



# The Welfare of Journalists in Sierra Leone



A Study by the Media Reform Coordinating Group  
Sierra Leone (MRCG-SL)

May, 2024

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## ACKNOWLEDGEMENT

The Media Reform Coordinating Group (MRCG) expresses its sincere thanks and appreciation to all those who supported the publication of this report on the welfare of journalists in Sierra Leone. We extend our appreciation to all those who responded to the survey questionnaire that was administered and media stakeholders who granted the interviews.

Special thanks to the MRCG's Programs Unit for pulling this through: Augustine James, Jonette-Ann Greene and Ishiaka Sannoh and the lead author, Francis Sowa (PhD) for conducting this study. The MRCG will also continue to do more follow up studies on journalists' welfare in Sierra Leone.

## ABOUT MRCG

The Media Reform Coordinating Group (MRCG) is the coordinating Secretariat for media reform, research and capacity building. It comprises Sierra Leone Association of Journalists (SLAJ), Independent Radio Network (IRN), Guild of Editors (GoE), Women in the Media Sierra Leone (WIMSAL), Sierra Leone Reporters Union (SLRU), Sport Writers Association of Sierra Leone (SWASAL), Faculty of Communication, Media and Information Studies (Fourah Bay College), Ministry of Information and Civic Education (MoICE), Independent Media Commission (IMC) and the Sierra Leone Broadcasting Corporation (SLBC).

## EXECUTIVE SUMMARY

The study examines the Welfare of Journalists in Sierra Leone. The key issues assessed are the trends regarding salaries, compliance with the National Social Security and Insurance Trust (NASSIT), National Revenue Authority (NRA) requirements, the Independent Media Commission (IMC) Act of 2020 (Act No. 5 of 2020), and other conditions of service of journalists in their media houses (radio, television stations, newspaper and online media) in Sierra Leone.

The study adopted the mixed method approach and targeted reporters, editors and managers of radio and television stations, newspapers and online media across Sierra Leone, to solicit information and gather data on their welfare using an online questionnaire. Respondents were targeted from across the country with all districts and regions (Southern, Eastern, Northern, North-West and Eastern Regions) represented. An interview guide was prepared and used to interview media owners and heads of media organizations. The semi-structured approach was used to get additional information based on the responses of the interviewees. Ethical considerations were adhered to throughout the research process.

The findings generally show that majority of the journalists in Sierra Leone face challenges with welfare, including **40.3%** who had never received salaries. **48.3%** were receiving monthly salaries that were below the country's national minimum wage (NLe 800 about \$ 35). **59%** of the respondents' NASSIT membership dues were not paid by their respective media employers and **50%** of the respondents did not receive any other form of conditions of service. Many media institutions were either underpaying their employees or not paying salaries and other social security benefits. Many journalists are not knowledgeable about the provisions in the IMC Act 2020, National Social Security and Insurance Trust Act 2002 (Act No. 5 of 2001) and the Minimum Wage Act 1997 (Act No.1 of 1997) and its amendments, which lay emphasis on addressing the welfare of workers.

The President of the Sierra Association of Journalists (SLAJ) said they *had made some efforts to have a bargaining certificate from the Ministry of Labour and Social Security for the Sierra Leone Reporters Union (SLRU) to regularize the status of the Union and for their welfare issues to be addressed, but there has been no success in that regard. SLAJ has been appealing to the media houses and media owners from time to time to pay their media workers.* The Secretary General of the SLRU, Mohamed Jaward Nyallay said that the executive of SLRU takes the role of advocating for its members on welfare issues very seriously and that behind the scenes, it has been doing lots of engagements with the Labour Congress and also with the Ministry Labour and Social Security, in order to regularize the status of the Union and also discuss the way forward in dealing with labour issues, especially salary and welfare issues of journalists in the respective media houses. The Executive Secretary of the IMC, Khalil Kallon, said the Commission seeks the welfare of journalists in line with the provisions of their Act, but observed that a number of journalists compromise with their managers in providing information about salaries and other conditions of service.

Welfare of journalists is one of the major concerns and situations currently faced by many journalists, and can hinder press freedom and journalists' safety. The study, therefore, recommends that all media institutions should at least pay the minimum wage, provide basic allowance and honour the social security obligations of their staff. The media regulator, the Independent Media Commission (IMC), should enforce the provisions of its law on the welfare of journalists, and national media organisations, including

the Sierra Leone Association of Journalists, should ensure that the rights and welfare of media practitioners are given topmost priority and are safeguarded.

## 1. INTRODUCTION

The media is an important source of information for society. In order to do this, journalists continue to perform their role of gathering and disseminating information despite potential safety risks. Research has demonstrated that offering welfare benefits to journalists results in increased output. This study looked at the welfare of journalists in Sierra Leone. By its very nature, the journalism industry is fraught with dangers, threats, and risks. Journalists typically have to endure a variety of uncomfortable situations and encounters in order to get news and information.

Since the enactment of the Independent Media Commission (IMC) Act 2020, the MRCG has been advocating for journalists welfare issues. A key highlight of the said Act is the emphasis on addressing the welfare issues of journalists. Sections 24 (3) (b) (iii) and 29 (3) (b) (iii) provide that an application for a license or registration must be accompanied by evidence of compliance with obligations imposed by section 12 of the National Revenue Authority Act 2002 (Act No. 5 of 2002), Section 25 of the National Social Security and Insurance Trust Act 2002 (Act No. 5 of 2001) and the Minimum Wage Act 1997 (Act No.1 of 1997) as amended. This, in essence, means that media institutions are required to pay their staff at least the minimum wage prescribed by law, and ensure that they pay their social security dues and taxes. However, there were series of complaints that a majority of media institutions were either not paying staff salaries or were paying them below the minimum wage. This practice is deemed to have contributed to unprofessional practices by media practitioners who have had to find their living sometimes through unethical practices.

Thus, 111 media outlets (radio stations, television stations, newspapers, and online media) throughout Sierra Leone were included in this study to look at the welfare of journalists. Concerns regarding the overall well-being of journalists have been raised in a number of nations, including Sierra Leone.

The efficiency hypothesis, sometimes referred to as the functional theory, states that offering welfare benefits to workers protects and enhances productivity and efficiency (Varma, 2020). It suggests that employees will perform well if they have a fair wage, good working conditions, and other benefits. Hence, welfare is a way to guarantee, maintain, and boost labor's efficiency. Therefore, even when forced to work in hazardous scenarios like the Corona pandemic, the presence of welfare packages in media houses, such as proper salary, travel allowances, health insurance, housing schemes, and the like, for journalists will increase morale and impact productivity. Most people consider journalists to be the lifeline of media outlets. This is so because they supply the news and information needed to produce media contents. By their work, journalists enlighten and educate the public and further the advancement of society. They set the agenda for governance, hold leaders responsible, reveal unhealthy social practices, offer information in times of need, and highlight social issues and development requirements.

## 2. METHODOLOGY

The study adopted the mixed method approach and targeted reporters, editors and managers of radio and television stations, newspapers and online media across Sierra Leone, to solicit information and gather data on their welfare using an online questionnaire. 111 media outlets (radio stations, television stations, newspapers, and online media) throughout Sierra Leone were included in this study to look at the welfare of journalists. Respondents were targeted from across the country with all districts and regions (Southern, Eastern, Northern, North-West and Eastern Regions) represented. An interview guide was prepared and used to interview media owners and heads of media organizations. The semi-structured approach was used to get additional information based on the responses of the interviewees.

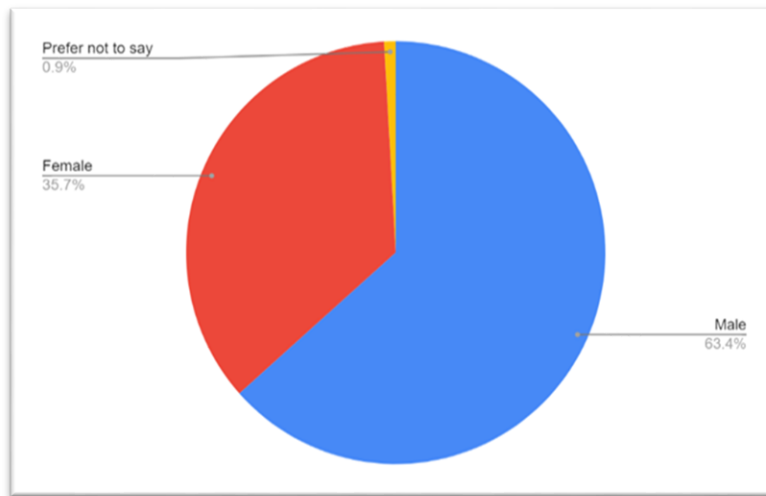
Interviews were conducted with heads of the Sierra Leone Association of Journalists (SLAJ), Sierra Leone Reporters Union (SLRU), and the Independent Media Commission (IMC), as there were responses from the questionnaires that directly dealt with their institutions. Ethical considerations were adhered to throughout the research process.

### 3. FINDINGS

This section of the study discusses the demographic characteristics of the respondents who are representatives of different media houses across the country. Figure 1 to 4 below present a summary of the demographic data on the informants.

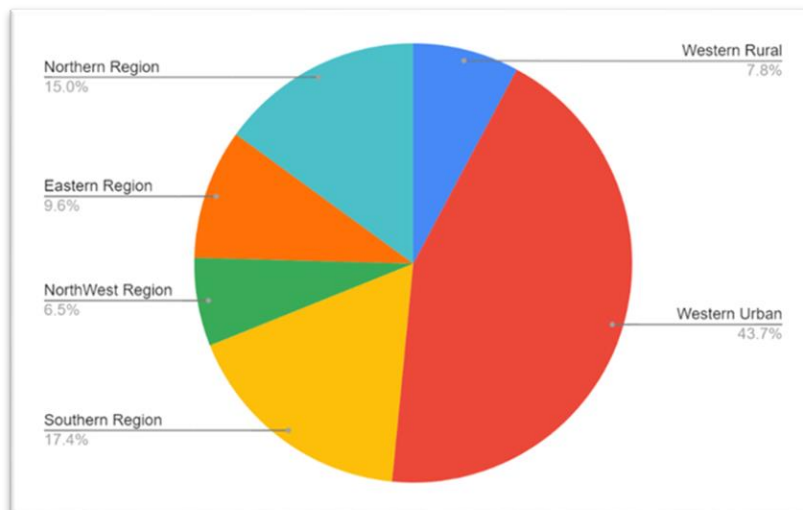
#### 3.1 Demographic data

Figure 1: Gender of the Respondents



The above figure shows that **63.4%** of the respondents were males, **35.7%** were females and 0.9% preferred not to state their gender.

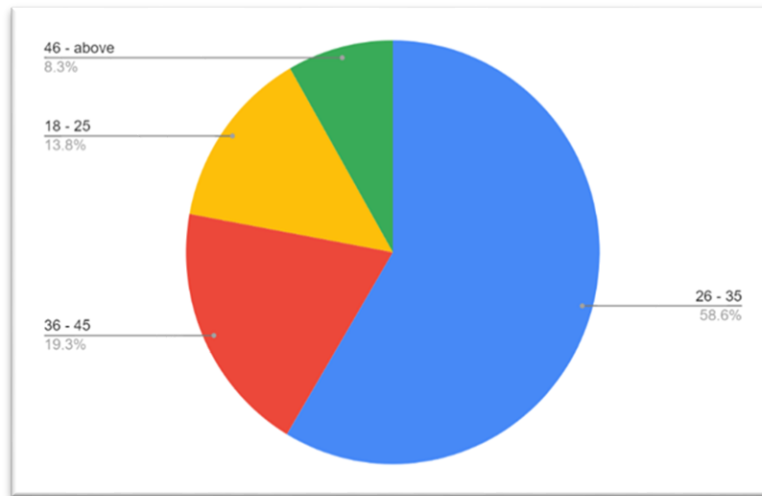
Figure 2: Regions of the Respondents



The above figure shows that **43.7%** respondents were from the Western Urban, 17.4% respondents from the South, **15%** from the North, **9.6%** from the East, **7.8%** were from the Western Rural and 6.5% were from the Northwest Region.

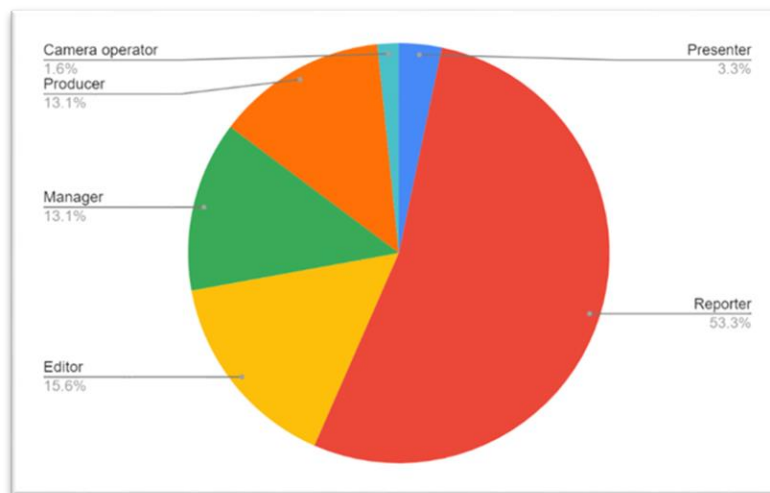


Figure 3: Age Bracket of the Respondents.



The figure above shows that **13.8%** respondents were within the age bracket of 18 and 25, **58.6%** within 26 and 35, **19.3%** within 36 and 45, and **8.3%** were from 46 and above.

Figure 4: Designations of Respondents

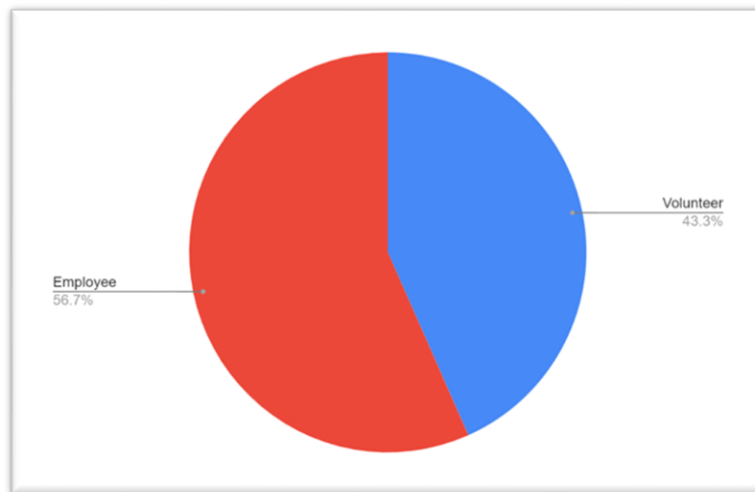


The figure above shows that **53.3%** of the respondents were Reporters, **15.6%** were Editors, **13.1%** were Managers, **13.1%** were Producers and **1.6%** were Camera Operators.

### 3.2 Quantitative data on Welfare Issues

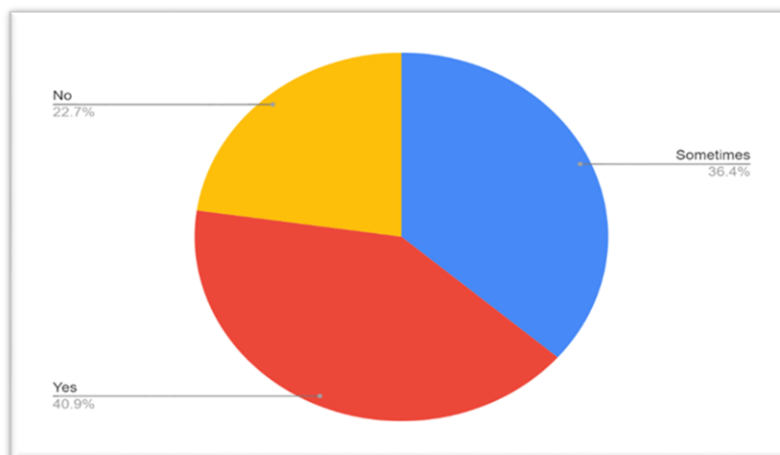
This section below analyses key responses on the welfare of journalists in Sierra Leone. The figures below and their percentages represent the responses from all respondents.

Figure 4: Whether the respondents are employees or volunteers in their media houses.



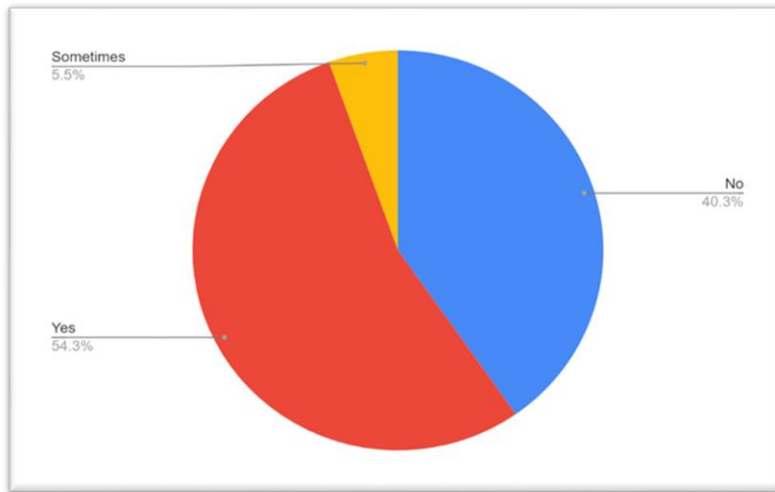
The figure above show that out of the 100% of respondents, **56.7%** were employees of their media houses, while **43.3%** respondents were volunteers.

Figure 5: Whether the receive stipend as volunteers.



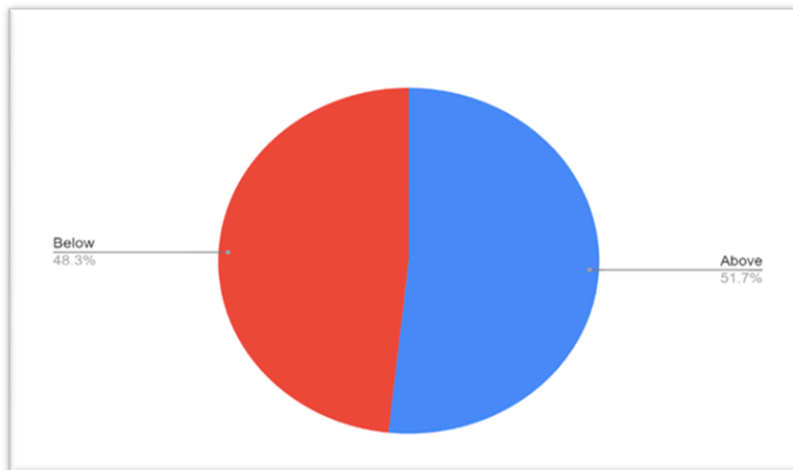
The figure above shows that **36.5%** of the volunteers sometimes received stipends, while **22.7%** had never received any stipend since they joined their media houses. The table also show that **40.9%** received stipends as volunteers of their media houses.

Figure 6: Whether journalists received salaries as employees of their media outlets.



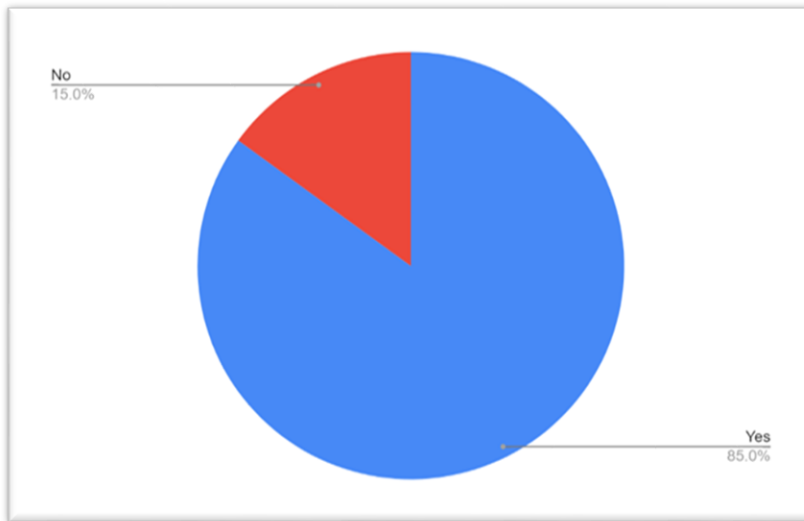
The figure above shows that **40.3%** employees of media outlets had never received salaries, while **5.5%** sometimes received. About **54.3%** received some sort of salaries from their media outlets.

*Figure 7: Whether the salaries are above or below the country's national minimum wage*



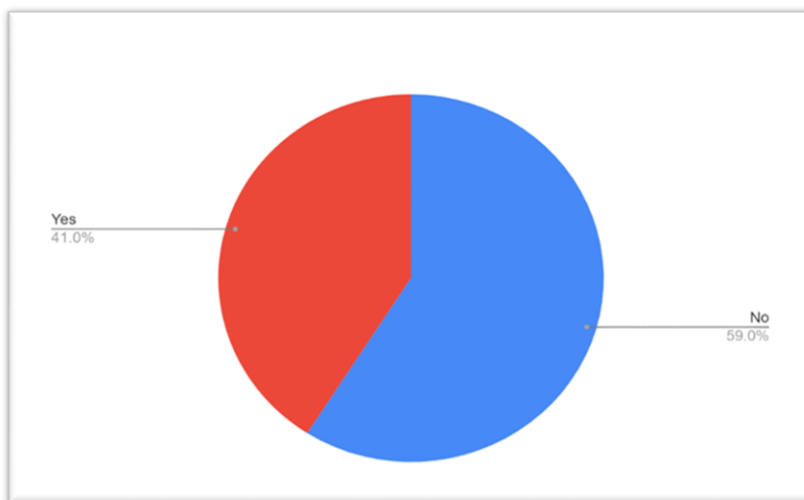
The figure above shows that **48.3%** of employees of media outlets received monthly salaries that were below the national minimum wage (NLe 800 about \$ 35) and **51.7%** received above the national minimum wage.

*Figure 8: Respondent's knowledge of welfare issues in the Independent Media Commission (IMC) Act of 2020.*



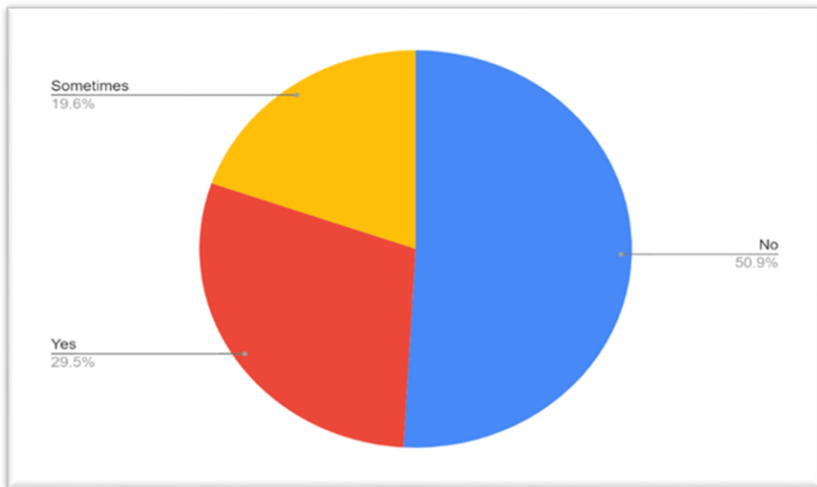
The figure above shows that **85%** of the respondents had read and understood the provision in the IMC Act 2020 on journalists' welfare and **15%** had not.

*Figure 9: Whether employers pay their National Social Security and Insurance Trust (NASSIT) of staff*



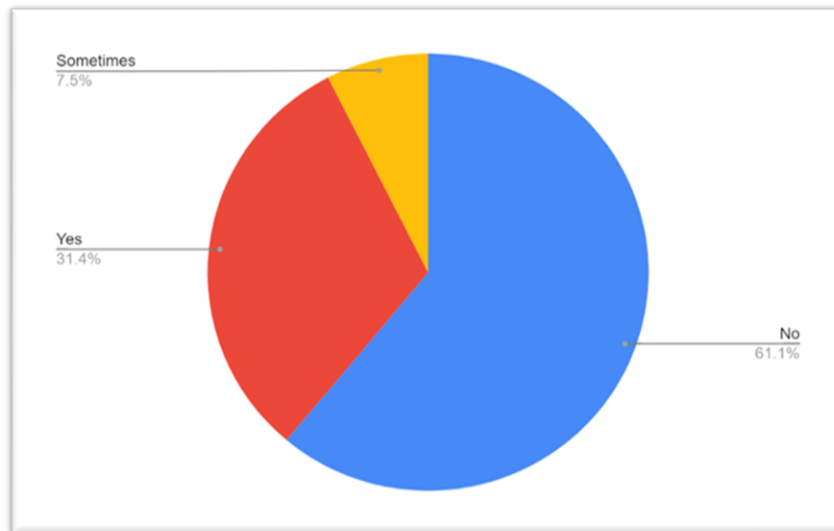
The figure above shows that **59%** respondents' NASSIT membership dues were not being paid by their respective media employers, while **41%** respondents stated that their NASSIT dues were paid by their employers.

*Figure 10: Whether respondents receive other conditions of services.*



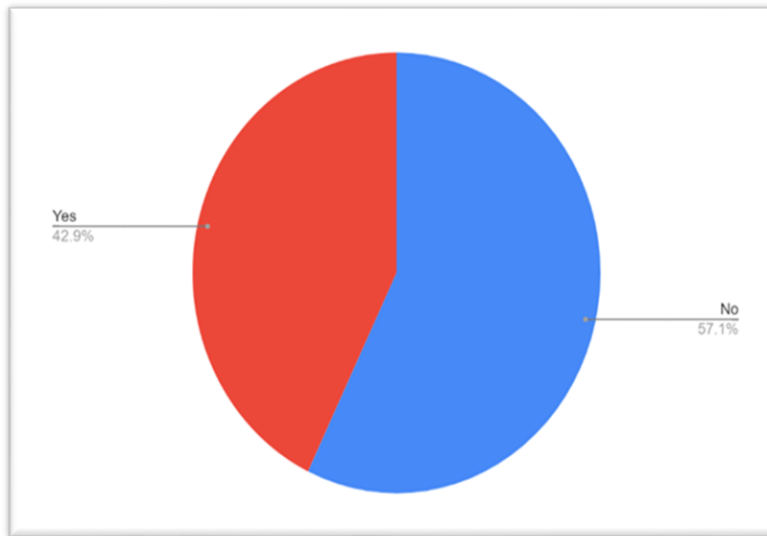
The figure above shows that **50%** of the respondents did not receive any other forms of conditions of services, while **29.5%** received and **19.5%** sometimes received some forms of conditions of services.

*Figure 11: Whether media institutions provide safety measures and facilities for the employees.*



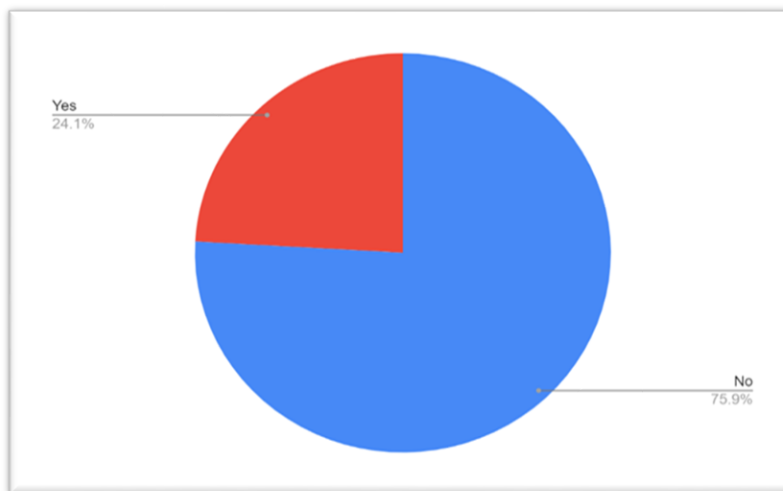
The figure above shows that **61.1%** of the respondent have no safety measures and facilities provided by their media houses; **31.4%** have safety measures and **7.5%** sometimes have safety measures and facilities provided in their media houses.

*Figure 12: Whether there is any existing policy on welfare/safety of staff*



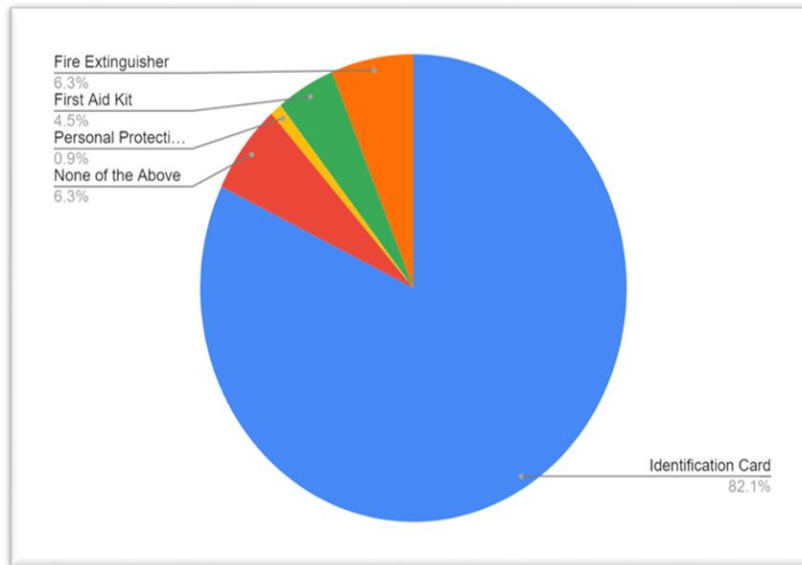
The figure above shows that **57%** of the respondents have no existing policy (written or verbal) on welfare and safety of staff in their institutions, while **43%** do have.

*Figure 13: Whether there were any mechanism in case of any emergencies in the media houses.*



The figure above shows that **76%** of the respondents have no mechanisms put in place in case of any emergency and **24%** had done so.

*Figure 14: Types of safety mechanisms in media outlets.*



From the figure above, **82%** respondents said that the only type of safety mechanism in their offices is their 'Identification Cards'; **6.3%** said they have Fire Extinguishers; **4.5%** said they have First Aid Kits, **6.3%** said they have no safety mechanisms at all, while **0.9%** said they have Personal Protective Equipment.

### 3.3 Qualitative data on Welfare Issues

#### *The Sierra Leone Association of Journalists (SLAJ)*

The President of SLAJ, Ahmed Sahid Nasralla, noted that welfare issues for journalists have always been constant in the media in Sierra Leone, adding that it is constant to the point that some journalists do not make money, and some of those employed are being paid below the minimum wage, while some media owners are still unable to pay their staffs, which leads to them relying on their ID cards for survival.

*Before I became SLAJ president, I knew that SLAJ had made some efforts to have a bargaining certificate from the Ministry of Labour and Social Security for the Sierra Leone Reporters Union (SLRU) to regularize the status of the Union and for their welfare issues to be addressed, but there has been no success in that regard. SLAJ has been appealing to the media houses and media owners from time to time to pay their media workers.*

He continued that SLAJ had engaged a number of media houses to serve as focal points to address the interest of all media owners, considering the economic situation, and especially when the media outlets are not viable and they are not sustainable. The other aspect, he noted, is that the IMC 2020 gives the Commission powers to enforce welfare provisions in the Act. He added that SLAJ now works with the IMC to ensure strict compliance with those provisions, as welfare issues are not just about salary, but about other conditions of service.

On mechanisms put in place to effectively monitor the implementation of the SLAJ Welfare Fund that was launched in 2022, he noted that:

*We have not put in place any mechanism to monitor the established SLAJ Welfare Fund, which was one of the Association's main event for that particular period. We are still challenged with funds to effectively implement and manage that particular initiative. We have received Twenty Thousand Leones (NLe 20,000) from Orange Sierra Leone and a little from Rokel Commercial Bank for the Fund and there are still other outstanding pledges which we are yet to receive from the pledgers to kickstart the Welfare Fund. We are working with Bournemouth University and MRCG to develop a policy for the implementation of the fund."*

He encouraged all media owners to comply with the law and commit to the welfare of their workers. He also said that SLAJ was trying to ensure that it got the bargaining certificate for the SLRU, as one instrument it could use to push forward the welfare of journalists in Sierra Leone, and was also working on the establishment of Media Owners Association (MOA), in a bid to push for the welfare of all journalists, especially reporters. Beyond that, he recommended the need to stimulate private sector investment into the media so that there can be bigger investment in the media sector.

### ***The Sierra Leone Reporters Union (SLRU)***

The Secretary General of the SLRU, Mohamed Jaward Nyallay, told MRCG that the executive of SLRU takes the role of advocating for its members on welfare issues very seriously and that behind the scenes, it has been doing lots of engagements with the Labour Congress and also with the Ministry Labour and Social Security, in order to regularize the status of the Union and also discuss the way forward in dealing with labour issues, especially salary and welfare issues of journalists in the respective media houses. Unfortunately, he said that they have been encountering challenges with the fact that any time a new Labour Minister is appointed, the Union would have to go back and start the engagement all over again. He continued that the Union has also been planning to develop a guideline regarding the welfare of journalists, but because they do not have an association of media owners or media managers in the country, it has also been difficult for the Union to take a unilateral decision on welfare situations, because engagement would mean that the Union would have to get those people on board to back up its plans.

*The issues of welfare of journalists and the broader issue of press freedom are linked, because if a journalist is not well paid and not properly taken care of, it means he will become vulnerable to being silenced. That silence won't even come by force, but by a mere bribe which can automatically silence that journalist, which has a negative impact on media freedom. If an institution cannot provide for their staff adequately as a reporter/journalist, there is a tendency for them to sellout stories, compromise and even blackmail people. These are all the issues that do not only touch on press freedom, but also touch on professionalism and ethics and so many other factors. It also speak a lot to motivation as well, how many journalists are willing to go above and beyond the "he said and she said" stories and put in the work to do quality stories, it's difficult to achieve that because they are not motivated by the level of salary and working conditions.*

He continued that, this is a twofold problem: there are those institutions that pay very low and do not even meet the minimum wage, and there are some institutions that do not pay at all. Moreover, he said that the welfare problem is in so many layers, noting that there are those that are willing for the Union



to fight for them for salary increase and there are those that would not want the Union to fight for them because, they know they are not qualified and the office just gave them ID card to find their daily bread. Also, considering the difficulty in the job market to secure another job, addressing these welfare issues, we are careful as a Union, as it is very complex and we as stakeholders should consider the proper approach in which we can address it.

He rounded up saying that welfare issues have largely impacted the overall well-being and performance of journalists, because it has to speak to motivation, encouragement, and the ethics of journalism. On a daily basis, the profession is losing very good, ethical and promising journalists to the government and private sectors. Many of them are going into public relations and corporate communications and other areas, because at some point they have realized that they have given so much to the profession and have not benefitted much financially, and this has also contributed to brain-drain in the journalism profession in Sierra Leone.

### ***The Independent Media Commission (IMC)***

On what has been done to ensure compliance with the law media owners, the Executive Secretary of the IMC, Khalil Kallon, told MRCG that the first thing they have done as a Commission is to seek the welfare of journalists in line with the provisions of their Act, adding that the law clearly states that media owners should ensure that journalists or the people they employ are given letters of employment with their salaries clearly indicated, in line with their qualifications and experiences.

*So for us as a Commission, we are enforcing and ensuring that the media institutions comply with that regulations and the necessary social security provisions. For every media house that is registered, it is mandatory for them to submit a list of proposed staff, including list of positions that they can make provision for, and then we even demand to see a certification of NASSIT compliance. So, even before they are licensed or registered to operate a newspaper for instance, we must see an evidence of NASSIT certificate and certificate as registered business entity or institution. For the registration or renewal process, it is a must that media institutions submit a list of their staff members. I am talking about the payroll because we actually want to verify firstly that the media institutions does not pay below minimum wage and that staff employed are regularly provided for by law. So all of that is being enforced and we are making sure that the journalists are working in a healthy environment because for most institutions we notice that a lot of them do not have the enabling environment for their media practitioners to even sit and write a news or sometimes they have the infrastructures, but the hygiene or the sanitary conditions of are not very good. So based on our inspections, we are able to proffer solutions. I must assure you that a number of improvements have been made in most of those media houses.*

On the Commission's aspirations for journalists' welfare in Sierra Leone, he noted that they are hopeful that journalists have favorable pay in their respective places of work and they can actually be focused, adding that the Commission has observed that a number of journalists do compromise with their managers in providing information about salaries and other conditions of service .

*There are times, the journalists sign for monies they are not receiving just for their institutions to meet the renewal criteria, forgetting that they are also deceiving the Commission by that act. We can only advocate and put stringent mechanisms in place if they are being honest with the Commission, but they are not and by the signed documents brought to the Commission for renewal, the media houses are complying with all the provisions, now that the MRCG has conducted an independent survey, you see that they will tell the truth because the survey was confidential.*

Mr. Kallon added that they would continue to do monitoring by engaging and checking the books of media institutions, as provided for by the IMC Act 2020.

#### 4. CONCLUSION AND RECOMMENDATIONS

The study has examined the 'welfare of journalists in Sierra Leone' in 111 media outlets (radio and television stations, newspapers and online media) across Sierra Leone. The key issues assessed were conditions of services received by journalists from various media houses, including salaries, NASSIT dues, implementation of IMC's welfare provisions, safety mechanisms, among others.

Generally, most media houses have not been complying with most of the provisions in the IMC Act 2020, especially payment of at least the minimum wage, NASSIT and other conditions of services for the employees. There were also no specific policies (written or verbal) in most media houses for any health emergency for the employees. Many journalists, who are volunteers sometimes, do not even receive any stipend for their services. There is the need for media institutions to develop and operate with safety and security policies in the interest of the safety of journalists.

The following are recommendations for media owners.

- i. They must ensure that their employees' are paid at least the national minimum wage.
- ii. They must also ensure that employees NASSIT's contributions are paid on a monthly basis.
- iii. They must also ensure that they have mechanisms in place to address emergencies and other safety issues.
- iv. They must ensure that their journalists maintain professionalism at all times and their welfare issues are always addressed.

The following are recommendations for the IMC.

- i. The IMC must ensure that media institutions fully comply with the IMC's provisions on journalists' welfare.
- ii. The IMC must ensure that they do on-the-spot check at media houses to verify welfare situation of media workers and defaulters to face the law.
- iii. IMC, SLAJ and SLRU to fast track the establishment of the Media Owners Association.

The following are recommendations made to SLAJ and SLRU.

- i. SLAJ to ensure that journalists' welfare is prioritized by their different employers.
- ii. SLAJ to operationalize the welfare fund initiative.
- iii. SLAJ to work with IMC to ensure full compliance with the welfare provisions in the IMC Act, 2020.
- iv. SLRU to complete the process of obtaining the bargaining certificate.
- v. SLAJ and SLRU to encourage journalists to make sure they give accurate information to IMC during the monitoring process.

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## APPENDIX: RESPONDENTS MEDIA HOUSES

| No. | Media Institution               | Type of Media | Region        |
|-----|---------------------------------|---------------|---------------|
| 1.  | NewsWatch newspaper             | Newspaper     | Western Urban |
| 2.  | Epic Radio                      | Radio         | Western Urban |
| 3.  | Radio Democracy                 | Radio         | Western Urban |
| 4.  | RMA/CTN                         | Radio         | Western Urban |
| 5.  | Hope FM 93.3                    | Newspaper     | Northern      |
| 6.  | All Out Radio Bo                | Radio         | Southern      |
| 7.  | Tumac Radio 89.3fm              | Radio         | Western Urban |
| 8.  | SLBC                            | Radio         | Southern      |
| 9.  | A-Z Newspaper                   | Newspaper     | Western Rural |
| 10. | SLBC                            | Television    | Western Urban |
| 11. | Voice of Women                  | Radio         | Southern      |
| 12. | Malen Community Radio,          | Radio         | Southern      |
| 13. | Forum Newspaper                 | Newspaper     | Western Urban |
| 14. | Concord Times                   | Newspaper     | Western Rural |
| 15. | Radio Mount Aureole/CTN         | Radio         | Western Rural |
| 16. | AYV Media Empire                | Television    | Southern      |
| 17. | Classic Television              | Television    | Southern      |
| 18. | Freedom radio                   | Radio         | Western Urban |
| 19. | Culture Radio                   | Radio         | Western Urban |
| 20. | Nightwatch newspaper            | Newspaper     | Western Urban |
| 21. | Fountain of Peace Radio Network | Radio         | Southern      |
| 22. | Afri Radio                      | Radio         | Western Urban |
| 23. | Galaxy Radio                    | Radio         | Northwest     |
| 24. | Radio Lion Mountain             | Radio         | Western Rural |
| 25. | Awoko Publications SL Ltd.      | Newspaper     | Western Urban |

|     |                            |            |               |
|-----|----------------------------|------------|---------------|
| 26. | Citizen Radio              | Radio      | Western Urban |
| 27. | Rise Radio 96.3FM          | Radio      | Western Urban |
| 28. | Liberty Online TV          | Online     | Western Urban |
| 29. | Radio Maria Sierra Leone   | Radio      | Northern      |
| 30. | Top Radio 103.7fm          | Radio      | Eastern       |
| 31. | Fry Fry radio              | Radio      | Northwest     |
| 32. | Top radio                  | Radio      | Eastern       |
| 33. | Star Line Radio            | Radio      | Eastern       |
| 34. | Rise radio 96.3 FM         | Radio      | Western Urban |
| 35. | Radio Mankneh              | Radio      | Northern      |
| 36. | Voice of Kono radio 98.1fm | Radio      | Eastern       |
| 37. | Kiss Radio Bo              | Radio      | Southern      |
| 38. | Concord Times newspaper    | Newspaper  | Western Urban |
| 39. | Radio Wanjei 101.1 FM      | Radio      | Southern      |
| 40. | Northern Times Newspaper   | Newspaper  | Northern      |
| 41. | Moonlight Radio Bo         | Radio      | Southern      |
| 42. | AYV Media Empire           | Television | Western Urban |
| 43. | The Calabash Newspaper     | Newspaper  | Western Urban |
| 44. | Radio Democracy            | Radio      | Western Urban |
| 45. | Hope FM                    | Radio      | Northern      |
| 46. | Radio Maria                | Radio      | Northern      |
| 47. | Redeemer Media Network     | Television | Western Urban |
| 48. | Hidden Voice Africa        | Newspaper  | Western Urban |
| 49. | Independent Observer       | Newspaper  | Western Urban |
| 50. | Hidden Voices Africa       | Magazine   | Western Urban |
| 51. | Politico                   | Newspaper  | Western Urban |
| 52. | SLAJ i-Verify Sierra Leone | Online     | Western Urban |
| 53. | Daybreak newspaper         | Newspaper  | Western Rural |

|     |                           |            |               |
|-----|---------------------------|------------|---------------|
| 54. | AYV Media Empire          | Television | Northern      |
| 55. | Voice of Youths           | Radio      | Northwest     |
| 56. | Star Media one center     | Television | Western Urban |
| 57. | Voice of Karene           | Radio      | Northwest     |
| 58. | New Citizen Press         | Newspaper  | Western Urban |
| 59. | Radio Gbafth FM 91.3      | Radio      | Northern      |
| 60. | Radio Lion Mountain       | Radio      | Western Rural |
| 61. | Radio Tombo               | Radio      | Western Rural |
| 62. | AYV                       | Television | Western Urban |
| 63. | Mano Reporters            | Online     | Western Rural |
| 64. | Top Radio                 | Radio      | Eastern       |
| 65. | Politico Newspaper        | Newspaper  | Western Urban |
| 66. | Beline Media Empire       | Online     | Northern      |
| 67. | AimNet Newspaper          | Newspaper  | Western Urban |
| 68. | CTN                       | Radio      | Western Urban |
| 69. | Africa24 Newspaper        | Newspaper  | Western Urban |
| 70. | Expo Media                | Newspaper  | Western Urban |
| 71. | Politico Newspaper        | Newspaper  | Northern      |
| 72. | Eagle Africa              | Radio      | Western Urban |
| 73. | Salone Times Publications | Newspaper  | Western Urban |
| 74. | A-Z Newspaper             | Newspaper  | Western Urban |
| 75. | Expo Times                | Newspaper  | Eastern       |
| 76. | Politico Newspaper        | Newspaper  | Northern      |
| 77. | AYV TV                    | Television | Western Rural |
| 78. | Voice of youths           | Radio      | Northwest     |
| 79. | Nightwatch Newspaper      | Newspaper  | Western Urban |
| 80. | Skyy Radio Freetown       | Radio      | Western Urban |
| 81. | Okentuhun radio FM 94.0   | Radio      | Northwest     |

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| 82.  | SLBC MAKENI                            | Radio      | Northern      |
| 83.  | AYV Kenema                             | Television | Eastern       |
| 84.  | Northern Times Newspaper               | Newspaper  | Northern      |
| 85.  | SLBC Bo                                | Radio      | Southern      |
| 86.  | Kiss 104.1 FM BO                       | Radio      | Southern      |
| 87.  | Culture Radio                          | Radio      | Western Urban |
| 88.  | Afri Radio                             | Radio      | Western Urban |
| 89.  | The New Age                            | Newspaper  | Western Urban |
| 90.  | AYV                                    | Television | Eastern       |
| 91.  | Awoko Newspaper                        | Newspaper  | Western Urban |
| 92.  | Radio Maria                            | Radio      | Western Urban |
| 93.  | Classic Radio 99.7FM                   | Radio      | Southern      |
| 94.  | Freedom radio                          | Radio      | Western Urban |
| 95.  | Radio Modcar                           | Radio      | Southern      |
| 96.  | Central University Radio               | Radio      | Northern      |
| 97.  | Aureole Torch Newspaper                | Newspaper  | Western Urban |
| 98.  | Vindicator newspaper                   | Newspaper  | Western Urban |
| 99.  | Home Times Newspaper                   | Newspaper  | Southern      |
| 100. | Radio Maria Sierra Leone               | Radio      | Western Urban |
| 101. | SLBC Freetown                          | Television | Western Urban |
| 102. | Eastern Radio                          | Radio      | Eastern       |
| 103. | Slik TV                                | Television | Western Urban |
| 104. | Okentuhun FM 94.0                      | Radio      | Northwest     |
| 105. | Sierraloaded                           | Online     | Western Urban |
| 106. | Day Break Newspaper                    | Newspaper  | Western Urban |
| 107. | Njala Radio                            | Radio      | Southern      |
| 108. | Voice of Peace and Development (VOPAD) | Radio      | Western Rural |
| 109. | Women Voice Newspaper                  | Newspaper  | Western Urban |



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|-----|-----------------|-------|-----------|
|     |                 |       |           |
| 110 | Voice of Falaba | Radio | Northwest |
| 111 | Shalom Radio    | Radio | Northern  |