

# Draft

## WORKING PROGRAMME 2019-2022

### Preamble:

The working programme of the IFJ for 2019-2022 seeks to strengthen the position of the IFJ as the global voice for journalists and journalism and to strengthen IFJ member unions worldwide in their mission to:

- Defend and advance the working conditions of journalists across all media and platforms;
- Promote and defend professional and ethical journalism in its role as a cornerstone of democracy and freedom, and fighting for a media environment that is ethically-based, driven by the public interest and fit for the digital age.

In order to meet these challenges, the IFJ shall adopt the following priorities at regional and global levels:

### ORGANISE AND CAMPAIGN

- To actively engage with the global labour movement to seek to redress the balance between employers and workers and to campaign to achieve an economic development based model based on rights, decent work, the redistribution of wealth, participatory democracy, gender equality and the protection and social inclusion of all people.
- Strong unions are central to defending journalists and journalism. As such we will prioritise campaigns to organise and build workers' power, working with affiliates to grow and strengthen union organisation.
- Campaign and to reignite solidarity among member unions and encourage them to mobilise their members in support of each other in defence of economic, social and professional rights;
- To strengthen the capacity within the Secretariat and regional offices to actively defend affiliates to uphold their rights to freedom of association, collective bargaining and all trade union rights as guaranteed by the Conventions of the International Labour Organisation (ILO);

- To build the capacity of affiliates globally to negotiate better terms and conditions for their members and a social protection floor, eliminate precarious work and exploitation, fight for quality jobs, and in doing so grasp the real potential of journalists as a collective force;
- To provide strong leadership to affiliates to understand, confront and take advantage of the real and important shifts occurring in the new media landscape and to make the necessary structural and cultural changes, reaching out to new media workers across the various categories including freelancers and young journalists. IFJ will engage affiliates in education, training and organising in the digital and Internet age and in global action on developing sustainable models for journalism in the digital age.
- To develop the IFJ campaign, alongside UNI, to defend and promote public service values in broadcasting and among national news agencies based on editorial independence, quality journalism, fair resourcing and democratic and accountable systems of administration.

## BUILDING GLOBAL SOLIDARITY

- To build stronger solidarity between affiliates, to provide support for campaigns, industrial disputes and activity by member unions and to develop tools to enable member unions to take a more active role in global actions
- To step up involvement with the wider trade union movement at global and regional level, including a consistent coordinated programme involving work with the Council of Global Unions, the ITUC and its regional organisations, and building new alliances and co-operation with other Federations and organisations to address the challenges arising from a failed model of globalisation.
- To mobilise IFJ member unions to join the campaigns fought by ITUC affiliates in their countries and in the ILO to promote the ratification and effective implementation of international labour standards, particularly those establishing freedom of association and the right to collective bargaining and defending and extending trade union rights;
- To be at the heart of the global workers' movement struggle to defend the central role of collective bargaining and social dialogue as fundamental to democracy, economic development and social cohesion, to fight for economic and social justice, and to build the power of workers to shape societies and economies that are socially just.

To give particular attention to challenging an economic model which denies workers proper employment status, the right to control of their intellectual property and fundamental rights and entitlements that all working people should enjoy.

To campaign for tax justice as a key lever to ensure the redistribution of wealth and to ensure those corporations who benefit from the work of our members are forced to contribute to the sustainability of public interest media and the provision of social protections for all workers.

## LEAD THE FIGHT AGAINST IMPUNITY

- To continue to develop IFJ work on human rights, safety and press freedom as one of the top priorities;
- To strengthen the IFJ role at the heart of the global fight against impunity by building support for more solidarity in the media through a closer cooperation with all representative international organisations to end the scourge of impunity and violence; by developing alliances with human rights lawyers to explore new ways to tackle impunity, including through the more effective use of international mechanisms
- To be the authoritative and pre-eminent global voice in representing the interests of journalists in all the forums where international institutions, such as the United Nations and its agencies with a mandate to protect journalists like UNESCO and the Human Rights Council, deal with the safety of journalists;
- To review the work of the IFJ Safety department to ensure it is able to rapidly and effectively provide the necessary support to affiliates and journalists in danger and by developing stronger partnerships to ensure a comprehensive approach to delivering safety advice, training and resources.
- To rebuild the Safety Fund as the primary source of solidarity for journalists and their families who are victims of violence and persecution;

## MAINSTREAM GENDER EQUALITY

- To work with the Gender Council to actively challenge all discrimination – including economic, political, legal, cultural, racial and social factors - in the workplace and world of work by mobilising member unions to make gender equality a reality and a priority for affiliates;
- To motivate member unions to continue developing laws, policies and working practices which improve gender equality

- To work with affiliates to take urgent steps to encourage the active participation of women members and facilitate their participation in the union and to fully integrate their women members including in their decision making bodies;
- To reinforce the work undertaken by the IFJ within the ITUC, ETUC, ILO, UNESCO UN CSW and GAMAG to ensure the voice of journalists is heard at international level on all aspects of equal rights.

## STRENGTHEN REGIONAL ORGANISATION

- To strengthen the IFJ's regional work based on the IFJ global priority campaigns and objectives, and annual plans to help member unions improve their capacity to recruit, organise and enforce workplace rights.
- To develop work alongside regional political structures to develop initiatives in co-operation with regional institutions involving affiliates and their members in well-planned campaigns at continental level to meet the challenges in defence of journalists' social and professional rights;
- To work with regional structures and regional offices to find new resources to enhance the region's campaigning, lobbying and training capacity in a planned and strategic way.
- To develop regional democratic structures where none currently exist.

## GOOD GOVERNANCE

We will continue to strive to make the most effective use of our resources and continuously review our internal structures and methods of work to ensure the efficient use of our funds.

In particular we will aim:

- To build the ability of staff, particularly in trade union and labour rights matters and issues around the future of journalism; by reviewing every activity we can identify ways of achieving tasks more effectively and help liberate resources;
- To build on the reorganisation of our media operation based on a clear strategic plan to make the federation the global voice of journalists and increase the effectiveness of our internal and external communications.
- To continue to review the operation of our projects, in particular in how they best

serve the regions and our strategic priorities, and to improve the ability of our projects to meet the agreed priorities and objectives of the IFJ; to train regional staff so that they can be managed and developed at regional level taking advantage of all global and regional funding opportunities. Immediate steps should be taken to diversify donors and build a strategy and a communications dimension to all of the projects.