Starting from Scratch— Going Digital in the Developing World

Joshua Wilwohl

Digital manager





Asher Russell proudly presents Digital Journalism World 2015

11 - 12 May 2015 | One Farrer Hotel & Spa, Singapore



Rooted in Print

- Founded August 1993
 - Team of about 40 people / half locals Ο
- Website launched October 2012
 - Money, readership and Ο maintaining brand
- Khmer-language website launched June 2013
- We are not early adopters •

Note: Some screenshots presented in this slideshow were taken from the Wayback Machine and may not reflect exact changes. The screenshots taken from Wayback have a 2014 date listed.

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Digital Snapshot

- Mostly web focused
 - Cambodia Internet penetration low, but rapidly on the rise
 - 6% in 2013 (World Bank)
 - 25% in 2014 (We Are Social)
 - Majority use devices for the web
- Mobile focused
 - Cambodians practically skipped computer era









Analytics Snapshot per month averages

• 2013

- 51,102 users
- 302,400 pageviews
- 56.5% bounce rate
- 2.3 pages
- 3 minutes

- 2014
 - 84,000 users
 - 503,246 pageviews
 - 41.5% bounce rate
 - 2.7 pages
 - 2 minutes 33 seconds
 - Goal: Increase engagement





JOURNALISM WORLD 2015 11-12 May 2015 | One Farter Hotel & Spa. Singapore

Web Welcome

- Cookie-cutter start
- First time readership beyond Cambodia
- Free at first, then paywall
- Idea to get online fast, but be selective
 - \circ Archives
 - Editor-selected stories
- Users quickly increased









Smartphone Domination

- By March 2013, mobile users to website skyrocketed
 - Number of mobile phone users soared past
 Cambodian population (Gov't figures: 20+M mobile subscribers in 2013)
 - Number of smartphones sold in retail shops continued to grow as prices dropped
- Overall website users surpassed 1 million
- Significant rise in Facebook users (Socialbakers and Endorphine Concept)
 - 491,000 by March 2012
 - 1.1M by December 2013
 - 1.4M by June 2014 / 1.1M on smartphones
- Instagram and Twitter gain popularity







Mobile-First

- In September 2013, began to see a large move to mobile, where more than one-third of readers were on mobile devices
- In November 2013, readership began to grow exponentially
 - By January 2014, just less than half of all readers were on smartphones
 - Continues to be same today
- Took responsive approach to redesign
 - Stripped all unnecessary content and designed for smallest screen first





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Mobile-First cont'd

- In January 2014, finalized two responsive designs
- In February 2014, rolled out responsive design for the English site
- Support IE9+
- Result
 - Users and pageviews continued to grow







Mobile-First cont'd

- In October 2014, rolled out update
 - More sections on homepage Ο
 - Better article page layouts with Ο easy-to-access social buttons
 - Praised by The Washington Post's Ο digital products and design director as well as others

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'Our City' Turns Focus on Phnom

Eat Up, Amigos

Spirit of the Forest

Newspaper Man Goes to the Lake

Asia's Most Important News Media Summit



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2014





BREAKING NEWS Five CNRP Activists, Three Monks Released

World Bank Expecting Economic Slowdown to Persist

BY 2SOMBOR PUTER

Search

The World Bank is forecasting a continued slowdown of Cambodia's economy over the next three years because of rising local production costs, sluggish global rice prices and other headwinds.

Protest Leader Jailed Over Alleged Sex With Minor

The Mondolkiri Provincial Court on Saturday charged a man with having sex with an underage girl, but a rights worker and the girl's father said Sunday the man was framed for opposing a Vietnamese rubber plantation.



Land-rights activist Nget Khun greets relatives in Pinnom Penh's Boeng Kak neighborhood after being released from prison on Saturday, (John Vink)

With Election Talks Over, Jailed Activists Freed

Ten imprisoned land-rights activists celebrated at CNRP Vice President Kem Sokha's villa in Phnom Penh on Saturday afternoon after being released from jail following the end of political negotiations between the CPP and CNRP. ARCHIVES ABOUT JOBS IN CAMBODIA

SECTIONS

NEWS

BUSINESS

THE FRONT PAGE





Ferried Away

With the Tsubase Bridge open, the Neak Leoung ferry has been terminated, scattering the community of beggars and sellers that grew around it.



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2013

CD The CAMBODIA DAILY

In Cambodia, the Silent Scourge of Domestic Abuse

January 22, 2013

A brutal attack on a 60-year-old women in Kampot province by her husband in April is just one instance of the sort of domestic abuse experienced by women across the country.

Read This Article



NEWS

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2014

Monday, April 27, 2015



Authorities Probe Shooting Death of Man In Thailand

A Cambodian migrant worker was shot dead by a Thai foreman at the construction site where he was working last week in Thailand's Chachoengsao province, a border official said Sunday.

Funcinpec Calls Car Accident Act of 'Terrorism'

Prince Norodom Ranariddh was slightly injured and his wife sustained a serious head injury on Saturday in a car accident in Kompong Cham province that a Funcinpec spokesman called a deliberate act of "terrorism."



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Disruption Underway late 2014

- Increased awareness as well as general use
 - Smartphones (majority) and tablets
 - Wearables (watches)
- But lack of understanding on how to use
 - Business versus play
- Increased competition
 - The Phnom Penh Post
 - Khmer Times
- Newsroom changes must be made
 - Engagement
 - Payments (subscriptions)
 - Workflow
 - Product differentiation









Engagement Through Trust: HTTPS

- Increased monitoring by government
 - Cybercrime law
 - April 2014
 - Cyber War Team
 - November 2014
 - Cambodia Daily investigation
 - December 2014
- Research: host and Google filter
- Implemented December 2014
 - Less than \$200 + yearly fee of around \$150
 - Positive reaction from readers









Disruption Result 1

- January 2015
 - Print circulation dropped
 - Online users increased
 - Signups for morning email newsletter (launched September 2014) go from between 2 and 6 per day to between 8 and 15 per day
 - Unique users to website jumped monthon-month by 2,000 (continued into February and March)







Project Wall

- Idea to develop own metered paywall to target Cambodia's cash-only market by providing access codes
 - Lack of credit cards
 - Lack of online payment systems
- Planning
 - Eight months (started April 2014)
- Development
 - Three months (started December 2014)
 - India and Cambodia
 - About \$2,000 + yearly fee of around \$200







Project Wall cont'd

- Launched March 2015
- How it works

The CAMBODIA DAILY

- Purchase a subscriber card
- Whitelisting
- Credit cards
- Buy a newspaper (next phase)
- SMS (final phase)
- Circulation
 - Finding it easier to convince potential subscribers



YOUR CODE IS **2115**

1. Go to cambodiadaily.com/subscribe

2. Enter your email address and the code above

subscribe@cambodiadaily.com

Email*		
Enter Prepa	id Code	
Submit		







Disruption Result 2

- March/April 2015
 - We Are Social report
 - Internet users in Cambodia increased by 414% year-on-year (2013/2014)
 - Majority on mobile phones
 - Some advertisers shifted marketing budgets from print to digital
 - "I can reach more people on Facebook."
 - The West six years ago







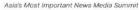
Virtual Newsroom: Chromium

- Former setup
 - 5+-year-old Mac server
 - 10+-year-old Macs
- Now
 - Chromeboxes
 - Google Drive
 - Access anywhere, any device
 - Speed up efficiency
 - Lucidpress (next phase)
 - Layout
- About \$5,500 + yearly fee of about \$350









DIGITAL JOURNALISM WORLD 2015

Workflow: Local to Global

Mid-1990s to April 2015

- 1. Write notes
- 2. Print
- 3. Write story
- 4. File on local server
- 5. Take off server
- 6. Edit
- 7. Replace
- 8. Take off server
- 9. Edit
- 10. Replace
- 11. Take off server
- 12. Edit
- 13. Replace
- 14. Final to desk

Tasks external and on server, various versions

Mid-April 2015

- 1. Write notes in Drive
- 2. Move to admin Drive
- 3. Write story in Drive
- 4. Move to admin Drive
- 5. Edit (x3, no replacements)
- 6. Final to desk

All tasks done on cloud, versions tracked





Product Differentiation

- Print and online
 - Not a competition Ο
 - Print earns most money Ο
 - Print \bigcirc
 - Lengthier, analytical stories
 - Online \bigcirc
 - Same-day stories
 - **Breaking news**
 - Multimedia
 - Separate teams, but working together Ο
 - Make subscribers want both \bigcirc



A 27-year-old woman on Monday confessed to brutally heating her 6-year-old stepson at her Phnom Penh home over the course of several days last week, causing him to die of massive internal injuries, police said.



Cambodia is waiting on the green light from Thailand to inspect a haul of items seized last month from a disgraced senior Thai police official-a trove that includes a number of Khmer antiquities that Thai authorities say may have been smuggled into the country

illegally.







Challenges

- Local talent
 - Lack of technical skills
- Demand
 - News they already know
- Security
 - Virtual newsroom
- Internet speeds
 - \circ Slow







Future

- Customized subscriber homepages
 - Based off of searches, saves
 - Using Project Wall

		Saved Articles	East Profile	U
Search				
	SUBSCRIBE LOGIN ADVERTISE KHMER			
	All the News Without Fear or Favor The Daily Newspaper of Record Since 1993			





Print to Digital—Catching Up With the Curve

Joshua Wilwohl

Online editor

The CAMBODIA DAILY All the News Without Fear or Favor | The Daily Newspaper of Record Since 1993





Rooted in Print

- Founded August 1993
- Website launched October 2012
 - Money, readership and Ο maintaining brand
- We are not early adopters

Note: Some screenshots presented in this slideshow are taken from the Wayback Machine and may not reflect exact changes. The screenshots taken from Wayback have a recent date at top left.



South Sudan Talks Delayed As Rebels Deny Massacre

REUTERS NABOR - South Sudan peace talks were delayed again on Tuesday as U.N. peacekeepers battle to protect some 22,000 civilians at a base in Bentiu, where dead bod ies lined the dusty streets after an ethnic massacre during rebels' seizure of the oil town.

The U.N. base, guarded by 500 peacekeepers, has come unde ucket fee and the number of civil ians seeking refuge there has quadrupled since the start of April U.N. spokesman Stephane Dujurio told reporters in New York.

The U.N. accused the rebels of hunting down men, women and children a week ago in a hospital, church and mosque in the capital of the oil-producing Unity state and then killing them based on ethnicity and nationality.

A U.N. official told reporters on Tuesday that dozens of rotting bodies are strewn throughout Bentiu. "[In] the marketplace, we saw

large piles of bodies, dozens and dozens of bodies, piled up on top of each other," said Amanda

Continued on page 2 About Cambodia

 UN Critical of Pending Asylum Seeker Deal With Australia Police Release Video of 'Anonymous' Hackers Being Arrested 21 Strike Detoinees Transfe to Prey Sar Prison Ahead of Tr Page 1

Page 1: ADB Loans \$75M for Flood Recovery Efforts Past-New Year Protests in Svoy Rieng Decline With Bundith of Lorge, New Bavet Governor Named Kreung Villagers in Ra

Soy Illegal Loggers Are Bock Punish Khmer Rouge Sex Crimes, UN Ro Poge 1 Customs Reform Key to Asean Integration Cambodia Asks for Help in Oil and Gas Industry Page 18



A supporter lights incense yesterday in front of Prey Sar prison in Phnom Penh, where 21 garme workers and labor activists were transferred ahead of their trials on Friday.

Sak Setha, a secretary of state at the Interior Ministry, con-

firmed Tuesday that the depart-

ment of immigration would deal with migrants entering and leav-

ing the country. Ouk Savouth, prosecutor-gen-

eral of the Phnom Penh Appeal

Court, confirmed that Gen, Phal-

was the brother of Ms. Seang

Rithy, owner of the Ung Rithy

Group, which has been named by

rights groups as a serial abuser of

Cambodian migrant workers. Ms.

testing garment workers during mother, is my wife on the way to their nationwide strike on Jan-uary 3, Sam Ravy, a manager at Phnom Penh with our child? I heard the sound of shooting, and I asked him where he was," his one of the many factories along mother-in-law, Long Saran, recalled yesterday. She said Sam Phnom Penh's Veng Sreng Street, was on the phone with his Ravy had dismissed her concerns

mother-in-law. Sam Ravy, who spoke Chinese and English as well as Khmer, earned double the \$160 basic

BY MATT BLOMBERG AND AUN PHEAP

THE CAMBOONA DAILY The appointment of General

Sok Phal to head the Interior

Ministry's newly formed depart-

ment to monitor migrant workers.

has raised concerns over his close

familial connection to a labor

human rights abuses.

recruitment industry fraught with

Gen. Phal's sister. Ung Seang

Rithy, is the owner of one of the

cies sending Cambodian workers

biggest labor recruitment agen

in their morning phone call. "He told me he was with the other protesters. Then his phone

Sam Ravy, 25, was one of at least five protesters killed by the military police's AK-47 fire during the successful effort to put down

the body," she said.

went quiet. At 2 n.m. someon

called us and told us to pick up

the nationwide strike, which had dovetailed with mass protests by the political opposition. On Friday, 13 of the strikers who were beaten and arrested dur-

ing the protest on Veng Sreng will appear alongside 12 others before the Phnom Penh Municipal Court Continued on bare.

Concern Over Migration Chief's Family Connections Seang Rithy is also president of

the Association of Cambodian Recruitment Agencies. Gen. Phal is scheduled to as sume his responsibility as direct tor-general of the general depart ment of immigration in a cerem ny today at the Interior Ministry.

"When I heard this news, I was concerned shout the close rela tionships between high-ranking people in the government and it ecruitment agencies," said Moeun Tola, head of the labor Continued on page 17

The Daily Newspaper of Record Since 1993





Welcome to the Web

- No initial design
 - \circ Template
- Readership beyond Cambodia
- Competition begins
- Free
- Idea to get online fast, but be selective
 - o Archives
 - o Editor-selected stories
- Initial high user response







Death of the King Father

- Users skyrocket
- International recognition via NBC, The Huffington Post and The New York Times
- Audience grows internationally by 20,000+







Small Changes and Mobile

- Following an increase in users from October 2012, we clean up the design
- Readership continues to go up, but this time mobile users increase



2012: The Year in News

20 Years After Untac

From Mainlining to Methadone in Cambodia

Explaining the Factory Fainting





Introduction of Mobile

- We launch a mobile edition of The Cambodia Daily and an accompanying web-app for iOS devices
- Mobile users increase 10-fold following the introduction of the mobile edition
- As with the website, we offer select articles only

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In Cambodia, the Silent Scourge of Domestic Abuse

January 22, 2013

A brutal attack on a 60-year-old women in Kampot province by her husband in April is just one instance of the sort of domestic abuse experienced by women across the country.

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Paywall

- We begin to research a paywall for The Daily's site
- After discussion, we opt for Tinypass
- We settle on a price of \$1/day, \$15/month and \$150/year
- Mobile is free

My Paywalls

Add another

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Paywall

- We launch the paywall in March 2013 and offer a solid paywall with no free articles
- Following backlash, within a month, we change this to offering some articles free and others paid with a (\$) before the content
- Each paid article offers only the first paragraph for free
- Users stay steady, and there is no drop off
- This lasts several months

My Paywalls

Restricted (Str	rict)			OFF
The Carr	nbodia	Daily - F	Premium Access	
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Mobile Redesign

- Mobile users skyrocket
- The number of mobile phone users soars past the Cambodian population
- The number of smartphones sold in retail shops continues to grow as prices drop
- We take a simple approach to mobile redesign and strip away everything but text
- Overall users hits 1 million



NEWS

BUSINESS

SELECTED FEATURES

ABOUT US

© 2013 The Cambodia Daily I All the News Without Fear or Favor I The Daily Newspaper of Record Since 1993







Khmer Edition

- Following demand, we introduce the Khmer edition in June ahead of the country's election in July
- It is a mirror design of the English site
- It is offered free
- All content, except for briefs, is now offered online in English and Khmer







Khmer Edition Mobile

- Mobile users grow and, in the same month, we launch the mobile edition in Khmer
- It also is a mirror design of the English one



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© 2013 ខេមបូឌា ដេលី | រាល់ដំណឹងទាំងអស់គ្មានការភ័យខ្លាប ឬ លម្អៀង | កាសែតប្រចាំថ្ងៃដ៏ល្បីល្បាញតាំងពីឆ្នាំ ១៩៩៣







Elections and More Space for News

- First to break election results
- Mobile users skyrocket again
- A thirst now for mobile, breaking news among readers
- We drop the publisher's message and add space for news
- Also add buttons and move the date







Mobile First Responsive Design

- The idea is planted to move toward a mobile first responsive design
 - Easier maintenance
 - Cleaner look
 - Consolidate
- Social media campaign with Facebook and Twitter



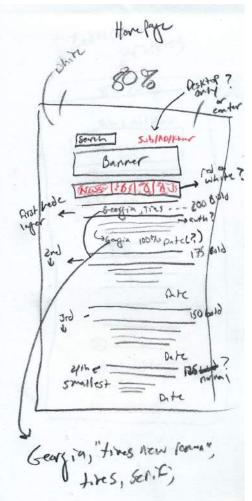
August 28, 2013





The Move to Responsive

- In September 2013, we begin to see a large move to mobile, where more than one-third of our readers were on mobile devices
- Because of the increase in mobile, we wanted to focus on mobile devices and took a mobile-first approach to the redesign
- After consulting with several designers and posting on forums, I began to sketch ideas for the homepage (at right)







Readers Continue to Grow

- In November 2013, readership grows exponentially—just less than half of our readers are on mobile devices
- We follow the idea of stripping all unnecessary content and designing for the smallest screen first
- We look at the story pages (right) being just as vital as the homepage
 - With social media, links, etc., homepage becoming less relevant

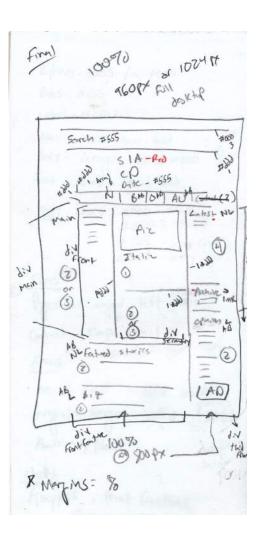
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Finalizing Responsive

- Following months of ideas and sketches, in January 2014, we finalized two responsive designs
- One design is with the day's biggest news at left followed by a smaller column of additional news and a column of briefs and less-updated sections
- The second design (right) focuses on a multimedia center (mostly a large photograph) surrounded by text
- Both designs are interchangeable depending on the day's news
- These designs also offer specific advertising slots







Change of Paywall

- While finalizing the responsive design, we worked with Tinypass to implement a JavaScript paywall offering 10 views per month and a curtain
- This is for all platforms: desktop and mobile



Subscribe to The Cambodia Daily online

You have exhausted your 10 free views this month of The Cambodia Daily. To subscribe, choose an option below.

For 1 day	\$1 <
Monthly subscription	\$15
Yearly subscription	\$150







Rolling Out Responsive

- In February 2014, we rolled out the responsive design for the English site
- Support IE9+





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Stav-at-Home Strike a Bust as Workers Return to Factories

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Unrest Among Disabled Security Guards at SI, Garment Factory

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Hundreds Rally to Support Union Leader NY STICK BARA

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Hackers Arrested in Joint Operation With FBI Two members of Aberrymous

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Palace Seeks Removal of King Father Status

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Free HPV Tests Target Married Wamen, Nearly 500

Nearly two seators were toded this month in a accessing drive at Photos Poetl's Calmette Hospital for human papillometrica









Rolling Out Responsive

- In March 2014, we rolled out the redesign for the Khmer edition
- With the Khmer edition, however, we kept one single column in both desktop and mobile versions
- This was done because we see the Khmer edition being read mostly on mobiles
- Free



The CAMBODIA DAILY upu uma 22 sos

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BY KHUON WARDM

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BY AUN PHEAP AND JOSHUA WILWOH,

ប្រសំណាកមួយត្រូវបានគេសាឯសង់នៅលើអនារន្តសំដែលអារព្លិណេក្នុងរាជធានីភ្នំពេញបានបាញបទហាញឲ្យកាត់បន្តយកម្ពស់ កាលពីនៃ តុលោដោយសារអគារខ្ពស់របាញ់បានសាងសង់លើសកម្ពស់កំណត់នៅតំបន់ដុំវិញព្រះបាមរាជវាំង។ ម្នាស់អនារន្តសំនេះបានសាងសង់ព្រះ ហមរូបសម្តេចឪ នេះត្រូម សំហនុ ទៅលើអភាពរបស់ខ្លួន។

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Hackers Arrested in Joint Operation With FBI

IN SAMY SDAARY AND SCHEELA WELWOOD Two members of Anonymous Cambodia, an arm of the global hacking group, were arrested this month on charges of infiltrating povernment websites and stealing sensitive data, following an eight-month operation by local

authorities and the U.S. Federal Barean of Investigation, according to a statement posted Tuesday on the National Police webeitn

Strike

RY KHY SOATHING

Garbage Worker

officials said.

BY BEN SUKHEAN AND SDRON BENDERSK

Secretariat of Civil Aviation to 'Swap' Headquarters

IN ERCONVERSION AND ADDRESS

The State Secretariat of Civil Aviation has swapped its headquarters on Norodom Boulevard and will move to a location adjacent to Phnom Penl International Airport by next year, civil aviation officials confirmed Tuesday.

CNRP Tries to **Balance** Foreign

Powers BY ALEX WOLLENDY A heightened global profile for

String Theory

BY MICHIELE VACUUM The classical gaitar has yet to develop a

time to come back here

following in Cambodia. But that does not

discourage Italian mosician Salvators

Fodera-it is the reason he found the

the opposition CNRP since last year's disputed election has brought with it a new challenge halancing multiple foreign

relations April 25, 2014



Harsh Restrictions Imposed on Union Leader BY MICH DARA AND SSONDOR PETER

The Phnom Penh Municipal Court on Tuesday ordered embartled union leader Ath Thorn to stay away from the SL garment factory and its workers and to avoid any public gatherings that could "damage public order," drawing a tight circle around one of the country's most influential independent union bosses

April 12.400 **Isolated Protests Emerge in Wake of Failed Garment**

FEATURES ARCHIVES ABOUT US

OPINION A day after union leaders conceded that a nationwide stay-at-home strike in the garment sector had failed, fresh In Post-Election Political te, Leasure Must Be strikes raged in Svay Rieng, Kandal and Kompong Speu Learned provinces, with workers claiming bosses reneged on agreements for extra Khmer New Year vacation days Scope of KRT Case 002/ Contains Fundamenta

Suspended Sentence for Driver Who Crushed

The King and I: Dinner With King Sihonrok at the Palace in 1995

Shortcomings

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US-Cambodian Militar Training Event Begins

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Exports Increases 192.8

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BUSINESS

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The Phnom Penh Municipal Coart on Tuesday handed down a one-year suspended sentence to a ju-year-old Chinese man

and fined him two million riel, or about \$500, two days after he crashed his SUV into a garbage truck while drunk and gravely injured a young trash collector, court and police

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Free HPV Tests Target Married Women, Nearly 500 Screened

BY HAT PURY AND LAURENCEDTHERS. Nearly 500 women were tested this month in a screening drive at Phnom Penh's Calmette Hospital for human papillomavirus, two strains of which are known to cause cravical cancer, but the free Pap smear was advertised as being available only to married women.

April 23.000 Palace Seeks Removal of King Father Statue

BY ADD FRIDA The Royal Cabinet on Tuesday called for a statue of King Father Norodom Silianouk to be removed from the facade of a building near the Royal Palace that has flouted height restrictions

A Map Made for Adventure

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When Alain Gascuel produced his first

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ST MICHELLE VACUUM

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Siem Reap Gains Its First Asian Traditional Textile Museum

It was textiles that brought Indian traders to Southeast Asia over a millennium ago, and it was textiles that brought India and Cambodia together this week for the opening of the Aslan Traditional Textiles Museum in Siem Rean City





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Responsive Example Multimedia center

- (1) Desktop and tablet horizontal (1024 pixels)
- (2) Tablet vertical (800 pixels)
- (3) Smartphones vertical (480 pixels)











The CAMBODIA DAILY

days.

FEATURES ARCHIVES ABOUT US

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CNRP Tries to Balance Foreign Powers BY AT IN MILLINGS.

A heightened global profile for the opposition CNRP since last year's disputed election has brought with it a new challenge: balancing multiple foreign relations

Free HPV Tests Target Married Women, Nearly 500 Screened BY HAY PISKY AND LAUREN CHUTHERS

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BY MICHELLE VALUE

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FEATURES



String Theory BY MICHERLE VACUO

The classical guitar has yet to develop a following in Cambodia. But that does not discourage Italian musician Salvatore Fodera-it is the reason he found the time to come back here.

Isolated Protests Emerge in Wake of Failed Garment Strike

IN BRIEF

Wood Busted

Labor Minster

Treng Province

ARCHIVES Select Month

BUSINESS

Trocks Bauling Luxury

US-Cambodian Military

Training Event Begins

Wood Confiscated in Sturg

Gov't Drafts Tank Repair

Deal with Malarsian Fire

Exports Increase 12.8

Percent in First Quarter

Toyota Recalls More Than

In Post-Election Political

Learned

Dispute, Lessons Must Be

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Contains Fundamental

The King and I: Dinner

With King Shanouk at the Palace in 1950

Shortcomings

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BY BEN SCHERAN AND SIMON

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Hackers Arrested in Joint Operation With PB1

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Responsive Example Main news left

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- (3) Smartphones vertical (480 pixels)











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Harsh Restrictions Imposed on Union Leader

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and protest at the Station of Control Control

Convertion Against Grandma Crocoddle' Uphold

Parels Restrictions Imposed on Colors Leader

Ducks Bailing Lenary Wood



On Solinday, Mr. There wild, hereceived a court letter ordering him to post \$300 noil within a merch or by based in pre-trivial detention.

On Taraday, investigating Judge Class Sok Henry effectively added an injunction to the court others against Mr. Them.

"Do not most with perpletie have a group to damage pablic order in a public area," the latest letter reads. "Do not visit the SL lettery, in order to seed-any incidents. Do not damage public order areast the Planas Peuli Natakipal Coart. Do not most with SL workers in order to avoid violence, and do not have not half any suspens."

If Mr. Them breaches any of the conditions, the letter adds, the court can again order him to be placed in pre-trial detention.

Court deputy prosperator Sing Sol and oleck San Sairay, who also signed the letter, both daviand to comment on the new arders and referred questions to the judge, who certail not be reached. The SL hotory's general manager, Kah Cheng He, also declined to comment.

The new orders came the same day that about you of Mr. Them's exponences pre-totable front of the municipal sourt quarks this scheduled quantizing that day is a separate new is which the union backer is accessed of embending about \$90,000 from members. The court partpoard the guardaning in the face of the growing products stability in down.

Mr. Thorn demounted the new orders against bim

"They don't allow me to meet in public, so have can see do, because 1 and the tanna hader. It's not fair, he said.

"We very strong pressure to us, because we try to challenge the factory to voice [the] adary to \$160," he added

An one of the leading near-government aligned union leaders in the occurity, Mr. Thurn has been raising the its of garment factory sommer and gavernment efficials for evental years. In a usin, Labor Ministry Beershay of Staris Dem Mana personally threatened him with a lawast for ignoring uniers to stop exprising a yeahili format of union numbers in the heart of Plateen Peth.

Becould, CCAWDC was among the leading unions behind several works of exipting stokes for a faster neurally minimum wage for the gammin action that existed alongity when military policified into reveals of protesties in Planna (Peelin on Names), a Miling five and high refigures than 40.

Nr. Thorn said he will appeal Monday's court unlers in the coming days but will dow the restrictive conditions in the measure.

Along with the other unions behind the latest stellar, CCAWIRE is again planning to rally supportence frinces twelve it theories. Each on May to - Interestical Labor Tay - to keep presenge their domand for a higher miniscens wage. Mr. There seemed of that the new costs orders could make it handler for his summa to just beginning hat would not inp the others from Selfoning through.

"If they don't allow us, our unions members can join with other anions to do this event," he said.

Municipal government speksenser lang Dinanche and the diry received the units's sequent to lacht the resurt Toolog bat dedinated to contrast an durit characout gritting approxi. The diry controlly has a limited trast rup hilling admiring, which was building meteodo on bloody when Tauta Frein directs security garards tokenly somethind a small group of appointion CMBP suggestors galaxed once Freedom Fack.

Norm Tola, who hends the labor program at the Community Legal Education Center, a legal tights 1900, colled the latest court orders against Nr. Them "Iddication" and a breach of workers' right to association.

"The cent precisits learn more about the freedom of association," he usic, criting its guarantee in international loss, the country's Labor Law and Cambodia's over Constitution.

"The workers elected thair lander to represent them, so the very the coart orders the manders from meeting their leader, it definitely violates their right to association," Mr. Tolanaid, "If the coart was independent, it would not do this way."

His sold Mr. Thorn had goined a high profile over the years not only in Carobolia hur shroad, thurke in part to the membership of OCAVFIC and the Cambodion Labor Confidentian—which he also heads—in several international blobs organizations.

"His reputation, like actions, are known not only in Cambodia but incornationally," he said.

CCAWDU durins tocomo members and branches in sis of the country's stor-plas garment factories, including SL

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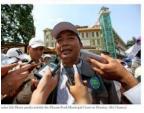
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The CAMBODIA DAILY

news austean resource ancours anounce sh Restrictions Imposed on Union Leader

non Iveh Mynocpal Court on Tausciny ordered endatified states leader Mt Thorn to sity owny a 42, gament factory and its conform and is avoid any public gatherings that could "Manage relay," drawing a tight circle around one of the country's more submential independent entries.

im, president of the Coalition of Cambridian Apparel Workers Democratic Union (UCAWDU), ingoin a klanch with instang noisene at a Separabet 2 optimizer at the SL harsey that termed Jenoragian lesistic Liquient, An 26, study cambridge who was bit to the eye by a rank during the resource democratics and security grants filled the layout a quarter MT. There,



ardiq, Mr. Thoro said, he received a coart latter ordering bins to post that proclaid with or he placed in pro-trail detention.

sing, investigating Judge Chee Sol. Huang effectively added an injenction to the court orders. Mr. Thern,

t meet with people to down a group to downage public order in a public array" the labort letter. The net visit the SL factory, incoder to avoid are ind down. To not downage public order avoids non-test Manufapal Court, the not intert with SL workless incoder to work violation, and do not hald are workers."

from breaches any of the conditions, the letter adds, the court can again order him to be placed rial derestion.

hyprip processive Being Sok and clerk Son Sulery, who also signed the letter, both declined to at or the new orders and referred quartition to the judge, who could not be reached. The SL, is grownal reasonage, Sok Cheing Ho, also declined to conservat.

v orders sums the sums day that about give of Mr. Thirm's importors protocol in bost of the pol court against 'kis relationed quantizating that day in a segment case in which the varies is accessed of embedding about \$49,000 forms methem. The roost polyperiod the quantizating in of the growing protect coursile in scheme.

or a demandered they are confirm against him.

Institution matter most in public, so how one we do, hences a lare the main leader. The not hir,"

ty strong prosvary to as, because we try to challenge the factory to raise (the) solary to S(6)," he

of the losting non-generations digred union index in the country, Mr. There has been fair it of garment heavy owners and government officials for several years. In anot, tabor y Securitary of Rade Gener None presently furnitized line with a lowest forigmenting under to paining a public forme of union monthers is the lower of Planon Paul.

b), CCAWDU was arrang the building unders behind several works of drappling at this fit a dutie by similaran weige for the gamment sector that moled alway the view military police fixed into of protostantia Planon Realt on January 3, folling for and injuring name than 40.

we will be will appeal Menday's court orders in the country days but will obey the restrictive sate in the meantime.

with the other masses befored the latest strike, CCANDU in again planning to cally supporters at (which is franckned Park on May) – International Later Day—to have pressing their dramad for a maintenin wage. Mr. There meteoded that the new court excist make it harder for his spirit the planning how works and at streptheneffers both Solvering Internal.

duritations us, our amount members can join with other unions to do this event," he sold, pol government spokermun Long Dimarche sold the attraversed the misu's request to hold at Taoslay but ducklend to comment on their thanesco of pating approval. The city currently has

et han om pelike galterings, velich van kreitally metresod an Neuslay stem. Daan Venhedarner 1 gaards visionity occasited a mail group af syposition CNRP supporters gebrered anar 10 Perh.

Tida, who beeds the labor pregram at the Community Legal Islamation Center, a legal rights alled the latest sourt orders against Mr. There, "skilosious" and a breach of vectors," right to rism.

art mode to litere more about the freedore of second-bios," to said, eiting the generative to tionallies, the country's labor lars and Cambolic's over Constitution.

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Mr. Them had garand a high profile over the years not only in Cambolia bet abroad, thanks in the membership of CCAWDU and the Cambodian Labor Cankeleration—which he also in several international blow securitations.

paradose, his actions, are known not only in Cambodia but internationally," he sold. 10: claims (10,010 members and branchesis; 90 of the country's give-plus garment factories

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Protects Energy in Water of Parts I Garagert Refs.

istrations Imposed on Union Leader

e His Lawrah Against Deputy German



Responsive Example Individual story page

• (1) Desktop and tablet horizontal (1024 pixels)

- (2) Tablet vertical (800 pixels)
- (3) Smartphones vertical (480 pixels)





The Challenges

- Lack of local technical talent
- A mostly mobile society
- Digital transactions
- Online advertising still in its infancy





Future Ideas

- Personalized homepages
 - Sections based off of searches
- Streamlined payments
 - Mobile operators
 - Scratchcards
- Multimedia