

FOJO: MEDIA INSTITUTE
■ ■ Linnæus University



Sweden
Sverige



Toward Gender Equity

Women and Media in Cambodia

Study Report
2018



Toward Gender Equity

Women and Media in Cambodia

Study Report
2018



Published by Fojo Media Institute
Supported by UNESCO
Funded by Government of Sweden through Swedish
International Development Agency (SIDA)

Address : SE-391 82 Kalmar Phone : +46 480-44 64 00
Visiting : Gröndalsv. 19, Kalmar Fax : +46 480-44 64 20
E-mail : fojoinfo@inu.se
Web : www.fojo.se

Forward

On behalf of Fojo Media Institute, I welcome this gender report not just because it has important findings about women working in media in Cambodia but also because it points a way forward for the training of journalists in Cambodia. That's necessary everywhere in the region and beyond of course.

I hope this report will act as a driver for an eventual change in the way we portray women in the media but also in the way we talk about gender issues in all walks of life.

Kersti Forsberg
Director
Fojo Media Institute

Executive Summary

The Gender-in-Media Landscape Study (Cambodia) aims to inform the activities of the South East Asia Media Training Network by exploring gender equity in the media workplace. Towards this end, data were gathered through a broad survey and multiple focus group discussions in both countries.

The findings are naturally affected by the overarching conditions in which the media operates, and by the broad gender dynamics of Cambodia.

- More men than women work in the media, including in management positions. Women have joined the industry in greater numbers in recent years, particularly through recruitment of university graduates; radio has the highest proportion of young women journalists. A higher proportion of women had full-time contracts; freelancers (a relatively smaller group overall) are dominated by male journalists, particularly in provincial areas.
- Women journalists faced pressure on their careers from family primarily around security fears for journalists in the field. Cambodia's journalists face many threats covering political and other disputes. Women are assumed to be more vulnerable. Men therefore receive greater opportunities for field travel. Nevertheless women covered almost the same breadth of beats as men, with the main exception being male-dominated crime reporting.
- Women generally received three months' maternity leave, and shared multiple examples of ad-hoc workplace flexibility by supervisors or colleagues to manage family demands including child-care, usually around adjusting the margins of work hours. Other policies or operations in support of gender-related needs were minimal or non-existent.
- The great majority of respondents received at least some training in the past two years with positive feedback, although more skills and more sessions were needed. Men again had greater general access to training. At least two thirds of those who responded, said journalists should receive training in gender equity / equality for women.
- Levels of sexual harassment proved difficult to verify: while only four women survey respondents said they had experienced sexual harassment, several others related such experiences in focus group discussions where this issue could be explored in more detail (where perpetrators included colleagues, workplace superiors, and high-status public figures). For this and other reasons it is likely that the rate of sexual harassment is far higher than survey data indicates (see the discussion in Key Findings). However 44% of respondents said their workplace had a complaints mechanism or sexual harassment policy - the question that deserves more exploration is whether these are utilized or effective.

Table of Contents

<p>4 Executive Summary</p> <hr/>	<p>8 Organisation</p> <hr/> <p>Research Team 8 Acknowledgements 8</p>	<p>9 Introduction</p> <hr/> <p>Questions 9</p>	<p>10 Methodology</p> <hr/> <p>Survey 10 Focus Group Discussions 11</p>	<p>16 Key Findings</p> <hr/> <p>Respondent Demographics 16 Workforce Participation by Gender 17 Family and Work Balance, Threats and Risks 22 Training and Skills Development 23 Sexual Harassment • Prevalance 26 • Scenario and Perceptions 27 • Countermeasures 29 Media Coverage of Women 30</p>	<p>31 Ways Forward</p> <hr/> <p>32 Conclusion</p> <hr/> <p>33 Reccomendations</p> <hr/> <p>Further Research 33 Objective Data on Staffing Level by Gender and Position 33 Confirmation of Existing Gender Equity/ Equality for Women Training 34 Ethnic Minority Journalists 35 Gender equity-based review of Existing Curricula 35 Gender Equity Advocacy 36</p>	<p>37 Annexes</p> <hr/> <p>Annex 1 : Sexual Harassment Scenarios 37 Annex 2: Countering Sexual Harassment 40</p>
<p>11 National Context</p> <hr/>	<p>12 Gender Profile in Brief</p> <hr/>	<p>13 Media and Violence Against Women</p> <hr/>	<p>14 Media Industry Profile in Brief</p> <hr/> <p>Broadcast 14 Print and Online 15 Online 15 Legal Regime 15 Media Crackdowns 15</p>			

Organisation

Research Team

The research design, implementation, and write-up was led by Fojo's consultant Matt Abud. In Cambodia, Fojo's representative Kalyan Sann managed all operations and coordination; Partners CCIM and CCI¹ all provided comment and support.

CCIM undertook focus group discussion logistics in Cambodia, with independent consultants Bunnary Chea and Putheary Sok supporting facilitation.

Fojo Project Manager for Southeast Asia, Jaldeep Katwala provided overall supervision and management. Fojo Gender Advisor Agneta Söderberg Jacobson provided design orientation; Fojo Monitoring and Evaluation Advisor Anna Fahgén providing further design input.

Acknowledgement

We are grateful to the government of Sweden, Swedish International Development Cooperation Agency (SIDA), and United Nations Educational, Scientific and Cultural Organization (UNESCO) for technically and financially supporting this study. Thanks to Dani Caspe and staff at Cambodian Center for Independent Media (CCIM), and to all those who supported the survey's dissemination, collection, and data entry.

Most of all, thanks are due to all those who participated in the focus group discussions and all survey respondents, who generously provided their time and shared the experiences and perspectives contained this study.

Introduction

This report aims to provide Fojo and its project partners with data and perspectives on gender in the media workplace, which can help ensure gender is integrated throughout project activities. In Cambodia project partners are the Cambodian Centre for Independent Media (CCIM) and the Cambodia Communications Institute (CCI).

Questions

The questions examined were:

- What is the relative status of women with respect to their male counterparts in the profession of journalism in the three target countries?
- What barriers exist in terms of career progression for women journalists?
- What issues and challenges do female journalists face in their day-to-day work?
- What are the implications of the findings for partner's curriculum design?
- How relevant are existing curricula in our partner organisations in relation to the findings of the survey?
- Are there any barriers to reporting gender and diversity issues?

The report includes a brief overview of Cambodia's current political situation, national-level gender issues, and media industry, including the industry's scale and levels of media freedom. This provides context to interpret the findings on gender dynamics within the media sector itself.

As described under 'Methodology' below, the data are both qualitative and quantitative, combining focus group discussions and an extended survey. The researchers hope the data can meet the goal of informing and supporting curriculum design and delivery, whether in 'technical' skills or in broader gender awareness and policy; and in supporting the gender policies of both partners and Fojo.

Note: The initial terms of reference also included examining the status, barriers, and issues facing ethnic minority journalists. However initial enquiries, including of relevant authorities and others on the ground, showed an extreme lack of data on the proportion of ethnic minority journalists working in the sector, to the point where even locating them to include in the research activities - invitations to discussions or for survey dissemination - would be challenging. For practical reasons within the timeframe, this cohort was therefore dropped with the understanding that the research itself would likely reveal contacts that could be followed up in future efforts as appropriate.

Methodology

The studies draw on parallel research conducted in Myanmar in 2014, which comprised a detailed survey, focus group discussions, and key informant interviews with media industry sources.

Survey

The Myanmar survey was treated as a template and adapted to Cambodia's context. Any changes were kept to a minimum to ensure maximum comparability of data¹. Each survey was tested in-country to ensure it was appropriate and effective. The survey was shortened to facilitate a higher response rates over a relatively short period of time, with 54 questions in the Cambodia version. Survey sections were:

- Basic personal (demographic) information
- Media career
- Training and skills development
- Gender equity / Equality for women².

The last question asked respondents to rate possible means to improve gender equity in their country's media.

Surveys were disseminated both online through a weblink,³ and as paper versions. In Cambodia, dissemination primarily targeted Phnom Penh where most of the media are located, and the country's 'second city' Siem Reap; the great majority of responses were gathered on paper.

A total of 131 responses were gathered in Cambodia, which covers an estimated 6.5% of the journalists in that country, with almost half of the responses from Phnom Penh-based journalists.

¹ For example, in a survey question on 'Type of Employment Contract', Vietnam and Cambodia have some different common contract types, so the options for this question differed between the two countries.

² 'Equality for Women' was the language used in the survey and discussions. Although the issue is gender equity, what this meant was not universally understood, meaning 'equality for women' guaranteed clearer responses at this stage.

³ Survey Monkey (surveymonkey.net) was used for online surveys; data from paper surveys were also entered into Survey Monkey for analysis.

Focus Group Discussions

The Focus Group Discussions broadly followed similar themes to the survey. However they also explored individual reasons for career choices; perceptions of media coverage of women; and general threats and risks journalists face.

Separate discussions took place with the following focus groups:

1. All women, mixed generation
2. Mixed gender, younger generation
3. Mixed gender, older generation
4. Provincial / district journalists, mixed gender and generation

One round of four FGDs were held in Phnom Penh, Cambodia, with a total of 41 participants. The breakdown of FGD participants was:

Cambodia: 23 female journalists, 18 male journalists, incorporating 10 provincial journalists

Focus group discussion participants also completed the surveys prior to discussions commencing. This allowed some triangulation - or contrast - between survey responses and discussion content; see for example 'Sexual Harassment' in the Cambodia Key Findings. Given discussion group participants were selected using similar methods to overall survey dissemination, this did not materially alter any selection bias involved in the survey itself.

National Context

Prime Minister Hun Sen has essentially ruled Cambodia since 1985, and his Cambodian People's Party has won the last four national elections. In June 2017 local elections, the CPP's share of government communes amounted to 71%, won 1156 communes against the main opposition CNRP's 489 communes.⁴ In September 2017, CNRP party's leader was arrested and his party dissolved a few weeks later. Cambodia has enshrined human rights in its Constitution and is a party to many international human rights treaties. For example Cambodia has signed both

⁴ Phnom Penh Post, June 4th 2017, <https://www.phnompenhpost.com/politics/breaking-final-nec-commune-elections-results-released>



the CEDAW (Convention on the Elimination of all forms of Discrimination Against Women) and its Optional Protocol. However, the realization of human rights continues to face structural challenges leading to restrictions of freedoms, including press freedom. While there have been notable efforts to improve land tenure security through land titling, inequalities remain as a result of many smallholder farmers and indigenous communities being victims of land grabs, illegal logging, and forced evictions

No journalist has been murdered in Cambodia since 2014. However, the fatal shooting on 10 July 2016 of Kem Ley, a prominent political analyst, social activist and founder of the Grassroots Democratic Party, shocked the country.

While relatively poor compared to several other countries in the region, Cambodia has seen rapid growth averaging 7.6% for two decades, with the World Bank saying it attained ‘middle income’ status from 2015. The export-oriented garment industry along with tourism have been major drivers, along with construction and agriculture; poverty rates have fallen, health and education indicators have risen. However poverty remains high (13.5% in 2014, with many others just above the poverty line), around 33% of children under are five stunted, and much of the population has limited or no access to water and sanitation;⁵ most Cambodians still rely on agriculture for their personal livelihood.

Gender Profile in Brief

In Cambodian law there is a reference to sexual harassment in the Labour Law. However, the definition is problematic.⁶ The Labour Law of 1997 does include a legal framework for maternity and paternity leave, and there are other provisions for breast feeding and so on. In several measures gender disparity has decreased over recent years - but from a low base, with many remaining areas of significant concern. Women’s labour force participation overall is 86% that of men, and has fluctuated over the years, from as low as 85% in 2008, to as high as 95% in 2001.⁷ However a much higher proportion of women are working in the informal sector, with waged employment only representing around 30% of women’s income.⁸ When employed, women are mostly in low-income sectors such as garment manufacture (some 45% of all women’s waged labour). The wage gap is 35% for young female workers, 50% if they are

⁵ For more detail, see: <https://data.worldbank.org/indicator/SL.TLF.CACT.FM.ZS?end=2016&locations=KH&start=1990> [Accessed 20 September, 2017]

⁶ <https://www.care.org.au/wp-content/uploads/2015/06/FINAL-Report-of-Legal-Framework-Analysis-of-VAGWSH-Edited-by-Robin-2015...pdf>

⁷ For more detail, see: <https://data.worldbank.org/indicator/SL.TLF.CACT.FM.ZS?end=2016&locations=KH&start=1990> [Accessed 20 September, 2017]

⁸ For more detail, see: <https://www.adb.org/sites/default/files/linked-documents/cps-cam-2014-2018-ga.pdf> [Accessed 20 September, 2017]

secondary school graduates, and 20% for tertiary graduates.⁹ In education, significant progress has taken place where deficits for women’s rates of literacy and education enrolment at all levels in 2000 have now largely been closed, or even show marginally higher rates for women (as of 2015, literacy was at 92% for women and 91.1% for men; primary school enrolment at 96.2% and 93.7%; and tertiary enrolment at 11.8% and 14.3%).¹⁰ Before the dissolution of the CNRP in late 2017, Just over 20% of national assembly members were women, a level that has been roughly stable since 2009 but generally lower in the years before that.

Violence against women (VAW) is high. A report by the Government found that 30% of Cambodian women experienced intimate partner violence; 50% of those who experienced physical and sexual violence were injured, and just under half never spoke to anyone about it.¹¹ One in five women who have ever been partnered have experienced physical or sexual violence from a partner in their lifetime.¹²

One study found one in five men had perpetrated rape, mostly committed against a partner, 8% against a stranger and 4% against a man;¹³ gang rape of sex workers is an acknowledged pastime for many young men.¹⁴ While a raft of legal measures exist to combat VAW, ranging from a 2005 law on domestic violence, national action plans and strategic development plans, implementation and enforcement does not meet the need.¹⁵

Media and Violence Against Women

Studies show that Cambodia’s media content plays a definite role in normalizing violence against women, highlighted as one of the risk factors (along with alcohol abuse, childhood exposure to violence, and educational attainment).¹⁶ Media content analysis by The Asia Foundation showed that, in a two-month period, 33% of programmes across five channels

⁹ For more detail, see: http://www.phnompenhpost.com/national/gender-wage-gap-daunting?utm_content=bufferae556&utm_medium=social&utm_source=facebook.com&utm_campaign=buffer [Accessed 20 September, 2017]

¹⁰ For more detail, see: <http://datatopics.worldbank.org/gender/cia> [Accessed 20 September, 2017]

¹¹ For more detail, see: http://cambodia.unfpa.org/sites/default/files/pub-pdf/Leflet_IPV_English.pdf [Accessed 20 September, 2017]

¹² http://www.wpro.who.int/mediacentre/releases/2015/vaw_full-en.pdf “The key data can be found on page 46 in an infographic”

¹³ http://partners4prevention.org/sites/default/files/resources/p4p_cambodia_report_final_english_version.pdf

¹⁴ For more detail, see: http://www.kh.undp.org/content/dam/cambodia/docs/DemoGov/NearyRattanak4/Neary%20Rattanak%20-%20Violence%20against%20Women%20and%20Girls_Eng.pdf, and <https://www.pri.org/stories/2013-09-13/why-some-men-cambodia-dont-think-gang-rape-gang-rape> [Both accessed 20 September, 2017]

¹⁵ For more detail, see: <http://apps.who.int/iris/bitstream/f, anhttp://partners4prevention.org/news/cambodia-launches-second-national-action-plan-prevent-violence-against-women-2014-2018> [Accessed 20 September, 2017]

¹⁶ For more detail, see: <http://asiafoundation.org/resources/pdfs/Brief2MEDIAEXPOSURE.pdf> [Accessed 20 September, 2017]

showed acts of violence against women, including almost half of the drama programmes. Yet the audience is extremely desensitized to this, with only 42% of those surveyed recognizing VAW content as such.¹⁷ Cambodia's media plays a strong role in perpetuating some of the most egregious forms of gender inequity. One example of how the situation might improve came in 2017. The prevalence of this is highlighted by a case in August 2017, in which a popular male morning news TV host (and station Deputy Director) commented on the case of a young woman who had been abducted, raped, and murdered by suggesting the rapists should have thought to "keep her for using again," and said women should not resist but rather "sweet-talk your rapist." He was forced to apologize after a public outcry, yet spent much of this apology defending the innocence and humour of his remarks.¹⁸

A Media Code of Conduct for Reporting Violence against Women was jointly prepared by the Ministry of Information and the Ministry of Women's Affairs, together with CCI. It was supported by the Australian Government through the Asia Foundation.¹⁹

Media Industry Profile in Brief²⁰

Cambodia's media is diverse and dynamic. However as research carried out by Fojo partner CCIM (in a 2014 collaboration with Reporters Without Borders) shows, a small number of outlets and owners dominate the scene and capture the great majority of the audience.

Broadcast

Television comprises one state, 12 provincial, and eight commercial stations, with multiple relay stations. There are two cable stations. Four media owners capture 78% of the TV market with one, the Royal Group, capturing 47% on its own.

Of 22 radio stations in Phnom Penh, three are state broadcasters and the rest private. There are 12 state and multiple private stations in the provinces. Radio station ownership is more fragmented, with several small independent businesses and voices present in the market. Some of the most popular radio programmes are relay broadcasts of international services VOA, RFA, and the BBC.

¹⁷ For more detail, see: <http://asiafoundation.org/2016/11/30/research-reveals-cambodian-television-rife-depictions-violence-women/> [Accessed 20 September, 2017]

¹⁸ For more detail, see: <https://www.cambodiadaily.com/news/petition-calls-for-tv-boss-to-apologize-over-rape-remarks-133578/>, and <https://www.cambodiadaily.com/news/activists-reject-tv-boss-apology-for-rape-remark-133628/> [Both accessed 20 September, 2017]

¹⁹ <http://www.ccj.com.kh/reporting-of-violence-against-women/>

²⁰ Unless otherwise indicated, the data for this section comes from the reports contained here: <http://mom-kh.cl/>; and from https://mediamatters.asia/sites/default/files/media_fact_card_-_cambodia.pdf [Both accessed 20 September, 2017]

Print and Online

Although there is a large number of newspapers, the top four alone reach 57% of the total audience, with three of those linked to the ruling CPP. 90% of Cambodians reportedly do not read newspapers.

Online

As of 2015, there were 31 ISPs and seven mobile phone operators. Over seven million people (around 45% of the population) have internet access, a jump of two million in one year; 31% are active social media users (28% on mobile phones), also increasing by two million since the start of 2016. (However total mobile phone subscription is far higher at 173%, with many people owning two or more phones.) 46% still access the web on laptops or desktops, counter to trends in many countries. On social media, 4.9 million are monthly Facebook users (the dominant platform).²¹

Legal Regime

Cambodia's media regulatory system is somewhat opaque in its operations, and many outlets have significant political connections. The Ministry of Information issues and revokes licenses for information and content, for print as well as broadcast, but the process is opaque. The Telecommunication Regulator issues licenses for TV and radio broadcast, and ISP operations. There are no regulations limiting cross-platform ownership; the top four owners reach over 83% of the total audience across media platforms.

Media Crackdowns

Although in some ways free to express dissent, media in Cambodia is polarized, with critical voices coming under extreme pressure at different points. In the context of next year's elections this has reached a new recent level, with the long-running English language paper Cambodia Daily forced to close after authorities accused it of not paying US 6.3 million in back taxes, an accusation the paper denies.²² 19 radio stations that carry programming from VOA, RFA, and Voice of Democracy (produced by Fojo's partner CCIM) have been told to close, accused of not detailing to whom they were selling airtime and for how much.²³ At the same time, the US-funded NGO the National Democratic Institute was forced to cease operations and its foreign staff ordered to leave the country, accused of involvement in conspiracies to overthrow the government.²⁴

²¹ For more detail, see: <https://aseanup.com/southeast-asia-digital-social-mobile/> [Accessed 20 September, 2017]

²² For more detail, see: <https://www.cambodiadaily.com/topstory/cambodia-daily-announces-immediate-closure-amid-threats-134283/> [Accessed 20 September, 2017]

²³ For more detail, see: <https://www.cambodiadaily.com/second2/voice-democracy-latest-casualty-attack-independent-media/>, and <https://www.cambodiadaily.com/news/anger-mounts-as-radio-purge-knocks-19-stations-off-air-134077/> [Both accessed 20 September, 2017]

²⁴ For more detail, see: <http://www.phnompenhpost.com/video/cambodias-crackdown-dissent> [Accessed 20 September, 2017]

Key Findings

Respondent Demographics

41% of survey respondents were female, with 59% male (none identified as 'other').

Respondents' age was spread along the spectrum, with 24% between 18 and 25 years old, 31% between 26 and 35, and 23% between 36 and 45. 18% were between 46 and 55, leaving 3% aged 56 or over. Women dominated in the younger ages, with 42% of all women respondents aged 18 to 25, and the same percentage aged 26 to 35 (compared to 12 and 24% of men respectively). Men dominated in the older age groups, with 31% aged 36-45 and 28% aged 46-55. All of the over-55 respondents were male.

In maximum education levels, 62% had college or university degrees, while 28% had completed secondary schooling. Women respondents were more highly-educated, with 80% completing college or university, compared to 51% of men. 36% of men had completed secondary schooling, compared to 14% of women .

48% of all respondents were based in Phnom Penh, which dominates the media industry, with 11% in Siam Reap. Kampong Cham, Kandal, and Takeo shared between four and six percent each. Four provinces had no respondents, the rest ranging between one and three percent. As mentioned (see previous footnote), almost all the freelancers were male from outside Phnom Penh, and they dominate the respondents from the districts; they also make up all the journalists responding from Siam Reap, who were 20% of all male respondents. Nearly two thirds (64%) of all female respondents were from Phnom Penh, compared to 35% of all men.

93% identified as Buddhist, with 2% Christian, under 1% Muslim, and 2% subscribing to no faith. 2% chose not to answer. All of the Christian respondents were female (5% of total female respondents); the sole Muslim respondent was male. Almost 7% identified as a minority, with only one these respondents female. However a large number skipped this question entirely, including without choosing 'no answer' - which was not the case for the immediately previous or subsequent questions. All but one respondent primarily used Khmer language at home.²⁵

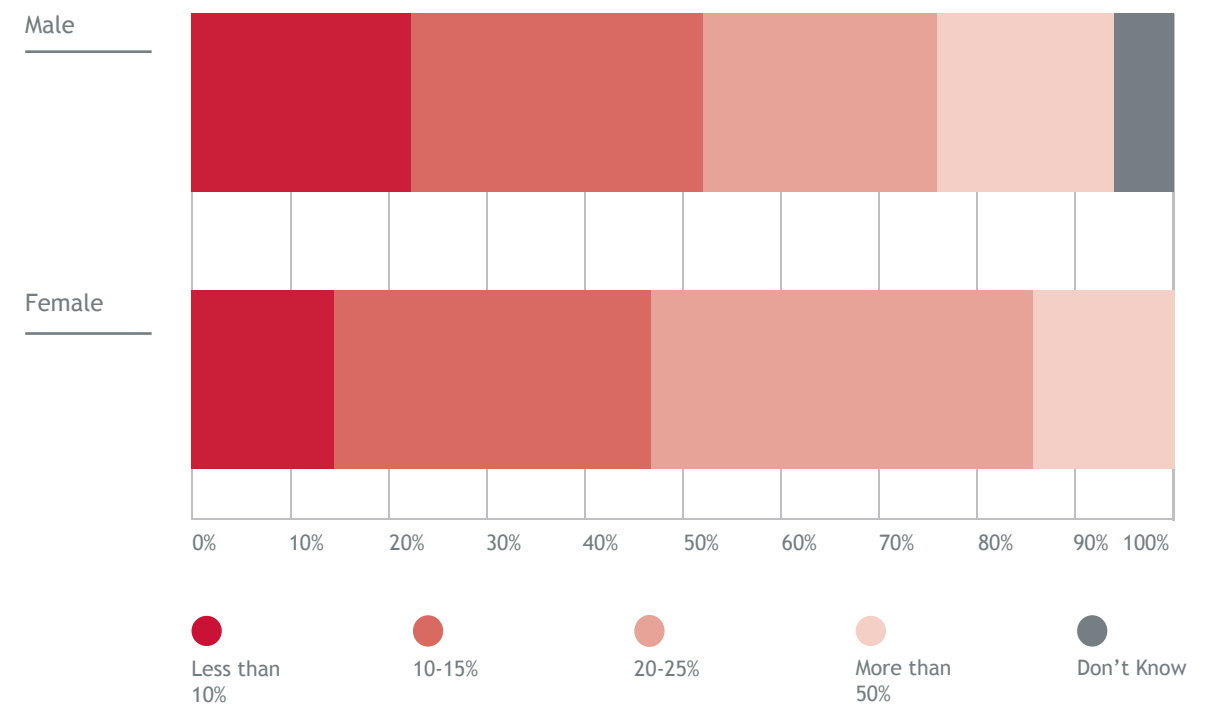
42% of respondents worked in print, including 50% of all men and 30% of all women. 15% worked in TV (18% of men, 9% of women) and 27% in radio (17% of men, and 40% of women). Radio is the most fragmented sector in the media; however no feedback from discussion groups suggested reasons why the different platforms showed this varied level of gender difference. 30% of all respondents also worked in online media - which included other media that had an online presence.

²⁵ A small number ignored instructions on the paper survey and marked multiple options; of these in addition to Khmer, seven also used English, and one each used in addition Chinese and Vietnamese.

Workforce Participation by Gender

Survey data strongly suggest significantly more men than women work in Cambodia's media sector. Although the survey was broadly distributed and covered over 10% of the estimated total workforce, nearly twice as many men than women answered. The majority (52.38%) of male respondents estimated that women made up 25% or less of the colleagues in their section; over 48% of women gave the same answer. Only 19% of men, and just over 14% of women, said that over half their immediate colleagues were female.

What is the approximate percentage of women working in your section?
Please provide your best estimate.²⁶



²⁶ 18 survey participants provided no response.



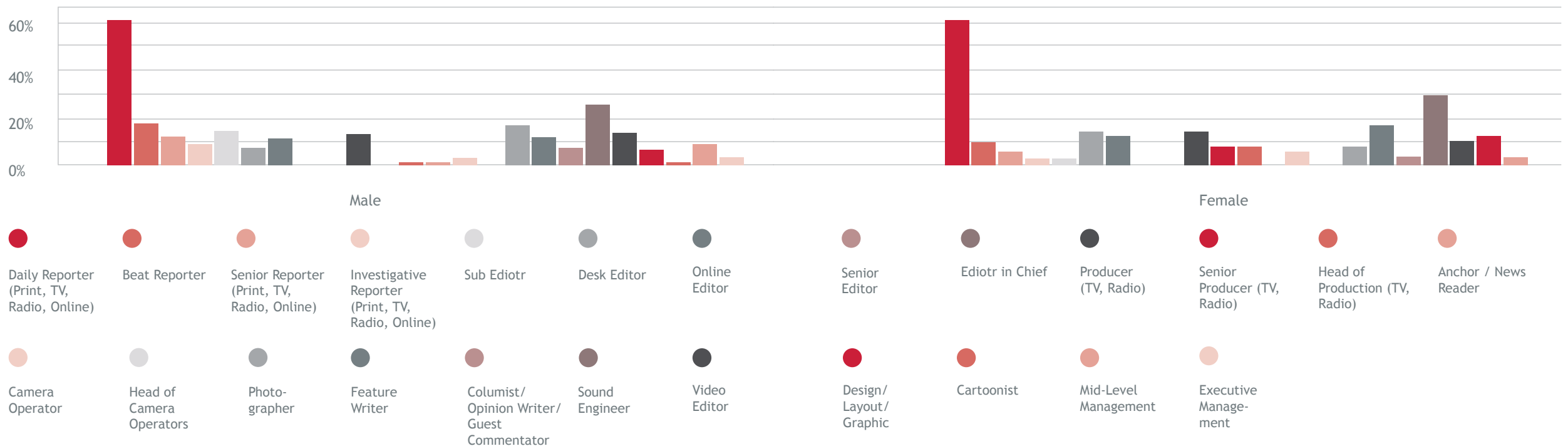
Anecdotally some specific institutions may have higher levels of female staffing - for example media specifically focused on women's issues, and some local radio stations. However the overall picture is of an industry dominated by men.

In group discussions, the great majority said they had chosen their career out of a desire to make a difference, especially in social justice. This included journalists from regional areas who wanted to make an impact in their communities, several of whom had worked on other social programmes before shifting to journalism.

In areas of work, the greater percentage of both women and men worked as daily reporters, with a spread across other roles. Men dominated the role of sub-editor.

The number of respondents who worked as senior reporters, investigative reporters, or middle or executive managers, were too small to show strong statistical differences; however men consistently dominated these roles. (There were no senior editors or editors in chief among the respondents.) This suggests a tendency for more men to hold senior and decision-making roles.

What is your current role within the profession? (Please select all relevant answers)²⁷

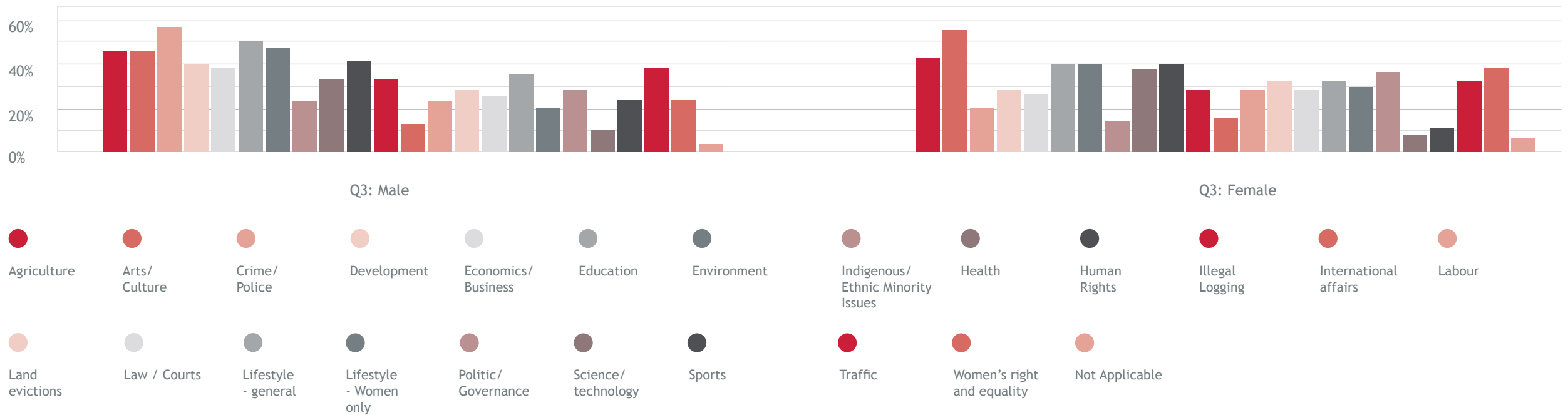


²⁷ 16 survey participants provided no response.

Both male and female journalists were spread across a range of beats and topics. The biggest divergence was in Crime Reporting, which was dominated by men. At smaller degrees of difference, a greater percentage of men also covered Development; Economics and Business; and Sports, among a few others. A greater percentage of women particularly covered Arts and Culture, Women's Lifestyle, and Women's Rights and Equality. However women as well as men both covered areas such as Politics and Governance, Labour; Human Rights; Illegal Logging; Land Evictions and others. These results suggest only a mild tendency in some areas towards gender-stereotyped coverage, but unlike in recruitment and employment levels, this is not significantly gendered across the board.

However discussion groups strongly indicated that, as in Vietnam, men had greater opportunities for field travel. This was especially in the face of physical risks and dangers combined with resultant family pressure (see below), even though women were also perceived as often handling those risks better.

If you are a beat reporter now, which beat or beats are you currently covering?
(Please select all relevant answers)²⁸



Almost 31% believed women and men received equal pay for equal work, while over 27% believed they didn't - the remainder didn't know or didn't answer.²⁹ In the actual salary levels of respondents, women tended to dominate the mid-range, while men tended to dominate both the lower levels, with higher pay rates alternating between the two genders (salary ranges were divided in increments from under USD 100 per month, to over USD 1000).

Over 80% of women had full-time regular contracts, while only 58% of men had the same; far more men worked as freelancers (over 24% compared to under 6% of women). This higher rate of male freelancing may explain why relatively more men are on lower salary levels. More than twice as many women (43%) were in their first three years in the industry; twice as many men (26%) had worked more than 10 years, with no women but 9 men working more than 20.

²⁸ 15 survey participants provided no response.

²⁹ More men thought payment was equal (37% to 24% of women); more women didn't know or didn't answer (44% to 35% of men), with around 28% of both genders believing it was unequal.

Family and Work Balance; Threats and Risks

Discussion groups consistently framed family pressures in light of the threats and risks journalists face; therefore these two points are combined.³⁰ Numerous participants highlighted risks and anxiety in the field, with several personal anecdotes including attacks and tear-gas at demonstrations; threats and man-handling from local political leaders or police, including one incident of a gun held to a journalist's head; office phone calls from a Ministry to put pressure on reporting. At least one participant mentioned that producers' demand for 'hot' - dramatic or sensational - stories can push journalists to take more risks in dangerous situations.

Both male and female participants said this level of risk created great anxiety for their immediate and extended families, despite the fact that a number of participants believed women were often better at managing these risks by using 'soft (or interpersonal) skills'. While all men said they received moral support for their work in this context, several women said their families urged them to give up or curtail their careers, or to take desk jobs that would not expose them to this risk. However this was not universal, with some young women journalists saying their fathers gave them support, and others saying they had been able to change their families' minds on the importance of their work, and had then received support.

Two participants said their husbands wanted to divorce because of the demands of their job. One participant said she had been ostracized by her family since she began working for an independent / pro-opposition outlet; her family is close to the government party in work and orientation.

Participants related mixed experiences of workplace support for maternity leave, flexible hours for family needs and so on. There were several examples of support, which were not from policy positions but rather due to the responsiveness of individual supervisors or work colleagues. These included one woman who was frequently allowed to leave work 30 minutes early to care for her baby at home; another being freed from night-shift duties by colleagues in order to cover child-care responsibilities; a third who was able to bring her toddler to work; and a husband who received a salary advance to cover his wife's pregnancy medical costs. However most female journalists said their workplace expected them to be 'strong and committed' once they became journalists, precluding expectations of any extra support in family matters.

³⁰ The risks facing journalists in Cambodia have been highlighted in recent days and weeks, most disturbingly by the forced closure of the long-running Cambodia Daily; see Media Industry Profile above

Training and Skills Development

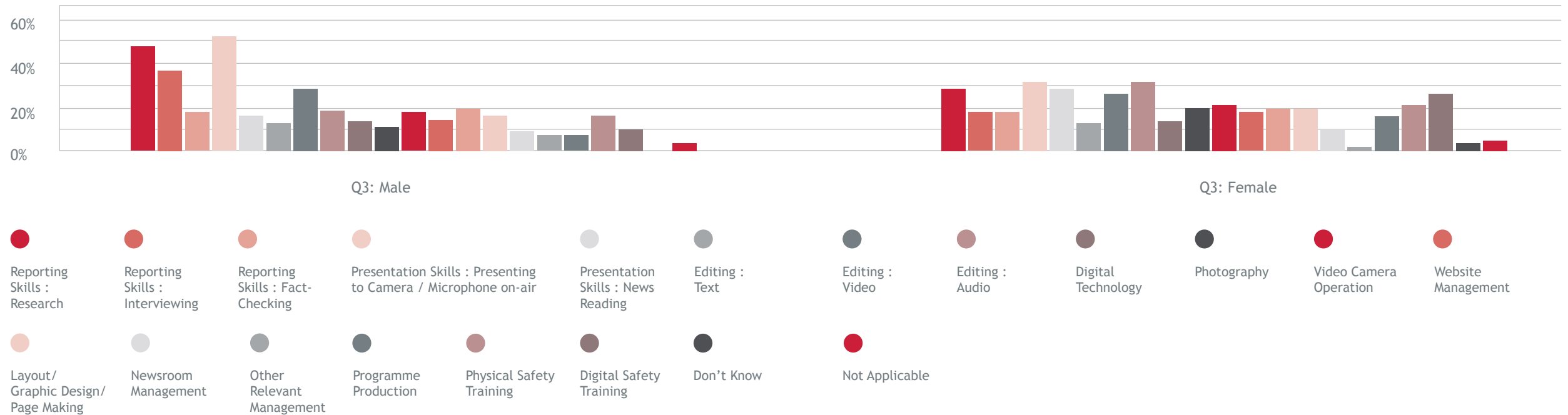
Male journalists had marginally greater access to training than women; the great majority (86% of men and 83% of women) had received some training over the previous two years.³¹ Training was mostly delivered internally; by a specialist training organization; or by a trainer brought in by management. A strong majority of both genders said the trainings were useful, with the main (minority) complaint being that they either didn't include enough sessions, or that they didn't cover all skills needed.

When asked about current training needs, both genders selected a wide range of technical skills, but men particularly emphasized reporting skills (especially research and interviewing, although not fact-checking), and written presentation skills.³² Needed skills highlighted by women were more evenly-spread. A marginally-greater percentage of women selected each of the skills involving technology (video and audio editing, photography, video cameras, layout and design) as skills that needed training. Strikingly, given the level of anxiety over threats and risks, under 15% of men and 21% of women highlighted physical safety training. Over 27% of women highlighted digital safety, while only just over 10% of men chose the same.

³¹ 5 women and 5 men said they had been denied training opportunities; 3 of those women nominated their political beliefs as the reason for this.

³² Analysis shows this is specifically boosted by the higher number of men who work as freelancers and who selected these needed skills.

What skills areas would be most useful for you to receive training in now? (Please select all relevant answers)³³



32% of men and 19% of women - 27% in total - said they had received training on equality for women in the workplace.³⁴ 56% said they had not - with this including the 74% of women saying they'd received no such training.

A large proportion of men (39%) and women (23%) thought that all men should receive such training³⁵ - but only one woman, and one man, thought that both genders should receive it.

This clearly suggests that equality for women is seen as a problem of men's behavior, and that 'gender equity' is understood as a one-sided issue. Only 17% of men (and 10% of women) said they would like to take part in such a training. 16% of men thought the training was not needed 'because women already have equal rights'; 10% of women thought the same.

³³ 11 survey participants provided no response.

³⁴ Again, this was delivered by either in-house trainers, individuals brought in by management, specialist media training organization, or a media association, union, or NGO; a specialist media training organization was the most cited.

³⁵ 17 survey participants provided no response.

Sexual Harassment

Prevalence

Only four women (and two men) said they had been sexually harassed while working.³⁶ However discussion groups where the issue was explored in more depth brought up multiple accounts of harassment, including crude innuendo and propositions, at least two accounts of groups of men openly watching porn in the office, touching or groping by superiors, and one of sexual harassment or pressure from the boss by phone. The proportion of harassment cases taking place in the office was higher than in Vietnam; cases in the field still existed, including a senior officer attempting to arrange an after-hours meeting with clear intent, and groping by a high-ranking government official. Several young female journalists said many men did not dare to harass them because they were perceived as strong women.

Given group discussion members had completed the survey prior to the discussion starting, this means more than four cases were clearly articulated in discussion that were left out of survey responses. This deserves more exploration, but suggests that participants need to consider reflect on their own experiences in a structured manner, if the true scale of this issue is to be effectively explored. 44% of survey respondents said their workplace had a complaints mechanism or sexual harassment policy³⁷ - but these reflections suggest more exploration is needed on whether these are utilized or effective.

³⁶ 23 survey participants provided no response.

³⁷ 37 survey participants provided no response.

Scenarios and Perceptions

As in Vietnam, the survey included five scenarios, asking respondents to decide whether these were examples of sexual harassment or otherwise.³⁸ In all but one case (female respondents' assessment of the first scenario below), high percentages of both men and women indicated that all the scenarios were either not sexual harassment or were not serious (this ranged from nearly 50% to around 70%). Again with that one exception, only a minority of both genders identified every scenario as demonstrating sexual harassment or assault. Men consistently identified scenarios as less concerning than women, sometimes by a large margin, sometimes by a smaller one.

Some responses potentially showed lack of clarity in understanding the terms used - for example, while there are always variables, most definitions of sexual assault involve physical action or contact, whereas a small but meaningful minority of respondents identified jokes with no physical action as assault.

³⁸ 15 to 18 participants across the five scenarios provided no response. See Annex One for the detailed results and graphics from these questions.



“

A male supervisor locks himself in his office with a female staff member and tells her she knows what to do to get a promotion.”

”

40% of women said this was sexual harassment (compared to 26% of men); 28% said it was sexual assault (11% of men). 40% of men thought it was not sexual harassment, or not serious.

“

Two male staff members tell jokes about sex in front of female staff members, even though it's clear it makes the women uncomfortable.”

”

Around 53% of women said this either wasn't sexual harassment, or wasn't serious; compared to around 46% of men. However 27% of women said it was harassment (15% of men); 15% of men said it was assault, compared to 8.5% of women.

“

Every time a female employee talks to one of her male coworkers, he looks at her chest. She thought she was imagining it until another female coworker mentioned it to her.”

”

A small majority of both genders said this either wasn't sexual harassment, or wasn't serious. 28% of women said it was, compared to 12.5% of men.

“

“A female staff member goes to her supervisor with a problem. While telling her story she begins to cry, and he puts his hand on her knee.”

”

17% of women said this was sexual harassment; another 17% said it was sexual assault. The corresponding response from men was 3% - the biggest difference in this answer across all scenarios - and 13%.

“

A male supervisor asks one of his female staff members to join him for a romantic dinner

”

A clear majority of both genders - 68% of men, 56% of women - said this was not harassment; only three people in total said it was, with high numbers of women unsure.

Countermeasures

Survey respondents were asked which of the following options to combat sexual harassment would be most effective, if at all:³⁹

1. Stronger laws
2. Awareness raising among women
3. Awareness raising among men
4. An effective complaints mechanism
5. Punishing perpetrators as a deterrent

A strong majority of both genders ranked all measures as ‘Very Effective’ or ‘Effective’.⁴⁰ A simple majority also ranked all measures as ‘Very Effective’, with two exceptions: women ranked ‘Awareness raising among women’ at 43% and ‘An effective complaints mechanism’ at 48% (although another 26% ranked this as ‘effective’).

Women however consistently rated each measure as less effective, compared to their male peers - the only exception to this is the combined ‘Very Effective’ and ‘Effective’ ranking women journalists gave to the complaints mechanism.

Media Coverage of Women

Discussion groups explored media representation of women, highlighting that this emphasizes sex appeal particularly in advertising. In news reporting, sensationalism, lack of concern for privacy, and moral judgements particularly blaming victims of rape or domestic violence - including in images - were common observations. Several participants said journalists lacked skills or understanding to report effectively and ethically on issues particularly affecting women, including use of appropriate terminology. Positive role-models and successes did not

³⁹ 34 survey participants provided no response.

⁴⁰ See Annex Two for full data on this question.

⁴¹ As noted under Vietnam Key Findings, this reflects participants’ perceptions of coverage; no content analysis was undertaken during the research, and so these notes should not be taken as such analysis. See the previous ‘Gender Profile’ and ‘Media Profile’ sections for further notes and context.

receive significant coverage. The Ministry of Women’s Affairs was noted as taking very little action, (apart from its work on the Code of Conduct, mentioned earlier) even though this falls within its purview. Some participants noted their own or their institution’s individual efforts to change, by portraying role models or producing coverage that responded specifically to women’s needs.⁴¹

Ways Forward

Suggestions from discussion groups ranged broadly, and included:

- Clear institutional policies for gender equity / women’s rights;
- Dialogue with management and other stakeholders on gender issues;
- Journalist training programmes, ranging across human rights, child rights;
- Women’s rights, and gender equity issues; and
- Regulations or codes of conduct protecting privacy in media coverage, particularly for women.

The potential role of government ministries was often emphasized, including:

- Clear guidelines and training from the Ministry of Information on ethical journalism standards;
- Greater legal protection for women’s rights; and
- Stronger laws supporting the protection of journalists.

Other suggestions included salary increases for female journalists; specific support for female journalists to undertake more fieldwork; and broadly-defined cultural changes by supervisors to encourage female journalists more.

Conclusions

The most critical issues of gender equity in Cambodia's media are shot through with the pressures on media freedom in the country more generally. This is of course because of the 'cross-cutting' nature of gender issues. However it is also possible that media freedom pressures override awareness or discussion of some critical gender equity concerns.

The single greatest concern in discussions is journalist safety in the field - which often emerged when exploring family attitudes towards women working as journalists. This has consequences for women journalists' capacity to develop their careers and obtain promotions. Yet there were few indications of media industry initiatives to mitigate this dynamic, whether that be by providing greater safety protocols or training, or extra transport support for female journalists.

Through the hiring of new graduates, increased professionalisation appears to be leading to a greater proportion of female journalists entering the industry. However industry gender policy measures appear thin on the ground or non-existent, meaning these (relatively) new recruits are unlikely to receive the support they need in negotiating the impact of existing gender inequity on their careers.

Sexual harassment is reportedly relatively low compared to Vietnam (among many other countries). This is deserving of further investigation, for several reasons. Most apparently, it is not obvious why Vietnam, with higher measures of gender equity across the board, should show worse levels of harassment than Cambodia where other aspects of gender equity are worse. Secondly it is striking that the key concern of journalist safety in the field does not include sexual harassment (or even assault), when this is not an uncommon means of making or carrying out threats. Finally, when gender inequity and outright endorsement of gender based violence is so prevalent or present in high-profile media coverage,⁴² it is difficult to imagine such attitudes do not more commonly manifest themselves in actions within the workplace as well. Combined, these observations suggest that concerns on sexual harassment and sexual assault may simply be less openly spoken, and therefore likely require research beyond the tools of discussion groups and surveys to fully apprehend.

Approaches to gender equity in Cambodia's media industry likely require an approach that integrates with other concerns including journalist safety, media freedom, and media representations of gender-based violence. At the same time approaches likely need to progressively open space to explore the issue among industry peers, particularly recognizing the needs (and the opportunity for change) represented by the up-and-coming younger cohort of women journalists.

⁴² See Cambodia's 'Media Industry Profile in Brief', above.

Recommendations

Reflecting the purpose of this research in the context of the project, these recommendations are intended by the study's author as points for discussion among Fojo and project partners CCIM and CCI. If the decision is taken to make the report public - for general sharing or advocacy purposes, for example - the recommendations should change to reflect project partners' agreed understandings.

Further research

The data, and the tools used (focus group discussions and survey), indicate a few directions for potential future research. Some of these directions would complement the baseline data in this report; others apply lessons these data have indicated.

Objective data on staffing levels by gender and position

As noted in the Key Findings discussion, data on staffing levels by gender and position relies on the survey respondents' own perceptions and experiences. However this holds the risk of distortion, because of queries on some of the selection of respondents (e.g. all the Siem Reap respondents were male, which despite instructions may indicate bias on the part of the local agent conducting distribution there; all district freelancers were male; etc.).

If comprehensive objective data don't exist - for example from a relevant government department or journalist association - then alternative methods may include purposively choosing a small selection of representative institutions, and approaching them for their own (anonymised) staffing data; the selection itself could draw on known features of media institutions, and cross-check with those institutions for which survey respondents indicate they work. This can then be used to weight the actual survey results, and test the validity of the observations and conclusions drawn.

Objective data on institutional policies

Again, feedback on institutional policies - on leave entitlements, work flexibility, and so on - is anecdotal from individual respondents. Purposive selection of media institutions, questioning them directly on their policies, and triangulating that with survey responses from staff about whether those policies are applied or understood, would provide greater data validity.

Beyond the understanding or perceptions of respondents, objective data on the existence and nature of complaints mechanisms is also important, as this would clarify whether the lack of recourse to such mechanisms is due to the fact that they are not present; or that they do not operate effectively when used; or that staff are unaware of them or do not trust them. This would then inform the precise nature any training needs.

Confirmation of existing Gender Equity / Equality for Women Training

Several survey respondents said they had received training on equality for women. Followup contact with a number of these respondents, confirming the details of this training - including what it covered, who delivered it, and why they received it - would provide a better understanding of what is already being delivered. These respondents may be selected across a sample of the different provider types who delivered this training.

Ethnic Minority Journalists

As described under 'Methodology', this cohort was cut from the original research target for practical reasons. Surveys managed to reach a small number of minority journalists. These could be contacted directly, for one-on-one discussion about the situation of ethnic minority journalists, and whether networks or contacts exist through which they can be approached for further surveys, discussion groups, and so on.

Gender equity-based review of existing curricula

The nature of any detailed curricula review deserves attention, as it can ask a number of questions. Some possible examples are noted here:

- Does the type, and scale of delivery, of current courses in purely technical skills match those nominated by both genders in the survey?
- Does the current curriculum include training in gender equity, reflecting the issues highlighted in the current study? If so, how effectively do they engage with the realities of:
 - Gender equity policies (including hiring, training; career paths; family-work balance; and sexual harassment);
 - Operational procedures (including complaints mechanisms; safety protocols); and
 - Gender-sensitive reporting.
- Does the current individual training needs assessment capture gender equity needs in the areas noted above? This includes whether training needs assessments effectively gather the perceptions of different cohorts in the media, not only top management.; and whether it is possible to explore where those assessed want to go in their careers, and what may be holding them back - a small-scale rolling 'gender needs assessment' incorporated into the training development and delivery process, as it were.⁴³

⁴³ If a given partner has no established training needs assessment method, discussion can explore how to design this so that it includes gender equity.



- Beyond the individual trainee, do current training needs assessments include the possibility of reviewing media institutions for gender equity (among other issues)? Is it possible to develop and use some version of a ‘gender equity audit’ model for institutional-level training needs? (Such an ‘audit’ approach is of course possible with willing participating media institutions on a range of issues, not just gender - such as physical or digital safety, newsroom systems and workflow, and so on.)
- How are different elements of gender equity best delivered in training? This may include training as stand-alone courses, or integrated into technical skills training (ranging across research, camera operations, etc.). Does gender equity training need to target specific cohorts - for example, should training in examples of gender equity policies be limited to management, to encourage adoption; or should it include all journalists, to help create an internal demand for change?
- Do current training feedback tools - satisfaction surveys, and so on - incorporate gender equity? Do they make the most of the opportunity to ask trainees about issues broader than the immediate training they received (which may be on purely technical skills)?

Exploring these, and / or other related questions, through a review would then inform any curriculum development. Prior to such a review and discussion it is not feasible to offer curriculum development recommendations here.

Gender Equity Advocacy

A key question is whether, within the context of the project or beyond it, the material in this study, and subsequent training efforts, should be explicitly purposed towards advocacy on gender equity issues. This is beyond the immediate defined goals of the project, but is certainly a potential road towards positive change, whether through relatively public or open campaigns; or in discreet lobbying with the relevant government departments or other actors. If this is decided, these recommendations - and possibly aspects of the report, including which data are highlighted and the nature of the Executive Summary and Introduction - should be designed towards the advocacy envisaged.

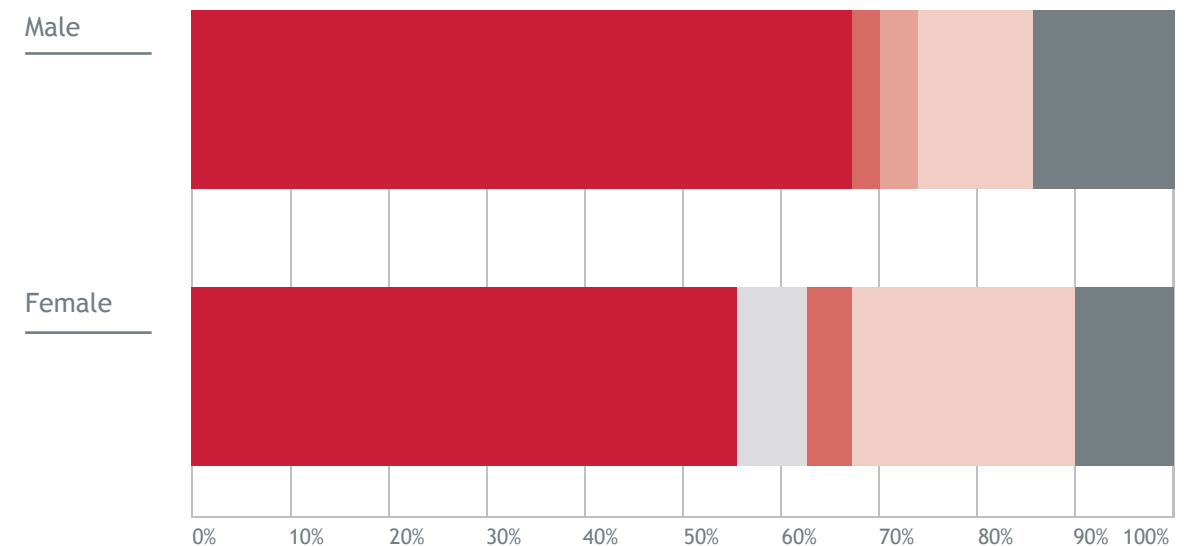
Annexes

Annex 1: Sexual Harassment Scenarios

Respondents were given these options to choose the following responses for the scenarios below:

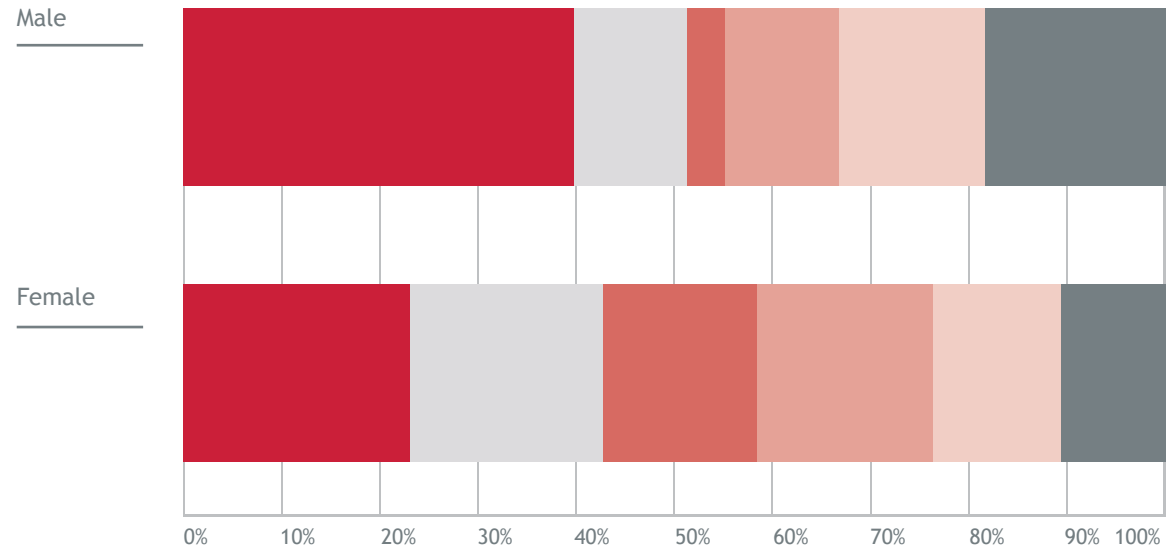
- It's not Sexual Harassment
- It's Sexual Harassment
- It's not Sexual Harassment, It's Sexual Assault
- Don't Know/ not Sure
- It's Sexual Harassment but It's not Serious
- No Answer/ Prefer not to Answer

A male supervisor asks one of his female staff members to join him for a romantic dinner.

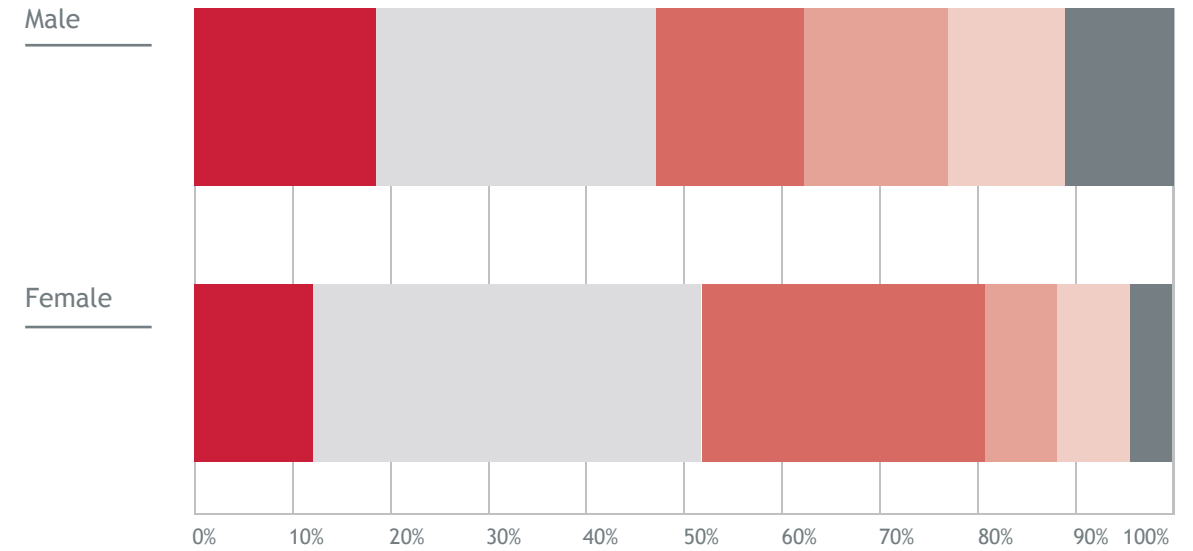




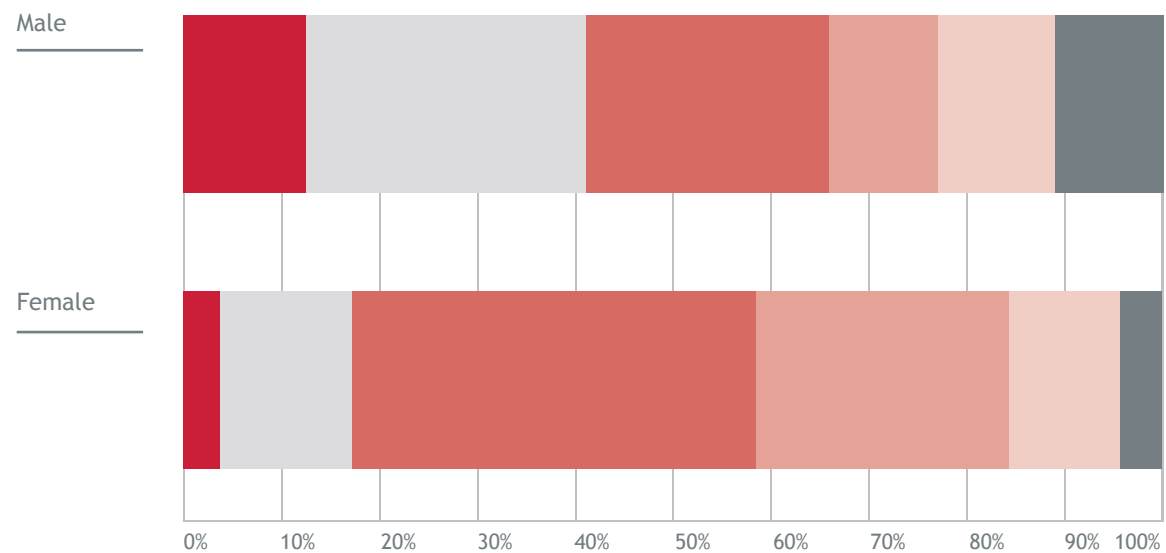
A female staff member goes to her supervisor with a problem. While telling her story she begins to cry, and he puts his hand on her knee.



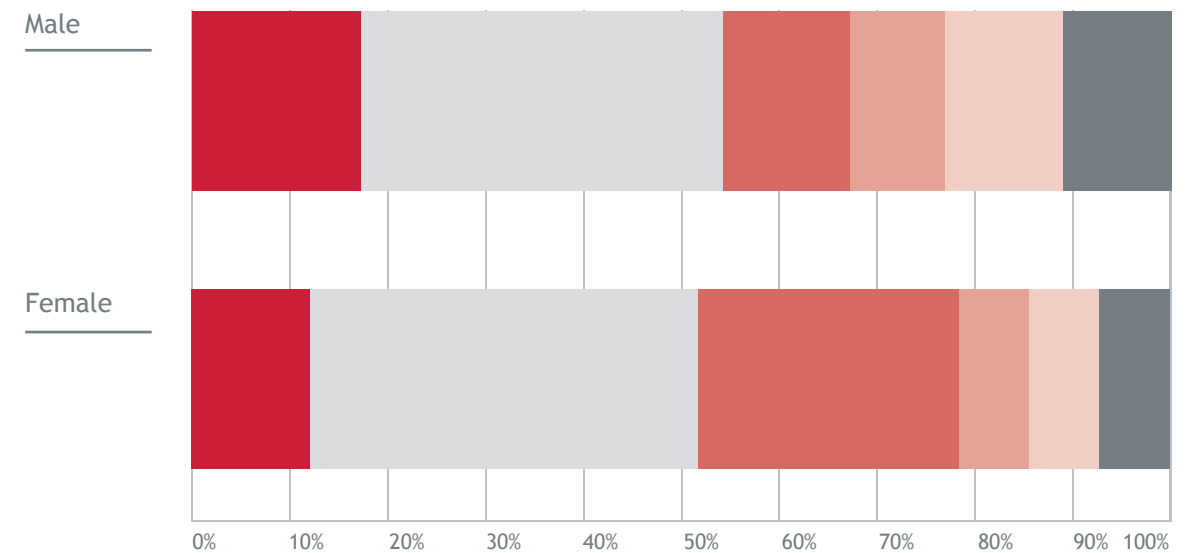
Two male staff members tell jokes about sex in front of female staff members, even though it's clear it makes the women uncomfortable.



A male supervisor locks himself in his office with a female staff member and tells her she knows what to do to get a promotion.



Every time a female employee talks to one of her male coworkers, he looks at her chest. She thought she was imagining it until another female coworker mentioned it to her.

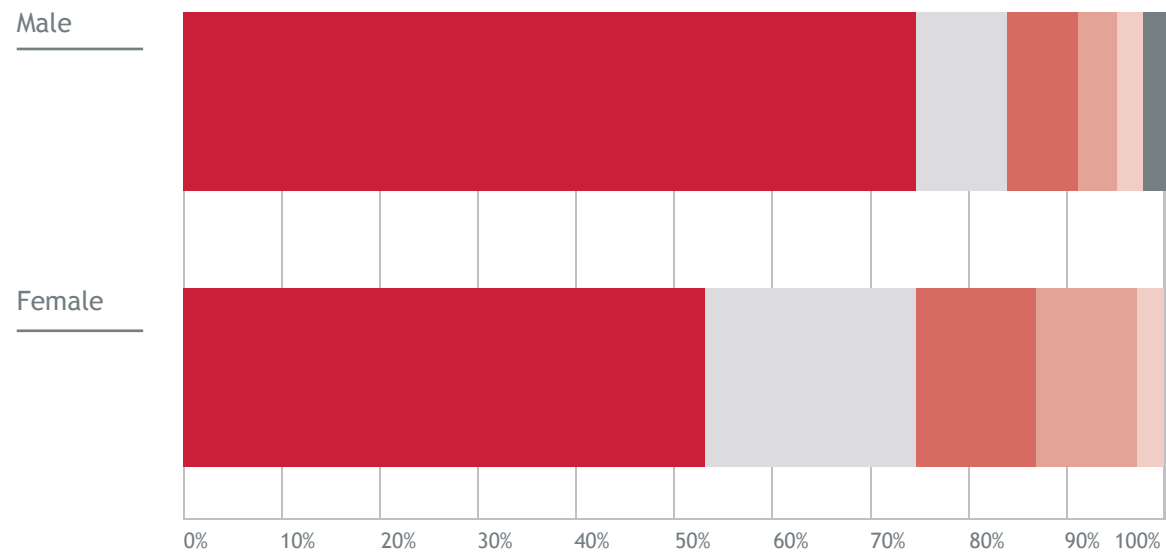


Annex 2: Countering Sexual Harassment

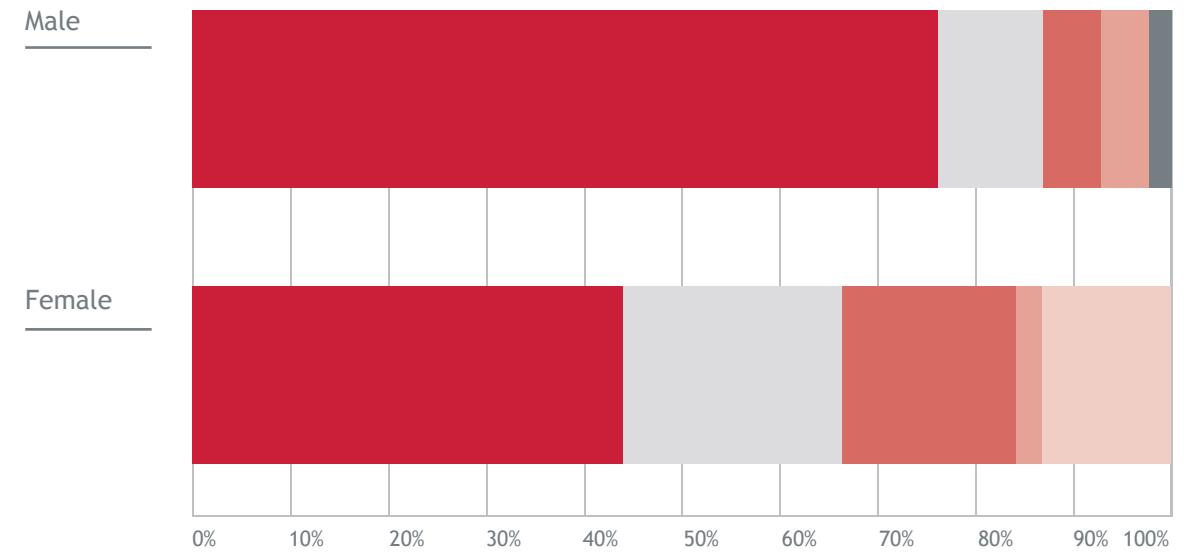
What measures do you believe can most effectively combat sexual harassment in the workplace?



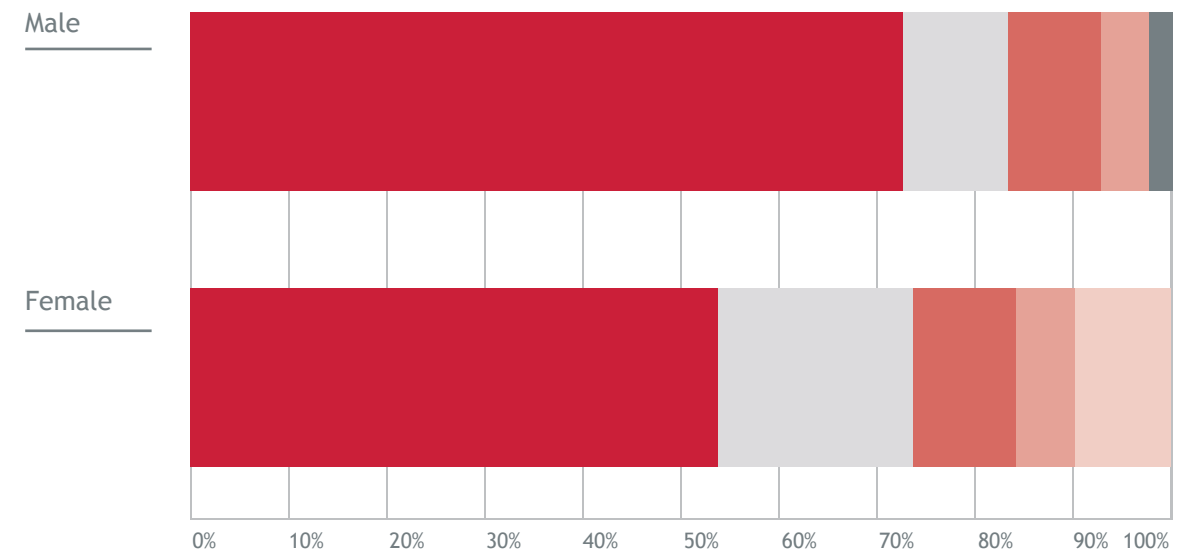
Stronger laws



Awareness-raising among women

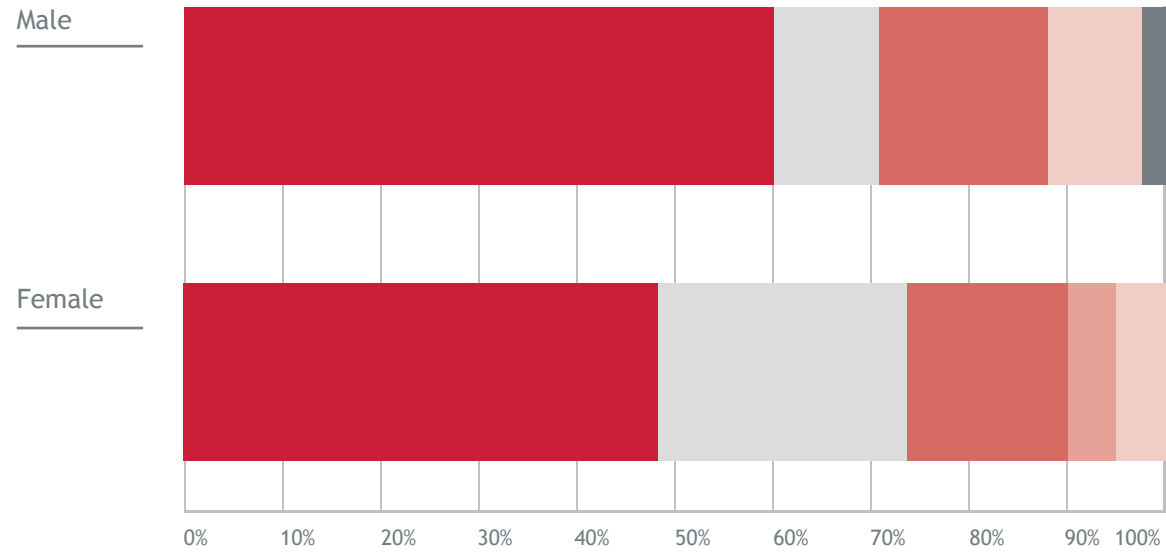


Awareness raising among men





An effective complaints mechanism



Punishment of perpetrators as a deterrent

