



Journalists for Human Rights

GENDER REPORT

Putting women and girls in headlines in 2018

Cover photo Photography workshop at the Ecole Technique de Journalisme in Bukavu, Democratic Republic Congo. Photo credit: JHR



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by Rachel Pulfer Executive Director

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FOREWORD

It's 3pm on a Friday in Mali, and the Journalists for Human Rights team is at the Maison de la Presse in Bamako. We're here to listen to Ramata Diaouré, editor, writer, reporter and journalism trainer par excellence.

In between putting out her monthly magazine and training journalists on everything from how to cover gender based violence to how to gather reliable data, Ramata sat down with the JHR team to talk about the particular challenges women and girls face in media in Mali.

Those challenges would be familiar to women journalists across all 28 of JHR's Global South country programs to date.

No job security. Women in Malian media are last hired, first fired.

If a woman gets a foothold in a news organization, she faces intense pressure from both bosses and sources to provide sexual favours in return for information, publication and advancement.

If by some miracle, she manages to prevail, build a following, build the credibility in the newsroom to call her own editorial shots, and get stories about issues that matter to her and other women and girls published, stories, for example, about sexual or reproductive health and rights, she runs the risk of retaliation from authorities strongly influenced by religion, even shame and ostracism from her own family, in this most complex of countries.

And she still has to care for an average of six family members—before and after work.

As with other JHR programs in South Sudan, Syria and the Democratic Republic of the Congo, JHR aims to work with journalists like Ramata in Mali to change this.

JHR's program in Mali is funded by the United Nations Democracy Fund for a two-year pilot. Its goals are simple: to provide professional-grade training in human rights reporting for journalists and managers, and adapt that vocational training to curriculum for the country's brand new journalism school. As with all JHR programming, the project targets gender equity outcomes through prioritizing the voices and concerns of women and girls throughout.

What this means is that we'll be working with women journalists on how to tell stories that matter to them with confidence.

We'll be working with male journalists on how and why to promote women in the newsroom. Showing them how this can

be good for quality issues-driven coverage. And, as in so many other places, from South Sudan to Liberia, showing them how it's also been good for business.

We'll be working with all journalists on quoting women as leaders, authorities and experts.

And we'll be building networks so that women can make common cause, amplifying the impact of one another's successes and celebrating one another's work.

For the past eleven years, JHR has worked this way in conflict and post-conflict environments around the world.

2018 ushered in the #MeToo Movement. Women worldwide started to call out the men in their offices, homes and schools who had been harassing and oppressing them. And they found ways to work together, to rise beyond the simplistic Madonna/Whore definitions of woman as caregiver or woman as sexual object, find their voices and claim new and much more varied authority roles in public and private space—for themselves.

Over 2018, JHR has seen that when women are promoted into positions of authority in newsrooms, real change happens.

The stories they publish become more issues driven, less political.

The amount of content focusing on so-called women's issues—health, education, and the environment—goes up.

Sponsors get behind their work.

And readers' trust in their work goes up.

The following pages outline in some detail how JHR has worked through 2018 on women's and girls' stories and concerns, helping journalists in South Sudan, DR Congo, Syria and Jordan give voice to women and girls and help them find redress.

We're delighted, inspired and thoroughly encouraged by what we've seen change across these four wildly disparate country programs over the past year, through taking a feminist approach to media development.

We hope you will be too.



Rachel Pulfer Executive Director
Journalists for Human Rights

JHR GENDER STRATEGY 2019 MOVING FROM EQUALITY TO EQUITY



Irene Ayaa, specialized gender trainer, JHR South Sudan. Photo Credit: JHR

GENDER EQUITY

JHR's ultimate strategic outcome is to ensure everyone in the world is aware of their human rights. JHR recognizes that working towards gender equality is not enough to guarantee true progress towards full realization of the rights of women and girls. As such, in 2018 we have continued to adapt our programming towards gender equity targets, working to meet women where they are (which is often not in newsrooms) and crafting programming to address and help women and girls overcome the specific gender barriers that they face.

Working towards gender equity is a crucial opportunity towards JHR's ultimate strategic outcome. As such, it is integrated throughout JHR's four pillars of sustainability.

CHALLENGES PROMOTING GENDER EQUITY IN STRENGTHENING MEDIA:

1.

Institutional barriers and gender discrimination in media organizations; representation of women and coverage/reporting on the rights of women and girls.

2.

Discriminatory legislations, policies and procedures within public institutions; unbalanced gender representation in power structures and public life.

3.

Weak gender responsive actions and programming from women rights organizations; social mobilization and advocacy actions.

4.

Gender stereotyping and false narratives about the rights of women and girls, strengthening unequal and discriminatory social structures.

JHR'S GENDER EQUITY STRATEGY IS EMBEDDED WITHIN FOUR STRATEGIC PILLARS AS FOLLOWS:

Gender Inclusive Media; programming and reporting/ coverage within media organizations/outlets as well as collectively across the sector.

Enabled Women and Allied Men within Power Structures; governments, authorities, formal and informal justice systems and social hierarchies.

Advanced Women's Rights Organizations; CSOs and CBOs that focus on the rights of women and girls in their mandates and/or women led organizations.

Informed Public on the Rights of Women and Girls; women, girls, men, boys and community leaders.

JHR'S APPROACH TO ADVANCE GENDER EQUITY IS BASED ON THE FOLLOWING INTERVENTIONS:

1) Institutionalizing processes on gender equity within and across the media sector. This includes gender equitable policies, gender responsive programming and gender sensitive reporting.

2) Amplifying the voices and representation of women and male allies within power structures.

3) Facilitating and supporting women's rights organizations' access to national, regional and international platforms.

4) Raising the public's awareness, and understanding and respect for the rights of women and girls

We start the 2018 update in the DR Congo with two stories of impact, one by a powerful, young female voice that has worked with JHR for several years; the other about how quality reporting helped shut down a militia that was committing mass rape in the eastern village of Kivumu.



Raissa Tshikandama and Hénoc Nova researching and interviewing unregulated health clinics. Photo credit: JHR

STUDENT JOURNALISTS' INVESTIGATION INTO CONGO'S FAKE HEALTH CLINICS CREATES CHANGE

Raissa Tshimakanda was a 3rd year graduate student in journalism at the National Pedagogical University (UPN) when, alongside other students, she realized a mini-documentary about the unregulated and horrible conditions of health centers in Kinshasa.

Raissa is one of many students that has benefited from JHR's work in the DRC. She says: "JHR has turned me into a point of reference among the activist girls of Kinshasa, and I am very grateful to JHR for the training. I am project manager at Jeune en Action, an organization that is implementing a project supported by UNFPA. Everyone wants to know more about JHR clubs when they learn that this is where I received my training".

After student journalist Raissa Tshikandama led an investigation into the proliferation of fake health centres in Kinshasa, the capital of the Democratic Republic of Congo, the resulting story led to a crackdown on these centres across the city.

Tshikandama is a third-year graduate student in journalism at the National Pedagogical University. Training from Journalists for Human Rights made it possible for her and fellow student

Hénoc Nova of the Faculty Institute of Information Sciences and Communication to collect information about these makeshift health centres.

They produced a mini-documentary that reached a wide audience, exposing Kinshasa's unregulated health centres and reducing the risk they posed to the general public.

Professor Tshiomba Onga Binsalu Tharcisse, head of the Department of Forensic Medicine at Kinshasa's General Hospital of Reference, was inspired by the team's work. In response to their reporting, he launched a school to train medical examiners, with the aim of separating fraudulent doctors from professional doctors.

"This is my struggle for now," he said.

Tharcisse's school aims to train the next generation of Congolese doctors, in much the same way that JHR is training the next generation of Congolese journalists.



Click here to watch: Investigation into 'fake' health centres in the DRC (in French)₁

1. https://www.youtube.com/watch?time_continue=932&v=RX5SYFLsBHA

A DOCUMENTARY THAT HELPED ARREST AND CONVICT A MASS RAPIST

Bukavu is the capital of South Kivu in the eastern Democratic Republic of Congo. Set on the shore of beautiful Lake Kivu, it is known as the rape capital of the world, thanks to its horrific record of mass sexual assault.

As of October, 2018, it is also now home to the Nobel Peace Prize.

This year, the Nobel Peace Prize goes to two activists. One, Nadia Murad, a survivor of sexual violence herself, is a Yazidi activist for women raped in conflict. The other is Dr. Denis Mukwege, a surgeon legendary across the eastern DRC for his hospital dedicated to helping heal women survivors of brutal sexual assault.

Prince Murhula is the leader of Journalists for Human Rights' media-development programs in Eastern Congo. Back in 2014, he was Dr. Mukwege's communications director. "To experience first-hand the pain and suffering of women who were raped – sometimes by 10 men – only to then watch their husband be killed? It was powerful."



Watch ETJ leaders Prince Murhula and Sandra Bashengezi talk about how they supported their students in making this story. ²

In their heads, said Mr. Murhula, these women were dead. It was the job of Dr. Mukwege and his team to bring them back to something approximating life.

"We hope Canadians understand that there are people there who suffer – but despite their suffering, there is a beautiful hope in the Congo that things can change," said Mr. Murhula. "There are initiatives that deserve recognition and support, in order to help the Congolese people recover from mass trauma."



Click here to Watch the documentary "Kavumu cité aux viols d'enfants, le temps de dire non." in JHR's YouTube channel. ³

In October 2018 Mr. Murhula came to Toronto to speak about the work he and his wife, Sandra Bashengezi, do in Bukavu, training journalists with Journalists for Human Rights. Dr. Mukwege heals these women's bodies. Mr. Murhula and Ms. Bashengezi's work tries to heal their minds. They do this by giving women who have been raped a platform to tell their stories. One recent example is a new film, *The Prophetess*, by Sylvie Weber and Margaret Flatley. It documents the lives of women who have survived horrific rape in the eastern DRC, only to find hope and healing through story.

Mr. Murhula and Ms. Bashengezi also train journalists in how to cover incidents of horrific sexual violence with sensitivity, while bringing perpetrators to justice. A documentary created by Mr. Murhula's trainees, Esther Kamwa and Jean-Claude Bisimwa, tracked a militia that had been perpetrating mass rape on girls as young as two years old in the village of Kavumu. After the documentary aired, the militia was shut down. This year, its backer, a powerful parliamentarian, was sentenced to life imprisonment.

² <https://www.youtube.com/watch?v=tiEDYURwJ1Y>

³ <https://www.youtube.com/watch?v=LwBBEbZakbw>

DRC female journalists trained:



37 out of a total 108 journalists trained, or 34%.

Journalists for Human Rights has been working to improve coverage and public discussion on human rights, with a particular emphasis on women's and girls' rights and voices, in the Democratic Republic of the Congo since 2007. The organization locally registered in the country in 2011.

In 2018, JHR's programming in Syria helped amplify the voices of women and girls in a besieged refugee camp and get redress, and spotlighted the work one female teacher is doing to ensure kids in bombed cities can keep up their grades.

HOW PRIORITIZING THE VOICES OF REFUGEE WOMEN, GIRLS AND THE MOST VULNERABLE HELPED SAVE LIVES IN SYRIA'S CAMP OF DEATH



Children in Al Rukban refugee camp. Photo credit: HumanVoice.

A girl named Huda, a child named Mohammad and a senior named Fayroze: these are the names of three Syrians who lost their lives in 2018, simply because they live in a refugee camp that is besieged.

The over 60,000 residents of the Al-Rukban camp, which spreads across 7 km of Syrian desert near the Jordanian and Iraqi borders, live in extreme environmental conditions. They lack access to adequate health care, nutrition or water.

The camp is located in opposition territory, but surrounded by government forces. The closest resources and infrastructure are in Jordan, but complexities over who is responsible and liable for the camp, plus ongoing conflict, makes it impossible to guarantee supplies and aid. The residents have been suffering — including the three named above, who needlessly lost their lives.

This situation changed in October 2018, thanks to a media campaign coordinated just last week by Journalists for Human Rights. Women, girls and mothers of children at risk are sharing their needs and speaking up. Their voices are being

heard through a network of Syrian human rights journalists. And as a result, authorities are promising to improve conditions in the camp.

In 2016, the year after the camp was established, ISIS moved through it to attack a Jordanian military position. Camp residents' movement to and from the camp was heavily restricted. In June 2018, the Syrian government surrounded the camp with military troops and cut off the only road, which had been used to deliver humanitarian aid to the camp. This left the camp's 60,000 residents besieged on the Syrian side, while facing closed borders on the Jordanian side.

Al-Rukban earned the name "Camp of Death" (Moukhiam Almaout) because its residents were dying in ways unlike what was seen in other camps: from easily treatable illness and a lack of very basic resources.

On Oct. 16, members of the newly formed network of Syrian Journalists for Human Rights published 11 different stories and reports on the "Camp of Death" through five different outlets. Stories either quoted or otherwise featured the



A medical clinic at the Al-Rukban camp in Syria. SADA ALSHAM NEWSPAPER, JHR

experiences of women and girls prominently. These human rights reports, stories and forums reached tens of thousands of people and representatives from the major players were questioned and interviewed, answering to the public and those who are concerned with the living conditions in the camp.

The next day, one outlet, Nasaem Souria, received a voicemail from the head of the relief office in the camp, Mahmoud Hemilie, informing them that they had received a call from a UN office in Damascus promising to begin addressing the camp's humanitarian problems.

That afternoon, Reuters and Syrian media reported that the government of Bashar al-Assad had also finally agreed to open a humanitarian corridor and allow humanitarian aid into the camp, in collaboration with the Syrian Arab Red Crescent.

The five outlets, all JHR partners, reported on the same day. The camp's residents thanked the outlets for giving them a voice and for shedding light on the issue through coverage that focuses on and prioritizes people's needs.

The independent Syrian newspaper, Sada Alsham, a JHR partner and active member of Syrian Journalists for Human Rights, reported in early October 2018 that a four-month-old infant, Huda Raslan, died due to the lack of formula or access to health services. The newspaper quoted her mother in the camp, who stated that for a week the child's family were trying to get her to a hospital in Jordan, just across the border, but were unsuccessful.

In a video report from the camp⁴, a mother explained to the paper that her five-year-old daughter suffers from unexplained twitching which nurses and medical students — there are no doctors working in the camp — are unable to diagnose, despite the worsening health condition of the child.

Journalist Samer Alahmad, of JHR's partner Geroun Network, wrote about Azari Darwish, another child who has been

refused entry to Jordan for treatment. "Medical professionals have told me to hurry up in treating my daughter before she is fully paralyzed," said her mother. Fourteen-year-old Azari urgently needs surgery to prevent her knees from curving further as she grows. Her mother says that she had lost hope and had decided to stay silent until she spoke to JHR's journalist.

Alahmad, a member of Syrian Journalists for Human Rights, also produced a special report on the most vulnerable people in the camp: women and girls. Sexual and reproductive health and rights (SRHR) are often ignored in the camp. An aid worker stated that, "Twenty women died in childbirth in the past months. It's very difficult to reach the nearby Jordanian hospital and the camp lacks any actual equipment or medication in its rudimentary clinics."

These problems have not gone away. But as a result of JHR journalists' coverage, convoys of supplies and other aid are now able to get through — significantly mitigating the impact.

Residents from the camp called JHR's partners to express gratitude for the role the media had played so far and stressed the need to continue the work to address the problems through a comprehensive approach. Residents, reporters and aid workers have expressed a fear that the Syrian government won't follow through on its promises of opening up a humanitarian corridor, or will disrupt the process — and that without sustained media attention the gains will be reversed.

JHR continues to work with its network of journalists and reporters in collaboration with aid and civil society organizations to solve the issue from the ground up and in so doing, help save the lives and protect the human dignity of 60,000 people trapped in the Camp of Death.

4. Click here to watch the video on the JHR YouTube channel, or at <https://www.youtube.com/watch?v=w4zBJ59GF8g&feature=youtu.be>



Mariam Shriout teaching her students. Image: nasaem Souria TV. Click here to watch the video on JHR's YouTube channel.⁶

SYRIAN WOMAN BRINGS EDUCATION TO CHILDREN IN WAR-TORN AREAS

Mariam Shriout is committed to ensuring children in her community have access to education.

In Syria, this isn't a straightforward task. More than 10 schools have been bombed in Ma'arat al-Nu'man, the city where Shriout lives.

In 2013, Shriout started a learning centre to help children in her northwestern Syrian town catch up on school after falling behind due to the disruptions of war. She called the center With Knowledge We Grow.

"There were a lot of children who should have been in their third or fourth grade in school, but they completely missed those grades," she told Nasaem Souria TV. "Our aim was to have children rejoin the right classes for their age groups."

The team at Nasaem Souria TV used their training from Journalists for Human Rights to document Shriout's passion for educating children even when it is dangerous. The story, focusing on children's right to education, aired in February 2018. It is an example of the kind of human rights-focused pieces that JHR helps train journalists to find.

JHR's Syria project, in partnership with the United Nations Democracy Fund, has been working since 2017 to build the skills of Syrian journalists in fostering inclusive and informed public dialogue on human rights, as well as ensuring the sustainability of independent Syrian media outlets. In particular, JHR trains media managers in developing sustainable business models and teaches journalists how to use data journalism and new technologies.

6. <https://www.youtube.com/watch?v=FEJB50raGRo>

Syrian female journalists trained:



20 out of a total of 45, or 44.4%

Journalists for Human Rights has been working to improve coverage and public discussion on human rights, with a particular emphasis on women's and girls' rights and voices, in Syria and across the Syrian diaspora since 2017.

In Jordan in 2018, JHR celebrated a major breakthrough story on trans rights and put a spotlight on the issue of honour killing and what to do about it through a specialized radio show, *Motawasoon* - translation: "We Are All Equal."

TRANSGENDER COMMUNITY IN JORDAN FACES ABUSE, DISCRIMINATION

LGBTQ rights in Jordan are tenuous, to say the least. Although the country decriminalized "same-sex behaviour" in 1951, cases of abuse and widespread discrimination continue. Senior government ministers in the conservative country make public remarks against what they believe to be "sexual deviance" tarnishing the decency of the state.

In June, JHR Jordan supported local journalist Hiba Abu Taha in producing an in-depth story on transgender rights in the country. Abu Taha spoke with two transgender individuals about the challenges of transitioning in Jordanian society.

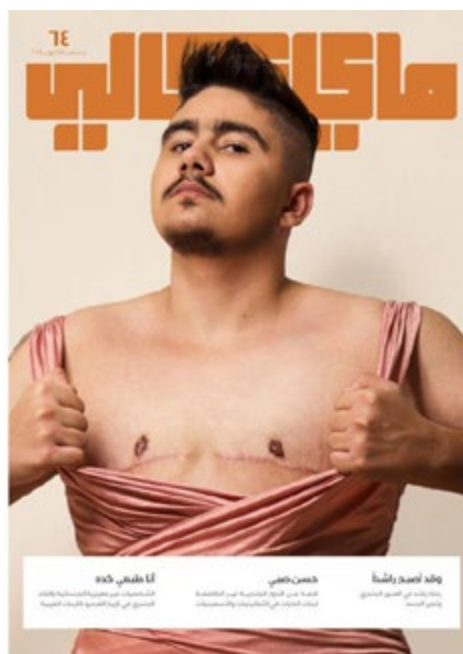


Magazine cover My.Kali. Photo credit: My.Kali Magazine

Both have faced abuse, discrimination and persecution for identifying as transgender.

"Ever since I was a child, I rejected myself as a male. For years, I was silent and did not express my feelings until I got to the point where I had to express myself. I got to the point where I either die or face everyone and start the transition process," said Maya, a transgender woman whose real name has been withheld to protect her safety.

Muna, whose real name has also been withheld, is a transgender man currently in the process of transitioning. After facing abuse at home, Muna said he chose to run away



Magazine cover My.Kali. Photo credit: My.Kali Magazine

with his lover but was reported to the police by his parents. After being detained by local authorities, Muna was sent for a medical evaluation. A psychiatrist referred him to a hospital for mental illness, where he faced humiliation and abuse.

To read Abu Taha's groundbreaking story in English [click here](http://www.jhr.ca/en/wp-content/uploads/2018/08/JHR-Jordan-Translation_LGBTQ-Rights.pdf).

In Jordan, sex reassignment surgery is also difficult to obtain; its legal status is currently unclear, though some activists are working to change that.

Following publication, the story was widely shared across social media and throughout the LGBTQ community in the MENA region. Other journalists have also reached out to and met with Abu Taha to discuss stories they are working on on related topics to learn more from her experience. This story is paving the way for other journalists to continue covering a sensitive, yet vitally important, topic in the country to ensure everyone has access to the rights and freedoms they deserve.

This story was originally published in Arabic in My.Kali Magazine, a conceptual webzine for and from the Middle East and North Africa.

7. http://www.jhr.ca/en/wp-content/uploads/2018/08/JHR-Jordan-Translation_LGBTQ-Rights.pdf

MOTASAWOON, WE ARE ALL EQUAL



Demonstrators for abolishing 308. Photo credit JHR Jordan

Jordan was the first country in the MENA region to pass an Access to Information Law in 2007. Yet Jordanian journalists are often subject to close surveillance by intelligence services, many receiving gag orders from the media authority that silence vital human rights reporting and limit access to information nationwide.

Since 2013, JHR has been working in Jordan to improve the public dialogue on vital human rights issues in the country. An integral activity throughout the program has been the production of a monthly radio show *Motasawoon*, meaning 'we are all equal.' The show engages authorities, experts, journalists and thought leaders from multiple backgrounds and opinions and discuss/unpack a selection of human rights topics with a focus on women and girls' rights.

As an example: JHR broadcast an episode of *Motasawoon* on Article 308 of the Jordanian penal code that was to be debated in parliament three days after the episode aired. Article 308 was a provision in 1960 Jordan penal code which allowed perpetrators of sexual assault to marry their victims to avoid punishment.

Motasawoon was the only radio show that presented a wide range of views on Article 308: whether to leave the article as is, completely abolish it, or simply make amendments to it.

After the show was posted on social media, the Minister of Social Development, Hala Lattouf, asked for the link of JHR radio show to hear to the debate to help inform her decision ahead of the ruling. Demonstrating the vital importance objective, public platforms play in discussing human rights in Jordan when pushing for change.

The fact that this episode talked about violations that women go through from Article 308; along with other collective actions from other CSO's, pushed the government to abolish the Article completely.

The radio show has produced a total of 12 episodes and continued to cover human rights topics including: migrants and refugees, the rights of children, the UPR process, and media and human rights. Livestreams of the show have been viewed over 15,000 times.

SUPPORTING FEMALE JOURNALISTS IN JORDAN



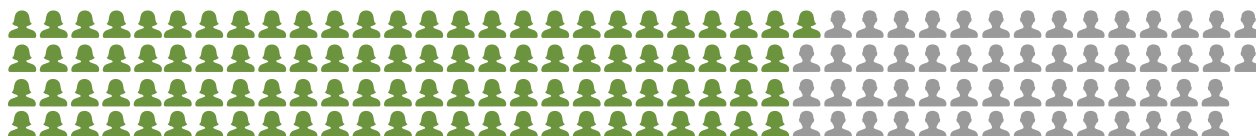
Nadine Al-Nimri Photo credit: JHR Jordan

63% of journalists trained in JHR's programming in Jordan are female. One of these journalists is Nadine Al-Nimri of Al Ghad Newspaper. Al-Nimri won 1st place in JHR's annual award for outstanding human rights reporting in Jordan in 2015 for her coverage on the rights of children. It was the first major award Nadine won in her career. In winning the award she shared that she felt the importance of reporting on human rights, specifically children's rights, and representing a vulnerable group that so often does not have a voice. In 2018, Nadine has continued her reporting with JHR and was a train the trainer in her newsroom, supporting others in data journalism after receiving training from Leslie Young of Global News Ottawa.

Says Nimri: "I consider working with JHR as a milestone in my career life, and I believe that I had a great benefit working with them. It is really important that I won the first award launched by JHR in 2015. JHR has also succeeded in introducing the Data Journalism concept in Human Rights Reporting in Jordan."

Over the past four years, Nadine has continued to cover children's rights and made it an integral focus of her coverage. Through this reporting, Nadine is ensuring human rights, with a strong priority on women and girls' rights, remain in the headlines in Jordan.

Jordan female journalists trained:



101 out of 158 total, or 63% of journalists trained

Journalists for Human Rights has been working to improve coverage and public discussion on human rights, with a particular emphasis on women's and girls' rights and voices, in Jordan since 2013. The organization locally registered in the country in November 2017.

In South Sudan, JHR put a spotlight on radio that amplifies the voices of women and girls in displaced-person camps.

LIFE LINES: LIFE SAVING INFORMATION FOR VULNERABLE PEOPLE, IN PARTICULAR WOMEN AND GIRLS IN SOUTH SUDAN



The Life Lines team. Photo credit: JHR South Sudan

There was an underlying sense of worry among the 17-person team at Voice of Hope in Wau, in northwestern South Sudan. A 10-month program was days away from ending. That meant the workforce at the radio station would be cut down by more than half. JHR stepped in to make sure it all wouldn't be lost.

Most of the team members are information officers. They were hired to collect feedback from people living inside camps for internally displaced people (IDPs) and the United Nations Protection of Civilian (POC) site throughout the greater Wau region. They're asked to record the issues that people in those

communities are facing, in order to inform the NGOs who are there to provide humanitarian services. Gathering the information comes quite easily for the officers, because they happen to live in the camps themselves.

One of them is Buthaina Ali Moham, a fearless young woman who has become a pillar in her community at the camp where she's been living for the last two years. Having to leave her home, friends and father behind to seek refuge from a surge of violence in the Wau region sent Buthaina into a deep depression. "I didn't have anything. I was just sitting idle and sometimes I cried. I didn't feel good and my mind was very

far.” But working as an information officer gave her a new sense of purpose. She jumped at the chance to contribute to finding solutions for others like her who have been displaced by war. “Now, I am very famous in the camp. Every person, including the NGOs, gives me information first.”

Back in February 2018 JHR trained Voice of Hope journalists on how to analyze the information they were tracking from the IDPs and use it for human rights reports in news bulletins and talk shows. Now, the project is over, but it didn’t mean an end to the stories they were producing, nor an end to their mission to advocate for the rights of IDPs. Together we devised a plan: to create a radio program that would continue to serve this purpose, while putting a fresh focus on the lives and voices of women and girls.

As a team, we decided to name the show “Life Lines,” with the idea that Voice of Hope acts as a lifeline for IDPs, particularly women and girls, whose messages are not reaching the authorities responsible for their welfare. The next thing we needed was content. We broke the group into four

teams and quickly came up with multiple story ideas: why some women are not being given hygiene kits, cases of gender-based violence within the camps, substance abuse within the POC, why some people not been issued ration cards for more than one year, to name a few. Every subsequent day of training was focused on putting Life Lines together, as a team, step-by-step: one group recorded and produced the official jingle using the voices of IDPs, another went to work booking the guests for the live program, while the reporting team put together the feature report.

And within a week, it all came together. We went live on Tuesday, July 31 2018 with the first episode. And we instantly got positive feedback from the community as well as local authorities.

Voice of Hope correspondent Marang Michael expects big things for the new program. “It will be a huge show, bringing IDPs, stake holders and NGOs all together... I have a big hope that it will change the lives of many people.”



Journalists for Human Rights has been working to improve coverage and public discussion of human rights in South Sudan since 2014. The organization locally registered in the country in April 2016.

LOOKING AHEAD



Gender Workshop in South Sudan. Photo credit JHR

Journalists for Human Rights is immensely proud of the work its dedicated trainers and staff do to prioritize the voices, rights and concerns of women and girls worldwide. This work has had significant impact at the individual, organizational and community levels.

Consider the progress that Jordanian journalist Nadine Al Nimri and Congolese journalist Raissa Tshikandama have achieved individually in their careers through this training — winning promotions and awards, and being recognized by their peers.

Consider the impact on the fortunes of a South Sudan newspaper. In 2018, prioritizing women's advancement and gender stories translated, for the Juba Monitor in South Sudan, in a whole new line of revenue, as the newspaper started to secure new sponsorship funding for its gender

segment.

And for the 60,000 individuals living in al-Rukban camp, JHR's decision to amplify women's and girls' voices across eleven pieces of media coverage on one day, October 16, ensured those voices were not just heard but responded to. This is work that has saved lives.

It's also work that JHR recognizes is only anecdotally evaluated and showcased in this report.

Currently, JHR has the resources to disaggregate training by sex only. We are tracking outputs, and generating insights into outcomes achieved through our work by aggregating and analysing the implications of that data for change for individuals, outlets and communities.

For deeper analysis of the true gender equity impact of our



Data journalism workshop with Leslie Young. Photo credit JHR

programming on gender equity outcomes, more rigour and more resources are required.

As part of scaling JHR's programming and impact, we anticipate bringing in a more rigorous framework of analysis that allows us to track indicators of impact towards greater gender equity outcomes with considerably more depth and granularity than is currently the case.

- We plan to set ourselves the task of fostering greater gender inclusion and advancement of women's leadership, stories and interests within media partners. Systematically tracking whether that is happening and in what form it takes will require resources to conduct partner surveys and evaluate both whether policies are in place to foster greater gender inclusion in hiring, promotions and pay equity, and whether such policies are actually being enforced.
- We plan to set ourselves the task of strengthening civil society's capacity to inform the public about gender rights and issues. Systematically tracking whether that is happening and in what form it takes will require resources to conduct partner surveys and evaluate media produced on their research through media monitoring.
- We plan to set ourselves the task of engaging government and other authorities and stakeholders in conversations that move gender rights and gender equity outcomes forward. Systematically tracking whether that is happening and in what form it takes will require resources to conduct stakeholder surveys and evaluate government and stakeholder action in media produced on these conversations through media monitoring.
- We want to set ourselves the task of informing the public on gender rights and gender equity. Tracking whether that is happening and in what form it takes will require resources to conduct audience surveys and evaluate levels of knowledge and engagement with these issues.

JHR understands gender equity to be the process of allocating resources, programs, and decision making fairly to both males

and females without any discrimination on the basis of sex, while also addressing any imbalances in the benefits available to males and females.

JHR recognizes that gender equity requires that girls and women be provided with a full range of activity and program choices that meet their needs, interests and experiences.

Some activities may be the same as those offered to boys and men, some may be altered, and some may be altogether different from the training offered to male journalists. This latter includes such examples as training offered exclusively to women journalists in Juba, South Sudan in 2018, to help them network, prioritize one another's advancement and amplify one another's successes, and training offered to male allies to show them how and why to support women's advancement in newsrooms.

This action is in line with existing human rights legislation, including the 1982 Canadian Charter of Rights and Freedoms, which affirms the principles of equity while making provisions for affirmative action programs to eliminate disadvantages.

JHR further recognizes that women and girls face specific challenges to getting quoted, hired and promoted by local media partners in the target country programs.

JHR analysis shows that the average female journalist working at media partners in Democratic Republic of the Congo is also caregiver to an average of six family members prior to arriving at work and once returning home. Many female journalists also choose to blog or work outside of newsrooms, in order to avoid sexual harassment issues. Programming in country programs has been designed to target these women's needs and meet them where they are, rather than only offering workshops and in-partner training.

Tracking the impact of these interventions is vitally needed in order to understand the potential they hold to unlock the true potential of women and girls as journalists, authoritative voices and leaders in these societies.

JHR recognizes the crucial importance of doing this work. We are in a process of securing resources to be able to do it authoritatively and with rigorous duty of care — but we are not there yet.

Rachel Pulfer Executive Director
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