



# Journalists' Socio-economic Rights in Lebanon

**A Report by  
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THE SAMIR KASSIR FOUNDATION

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## Executive Summary

The plight of workers in the Lebanese media sector has worsened in recent years due to Lebanon's economic and financial crisis, particularly in light of the decline of the Lebanese pound's value against the US dollar. This has clearly affected the journalists' and photographers' salaries. Media workers are still struggling to survive and provide a decent living.

Therefore, the Samir Kassir Foundation (SKF) has launched the first edition of its semi-annual study, tackling the issue of journalists' and media workers' socio-economic rights in Lebanon. SKF will hold a series of meetings with media owners to explore how well media institutions meet the needs of their employees at various levels.

In its first section, the report sheds light on the responsiveness of journalists and their interaction with the survey, and the idea behind this study. This rate is much higher than that of the media institutions' interaction. Surprisingly, only 10 out of 27 media institutions selected to participate in the study have agreed to respond. The response rate of journalists was very high, with 81% of the journalists contacted. **It is important to note that the media institutions that responded to the survey were non-partisan organisations, and most of them were independent digital platforms. All media institutions affiliated with Lebanese political parties refused to respond to or interact with the survey.** According to the answers provided by their management and employees, independent media organisations offer notably good working conditions in terms of salary (in fresh US dollars) and insurance.

In the second section, the report gives a detailed description of the dollar crisis and its impact on the journalists' salaries. It also shows how media institutions reacted to that crisis, as 92% of the ones participating in the study adjusted their employees' salaries while 67% of journalists and photographers confirmed that their salaries were slightly modified, and 33% witnessed a noticeable change in salaries. In addition, 85% of the journalists and photographers participating in the study confirmed that they get paid their total salaries on time. However, **84% of the journalists and photographers participating in the survey reported that their salaries do not guarantee a decent life** and that they had to work in more than one media outlet or other institutions, such as universities and educational institutes, to secure their basic needs.

According to the results, 38% of the journalists working in the media institutions included in the study had verbal contracts, while 62% had written contracts. It is worth mentioning that 64% of the verbal contracts involve journalists working for news websites and 36% journalists working in the audiovisual and print sectors. Seventy-one percent of the respondents claim that the need to work in several media organisations to secure additional income was the main reason why they accept verbal contracts. This means that the repercussions of **the crisis prompt journalists to stick to their work to the point where they even waive some of their basic rights.**

Also, 57% of the respondents stated that their employers fully paid for the transportation costs of field reporters and photographers, 37% of them reported unpaid transportation, while 6% benefit from partially paid transportation. As for the phone and Internet costs, 82% of employees personally pay for their bills because the media organisations do not bear the costs, with 11% claiming that those bills are fully paid, and 7% reporting they were partially paid.

The report also addressed the insurance issue. Hospitals only recognize a minimal amount of the National Social Security Fund (NSSF) coverage and private insurance contracts, which adds to the suffering of journalists in obtaining full medical coverage in case they had work injury. The results showed that 47% of journalists and photographers were provided with the necessary insurance to protect them in the case of work injuries, while 19% of journalists and photographers only had NSSF coverage, and **34% of journalists and photographers did not have any health insurance.**

Finally, in the case of arbitrary dismissal, the data indicated that 71% were collective terminations because the media institution had to shut down or experienced a financial crisis. However, 29% were individual dismissals because of personal conflicts with the media management. Significantly, 67% of dismissed media professionals received total compensation as stated in the contract in Lebanese pounds. They were paid at the exchange rate of 1,500 Lebanese pounds for one US dollar, meaning that their severance's actual value was lost after the collapse of the national currency. Thirty-three percent of them confirmed they did not get their full rights and 57% of (dismissed) journalists and photographers who participated in the survey admitted that there had been political interference to prevent them from accessing their right to appeal before the relevant judiciary bodies.

## Introduction

This report is the first of a series of four that the Samir Kassir Foundation will publish within two years. The reports contribute to the literature on the issue of journalists' and media workers' socio-economic rights in Lebanon. It is worth noting that this project is being implemented while Lebanon is going through a very precarious situation, given the ongoing economic crisis that is particularly affecting the most marginalized communities.

As workers in the media sector are no exception to the rule, we will try to shed light, in the present report, on a wide range of preliminary data. This report specifically investigates the extent to which media organisations meet the immediate needs of their employees at various levels. We will further develop the topic in later sections. In this context, we believe it is essential to provide the public with in-depth evidence-based results to amend policies with the aim of enabling media professionals to recover and defend their rights.

From this point of view, the first report starts with a contextualisation based on the country's political, economic, and social developments. Its second section tackles the method adopted for collecting preliminary data and developing the survey. Then, a section for the data is classified and presented based on a mixed quantitative and qualitative approach. Consequently, a series of meetings and interviews will be held with media owners, chief editors, and other stakeholders after the release of each report, to meticulously discuss the corrective measures and required decisions.

## Context

The economic crisis has escalated in the past months. The country is heading to an unknown destination, with serious risks of social and security disruptions. As a result of the controversial monetary policy adopted by the Central Bank and the lack of political will to truly address the government's poor financial and fiscal performance, more challenges arise. The alternative and traditional media faced more specific challenges regarding sector/market saturation, linking money to political finance, and labour market instability. Moreover, despite the comprehensiveness of the Lebanese labour law in general and the relevant courts in specific cases, the latter were unable to adequately meet the needs of workers given the hyperinflation that has been plaguing the country since 2020.

In addition to the macroeconomic situation prevailing in the country, there has been a constant fear of political insecurity, given the assassination risks, the repression, and the continuous summonses targeting journalists. This increased risk of political insecurity is not accompanied by adequate compensation and insurance for journalists. This report considers this reality in an attempt to understand how journalists perceive this systemic problem and what steps they believe have been or should be taken to mitigate the consequences of the crisis.

## Methodology

To compile data, we rely on six-month intervals (twice annually) with a period of fifteen days to gather all the required information. This time frame takes into account the team capacity as well as answer delays. We focused on a sample of 27 traditional and alternative media outlets mentioned below. We also reached out to journalists and photographers who worked for media institutions that closed in recent years, such as The Daily Star and Al-Mustaqbal.

**Below are the media institutions included in the study:**

1. LBCI
2. MTV
3. Al-Jadeed
4. OTV
5. NBN
6. Al-Manar
7. An-Nahar
8. Al-Akhbar
9. Nida Al-Watan
10. Al-Joumhouria
11. Asas Media
12. Al-Modon
13. Megaphone
14. Daraj
15. Al-Mustaqbal
16. Raseef22
17. Janoubia
18. L'Orient-Le Jour
19. Télé Liban
20. The Daily Star
21. Ya Sour
22. El-Nashra
23. Lebanon24
24. Lebanon Files
25. Lebanon Debate
26. Bint Jbeil
27. Sawt Beirut International

For each media, we tried to gather the following information:

- The work contract details (daily working hours, compliance with the Lebanese labour law, benefits, insurance, salary, and currency used)
- The journalists' anonymous testimonies, as we reached out to more than 60 photographers and journalists (based on a series of questions that can be found in the Appendix)
- The media institution's official financial statements/policy
- The sample distribution by gender

The other comparative data we aim to use are the following:

- Time comparison before and after the crisis
- Gender
- Independent v. traditional media
- TV channels v. electronic media

After conducting these semi-structured interviews and collecting all surveys, we compiled all the findings to identify the socio-economic hardships journalists and media workers were experiencing amidst the crisis. Questions like, "How many media institutions provided their employees with written contracts?" and "How many offered a comprehensive health insurance policy? If the policy is not comprehensive, what does it cover exactly?" allowed us to conduct a comparative study to identify the similarities and differences between the different institutions consistently and coherently.

## Findings

### The Sample

**The responsiveness of journalists and their interaction with the survey and the idea behind this study were much more important than the media institutions' interaction.** Journalists wanted to shed light on their deteriorating economic conditions in light of Lebanon's crisis. Only 10 out of 27 media institutions selected to participate in the study have agreed to respond: LBCI, Daraj, Raseef22, Nida Al-Watan, MTV, L'Orient-Le Jour, NBN, Al-Akhbar, and Télé Liban. This represents 37% of the total number of institutions, as shown in Figure 1. Three out of the ten refused to give any information or details, such as the Al-Akhbar daily, which apologized for not providing any answers because they believed that the requested information "should be addressed to either an official legal institution or a union handling personnel matters within the media," while the management of both NBN and Télé Liban refrained from answering without giving any explanation. **The response rate of journalists was very high – 81% of the journalists contacted** – as presented in Figure 2. It is worth mentioning that 19% of the journalists and photographers working for the institutions participating in the study that refused to answer stated that they needed the administration's approval to answer but did not get back to us. Another group of journalists refused to answer the questions without giving any reason. It was also important to note that the **media institutions that responded to the survey were non-partisan organisations. Most of them were independent digital platforms** such as Daraj, Raseef22, and Megaphone. **All media institutions affiliated with Lebanese parties** refused to respond to or interact with the survey.

What was also interesting to highlight was that **independent media organisations offer significantly better working conditions**, according to the answers provided by their management and employees, in terms of salary (in fresh US dollars) and insurance. On the other hand, most journalists and employees working for partisan media institutions, or even state-owned ones such as Télé Liban, complained of being paid in Lebanese pounds, knowing that the national currency started rapidly losing its value in 2019. The salary no longer covers the most basic life necessities, knowing that the LBP reached its highest exchange rate in May 2022 (above LBP 35,000 for one dollar)

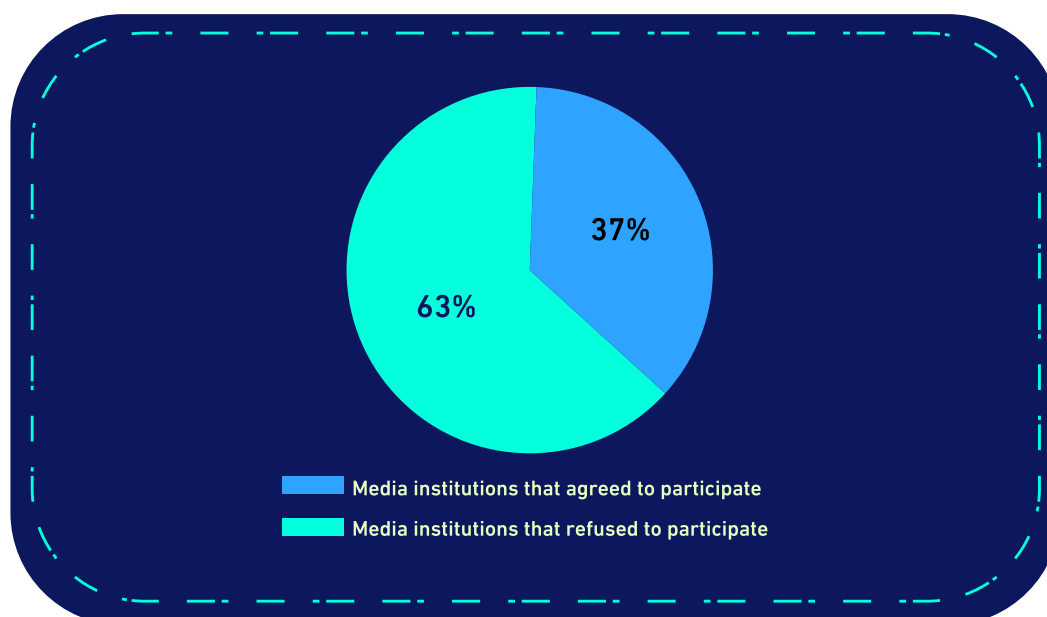


Figure 1: Responsiveness rate among media institutions



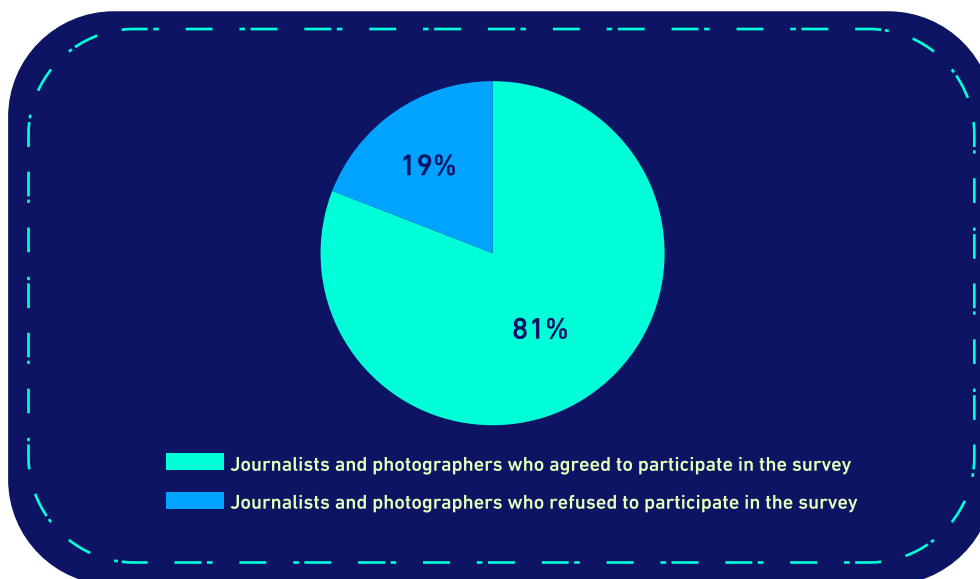


Figure 2: Responsiveness rate among journalists and photographers

### The Dollar Crisis and its Impact on the Journalists' Salaries

Since late 2019, the beginning of Lebanon's economic and financial crisis, **92% of the media institutions participating in the study adjusted their employees' salaries**. As presented in Figure 3 (according to the survey targeting media workers), only a limited number of them took several steps to help their employees in light of the crisis, especially after salaries lost their value because of the dollar crisis.

Each media institution had its way of dealing with its employees' challenges due to the economic crisis. Some of them paid salaries in US dollars, while others adjusted salaries with a slight increase of LBP 1 to 3 million. Some others raised the daily transportation allowance or secured gas and daily meals in an attempt to alleviate the crisis. Furthermore, **67% of journalists and photographers confirmed that their salaries were slightly modified**, while 33% witnessed a noticeable change in salaries, as presented in Figure 4. **All the surveyed media institutions stated that they adjusted their employees' salaries without giving any numbers.**

One of the questions examined whether salaries in US dollars were paid in fresh dollars or in Lebanese pound and the adopted exchange rate (LBP 1,500 as per the official one, LBP 8,000 as per the banks' withdrawal rate, or any other) in case they are paid in Lebanese pounds. Three out of the seven outlets that answered stated that their employees were paid in fresh USD if their contracts stated this condition. Two other institutions stated that the contracts were in LBP. However, a part of the employees' salaries was paid in fresh dollars. One of the institutions with contracts in US dollars pays half of the salary in LBP (USD 1 dollar = LBP 1,500) and the other half in fresh dollars. Since the beginning of the crisis, the seventh and last institution has paid the salaries in several currencies. One part is paid in LBP, another at bank rate, and the third in fresh dollars. The total amount is equivalent to the basic salary in US dollars paid at an average exchange rate of LBP 7,200 in the latest update.

As for the differences in earnings between a journalist, a reporter, and a photographer and the basis on which the gap is determined, there were significant disparities identified. Three media organisations confirmed that the salaries of photographers and journalists were defined according to competence and experience. A photographer with extensive experience in the institution earns more than a fresh graduate journalist, while two institutions confirmed that a journalist and a photographer receive equal pay. One institution indicated that the photographers' salary is about half of the journalists', while another confirmed that they did not have a photojournalist.

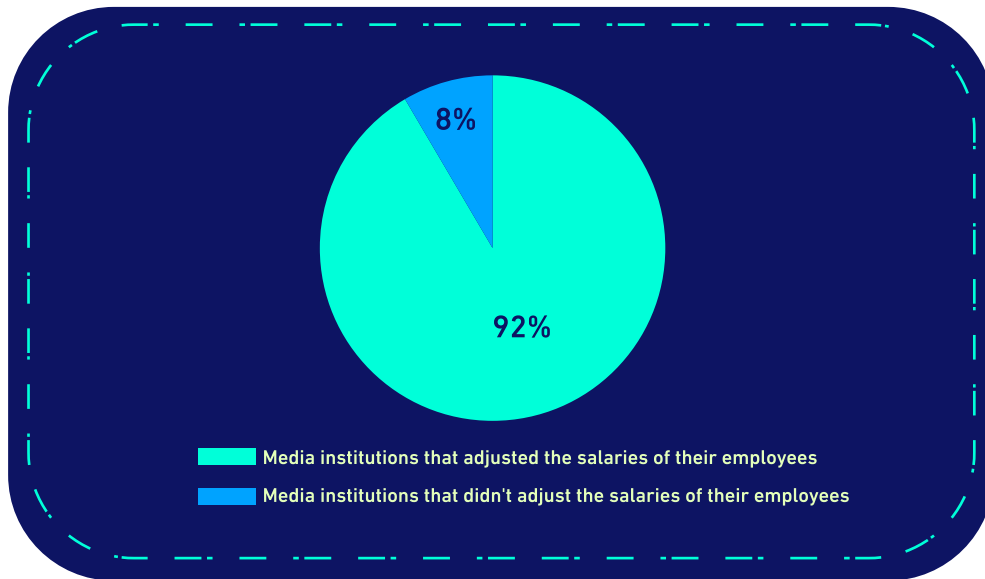


Figure 3: Percentage of media institutions that adjusted the salaries of their employees

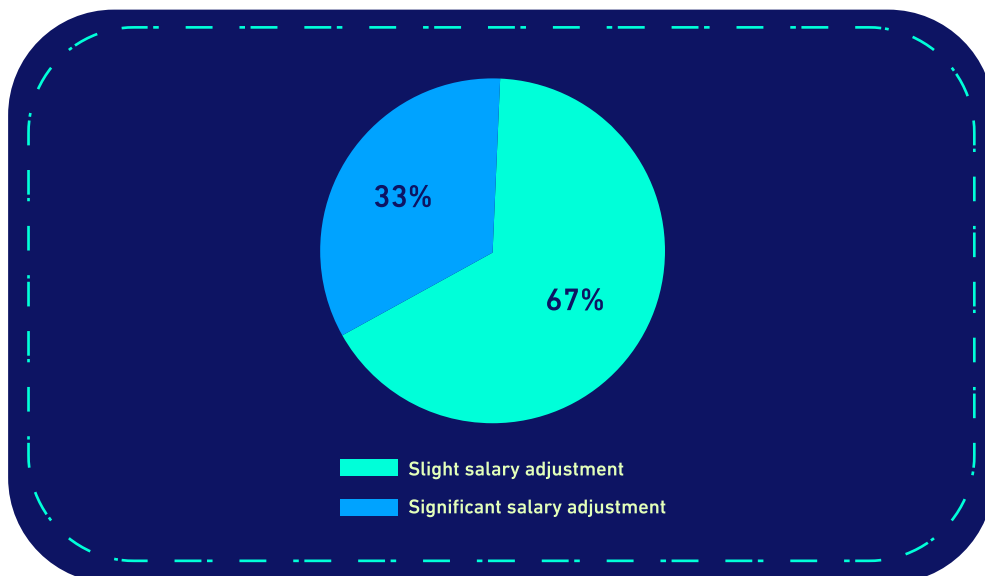


Figure 4: Adjustment rate among journalists' and photographers' salaries

It is important to note that the **different exchange rates affect a journalist's or a photographer's salary**. The official rate was LBP 1,507.50 for one dollar at the date of publication of this report, while the "Lollar" (exchange rate for bank deposits) was LBP 3,900, then increased to LBP 8,000 and the exchange rate set by the Central Bank's "Sayrafa" inter-bank platform reached LBP 25,000 for each dollar (at the time of publishing this report). This situation impacted journalists' salaries, whether they were paid in local currency or US dollars.

For this reason, the **surveyed journalists' salaries can be broken down according to four divisions** based on verbal or written contracts:

- Institutions paying their employees according to contracts in national currency. Salaries were considered very low, around LBP 1,000,000, which was equivalent to USD 70 per month at the time of reporting.
- Institutions that pay their employees according to contracts in fresh US dollars. Salaries were considered to be very good.
- Institutions whose contracts are in US dollars but have been paying their employees in several currencies since the beginning of the crisis. One part was paid according to the exchange rate adopted by the Central Bank, another at bank rate, and a very small part in fresh dollars.
- Institutions whose contracts are in LBP but pay more than 50% of their employees' wages in fresh dollars

**85% of the journalists and photographers participating in the study confirmed that they get paid their total salaries on time**, while 15% reported a delay of up to ten days, as presented in Figure 5. Eighty-six percent of the institutions insisted they paid total salaries on time, while 14% said they paid the total amount with a delay of up to ten days. These percentages reveal that the journalists' replies match those of the media institutions they worked for.

As for the salary gap, **29% of media institutions reported that the executive director's salary was two to three times higher than that of the journalist**. Also, **29% admitted that the salary was higher without giving any details regarding the approximate value**. **Twenty-nine percent say there was no salary gap, while 13% refused to answer this question**.

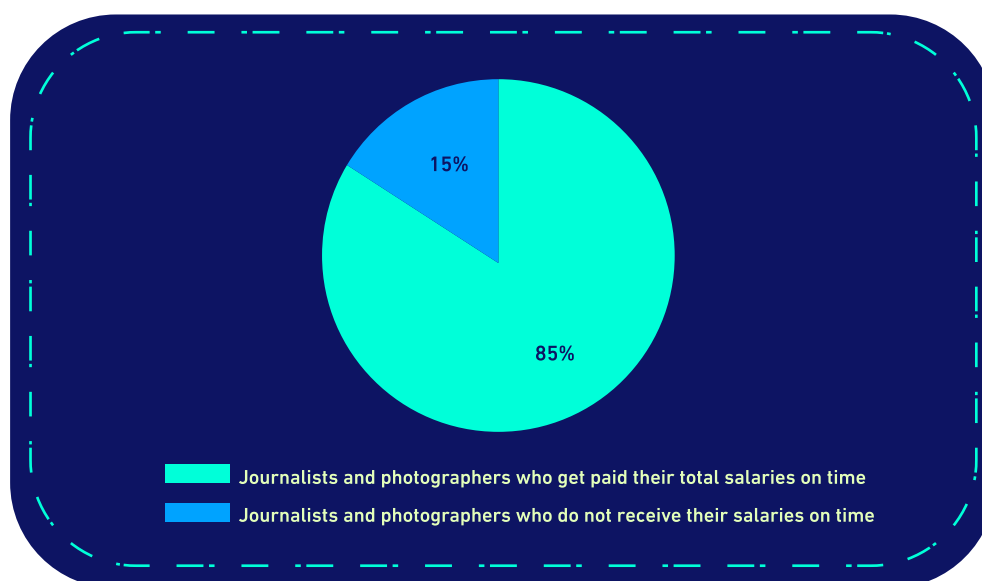


Figure 5: Settlement of salaries (on time and delays)

These and other challenges **prompted many journalists and photographers to work for several media institutions at the same time, teaching, or turning to other professions to secure a decent living.** Several journalists stated **they needed to work for more than one media institution because verbal contracts were not enough to protect their rights** in case of arbitrary dismissal or if the institution decides not to pay them their salaries. Seventy-one percent of the respondents claimed that they needed to work in several media organisations to secure additional income, which was the main reason why they accepted verbal contracts. **This means that the repercussions of the crisis prompt journalists to stick to their work to the point where they even waive some of their basic rights.** Twenty-nine percent of the journalists said that the trust they built throughout the years pushed them to accept verbal contracts.

The results show that **38% of the journalists working in the media institutions included in the study have verbal contracts, while 62% have written contracts,** as shown in Figure 6. It is worth mentioning that freelance journalists and photographers have verbal contracts even in institutions where employees have written contracts. **Sixty-four percent of the verbal contracts involve journalists working for news websites, and 36% journalists working in the visual and print sectors.**

The media institutions participating in the survey confirmed they respected journalists' work contracts regarding commitment to salary settlement, flexible work, and everything provided in the contract. They added that they were working on developing the institution's internal policies throughout the year to improve daily working conditions.

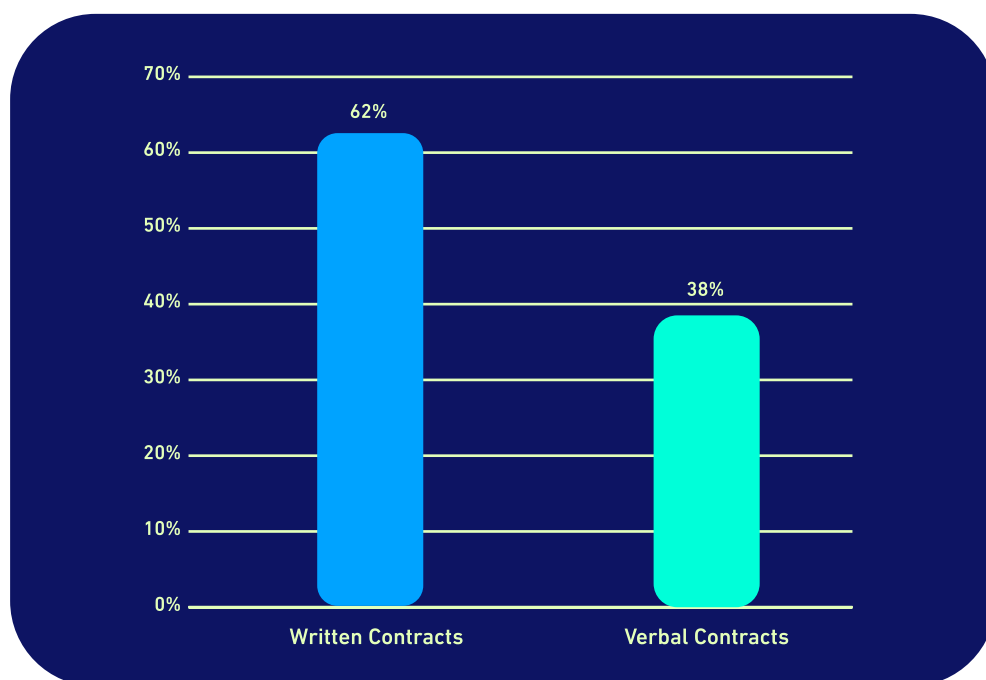


Figure 6: Verbal v. written contracts

As for transportation, phone, and Internet costs, **57% of the respondents stated that their employers fully pay for the transportation costs of field reporters and photographers, 37% of them report unpaid transportation, while 6% benefit from partially paid transportation**, as shown in Figure 7. As for media institutions, 71% said they compensate for transportation fees, while 29% do not.

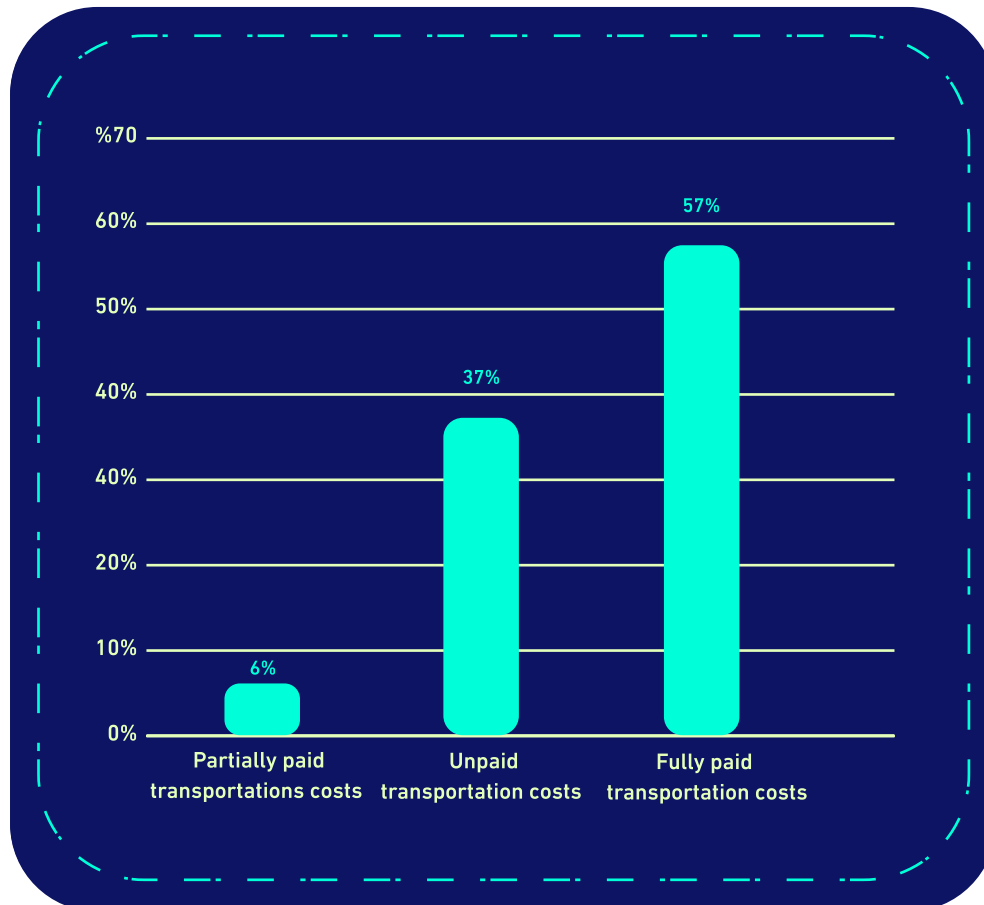


Figure 7: Compensation for transportation fees

As for the phone and Internet costs, **82% of employees personally pay for their bills because the media organisations do not bear the costs. Eleven percent said that those bills were fully paid, and 7% reported that they were partially paid**, as presented in Figure 8. It is important to note that media institutions ask their employees to use the phone line and Internet connection available at the offices. However, media professionals believe this request to be unrealistic since the beginning of the Covid-19 pandemic, as some are still working remotely. Fifty-seven percent of media institutions stated that they covered phone and Internet bills, while 43% did not (these rates are not fully representative because only seven media institutions participated in the survey compared to the significantly higher number of employees).

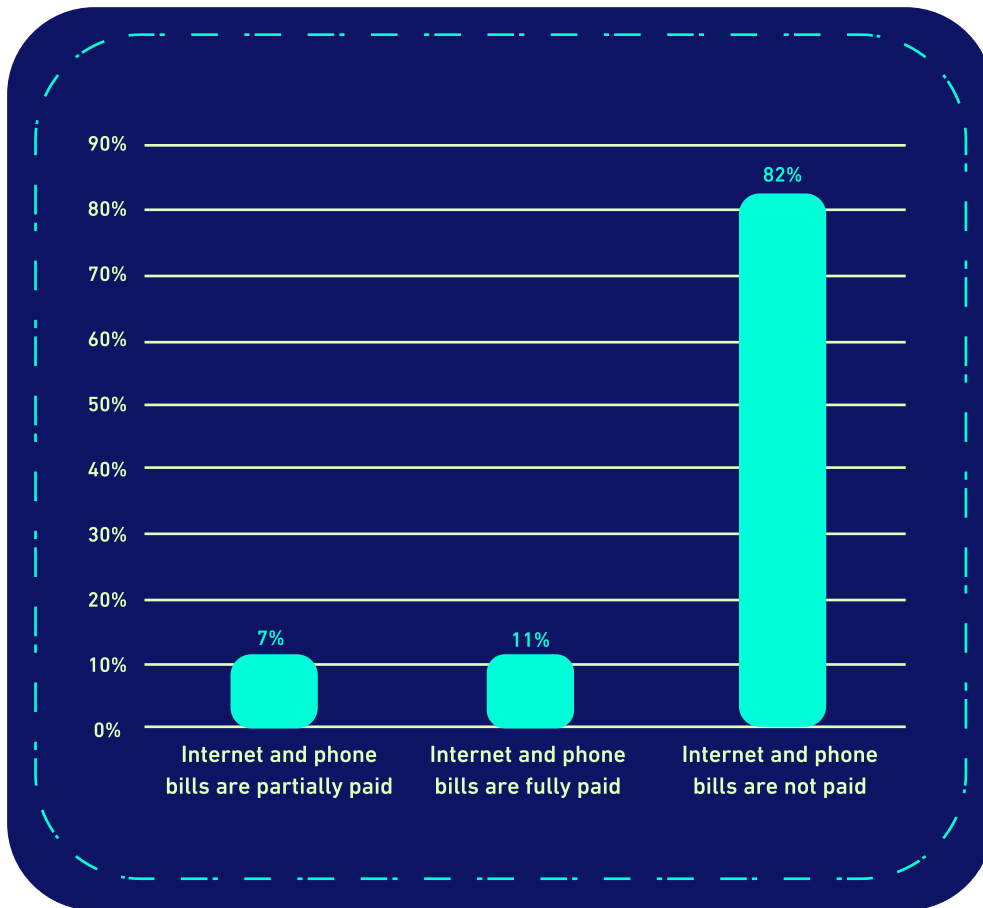


Figure 8: Phone and Internet bills

**Eighty-four percent of the journalists and photographers participating in the survey reported that their salary did not guarantee a decent life and that they had to work in more than one media outlet or other institutions, such as universities and educational institutes, to secure their needs. Some of them indicated that they worked as photographers for five different media institutions to maintain a decent standard of living. Sixteen percent of the surveyed journalists and photographers stated that their salary was enough to meet their everyday needs, as presented in Figure 9 because they were paid in fresh US dollars. All of them worked in independent digital media organisations.**

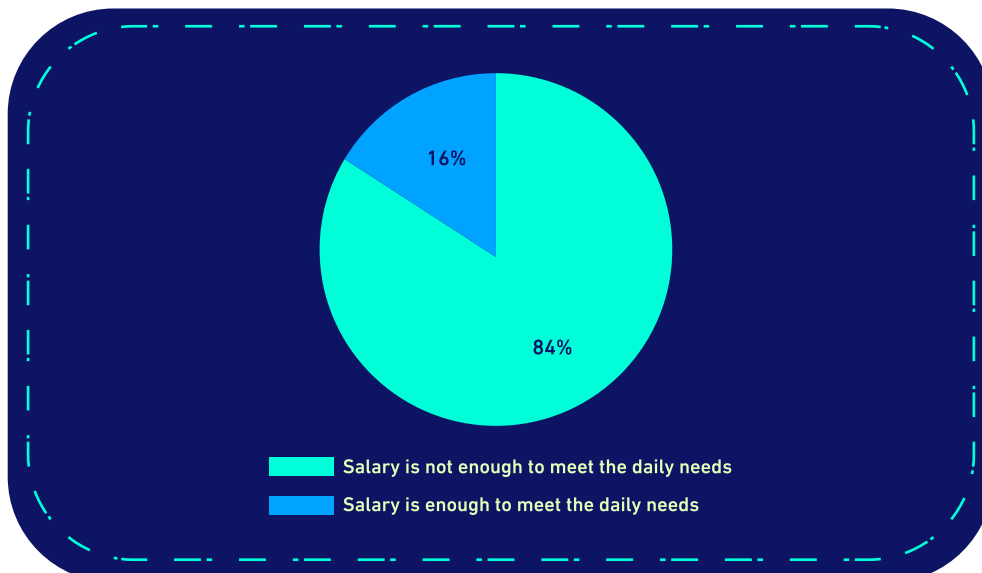


Figure 9: Extent to which salary meets the daily needs

As for providing journalists and photographers with the necessary equipment such as computers, mobile phones, and cameras, according to the nature of their role within the media institution, the results revealed that **62% of journalists received a computer but did not receive a mobile phone**, while 38% did not get any device, mobile phone or computer. All photographers participating in the survey were provided with cameras belonging to the media organisation during working hours. As for media institutions, 71% of them declared that they provided their employees with the necessary equipment, while 29% did not secure any kind of equipment.

As for **gender equity** in the process of hiring journalists in terms of number and wages, all media institutions confirmed that such parity exists but without providing any details, with the exception of Daraj. The digital media platform provided details about the number of female journalists/photographers, which exceeds the number of male ones. Out of the 16 employees in the Beirut office, 11 were females, and four were males.

### Insurance Problem

Besides its repercussions on the salaries of journalists and photographers, the devaluation of the Lebanese pound had a negative impact on insurance companies and the National Social Security Fund (NSSF) – the two entities that a journalist or photographer could benefit from in case of work or health incident.

The results revealed that **47% of journalists and photographers were provided with the necessary insurance policy in terms of work injuries**, while **19% of journalists and photographers benefit only from the services of the NSSF**. The latter has two branches: the sickness and maternity fund as well as work injuries and occupational diseases. The NSSF provides preventive and curative medical care and covers 90% of the health bill but according to the old prices in Lebanese pounds. **Thirty-four percent of journalists and photographers do not have any health insurance**, as shown in Figure 10. Media institutions stated that 72% of their employees have the necessary medical insurance, 14% only have social security, and 14% do not have any health insurance.

**Seventy-one percent of the media institutions do not provide insurance when it comes to the photojournalist's personal equipment when they use it during work**, while 29% do.

Journalists and photographers have been working in a relatively dangerous environment since the October 17, 2019 uprising. Protests spread across the country and continue to this day, albeit at a slower pace. Photographers, journalists, and reporters were severely beaten and their media equipment was destroyed. The security forces also attacked them with rubber-coated bullets and teargas. **When injured, many journalists could not get the necessary medical treatment**, either because of the lack of health insurance or the high exchange rate.

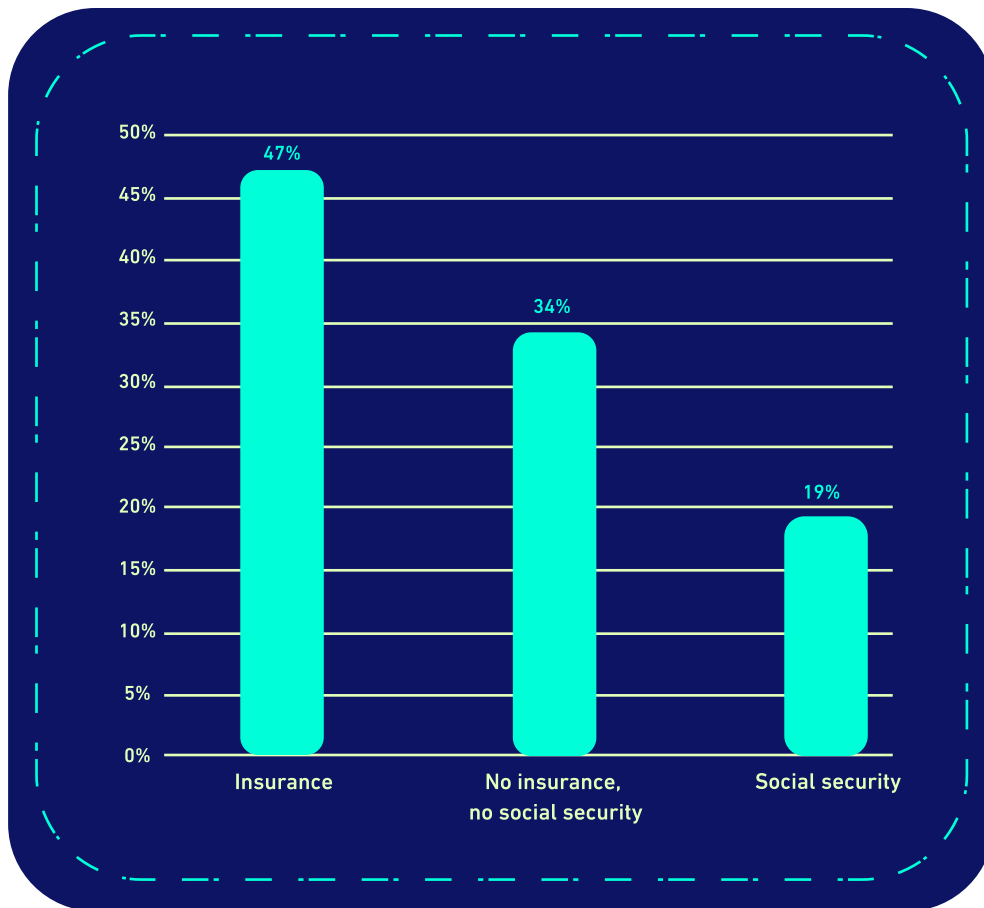


Figure 10: Percentage of people with insurance against work injuries

However, the problem was not related to the insurance provided by the media institution. In light of the healthcare collapse in Lebanon, hospitals only accepted a small part of the NSSF and insurance companies' policies, mainly due to the extreme variations of the exchange rate. NSSF revenues have drastically decreased and become insignificant compared to the fees incurred by the fund to cover hospital costs. The 10% difference paid by the citizen was outrageously high, while the social security tariff was still fixed according to the official exchange rate (LBP 1,500 for one dollar).

Insurance policies were unclear and confusing. One of the reasons was the continuous collapse of the Lebanese pound and its daily fluctuations. Another reason was hospitals' attempts to fix prices according to the exchange rate on the black market. The real motto was: **"you get what you pay for."** When the policy was paid in fresh dollars, the expenses were covered accordingly. The same applies if the employee pays at the bank rate of LBP 8,000. They had to cover the rest in line with the exchange rate in the black market, which was unaffordable for most journalists. For insurance companies nowadays, the best option is for the customer to pay the policy price in dollars or according to the exchange rate in the black market. The amount is almost impossible to secure for journalists or photographers in light of the economic crisis that the country has been going through and the declining value of their salaries.



## Arbitrary Dismissal

The survey conducted among journalists and photographers revealed that **71% of dismissals were collective because the media institution had to shut down or experienced a financial crisis**, while 29% were individual dismissals because of personal conflicts with the media management, as presented in Figure 11.

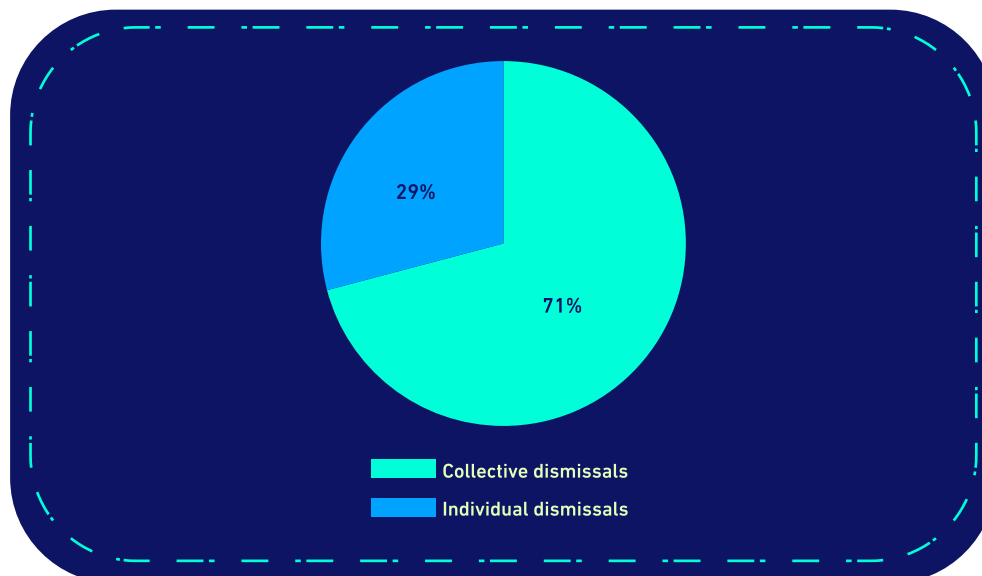


Figure 11: Individual and collective dismissals

**Fifty-four percent of dismissed media professionals received financial compensation and had their dismissal file closed, while 36% resorted to justice and the Ministry of Labour because their compensation was not deemed appropriate for the years of work and service**, or the dismissal reason was not stated clearly in the warning text.

**Sixty-seven percent of dismissed media professionals received total compensation as stated in the contract in Lebanese pounds. They were paid at the exchange rate of LBP 1,500 for one US dollar, meaning that their compensation's actual value was lost after the collapse of the national currency.** Thirty-three percent of them confirmed they did not get their full rights. They used to work for Al-Mustaqbal daily, whose employees suffered from different challenges. After former Prime Minister Saad Hariri decided to shut down the newspaper, the management handed all employees a written letter that terminates the contract between the two parties and specified the detailed compensation and its total value in dollars – the currency used according to the contract. It also included salary arrears, annual leave, and dismissal severance. The staff were told that they would receive their monthly salary over three months from the dismissal date and that the rest of the compensation would then be paid in one instalment. However, many employees filed a complaint before the competent judicial authority. They sent copies of it to the administration, the Ministry of Labour, and the NSSF to preserve their rights and compensation. They then agreed to divide the dues into 20 equal monthly payments in US dollars. The employees received three payments in dollars according to the contract, then started being paid in Lebanese pounds at the exchange rate of LBP 1,500 when the dollar crisis began. When they stopped receiving any kind of payment, the employees started their sit-ins and protests over a period of time. The payment resumed, but in Lebanese pounds and at the exchange rate of LBP 1,500. After the employees protested against the exchange rate, the administration started paying in dollars at the exchange rate of LBP 3,900. When the 20<sup>th</sup> instalment was paid, compensation stopped, knowing

that a third of the total amount was not paid according to the contract, which was in US dollars. The employees filed another complaint before the court to reclaim their rights.

**Fifty-seven percent of dismissed journalists and photographers who participated in the survey admitted that there had been political interference to prevent them from accessing their right to justice**, while 43% said no pressure was exerted. The surveyed media professionals, and specifically those working for media organisations owned by politicians (such as former Prime Minister Saad Hariri's Al-Mustaqbal and former MP Nayla Tueni's An-Nahar), stated that they felt the confrontation was uneven between journalists who do not have any kind of support or protection and colleagues who have political relations and connexions, especially in terms of indirect pressure on the judiciary and the Ministry of Labour.

As mentioned previously, only ten out of 27 media institutions selected to participate in the study have agreed to respond, knowing that three out of the ten refused to give any information or details. Forty-two percent of the media institutions said they did not experience such a situation, while 29% confirmed that they abide by the labour law provisions and the number of years of service. The same percentage, 29%, reported that the dismissed employees receive their full rights.

# Appendix 1

## Questions Submitted to the Media Organisations

1. Is there a work contract? Is it verbal or written?
2. Are the work contract terms respected during the media professional's daily work?
3. Are the contracts adapted to the economic and financial crisis, particularly in light of the devaluation of the Lebanese currency? Were the salaries of the journalists paid in LBP amended?
4. Are the work contracts respected in terms of salaries in US dollars? If said salaries are paid in LBP, what is the exchange rate adopted (LBP 1,500 for the official one, LBP 8,000 for the bank rate, or any other)?
5. Do journalists receive their total salaries on time?
6. Is there gender equity in the process of hiring journalists in terms of number and wages?
7. Do journalists – employees and freelancers – have the necessary insurance to protect them in the case of work injuries?
8. What is the wage gap between journalists and the executive directors?
9. In case of arbitrary dismissal, do journalists receive compensation, and on what basis? Are the rights naturally acquired and appropriate? Or do journalists have to resort to justice and the Ministry of Labour in case of conflict?
10. Are transportation fees of field reporters and photographers covered?
11. Are Internet and phone bills covered?
12. Are journalists and photographers provided with computers and mobile phones according to their role within the media institution?
13. Does the photojournalist have insurance for personal equipment used during work (employee and freelancer)?
14. Does the photojournalist receive the same salary as the journalist or reporter? On what basis are inequalities determined – if any?

## Appendix 2

### Questions Submitted to Media Employees

1. Is there a work contract between the journalist and the media institution? Is it verbal or written? If it is verbal, how do you secure your rights in case of arbitrary dismissal or if the media institution fails to fulfil its obligations?
2. Are the contracts adapted to the economic and financial crisis, particularly in light of the devaluation of the Lebanese currency? Were the salaries of the journalists paid in LBP amended?
3. Is a journalist's salary in Lebanon enough to secure a decent life and cover all life requirements? Does the journalist have to work in more than one media or other non-media institution to secure his needs?
4. Do journalists receive their total salaries on time?
5. Do journalists – employees and freelancers – have the necessary insurance to protect them from work injuries?
6. Were you arbitrarily dismissed? Was it a collective or individual decision? What are the reasons behind the dismissal?
7. Did you receive compensation, and if the answer is yes, on what basis? Are the rights naturally acquired and appropriate? Or did you resort to justice and the Ministry of Labour?
8. How was the compensation paid? Did you get the total amount? What was the exchange rate used (in case the contract is in dollars)?
9. Was there any political or non-political interference or pressure on dismissed employees to prevent them from accessing their right to justice? If the answer is yes, what were the means of interference or pressure?
10. Are transportation fees of field reporters and photographers covered?
11. Are Internet and phone bills covered for journalists, reporters, and photographers?
12. Are journalists and photographers provided with computers and mobile phones according to their role within the media institution? Do you use your camera or that of the media institution? If you use your camera, does the institution fix it if it is damaged during work?

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