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TOGETHER WE STAND FOR GENDER EQUALITY

Results of a survey among journalists working in Uzbekistan

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This survey was conducted within the framework of "EQUAL - Together we stand for gender equality" to identify media stakeholders and assess the additional needs of journalists. The results of the questionnaire will form the basis for the development of a training program for media representatives, journalists, and young journalists.

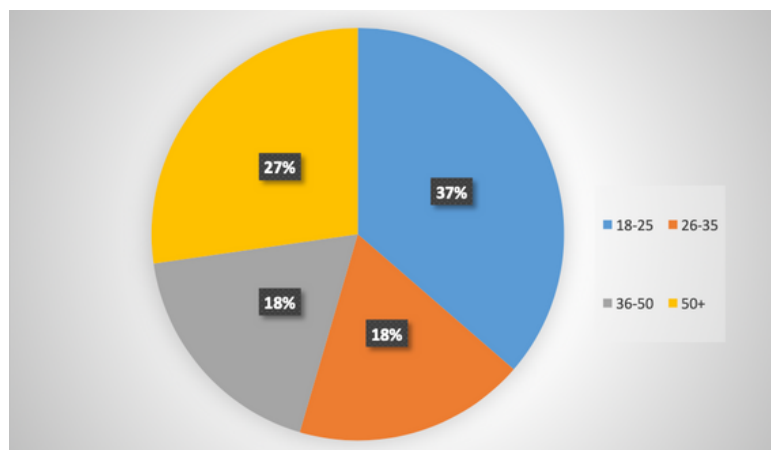
The survey involved 11 journalists working in organizations such as:

- Press service of the Fergana regional branch of the National Democratic Party of Uzbekistan
- Press Secretariat of the Fergana branch of "Uzbek invest"
- Department of Ecology
- Information and mass communications agency - Fergana region department
- Early morning newspaper
- New Fergana newspaper
- Press Secretary of Namangan State University
- Information service employee of the Namangan branch of the International University of Chemistry
- Muharrir newspaper
- Freelance journalists in Kashkadarya
- Independent journalist, Jizzakh region

45 % of the respondents were women and 55 % were men.

Age of respondents:

- 37% of respondents aged 18-25 years
- 27% - of the people over 50 years old,
- 18% of respondents were either 26-35 years old or 36-50 years old, respectively.

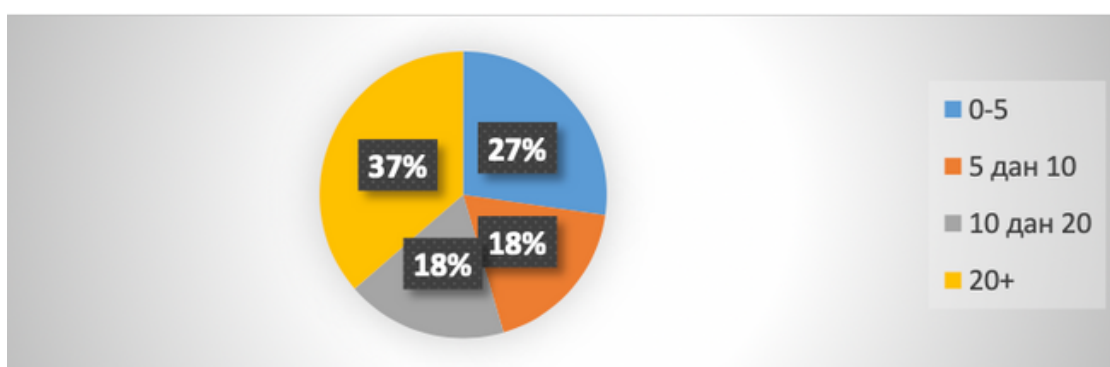


The respondents live in the following areas:

1. Ferghana city
2. Kashkadarya (region)
3. Jizzakh city
4. Karshi city
5. Namangan city
6. Namangan region, Uchkurgan district

Of the 11 respondents interviewed about their experience in the media, they reported the following about their years of work experience:

- 37% have more than 20 years of work experience
- 27% have 0 to 5 years of work experience
- 18% have 10 to 20 years of work experience
- 18% have 5 to 10 years of work experience



Analysis:

Can you give examples of your practical experience in the field of media? (Please provide more detail).

Respondents said the following:

1. Some reported that their media experience includes working with various content formats, such as videos, propaganda, articles, etc.
2. Many candidates have experience working in editorial offices and publications, both as journalists and in other positions (e.g. as press secretary).
3. Some candidates have received accolades in competitions, receiving professional achievements and awards.
4. Experience in the field of media may include working with public organizations, monitoring compliance with legislation, as well as processing citizens' appeals.
5. Some candidates emphasize a specialization in certain areas, such as ecology or the social environment.

SECTION 1: General Knowledge and Appreciation of Gender Equality Issues

1.1. Definition and attitude towards gender equality

How do you understand the concept of gender equality?

1. Many responses emphasize the significance of providing equal rights and opportunities for both men and women in society. This supports the notion that gender equality is essential in promoting fairness and justice.
2. Some emphasize that gender equality encompasses not only legal parity, but also full equality of opportunities, respect, and treatment between genders within both familial and societal contexts.
3. It is noteworthy that the responses demonstrate support and a positive outlook towards gender equality, indicating a recognition of its significance in creating a fair and inclusive society.
4. Several responses suggest that respect and equality between women and men already exists in certain societies, indicating that gender equality is gradually becoming more prevalent across different sectors of public life.

Do you believe that achieving gender equality is important, why?

Upon reviewing the answers, it is clear that a majority of respondents recognize the importance of achieving gender equality. They recognize its significance for societal advancement and stress that equality is essential for upholding human rights, eradicating poverty, and combating violence. Some individuals acknowledge that achieving gender equality necessitates a shift in both mindset and behavior. Nevertheless, a subset expresses concerns over the challenges imposed by deep-rooted societal attitudes. Overall, the responses demonstrate widespread support and recognition of the pivotal role gender equality plays in societal progress.

1.1.2 Opinion on the influence of cultural and societal norms.

Do you believe gender equality has been achieved in Uzbekistan?

An analysis of the responses indicates that a majority of respondents feel that complete gender equality has not been achieved in Uzbekistan. While progress has been made in this area, participants acknowledge that there are still existing issues. Some individuals are optimistic about the potential for achieving gender equality, but stress the importance of continued efforts. Furthermore, it is observed that when compared to previous years, there have been some positive advancements, although further work is necessary to sustain this progress.

What role does the media play in shaping public perceptions and attitudes towards gender equality?

An analysis of the responses reveals that a majority of participants acknowledge the significant influence of the media in shaping public perception regarding gender equality. They emphasize that information circulated through media channels greatly impacts individuals' awareness. Some individuals advocate for the need to explore new strategies in addressing this issue and recommend increased government support in this regard.

However, there are some respondents who express skepticism or a lack of understanding regarding the media's role in shaping public opinion on gender equality. Some highlight concerns about journalistic professionalism and societal stereotypes, suggesting that the media may actually have a detrimental rather than a positive effect.

Nonetheless, it is noted that campaigns and media content showcasing successful and educated women can serve as sources of inspiration for women to pursue their ambitions, highlighting the important and meaningful role of the media in promoting gender equality.

1.2.1 Awareness and Understanding

Are you aware of the term gender-sensitive reporting? If yes, explain how you understand it.

1. The answer "No" indicates that the respondent is not familiar with the term «gender-sensitive reporting" and has no idea of its meaning.
2. The answer "I am aware" indicates that the respondent is familiar with the term and may have an understanding of its definition.
3. The answer is "No, I am not fully aware" indicates that the respondent does not fully understand the term.
4. The answer "Give examples" allows respondents to provide more specific information on what gender-sensitive reporting.
5. The answer is "I don't fully understand the concept of gender-sensitive reporting" expresses a need for further clarifications. They described it as an approach that takes into account the various social, economic, cultural, and political factors affecting both women and men in their lives and activities.
6. The answer "Violation of the relationship dynamics or norms between two individuals, potentially leading to a violation of the rights of one party" suggests a potential misinterpretation or lack of clarity on the subject.

Overall, it is evident from the feedback that some participants have a basic understanding of the concept of "gender-sensitive reporting," but there is a lack of consensus on its interpretation among others. Educating individuals on the definition and significance of this term could enhance their awareness of gender dynamics in both society and daily interactions.

Are you careful not to perpetuate negative gender stereotypes, prejudice, and inequality in your work? If yes, what steps do you take to mitigate this?

Based on the responses gathered, it is evident that the majority of participants actively work to mitigate negative gender stereotypes, biases, and disparities in their professional environment. Strategies used include open communication, education on the topic, and advocating for change. Some respondents reported minimal exposure to such situations, while others noted the infrequency of such occurrences within their industry. Overall, the feedback received reflects a strong awareness of the significance of addressing gender stereotypes and promoting equality in the workplace.

1.2.2 Inclusivity and equal representation

Are you familiar with terms such as gender-biased language, gender-neutral language, and gender-blind language?

Out of the 11 responses received, only 2 individuals indicated their familiarity with the terms "gender-specific language", "gender-neutral language", and "gender-blind language". One respondent mentioned understanding the concepts but was not very acquainted with them. The remaining 8 participants reported not being familiar with these terms.

Are you actively working to ensure gender balance in the perspectives, sources, opinions, and issues you feature in your work?

The majority of respondents express support for promoting gender balance in the workplace, although it is not a top priority for some individuals. Some indicate a willingness to focus on this issue, while others view it as a crucial aspect of their work. A few acknowledge that they are taking steps to ensure gender balance, but are not fully committed. Overall, there are diverse approaches to this issue among respondents, but a significant number recognize the significance of gender equality in their work.

Do you make an effort to use gender-sensitive language in your work?

It is worth noting that a majority of the participants are unfamiliar with the terms "gender language", "gender-neutral language" and "gender-sensitive language". Some participants have shown interest in incorporating gender-sensitive language in their work, indicating a positive inclination towards grasping and implementing this concept. However, there is a need for more in-depth training and information on this subject to enhance awareness and promote the use of gender-sensitive language in professional communication and tasks.

1.2.3 Personal experiences and faced challenges

Have you encountered challenges or resistance in covering gender equality topics, and if so, how have you addressed them?

Based on the findings, it appears that the majority of respondents did not experience significant challenges or opposition when addressing the topic of gender equality. However, one participant noted encountering objections on social media when discussing issues related to women and girls. To address these challenges, the participant highlighted the importance of receiving support from partner organizations. Therefore, it can be concluded that when facing obstacles in addressing the topic of gender equality, seeking assistance and collaboration with other organizations is essential.

1.3. Gender Equality within the media sector

1.3.1 Representation and Opportunities for Women

Are women equally represented in the journalism and media fields in Uzbekistan?

The majority of responses indicate that there is no distinct gender division within the field of journalism, with both women and men being equally represented. It is worth noting that senior positions, such as editors and publication directors, tend to be occupied predominantly by men.

1.3.2 Workplace dynamics and policies

Have you observed any gender disparities in hiring or promotion within your organization?

Based on the responses received, the majority of respondents (8 out of 11) stated that they did not observe gender distinctions in their organization's hiring or promotion processes. However, a few respondents (3 out of 11) did acknowledge the presence of gender differences in these areas.

Nevertheless, it is important to consider that the responses provided may be influenced by individual perspectives and may not capture the full scope of gender dynamics within the organization. To obtain a more comprehensive understanding, a thorough examination of the organizational environment and practices related to gender issues should be conducted.

Are there any policies in place to address gender inequality within your organization?

1. The answer "Yes" confirms that the organization has a policy in place to address gender inequality, demonstrating a proactive approach towards addressing this issue.
2. The response "No" indicates that the organization does not currently have a policy addressing gender inequality. This may suggest a need for greater focus on this issue and a deeper understanding of its significance.
3. The response "There were no issues as no steps were taken" suggests that while gender inequality may be present, the organization has not implemented any specific strategies to address it. This could indicate a lack of awareness or reluctance to tackle the issue.
4. The answer "I didn't have this problem either" is based on the employee's individual experience and may not necessarily represent the broader perspective of the organization.
5. The answer "I do not know" suggests that employees are unaware of the organization's policy on gender equality.
6. The responses "Status is unavailable" and "There is no reason for this" do not offer sufficient clarity regarding the organization's policy on addressing gender inequality.

Overall, the responses to this question demonstrate a range of employee perspectives and an understanding of the organization's gender equality policy. It is advised to conduct a thorough analysis of this issue within the organization and implement necessary steps to enhance the current situation.

Have you noticed differences in the treatment or perception of male and female journalists within your organization?

A comprehensive analysis of the survey responses reveals that most participants indicated differences in the attitudes towards male and female journalists within their organization did not exist. However, a few individuals did observe such distinctions.

Based on the affirmative feedback received, it can be inferred that disparities in attitudes towards male and female journalists still exist in certain workplaces. This could stem from ingrained biases or stereotypes regarding the capabilities and roles of each gender. These variances may impact career advancement, the evaluation of professional accomplishments, and the level of trust placed in male and female journalists.

It is worth highlighting that a respondent mentioned being the sole journalist in their organization. This could suggest a lack of gender diversity in journalism, potentially hindering equality and opportunities for women in this field.

Therefore, while the majority may have reported a lack of observable differences, it is crucial to address any existing biases and stereotypes that could influence professional development and interactions between journalists of different genders within the organization.

1.3.4 Education

In your opinion, do the educational institutions that provide journalism training in Uzbekistan cover the subject of gender equality and gender-sensitive reporting thoroughly?

Based on our analysis of the responses, it is evident that there is a range of perspectives on the issue at hand. While some respondents feel that gender equality and gender-sensitive journalism are sufficiently addressed in journalism schools in Uzbekistan, others disagree. Some believe that there is a lack of emphasis on these topics and that their coverage is inconsistent. Furthermore, some respondents have observed that these matters are only addressed in projects with dedicated funding, suggesting a lack of comprehensive integration of these issues into the educational curriculum.

How do you envision an effective training on gender equality in the media? What topics would you like to see covered?

Gender equality is a significant global issue that requires training programs of an international nature, covering a wide range of aspects related to the topic. Some respondents have emphasized the importance of discussing gender equality specifically in leadership roles, as these positions are where crucial decisions regarding gender equality are made. This provides insights into prevailing opinions and approaches within this area, guiding necessary steps towards achieving equality.

Others have highlighted the importance of both theoretical knowledge and practical skills in gender equality education. They suggest that the training should be comprehensive, incorporating a solid theoretical foundation along with practical skills to equip journalists and media professionals for effective work in this field.

Respondents have also emphasized the significance of analysis and recommendations, alongside transparent policies and legislation for the implementation of gender equality principles. This enables monitoring of legislative changes and assessment of their impact on gender equality.

Overall, effective training on gender equality should be international in scope, comprehensive, covering various aspects of the topic, and integrating theoretical knowledge with practical skills.

Furthermore, attention should be given to analyzing legislation, promoting transparency in policies, and recognizing achievements of women leaders in this field.

1.3.3 Challenges and Vision.

Have you witnessed gender-based discrimination or harassment in the media industry in Uzbekistan?

The following conclusions can be drawn:

1. The majority of respondents indicated that they had not observed any instances of gender-based discrimination and harassment in the media within their respective countries.
2. Several respondents have pointed out instances of discrimination in the media. One participant mentioned the presence of media outlets that label women as weak and use the term "weak" interchangeably with "woman" or "girl".
3. It should be recognized that gender discrimination frequently occurs within social networks, underscoring the importance of monitoring the content shared online.
4. Overall, the results indicate that issues surrounding discrimination and harassment based on gender remain prevalent in society and warrant additional research and efforts to address.

How do you envision the media landscape evolving in terms of its coverage of gender equality, and what changes do you hope to see in the future?

The following conclusions can be drawn from the answers:

1. There is a growing interest in the topic of gender equality, however, there are concerns that the number of reports on this issue may decline as a result of increased promotion of "religious views" and "national values".
2. Some respondents have highlighted the significance of collaborating with specialists and providing training sessions to enhance legal knowledge in the area of gender equality.
3. It is anticipated that evolving attitudes towards gender equality and challenging stereotypes may be influenced by the information disseminated through media channels in the coming years.
4. Some respondents expressed uncertainty regarding the future direction of the media landscape in relation to the dissemination of information on gender equality.

Closing:

Several key conclusions are:

1. Some respondents may choose not to provide additional feedback, which could suggest a lack of engagement or interest in the topic. It is essential to consider this factor when developing future initiatives to promote gender equality awareness.
2. Certain responses provided are quite vague, such as simple one-word answers like "no" or "." This could suggest a lack of understanding on the part of the respondent or a reluctance to engage with the topic in depth. It is important to consider these factors when designing educational initiatives.
3. Several respondents expressed their gratitude for participating in the survey and their interest in the topic of gender equality. This suggests that the audience may be receptive to learning and discussing this important issue.
4. Furthermore, it is worth mentioning that some survey participants expressed a strong interest in implementing tangible initiatives to advance gender equality within the workplace. These initiatives include hosting additional workshops and training sessions, as well as ensuring equal opportunities in education. This reflects a call for the development of a proactive and effective policy aimed at achieving gender parity.

Based on the above-mentioned conclusions, suggestions for further action may include the following:

1. Implementing strategic events and educational initiatives geared towards journalists to enhance their understanding and appreciation of the significance of gender equality issues.
2. Creation of supplementary feedback forms to determine the types of support and training that journalists are seeking, as well as identifying strategies for meeting their needs.
3. Enhancing initiatives to raise awareness and educate the public on gender equality, with a focus on promoting constructive dialogue and engaging journalists in discussions on this important topic.
4. Establishing and executing targeted initiatives to enhance gender equality in accordance with the requests of the stakeholders, aimed at addressing their needs and fostering greater equity and parity within society as a whole.