption to PCCB, the gender desks and the hotlines in place to address gender based violence. In addition, 'gathering evidence and reporting incidents of Sexual corruption'¹²⁴ will be helpful for victims and discourage perpetrators from committing Sexual corruption. Working closely with law enforcement agencies and reporting Sexual corruption incidents is crucial.

Capacity Building, advocacy, coaching and mentoring: Comprehensive interventions and programmes within the media fraternity with different components such as capacity, advocacy, self-awareness and self-confidence, coaching and mentoring can mitigate the impact and level of prevalence of sexual corruption within the media sector. This will mitigate the impact of sex corruption which is a criminal offence and destroys the confidence and potential of journalists. Inclusive awareness should be taken into consideration during capacity building sessions for both male and female personnel within the media sector so as to seek solutions to sex corruption in the media sector.

Law reform and strict penalty for sexual corruption: Review the Prevention and Combating of Corruption Act (2007) specifically provisions on Sexual corruption and increase the fine and term of imprisonment for Sexual corruption. In addition, a clause on victim compensation and protection ought to be incorporated in the law. The Penal Code Cap 16 Revised Edition 2002 and the Prevention and Combating of Corruption Act (2007) should be

¹²⁰ MCT Programm Officer

¹²¹ TGNP Program Officer

¹²² TGNP Program Officer

¹²³ Journalist/Secretary, Dar Press Club

¹²⁴ Respondents

harmonised in terms of definition and penalty for sexual corruption and sexual harassment. ' Issuing strict penalties for perpetrators will contribute to putting an end to Sexual corruption.

Develop a mechanism for prevention, reporting and taking action against sex corruption within the media sector and this could involve; 1) setting policies with a component of sexual corruption with media houses, 2) raise awareness and provide training on sexual corruption, 3) file complaints and report incidents of sex corruption, 4) take legal action by involving PCCB, 5) establish a committee consisting of both women and men rather than just one individual to handle sexual corruption incidents, 6) Translate policy into relevant Kiswahili, 7) Display posters about zero-tolerance for sexual corruption, 8) Distribute brochures on frequently asked questions and answers on sexual corruption and 9) Conduct surveys to identify factors and situations leading to incidents of sexual corruption.