Journalism
In Touch with the Future

CONGRESS REPORT
Cádiz, May 25 - 29, 2010

International Federation of Journalists
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The International Federation of Journalists organised its 27th World Congress in Cadiz, 25 – 29 May, 2010. This year over 300 delegates from 108 countries attended for four days of tough debate over the status of the IFJ, its members and their role in shaping the future of journalism.

Delegates for this year’s Congress were under no illusion about the challenges facing them and their members in the workplace. With job losses sweeping across the media industry and real questions being asked about the faltering economic model that has propped up journalism for the past century, a vigorous debate on the role of the IFJ and its affiliates in shaping the future of the profession could not have been more timely. A special report on the future of journalism commissioned by the IFJ was presented, debated and its recommendations for action adopted.

In this context the Congress also set about its own tri-annual process of renewal with elections for the political leadership bringing in nine new members to the twenty-one strong Executive Committee.

Delegates also approved 35 motions, which, in addition to the 14 Urgent Motions and the Executive Committee’s Working Programme, set out a formidable set of tasks for the 2011-2013 period. Probably the most challenging task of which will be the decision to establish a constitutional review committee to reshape and modernise the IFJ’s constitution for the period ahead.

Congress marked the 200th anniversary of the first Spanish Press Law enacted in San Fernando in 1810.

Finally, special thanks should go to the Federación de Asociaciones de la Prensa Española (FAPE) and its member the Cadiz Press Association for their wonderful hospitality and support in putting on the largest IFJ Congress ever.

AIDAN WHITE
IFJ General Secretary
Brothers and sisters, honourable guests and friends,

Let me first welcome you to the 27th congress of the International Federation of Journalists on behalf of its Executive Committee and of the 600,000 members of our federation worldwide. We have come here from over 100 countries to discharge our obligation on behalf of our members, agree our working programme for the next cycle, and elect a new world leadership.

We have also come here to show solidarity with our Spanish colleagues in their celebration of the 200 years since the passing of the Act that established some of the most important principles that shaped press freedom in Spain. We are indeed opening our congress in the very room in San Fernando where deputies debated and framed the Act, a momentous declaration of iconic dimension, as crucial for Spanish journalists as the first amendment was to US journalism.

We are also meeting to ponder the future of journalism at a time when global media barons are at each others’ throats, bickering about what will be their next business model, the next fix that may bring them salvation and more profits.

With media in tumult everywhere, and in some places in meltdown, it is left to us unions, and their members, to stand up for journalism. We are much aware how this crisis is impacting on our colleagues in Spain with the loss of thousands of journalists jobs.

And we are very aware of the bigger financial crisis that will be affecting all workers, and the plans by our governments to make them pay for it. We as unions have the responsibility, as does the rest of the labour movement, to organise the fight back.

Our last major event in Spain was our 22nd congress held in 1995 in Santander on the theme of “Journalists at the cutting edge”. I had a quick look at the opening words in the General Secretary’s report. He wrote “Dramatic increases in violence against journalists, a concerted assault by employers on the professional and social conditions in which we work, and revolutionary changes in the technological landscape of journalism, pose a number of urgent and immediate challenges.”

Fifteen years on, I am tempted to say that things have not changed. But we all know how things have changed. Our industry everywhere is in turmoil. In the new media landscape, technologies are changing journalism beyond recognition. And traditional business models are no longer profitable. As a result, in a globalised and increasingly insecure world, our bosses are taking advantage of these new technologies, not to enhance journalism and improve quality, but simply to reduce costs, undermine collective bargaining and boost profits.
Yes our industry is changing with potentially disastrous consequences for quality journalism. Notions of pluralism and the mission of journalism have all but evaporated and deep cuts in editorial budgets have led to less investment in journalism, less training and less investigative journalism. And many global media are now tiny parts of immeasurably larger corporate entities whose primary business often has nothing to do with news and their over-riding mandate is to provide a return on shareholder value and increase profits – not over time or over the long haul, but quarterly.

Today you cannot debate these developments in isolation from the cataclysm that is befalling some of our iconic newspapers which are fighting for survival, some on the edge of extinction. Media analysts everywhere are issuing dark prophecies predicting the meltdown of big chunks of our medias.

Those are the headlines. Arguably uglier is the death-by-small-cuts of newspapers that are still functioning. Layoffs of reporters and closures of bureaux meant that, even if newspapers survive, they have precious few resources for actually doing journalism. Job cuts over the last three years have reached tens of thousands. And it is not just cuts in numbers, critical components of the creative process of journalism have been devalued, often outsourced. Many skillsets have almost vanished – subs, or copy editors being simply deleted and photographers being savagely pruned.

And as a result there is a big conversation, a debate taking place all over the world, which our unions are leading – and at this Congress we will be having another one. We in the unions are not ambivalent about embracing the new technologies but we argue that ethics and quality journalism are not marginal to the future of journalism; they are the key to its survival. And we are injecting into this debate the notion that journalism is a public good, that it has broad social benefits far beyond that between buyer and seller.

But what have been missing from these debates are the voices of journalists who are fighting back.

We should not forget that there are big chunks of our members who see these debates on business models as a luxury when they struggle daily just to stay alive. Wasn’t it Chris Cramer who said that “there was open season on journalists”? Many years on, the season is still open and in almost every corner of the globe, journalists continue to be targeted, brutalised and done to death. Never in our history has the killing of journalists reached such unprecedented levels. The grim toll of killed journalists shows that since our last Congress some 365 journalists and media staff have lost their lives. Although every single journalist that dies is one too many and they all deserve mention, I will single out the regions where journalists have suffered most, mainly Iraq, Russia, the Philippines, Mexico and Somalia.

I want to pay tribute to our brother Moaid Lamy of the Iraqi unions who has himself been targeted for assassination but is still working relentlessly to keep the issue of the 300 + journalists who died in Iraq on the global agenda. We will continue to press the US government until they open independent enquiries into the deaths of those who died at the hand of their troops, which includes the plight of Jose Couso, so close to the hearts of our Spanish colleagues. I will also pay tribute to Mr Bogdanov and the Russian union for taking up the cudgel to demand an end to impunity and an explanation for the 300 deaths and disappearances of journalists in Russia between 1993 and 2010. The Russian colleagues have brought plenty of material to showcase their endeavours and we should continue giving them our utmost support. As you can imagine deaths like these are always heart wrenching for the families and their colleagues. I was particularly struck by a testimony that Yelena Milashina wrote in Novaya gazeta last year following the murder of Anastasia Baburova. She wrote “The killers have no fear because they know they will not be punished. But neither are their victims afraid, because when you defend others you cease to fear.” These were powerful words that should give our colleagues in Russia hope to succeed in putting an end of impunity.

At the heart of our global effort to seek to ensure the safety of journalists we continue to focus on the scandal of impunity and the failure of governments to bring to justice the killers of journalists. We must acknowledge however that the implementation of the UN Security Council resolution 1738 is not as straightforward as we believed. More work must be done to see it bearing fruit and compelling governments to be responsible for the protection of journalists. But one thing is certain, we have proved we can act globally and in unison as we did after the tragic events in Mindanao following the Ampatuan massacre – the worst ever massacre of journalists.
anywhere in the world.

We will never forget our killed colleagues there and we will continue not only to mourn them and remember them but to fight and fight again however long it takes to bring their killers to justice.

Being a journalist today is full of risks. We are subject to more undue political influence, more surveillance, and more restrictions than ever before. Although we are told that the ideas of liberal democracy are spreading around the globe, securing respect for human rights and democratic values, I don’t meet many celebrating journalists.

In established democracies, governments are falling back onto national security and the so-called “war on terror” as the justification for ever increasing restrictions. The IFJ has given support to many affiliates facing attacks on our professional obligations such as the protection of confidential sources. We had to intervene to protest over actions in many countries where governments have been caught spying on journalists or applying undue pressure.

Today, almost everywhere, the compiling of massive databanks of personal information, the surveillance of internet and personal communications, and the profiling of people based on their race, religion and political affiliations pose challenges to long-held traditions of personal freedom.

It is unconscionable that the telephones of journalists should be tapped and that reporters should be prosecuted for doing their professional duty. It is unconscionable that police officers in my country, the United Kingdom, have been using anti-terror laws to harass our photographers.

When the world’s old democracies behave like this, it is little surprise that those for whom human rights abuse is routine take the opportunity to reinforce their own tyrannical reign. In a gathering like this, we should remember the dozens of journalists who are harassed, attacked, kidnapped or imprisoned. Too many of our colleagues, some of the bravest and the most determined – those who are prepared to sacrifice their personal and professional lives for the public good – are in jail or in detention.

I make no apologies for singling out some unions to whom we are indebted for their resilience and powers of endurance. I want to pay tribute to our members in the Yemen who have been under attack for months, having to fight some 300 court cases, with one newspaper under siege for days by the army firing grenades; our members in the Cameroon having to fight intimidation, trials, even torture, and I am pleased that their Acting First Secretary Alex Gustave Azebaze managed to make it here; our members in the Gambia who have to endure the ranting of a president who, addressing the country on television, said to his journalists “If you think that you can collaborate with so-called human rights defenders, and get away with it, you must be living in a dream world. I will kill you, and nothing will come out of it.” And following the trial and sentencing of six journalists including officials of our member union, Ndey Tophe Sosse, who is also with us at this Congress, organised one of the most powerful global campaigns and got them released. We should all be proud of what she did.

And what Ndey accomplished should give us heart in our campaign to free our brothers and sisters in jail in Iran. We started on World Press Freedom Day an e-card campaign calling for their release and for the union’s offices to be re-opened. Hundreds of you have signed. Please keep the pressure on and when you go back home ask your members, your colleagues, your family and neighbours to sign it. This is just a small sample of our brave foot soldiers fighting for survival, day in day out. And they need continuously our solidarity and help. This is why this great federation is so crucial because it makes a difference to their lives.

The IFJ today has changed so much from the small European club of the cold-war period. It has become an organisation that truly fits the global family of the journalists of the world and the only authentic voice for journalists. You just have to look at the enormous strides made by our regional organisations in Africa and in Latin America which have emulated the model of our older regional federation in Europe. They have elected their own democratic leaderships and equipped themselves to build their unions and to fight their corners. This is a great success story that we should nurture and develop. This is the new global IFJ marching forward.

And let’s not forget the role that our federation can play within the global movement in the struggle to deal with the downside of globalisation which is a
challenge to our journalists’ organisations everywhere. Media staff, like the workforce in every other sector of the world economy, are under pressure from voracious employers and the global financial crisis, which will affect each and every one of us.

We are able to stand up and be counted thanks to the commitment of everyone. I thank our General Secretary Aidan White and his staff in Brussels and in the regions for their drive and engagement which go beyonds the call of duty. I want also to pay tribute to our absent comrade Uli Remmel, our late Honourary treasurer. Uli was one of those rare towers of strength, a friend to all of us who will be remembered for his great courage and honesty. Uli demonstrated the essence of solidarity with colleagues around the world whenever somebody needed him, he was there for them. We will always remember him as a tenacious unflagging militant in the cause of social justice and workers’ rights.

As always with every Congress, Executive Committee members decide to leave us for greener fields. I want to thank Osvaldo Urriolabeitia our senior Vice-President, Paolo Serventi Longhi from Italy, Manuel Mendez from Uruguay, Madi Ceesay from the Gambia and Jean Marc Soboth from the Cameroon. I want to thank them for their commitment and hard work.

And in the end, it is left to us to do all these things that matter to journalism: to carry out the fight against impunity, exploitation and corruption, to defend journalists’ rights – their safety, their professional standing and their desire for decent working conditions.

Just as we are at the sharp end of the changes so, as media unions, we should be at the heart of the solution. In fact we have no choice: we must, because no one else will do it for us.

Thank you.

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Opening Ceremony

Tuesday 25 May

The opening ceremony of the International Federation of Journalists World Congress took place in San Fernando, Spain on 25 May 2010. The place was highly symbolic as it was there that the first Spanish press law had been enacted 200 years earlier, in 1810. Delegates from 100 countries attended the ceremony.

Welcome addresses were made by:

- Jim Boumelha, IFJ President
- Maria Teresa Fernandez de la Vega, Deputy Prime Minister of Spain
- Fernando Santiago, President of the Press Association of Cadiz
- Luis Pizarro, Regional Minister of the Andalucia region
- Manuel M. de Bernardo, Mayor of San Fernando, Cadiz
Special Conference

IFJ Report on Future of Journalism

Aidan White, the General Secretary of the IFJ, welcomed participants to the Conference and thanked the Friedrich Ebert Stiftung for its support.

Session I of the conference looked into journalism and the myth of the crisis. Jean-Paul Marthoz, journalist and writer from Belgium, presented the IFJ report Journalism: Unions In Touch With the Future. He said that the major recent challenges in journalism are the emergence of “citizen journalism” and blogging; the absence of sustainable business models; increasing speed, pressure and stress at work; and difficult working conditions. This situation is a threat for the profession, but it could also bring new possibilities for journalists and their unions. Despite, or maybe because of changes in journalism, professional journalists in many places of the world still need more freedom and stronger unions.

John Nichols, author of ‘The Death and Life of American Journalism: The Media Revolution that Will Begin the World Again’, said that the debate should move from “crisis” to how to tackle the change and to how to define “our craft”. For example, developments in the United States show that advertising is not an option for the future anymore, and it is not the only possible model: the question then is how to pay and who pays for journalism. Traditional media produce fewer original stories than 20 years ago. Still, these stories are the major source of content for tweets and blogs. This means that “new” media do not replace “old” media. This also means that more than ever, journalists must fight for journalism as a public good.

Sevanti Ninan, from thehoot.org in India, said that India and Asia in general have an incredible media market. Newspapers are expanding into new regions and previously illiterate rural areas. However journalism is also confronted by ethical challenges: a ‘paid news’ scandal took place last year in India when candidates for elections bought their coverage with no indication that it was paid for or that it was advertising. In terms of working conditions for journalists, India is a country where there are both first world and third world salaries. The weakness of media in Asia is that the audiences do not want to pay for journalism, and in fact India has some of the cheapest newspapers in the world.

Beth Costa, Director for External Relations, FENAJ, Brazil, underlined that media owners are not interested in collective bargaining: they have the power over the statutes and the justice system and even laws obliging collective bargaining are neither respected nor enforced. In Brazil, journalists need constitutional commitment to freedom of expression, which has not been guaranteed by further detailed laws. Media owners conduct self-censorship and attack the status of journalists.

Alain Modoux, Media and Society Foundation, presented the media and society certification system. He gave examples of certified media in Indonesia, Mexico and Switzerland. According to him, journalists realise that it is a tool in favour of quality and that it reinforces the role of journalists in the company. Unions are always involved if they so wish.

Session II dealt with change in journalism in Africa, Asia and Latin America. Omar Faruk Osman, President of the Federation of African Journalists, identified three kinds of journalism in Africa: traditional journalism in major press of broadcast media, cyber journalism done often by professionals who cannot or do not want to work with official media, and mobile phone content providing a developing form of journalism across the continent. Many African media outlets are operating in a challenging economic, legislative, regulatory, political and technological environment. The presence of new forms of media within several African countries presents a new set of opportunities and challenges for citizens, media practitioners and regulators. The main challenges for trade unions are the total lack of labour rights in most media and the general lack of respect for copyright among journalists themselves.

Bettina Peters, Director of GMFD and moderator, summed up the main conclusions of the regional
New-Zealand craft union to survive and it was forced to join the industrial union. The new EPMU managed to win back collective agreements that had been lost in the past by the journalists’ union. The key challenge in his view is that journalists’ unions need to embrace the wider union movement to gain support for journalism as a public good and not as a private commodity. In New Zealand, as elsewhere, there is no one size fits all: unions need to be flexible.

These interventions were followed by the reports of the regional workshops. In conclusion, the IFJ General Secretary summed up:

- The IFJ needs to build global campaigns to make sure the journalists’ voice is inserted everywhere and in every public policy debate and also to make sure that we are able to take control over our future.
- Many IFJ members are sucked into producing unethical journalism. We all need to reinforce professional training and building a new community of journalists which is confident, competent and informed. We are proud to be journalists even if employers no longer pay for journalism.
- Union training should be focused on how to organise in new conditions: how do we use online tools to recruit? How do we build coalitions with other unions? Other unions have a responsibility to support journalists and their unions in what they are trying to do in defence of democracy.
- The question of regulation in this new environment and where it is necessary to have light touch regulation is also crucial. Unions or professionals can always argue over who is a journalist, but the question of who organises and who recruits should be left to national unions. Indeed unions do not need the IFJ to tell them who is a journalist and who is not. The basic idea is that journalism is a public good.
Opening Session
Working Rules, Order of Business

The Congress elected the following officers to the Presidium:

Reiner Reichert, DJV, Germany
Ronan Brady, NUJ, Great Britain and Ireland
Haim Shibi, NFIJ, Israel
Louise Connor, MEAA, Australia
Martine Rossart, SNJ, France
Jean-Claude Meda, AJB, Burkina Faso

The following were elected as tellers:

Juha Rekola, UJF, Finland,
Sherko Habib, IJS, Iraq
Brent Edwards (New Zealand, resigned Friday morning),
Hussain Abdul Rahman Ali, KJA, Kuwait,
Lucy Anyango Ekadu, UJJ, Uganda
Kindness Paradza, ZUJ, Zimbabwe

The Working Rules proposed by the Executive Committee were accepted.

Appointment of Commissions:

a) Finance and Constitution: Nelly Katsema (Greece), Olivier Da Lage (France), Anita Vahlberg (Sweden), Mike Dobbie (Australia), Wolfgang Mayer (Germany), Andreas Bittner (Germany), Thomas Carpenter (United States), Alexander Baratsits-Altempergen, (Austria).

b) Working Programme and Motions: Mario Guastoni (France), Dominique Pradalié (France), Holger Wenk, (Germany), Gina McColl (Australia), Roberto Natale (Italy), Kerstin Klamroth (Germany), Gerhard Moser (Austria), Barry White (Great Britain and Ireland).

A short video of IFJ Activities 2007-2010 was presented.

Presentation of the General Secretary’s Report

The General Secretary began with an apology to Tom Carpenter whose attendance at five Executive Committee meetings was not recorded. If there other errors of fact, he asked for them to be noted so they could be corrected.

He said the IFJ had grown and consolidated its position in the past three years. While there is a big problem in journalism at home, there is a recognition that the international work and contacts is an essential part of finding common solutions to these challenges.

There is a serious debate about the IFJ financial strategy. Many members are concerned about whether the current fee structure is fair and how to reform it. This will be discussed during the Congress.

The IFJ Press Card is an important symbol of accreditation for unions and individual journalists. The current version is out of date and is being revamped, but it will retain its essential character. There are now a host of bogus international press cards that can be bought on line. One such site has even stolen the IFJ logo to help promote their card. The IFJ needs to gain official recognition from international institutions to protect the card’s status.

The regional structures of the IFJ have developed significantly in the past three years with the strong emergence in particular of the Federation of African Journalists (FAJ). The European Federation of Journalists has also strengthened control over its activities. The IFJ is becoming an increasingly decentralised organisation with regional groups taking responsibility for identifying their own priorities and programmes for their members.

The FAJ has established itself as the voice of African journalists and is now recognised by the African Union. Extraordinary work has been achieved and there is a quantum leap from the representation of
journalists in the continent. In the Arab World and the Middle East significant work has been conducted. The IFJ has probably been more active in this region than anywhere else where there is enormous work to be done. There is not a region in the world that has the same problems of the relationship between government and journalism.

Despite these restraints Arab unions have shown extraordinary commitment to the values of the IFJ. Their adoption of the Ethical Journalism Initiative demonstrates their determination to lead the defence of journalistic independence while also demanding the highest professional standards. There had been problems over relations with the Federation of Arab Journalists, but the IFJ values this contact and will seek to improve co-operation.

There have also been problems particularly with the Tunisian syndicate which split last year. The Tunisian colleagues with us this week are now determined to create real unity to defend their union from all forms of interference.

The Federation of Latin American and Caribbean Journalists (FEPALC) is another organisation that has enormous potential to become a driving influence for the IFJ and journalists in the region. Employers have a disproportionate amount of power based largely on the support from the North American media owners. Their rabid anti-unionism has made its way through Latin America.

The imbalance of rights today, as in Latin America where journalists are forced to sell advertising to earn their living, is intolerable. One of the challenges of the next Executive Committee will be to support and expand the work of FEPALC.

Asia has been the most technically competent, practical and forward looking of all our regions even though it lacks a formal regional group. The IFJ saw our community at its best in November 2009 in response to the slaughter of 32 Philippine journalists. It showed how the IFJ needs to be equipped to be able to respond to a crisis. The National Union of Journalists in the Philippines (NUJP) and the IFJ’s Asia Pacific office reacted urgently and effectively underlining the value of international solidarity.

The gender policy was also integrated in activities of the IFJ. It is a start that the IFJ intends to continue. The secretariat would continue to strengthen work in this area.

The IFJ is examining ways to improve the International News Safety Institute (INSI), which has experienced some financial difficulties recently, but remains a key partner of the IFJ’s safety programme.

The IFJ is strengthening relations with human rights groups such as Article 19 but also with UNESCO. The IFJ criticised UNESCO’s decision to organise World Press Freedom Day events in Qatar in 2009, a country that denies freedom of association to journalists. Since then though the relationship has recovered and is strengthened.

On behalf of the Executive Committee, the General Secretary thanked all unions that supported the IFJ’s Safety Fund. It’s important that all unions should recognise the solidarity efforts for the safety fund, which remains independent from any political or commercial interest.

The IFJ and its members are going through a difficult period of change. This includes different approaches to governments or civil society groups. But at least the IFJ has stability and confidence from its members. The key challenge is to reach new journalists who are not attracted to ‘traditional’ unions.
The General Secretary also mentioned the great value of the staff, both in the headquarters and in the regions.

**Interventions on the General Secretary’s Report**

**Pervez Shaukat** (Pakistan) said the IFJ should be doing more to focus on how journalists are struggling against terrorism in many places of the world, in particular in Pakistan. He underlined the importance of journalists’ unions and international solidarity.

**Mogens Blicher Bjerregard** (Denmark) thanked the General Secretary for the complete report and agreed with the major challenges identified by the IFJ and its unions.

**Omar Faruk Osman** (Somalia) congratulated the General Secretary for the report. He said that African journalists need to challenge authorities and employers in their daily life and informed Congress that 25 journalists were killed in the last Congress period in Somalia.

**Abdelnasser Al Najjar** (Palestine) said journalists have no freedom of movement and asked what the IFJ can do. Journalists are victims of shootings by the Israeli army against which the IFJ should take strong action, including to the International Criminal Court. He told delegates that Israeli journalists’ groups were not providing support.

**Nadezhda Azhgikhina** (Russia) said that the Russian Union of Journalists was committed to global action. The Ethical Journalism Initiative is important for the country and the Central Asia area. She proposed to continue work on media content.

**Stanis Nkundiye** (Democratic Republic of Congo) gave congratulations to the IFJ, but feels there is confusion between Africa and the North Africa/Middle East regions. There may be activities with Arab world, but it’s in Africa so this needs to be clarified.

**Arik Bachar** (Israel) replying to the Palestinian Syndicate said that the Israeli journalists’ union, the FNIJ, has proposed many times to work with colleagues in Palestine, but they refused. He suggested to the Palestinian journalists that they meet with Israeli journalists. He argued that journalists are not politicians and should be independent from government.

**Lankapeli Dharmasiri** (Sri Lanka) reported on the difficult situation in Sri Lanka and stated that unions had organised many activities and campaigns with the support of the IFJ. He raised concerns about IFJ work which should be followed up.

**Moaid Allami** (Iraq) congratulated the General Secretary for his report. He also thanked unions and IFJ leaders who had visited Bagdad for the historic conference in 2009. He said that many journalists in the country are still in trouble, in jail or in danger.

**Arne König** (Sweden) recalled the case of Dawit Isaak, the Eritrean journalist jailed for many years. He said there are new media reports on his situation and he asked the IFJ to prepare another statement.

**Haim Shibi** (Israel) proposed a meeting with the PJS the same day, in Cadiz, to move from “words into action”

**Zuliana Lainez** (Peru) said the whole Latin American region suffers from grave security issues. At least 20 journalists were murdered in Latin America during the Congress period. The process of democratisation is going ahead in many countries and journalists’ organisations play a role in this. Efforts have also been put into gender issues.

**Yousef Alostaz** (Palestine) said that the first obstacle in the Middle East is the occupation of Palestinian territories and crimes against journalists, including murder. The Palestine Journalists Syndicate would not sit down with people who do not denounce these crimes.

**Shaibu Usman Leman** (Nigeria) agreed with issues developed at the pre-Congress conference about changes in the profession. He added the problem of impunity for those who kill journalists in Nigeria.

**Foster Dongozi** (Zimbabwe) congratulated the IFJ for its mission to Zimbabwe, in particular the President for leading the mission.

**Danny Zaken** (Israel) responding to the PJS said that there are common problems and that journalists from both communities share the responsibility. Sometimes Israeli journalists publish information that is ignored or censored by Palestinians.

**Patrick Kamenka** (France) recalling the case of the
two kidnapped journalists in Afghanistan, asked for a Congress statement and a call on France, Afghanistan and the United Nations to work for the journalists’ release.

Neji Bghouri and Zied El Heni (Tunisia) drew attention to the problems of journalists in Tunisia and the divisions, but also insisted on the necessity of solidarity.

Franco Siddi (Italy) said that the Italian journalists union, the FNSI, had organised a huge demonstration in October 2009 against laws introduced by the government of Prime Minister Berlusconi. The FNSI also organised the Mediterranean meeting and they are ready to facilitate the talks between the Palestinian and Israeli journalist.

William Onyango Oloo (Kenya) said the country is going through serious troubles, and media are targeted both by politicians and rival groups. He thanked the IFJ for organising training for journalists to deal with trauma following election violence.

Farhad O. Awni Habib, (Iraq, Kurdistan) said the union managed to prepare three legal texts to protect journalists’ rights and promote ethical standards. The union also enjoys good relations with the Iraqi Journalists’ Syndicate.

Isaac Olmedo Lavariaga (Mexico) said the country is one of the most dangerous places for journalists. They would like the IFJ to provide even more support. Many journalists simply stopped reporting on crime out of fear for their safety.

Rajabali Mazroui (Iran) received a standing ovation after he intervened to explain how difficult it was for journalists in Iran. Many are in jail while many more journalists have to quit their job and there are only five independent papers remaining. He asked for solidarity to reopen the association.

Igor Lubchenko (Ukraine) called on Congress to insist that the IFJ calls on the United Nations to make more efforts against attacks on journalists.

Lucy Ekadu (Uganda) praised the efforts made by journalists and the Ethical Journalism Initiative (EJI) to fight against the deteriorating human rights situation in the country, such as homophobia. The EJI conference held in Kampala made a real difference to protect journalists and improve reporting on this issue. The government is hostile to unions, but had backtracked on a controversial law because of reporting.

Ndey Tophe Sosseh (Gambia) said that the former president of the press union was killed and others were threatened. The European Union and unions of journalists should call for greater respect of rights, without which there should not be development assistance to the country. As it was, journalists have to flee the country.

Mekki El Moghrabi (Sudan) thanked the IFJ for organising the EJI election training before the national elections in Sudan and the EJI electoral reporting guidelines. In the country most media take a political stand and journalists need to develop their ethics and professionalism. He said that they would play a role in case of partition of the country.

El Houssein Ould Meddou (Mauritania) said the
The journalists’ union had managed to put a press law on the public agenda, but many journalists are still in jail. Prison sentences had to be abolished and there is a need to promote working contracts and develop internet journalism.

Umaru Fofana (Sierra Leone) said political militias attack journalists when they report on sensitive issues. The IFJ and the EJI have been useful.

Alex Gustave Azebaze (Cameroon) reported that the country looks democratic but in reality everything depends on the president. Critical journalists usually end up in jail. On 21 April one of them died. He also called on unions to demand the respect of human rights in Cameroon.

Vsevolod Bogdanov (Russia) welcomed the strong support from IFJ to the Russian Union of Journalists (RUJ) in the difficult times in journalism. The RUJ is thinking about new models for journalism and the need for trust. It made a report on the campaign Formula of Trust, a variation of the Ethical Journalism Initiative, which is available to the Congress. The RUJ has also set up a club for children of killed journalists, and many of these children chose to become journalists too. One of them read a statement to Congress.

The General Secretary interrupted the proceedings to announce that he had received word of the death of former IFJ Treasurer Hans Verploeg after a long illness. He paid tribute to the work of Hans and said the news was particularly sad coming to the Congress which had already noted the loss of Uli Remmel, IFJ Treasurer. The Congress stood in silence to remember the loss of these colleagues.

Wolfgang Mayer (Germany) expressed the admiration and respect of the European members for all the unions that fight in difficult conditions.

In his response to the debate, the General Secretary thanked all of the colleagues for their interventions. He said the issues raised would be followed up and issues not fully developed in his report, such as authors’ rights, would be taken up. He said the future of INSI needs to be discussed further.

Referring to the heated discussions over relations in the Middle East, he said that the IFJ is by its very nature a large family gathering together organisations from very different backgrounds and many of them caught in political conflict.

It is terrible for journalists to live through a crisis such as the Arab Israeli conflict and not be able to see a solution in sight. The IFJ for its part can encourage dialogue, but it cannot take a political position.

The IFJ instead would continue to express full solidarity with Palestinian journalists as it had for many years in the past. It would never ignore the injustice experienced by Palestinian journalists.

On the wider front, he acknowledged that the IFJ needs to invest more in activism. There were good examples of successful IFJ campaigns: stand up for journalism, breaking the chains, etc. the Russian Union is carrying out its own activities on impunity.
and the killings of journalists.

The question of organising young journalists is the key for the future of the unions and of the IFJ.

Finally, he thanked the delegates for their support of the IFJ and the EJI. The IFJ did what it could, but in the end we owe a great debt to the activists in our unions whose work was essential in building internationalism in our unions and across journalism.

The General Secretary’s report was put to the Congress and adopted.

Panel One: Journalism Futures – Ethics and Union Vision

John Nichols, Journalist and author, introduced the debate on the future of journalism, by saying that solidarity between journalists will be essential if we are to successfully forge a future for our profession.

He called on journalists to use the word democracy in a more fundamental way and link it to journalism. Without a free press it is impossible to have democracy. The role journalists play in shaping the future of a free press is more essential than ever. But they are too few to do this alone. We must build a coalition and an army of activists to defend our craft. There are two basic things for journalists to do.

First, they need to get over the discussion about old and new media and recognise that most people will get their information where it is most easily accessible. We need to understand all delivery platforms. Debates over saving newspapers are almost irrelevant, not because they don’t matter, but because there is much more that needs to be fought for.

Secondly, forget about journalism being sustained by advertising and rich entrepreneurs. Rich investors have already moved on to more profitable industries.

We must recognise that this is a critical moment for journalism across the globe. Unfortunately journalists are inclined to observe and report on the shifts taking place rather than seek to change it. They must be at the heart of the dialogue on change.

Every union needs its own economic modelling department. They need to define the ownership model of the future.

Public service cuts cannot be allowed to weaken public and non commercial broadcasting. Public Service Broadcasting (PSB) and non commercial broadcasting is already insufficient, so there is a need to find more.

We are losing a generation of young people that should be going into journalism but cannot find jobs. We must provide training and support for newly qualified journalists to get work when they first graduate. They should receive support from the government to continue their education in the media on a grant for two years.

Citizens need more opportunities to direct public funding and subsidies to journalism. We do not want bailouts for the media barons. We want citizens and journalists to define how the subsidies are developed. We need to make the case to sustain
journalism in a community.

Every union must have staff to develop new information technology applications. If people are going to consume journalism largely on their phones, then unions must be involved in developing applications to get journalism into the phones.

We need an entirely new way to relate to civil society. We cannot begin by asking citizens to help save our jobs and media. We must begin by talking about democracy and how journalism is essential to public life. If we can make journalism essential to the public’s understanding of their communities, then we will get the support we need.

Presentation of IFJ Future Report

The General Secretary presented the report Unions in Touch with the Future. This had been prepared by a special committee set up by the Executive Committee in 2009. He said that journalism must be defined and treated as a public good. Journalism must not be marginalised it must be brought into the centre of public debate.

The report called for higher standards in journalism arguing that ethical journalism is something that can be used to defend ourselves and our rights. It affects people’s lives. The recommendations of the report, which are set out in Annex One of the General Secretary’s report, include proposals for building coalitions for journalism, discussion of media accountability and media regulation, and recruitment policies for union. The final recommendation is to reach out to both to citizens and to the community of journalists who are not yet organised.

Michelle Stanistreet passed on apologies from Jeremy Dear, General Secretary of the NUJ. Jeremy was a major contributor to the report and it is thanks to him that it contains so many practical recommendations. She said the NUJ is proud of its contribution to the report.

Over recent months in the UK and internationally there is an increasing recognition that journalism is failing its public. 1300 local newspapers are expected to close with up to 20,000 job losses over the next few years in the UK. The consequence was the end of coverage of local news, political life, financial scrutiny, and use of tax-payers money.

She said closures were not always due to heavy losses. In Long Eaton a local paper closed not for making a loss, but because it no longer made sufficient profit.

In the UK the NUJ has been able to respond positively and record some victories. Closures have been staved off; jobs saved and public campaigns about the importance of journalism to local democracy have been put on local agendas. The union has been working with the grassroots communities. Local activists have brought together local stakeholders to discuss why local media is important and why quality media must be sustained. We are the people to put the case for journalism looking for new ownership models to preserve jobs. We need to act collectively through the IFJ to preserve the future of journalism.

Olivier Da Lage (France) focused on the debate over the definition of journalism asking, are filmmakers journalists? Are those in the new media journalists? We have always found the answers in the past, now we have to do the same again and redefine journalists. Unions should respond by doing two things: first, to open our minds to find journalists who are ready to do things they wouldn’t previously have done as a journalist and, secondly, to know that journalists and public relations people do very different jobs. We have to be really clear about how we apply our journalist code of conduct for journalists separately from public relations people.

Wolfgang Mayer (Germany) appreciated very much the introduction by John Nichols. He said when he was hired by his newspaper it had a circulation of 350,000 copies, today it is down to 290,000 copies. The paper has gone online, with some journalists separated off into another department where they recruited a few students.

The company took a decision to push the web and to train him to post stories for the online edition, while at the same time feeding the old printed version. Increasingly he spends more time updating online versions leaving less and less time to feed the traditional printed paper. The journalism remains the same but the techniques required have changed. He said he no longer has the time to investigate, to make calls, or to reflect on what is being produced. The IFJ campaigns need more stress on labour conditions and the reality of the newsrooms.

Gustavo Granero (Argentina) asked how much
trust the IFJ can put in technological change. How can we grow as unions given the challenges? He said it was time to make an ideological change here for the future. We must discuss the struggle overseas, as well as conditions for journalists and in press agencies. Companies see news as another commodity. Editors and journalists are forced to work on three platforms for the same salaries as companies get richer. The IFJ needs to confront the employers over technological change. Large global networks now influence news coverage and we must ask what are the economic interests behind selected news items?

Above all, we must think what is the political direction we are going to give to the IFJ and what are the first steps forward.

Younes M’Jahed (Morocco) said the report was excellent and that what we have debated is very important. The recommendations need to be adapted to each national situation. In Morocco there is great interest in the new platforms for journalism. There are also many freelancers. The IFJ should conduct studies on each continent because each region is affected differently. Until now we have worked globally, now we need to focus on the regions.

Mogens Blicher Bierregard (Denmark) agreed on the problems identified in the report. Unions need to consider how they deliver results to members. We need strong unions. We should be more interested in finding out how to organise more rather than how to organise less. We should pay more attention to what our members want us to deliver. We must change in line with what they want. In Denmark this includes networking and career planning. We organise a training and networking conference every year which is hugely popular. The union offers members careers advice. Members hugely value this service.

Christopher Warren (Australia) said that there are three key players that need to respond and adapt to the crisis – employers, unions and journalists. There are a number of things we can do including:

- **organise political campaigns** to help shape our industry. It is essential to support and sustain journalism including public broadcasting. It is the one current viable business model that exists.

- **organise a strategic response** to the work intensification as we embrace new technologies

  - **ensure unions are empowered** to bargain both on the traditional issues of wages and conditions, but also on the very essence of what it is to be a journalist. We must run professional campaigns, about wages and work meaning that decent conditions are justified on professional grounds. Ethics needs to be built into collective bargaining campaigns so that respect for ethical codes can be enforceable.

  - **organise new online workers.** Too often those who define journalism tend to do so on the basis of what we are not. We need to define it as what it is and be open and inclusive. Those informing and entertaining the public are journalists whether they like it or not. If we treat them as journalists they will act as journalists.

  - **protect freelances and occasional workers** by collective agreements. He said his union had just won legal authorisation to represent freelances in Australia.
Dardo Gómez (FeSP, Spain) said new technologies are not solely responsible for the crisis. In 15 years the number of journalists without a contract has risen from 12% to over 40%. The introduction of new technologies without proper consultation with journalists has led to the loss of money. Today, 38% of citizens have no trust in media or journalists. We need to rebuild trust to regain readers through quality journalism. In Spain unions have worked with citizen groups for laws to save democracy.

Arnold Amber (TNG-CWA, Canada) was one of the contributors to the report. This is a go forward document. Everyone who worked on this understands that what happens from one country to the next is different. This report will affect every country or union only to a certain degree. Don’t be fooled, he cautioned, what is happening now in certain countries WILL happen again further down the road.

The time has come for less discussion and more action. How will we take these works and turn them into good action at the IFJ? This is a huge mandate that will cost a lot. It cannot stay with the Executive Committee alone. This is a major project requiring a lot of people and a lot of money. We must define the next steps clearly.

The recommendations of the report were adopted.

Presentation of the IFJ Working Programme 2010-2013:

Jim Boumelha (President) moderated this discussion including presentations from the IFJ regions. He said the working programme was discussed by the Executive Committee and circulated among members and subject to heavy consultation. The responses have been incorporated into the programme, and provide a mandate for the next cycle.

Guest speaker Philip Bowyer, Deputy General Secretary, Union Network International (UNI), said his organisation covered 20 million workers in 900 unions across 150 countries represented.

In January 2000, various international bodies in the telecoms sector came together, as we could see our industry changing dramatically. We felt we

- **provide training.** Traditionally there has been very little training in journalism, what exists we have expected employers to provide. Increasingly they do not. Journalists are looking to unions to fill the gap and unions look to the IFJ to help fill that gap. We need to fill that hunger for training.

- **communicate better.** The IFJ and its strategy report can help to wash away that sense of loss and tell journalists what is going on. Developing a strategy for communication on how the crisis is reshaping industry is central to IFJ work.

- **use communication tools** to shape our debate. The internet is a critical tool for democratic debate and discussion.

Jean-Claude Meda (Burkina Faso) said the future of journalism is very different in Burkina Faso and Africa. Since liberalisation many newspapers have appeared with more papers being sold in the local language papers. There is a problem with untrained journalists at the national papers just copying the news from the local papers. He endorsed proposals for further regional studies.
had to work closely with other unions. One problem was that in the communications sector we were operating as public services. Yet these services are being privatised such as the postal services. Public services are under attack. As members involved in public broadcasting, we are pleased to be working with the IFJ in support of the major conference on quality public services in October.

Unions need to focus on organising. If we don’t do it then we will become less relevant. We need to do it through global agreements. UNI has 36 such agreements around the world, most recently in Malaysia and Indonesia. We are aiming for 50 agreements by the end of the year. We aim to get big companies to recognise unions wherever they go. This is changing UNI, our structure and finances. For example, we now have a $1 million organising fund.

It is important for UNI/IFJ co-operation on issues such as the concentration of ownership. We must tackle the companies that are concentrating in this way, such as News Corporation. The working programme looks at the possibility of the IFJ working with us – and we look forward to it. The IFJ is doing a fantastic job.

Aidan White presented the working programme. This is our first comprehensive working programme. The intention in future is that instead of the Executive Committee producing a series of different motions we will bring a clear activity programme to Congress for adoption. We will ask unions to examine the programme beforehand and to nominate priorities, so that the programme will become an organising point for Congress. This will apply from the next Congress and will make our work more efficient.

Union rights, ethical standards, safety and working conditions are all built into this programme. For example, we will move ahead with the recommendations of the future group. We will forge new alliances with other international trade union organisations such as with UNI. On public broadcasting, we will talk to other unions to make sure this sector is properly represented. We will expand our work with other GUFs, for example by carrying out a global survey on the employment situation in our sectors.

On the Ethical Journalism Initiative (EJI), we now need to launch the second stage and push on areas of media accountability. We will develop the safety fund, strengthen regional offices, act on authors’ rights and protection of sources, and mainstream gender equality.

We will also conduct an internal examination and assess changes to our constitution. We will conduct an audit of the IFJ’s own work and improve its efficiency – including environmental energy efficiency.
EUROPE Arne Konig, Swedish Union of Journalists

We are obsessed with organising and we need more planning. The European Federation of Journalists was set up to lobby and also to take initiatives in Brussels with the European institutions. We are trying to engage more with the European Parliament. For example, we held a major seminar on the future of journalism with MEPs in February. Regarding the global jobs survey we want to include some specific questions about Europe.

A key issue is from where to recruit members. This is not so easy when many of the new players working in journalism do not see themselves as journalists. We have to be careful about the definition of who is a journalist. For example, the European Union is revising its policies on the protection of sources and there is a move to define who is a journalist under any new laws. We would have a problem with the idea of politicians defining who is a journalist. We intend to make sure they cannot do this. All regions should develop their working plans in concert with the IFJ plan.

AFRICA Foster Dongozi, Zimbabwean Union of Journalists

The Federation of African Journalists (FAJ) was formed in 2008 in Kenya, and now sends a formidable contingent to Congress. More unions and institutions have joined, but there is a long way to go to ensure all of Africa can unionise. We work well with the IFJ, and are more able to confront bad conditions. Discussions in Senegal allowed the FAJ to work from there, which was an achievement. We need to add the development of implementation skills to the work programme. We are addressing safety issues through our own safety fund, running an impunity campaign utilising all tools such as online methods, and building union capacity.

Another aim is to identify new projects and to strengthen regional structures under a continent ready to organise around this, for example in the Gambian campaign.

MIDDLE EAST & THE ARAB WORLD Younes M’Jahed, Morocco, Syndicat national de la presse marocaine

The definition of our region is the first problem, as we sit between Africa and Asia. We have some things in common. But why are we not included as North Africa in African projects? This needs to be fixed for the future.

In Iraq, there is good work by the IFJ on safety, and also good work in Palestine, Somalia and Iran. But we need to define the region for the future. We have worked well to promote freedom of the press. We have worked on ethics and union structures. For example, on the Morocco programme regarding union structures in Arab countries.

Some regions have a union structure but some are very different or there are no unions or associations. We feel close to the working programme for 2010-13. We need to strengthen unions in the region. We need this to achieve safety, strong resolutions on violations of rights. We need to be representative, to pool together. We need a strong structure to encourage ethical journalism.

LATIN AMERICA Zuliana Lainez, Peru, Asociacion Nacional de Periodistas

Twenty-eight journalists have been killed already this year. Safety is a priority, as is defending union and labour rights of journalists. Media companies are trying to get rid of the people - there are mass dismissals, for example in Dominican Republic, Chile and Venezuela. They are using the excuse of the economic crisis.

But they are using the economic crisis as a tool to violate all journalists’ rights. We feel close to the working programme for 2010-13. We need to strengthen unions in the region. We need this to achieve safety, strong resolutions on violations of rights. We need to be representative, to pool together. We need a strong structure to encourage ethical journalism.
We need solidarity among unions – to join with workers in other sectors even if we don’t share the same work. We need to mobilise, to campaign to link across industries. Inter-union solidarity will give greater visibility. Unity can strengthen bilateral relations. We have to join the global initiative against impunity, for example in Mexico (where there is 98% impunity). Issues such as male and female equity, legal defence and the involvement of relatives are also included in our working plans.

Also on the agenda are states implementing security measures and dealing with people who are threatened and too scared to speak up. We need strengthening at all levels on things such as violations of labour rights and freedom of speech – a priority is action in the Organisation of American States to link all these issues.

ASIA Nezar Patria, Indonesia, Aliansi Journalis Independen

The values and principles underlining our work are being tested. There are threats throughout the region: advocates are threatened by state and non-state actors, there is the wielding of national security laws. Key current concerns are the impacts of elections in the Philippines and Burma, and debates in Indonesia on religious freedom. In the crisis in Thailand, media are caught in the cross-fire, while the opposition is using media as a weapon. There is a crisis of impunity – with more than 100 media workers killed in the Philippines since 1996. This is not just about governments but operates at various levels. We will continue our existing programme and focus on advocacy, network-building and training in the next three years. We need this across South and Southeast Asia and the Pacific.

NORTH AMERICA Bernie Lunzer, US, The Newspaper Guild

As jobs have been lost, journalists of colour and women have been losing out at a faster pace. We put addressing the need for diversity at the top of our list. We have a freelance project with “independent members”, starting with four pilot cities, including San Francisco. We are negotiating where the employer has a legitimate need to cut costs. But we insist on checking the books. We are looking at different ownership models, such as a worker-owned cooperative in Puerto Rico.

We were involved in six major bankruptcies in the past year, in trying to get access to information. Four of these resulted in new owners. We are embracing the concept of journalists as activists. We need to drive money to content creators. We are trying to develop an online badge, or a seal, to build quality in online journalistic work, by identifying those who are conducting journalistic work properly, such as cross-referencing. Members are fearful but need to keep engaged and active.

ASIA Nezar Patria, Indonesia, Aliansi Journalis Independen

The values and principles underlining our work are being tested. There are threats throughout the region: advocates are threatened by state and non-state actors, there is the wielding of national security laws. Key current concerns are the impacts of elections in the Philippines and Burma, and debates in Indonesia on religious freedom. In the crisis in Thailand, media are caught in the cross-fire, while the opposition is using media as a weapon. There is a crisis of impunity – with more than 100 media workers killed in the Philippines since 1996. This is not just about governments but operates at various levels. We will continue our existing programme and focus on advocacy, network-building and training in the next three years. We need this across South and Southeast Asia and the Pacific.

Jim Boumelha gave a brief summary and guided delegates to the IFJ website, where there is much information about activities in the regions.

The working programme was endorsed.
Congress • Day Two
THURSDAY 27 MAY

The Presidium reported on the vote dispute between both unions from Cyprus, the Union of Cyprus Journalists and Basin Sen. The Presidium took the decision to give each union one vote and to toss a coin for the third vote. They informed the meeting that at the EFJ level the unions also had received one vote each and the third vote fell.

The Cyprus Union of Journalists complained regarding the distribution of voting cards by the Presidium. The Presidium agreed to remit the question of votes for both Cypriot unions to the Executive Committee.

Paco Audije, representing CC.OO Spain, intervened to say he could not accept the fact that after two days of Congress there still was no final list of participants.

The General Secretary expressed surprise that a member of staff attacked the secretariat. He said the corrected list was being distributed.

Panel Two: Global Focus on Rights of Journalists

Arnold Amber, moderator, said that as an active member of his union and of the International Freedom of Expression eXchange he understood why journalists were being targeted. This is a fundamental issue to be tackled not only by the journalists’ community.

Pansy Tlakula, Rapporteur on Free Expression, African Commission on Human Rights and Peoples’ Rights (http://www.achpr.org/), said she had a special mandate on freedom of information and access to information.

Her role is to promote and protect these two rights and journalists come to her to report on any violations taking place. The current challenges in particular in Africa have been complaints regarding intimidation and murder of journalists as well as

SPECIAL SHOWING
Dying for the Truth. A film by Nikos Megrelis

Nikos Megrelis introduced his documentary film about killed journalists in Iraq called “Dying for the Truth”. The aim of the film was to demonstrate how government led media manipulated the war and how crucial it is to have working journalists on the ground to tell the truth. He was looking forward to suggestions and support with regard to a most efficient distribution of the film. An extract of the film was shown. This is available at:
h ttp://www.clproductions.gr/documentaries/dying-for-the-truth
intensified regulation by governments on journalists’ rights including criminal libel laws.

She reported a trend of increasing intolerance and animosity between members of the government and media. She acknowledged that her job was often tedious and with few results but it remained crucial.

She stressed the need for innovative strategies when working with governments. How do we deal with the backlash on freedom of expression and religion while in International law only hate speech is forbidden?

Jim Baker, Council of Global Unions, talked about how best to defend core labour rights. He elaborated on the key ILO conventions including the right to collective bargaining and the right to free association. These are neighbouring rights to allow workers to influence the way they work and thus to claim other rights.

He stressed the crucial relationship between trade union rights and democracy and said that the role of journalists’ unions is of special importance.

Osvaldo Urriolabeitia, IFJ Vice President, gave some examples of the grave violations against journalists’ rights in Latin America. He said that some progress had been made as well in recent years.

For example, the union in Brazil has participated in demonstrations in defining what journalism actually is. In Argentina criminal defence libel laws have finally been abolished. In Uruguay there has been an achievement in recognising authors’ rights.

However, in most countries there are no collective agreements or any rules regarding working conditions. This has also allowed a dramatic increase in violence against journalists, which is reflected in statistics.

There are fights against drug and other mafia groups and it is difficult to escape this atmosphere of fear. The IFJ and the Latin American Federation of Journalist is focusing its campaign on impunity.

He concluded that the IFJ should set up a permanent office in Colombia and work more in Mexico.

**DISCUSSION**

Gustave Azebaze (Cameroon) informed Congress about the very difficult situation in Cameroon, where journalists have been threatened by the military. A colleague was tortured by the police. He was pleased that representatives of the African Federation had come to Cameroon and met the authorities. He asked the IFJ for more support for journalists from the South.

Mindy Ran reported about an intimidation against a Colombian journalist Claudia Julietta Duque by the Colombian secret police. She asked the Congress to send out a statement condemning this persecution.

Delegates from Japan, Iraq (Kurdistan), Palestine, Taiwan, Pakistan, Cyprus (Basin Sen), Russia and Italy took the floor and reported about problems in their countries.

Galina Arapova (Russia) urged Congress to read the Partial Justice report and support the Russian Union of Journalists in their campaign on impunity and the need to fight for journalism as a public good. Trade unions, NGOs and media experts should work together.

Umaru Fofana (Sierra Leone) asked for an explanation why the Commission has its capital in Banjul, The Gambia, the worst country with regard to democracy and press freedom in Western Africa. The
criminal law on libel must be condemned, he said.

Pansy Tlakula said that it was the African Union who had decided to have its headquarters in The Gambia. She said it was important to raise the governments’ awareness on the danger of criminal libel laws. She concluded that the IFJ should define a clear yearly strategy and identify one issue and rally around this.

Delegation of CC.OO, Spain

Sylvia Tubio, representing CC.OO in Spain took the floor to raise the concern of CC.OO over their delegation. She said that the union’s two delegates were Paco Audije and Silvia Tubio. She claimed that a notification was sent to the IFJ the week before Congress.

However, the General Secretary had told their union that he could not accept the nomination of Paco Audije as a delegate because it was not compatible with his tasks within the IFJ secretariat. She explained that Paco Audije had resigned the year before from the IFJ but had maintained a freelance relationship with the organisation, which is not the same as a staff relationship as there is no labour relation more than an agreement with the organisation.

She explained that Paco Audije had resigned from his position in the IFJ the day before. She said that three of the four Spanish unions supported his nomination as a delegate. She asked Congress to support their nomination.

The General Secretary said he received an e-mail from Paco Audije after the opening of Congress, suddenly resigning his position from the IFJ with effect from June 30. He had no prior warning. He was shocked to learn that Paco Audije was seeking to be a Congress delegate. He said despite extensive searches, there was no evidence of any e-mail from CC.OO being received by the IFJ.

He said Paco Audije was an employee, working to a one-year contract of collaboration that included responsibility for organising the Congress on behalf of the IFJ secretariat. He remained a member of the secretariat while under notice. It was not right for a member of staff without any consultation to suddenly become an active delegate.

He said that the IFJ had agreed clear rules on staff responsibilities. He quoted from these texts which outline the responsibility of the General Secretary for jurisdiction over staff and obligations over conflicts of interest which apply to all staff members. He said he had consulted the Administrative Committee on this matter and received their support.

He said it was up to Congress to decide, but he insisted that that the attempt to suddenly move from staff status to delegate status was a breach of trust and against the principles and good conduct of the IFJ.

Paco Audije said that the most important thing to him was the daily work as a trade unionist and the rules. The rules say that it is up to delegations to decide about their delegates. Even 24 hours before Congress, a delegate can be appointed. He said that this didn't mean he would stop working on the organisation of the Congress. He said that his contract had a different name under Spanish legislation and didn't have a subordination link.

Brent Edwards, New Zealand, said that it was a question of principle. A staff member cannot come to Congress and change hats. Democracy depends on due process. This decision is about the integrity of the IFJ and integrity should not be compromised.

The Presidium referred to Rule 51 of the IFJ constitution to submit the decision as to whether Paco Audije could be admitted as a delegate of his union CC.OO.

The Presidium called for a show of hands on this matter which was considered inconclusive. Tellers were asked to count the votes, but after an initial attempt felt that the process was not clear. The Presidium then called for a roll call vote.

The vote confirmed the appointment of Paco Audije as a Congress delegate. There were 160 votes in favour 75 against and 45 abstentions.1

Gender Focus: Will Quotas Make Women Equal?

Mounia Belafia, Morocco
Nadia Azhgikhina, Russia

1. It should be noted that the Administrative Committee which met to discuss this matter did not take any formal decisions and its position was not reported to the Congress.
Mounia Belafia from SNPM, Morocco referred to the Moroccan experience with quotas in parliament as they were set in 2003. She also referred to the Moroccan union 2008 congress which applied a minimum quota of 25% women to be elected to the SNPM board. She said that quotas could not solve the problem alone, but must go hand in hand with other systems. Gender equality should be a massive part of all work conducted by unions. The use of language should also be tackled carefully from a gender perspective. She said that quota systems should be implemented at the grass root level, in the sections of the unions and not wait for Congress to find a woman representative.

Nadia Azhgikhina from Russia referred to the IFJ Declaration and plan of action adopted at the Seoul Congress in 2001 and to the fact that 30% of participants were women due to FES and UNESCO’ support. In Russia, during the crisis, women entrepreneurs behaved the same as men. Gender equality is good for the future of journalism and quality journalism. She said that quotas are well implemented and work well when rules of law become every day practice and where people trust the state. She pointed to the ex-Soviet Union where quotas existed and helped even if the system was not perfect. She referred to the Russian-IFJ conference on women journalists in conflict and peace building where women shared their experience post conflict. She said that women journalists tend to stay longer after a conflict, reporting on the survivors and human rights organisations.

Eva Stabell from Norway referred to the 20th century where there were a lot of women working in the economy but so few on company boards. In Norway a bill was passed by parliament requiring each company to have at least one woman in each board otherwise they would be dissolved. She said that the important debate should not be only about quotas and that there needed to be a campaign on trade union women in the world. Gender equality should be mainstreamed in negotiations. The IFJ is conducting many activities on gender but more action is needed at trade union level. The fight for gender equality is not a woman’s job only.

Delegates spoke on the need to raise awareness of all on gender equality, the presence of more women leaders in African unions, the need to democratise quotas as women chosen are not chosen democratically (in Moroccan parliament for instance).

In Norway, there is a quota for men (10 weeks parental leave).

In Kuwait rights in general have been restricted to certain political fields.

In Pakistan, quotas are in place and 30% of deputies are women. In Jordan, the constitution treats women and men as equals. Many women have been members of parliament but recently only one was elected.

Sanaa Al-Nakash said that in Iraq, women have taken very important steps but many are not sufficiently trained. She referred to the 25 women journalists killed in Iraq in the course of their duty.

In the general debate delegates said that quotas were important but women should also make an effort when taking on posts of responsibility. Quotas were a way to redress a historical imbalance. The participants in gender workshops were often 90% women. This should be changed by applying a quota for men in these trainings.

Reference was made to the IFJ study on gender equality in central Africa and to Cameroon where women don’t hold leadership positions. The argument often used in Cameroon is that women are not trained enough.

In Mauritania, since the adoption of quotas, numbers of women in government have raised from one to seven. Another delegate said that quotas are the first step and there should be a second step of career planning.

Androula Georgiadou from Cyprus said it is not enough to encourage the unions to have more gender balance in the union. The IFJ must think about more practical ways.

Sabina Inderjit from India said that in journalism,
women have achieved a lot but not in the unions. We need quotas in the unions. There is a demand for 33% of seats in the parliament to be reserved for women. Interestingly, the party that asked for it is not coming with any women proposal.

Arnold Amber (Canada) referred to the 1998 IFJ discussions about quotas that failed. He said that this year, only one woman was running for high position in the IFJ Executive Committee. He said that the mentality could change and that delegates could come up with a motion that set up quota.

**Elections to the Administrative Committee**

The Presidium proposed to start the first round of voting for the IFJ Officers (Members of the Administrative Committee) in the last session of the day.

Some delegates protested, claiming that the elections were scheduled to start Friday morning and they were against bringing them forward.

The proposal was put to a vote and was carried.

The candidates for the President, the Senior Vice-President, the Vice Presidents and the Honorary Treasurer presented themselves. The ballot box was declared open and delegates asked to cast their votes by close of business.

**Debate on Congress Motions**

**Finance and Constitution Commission**

**IFJ Finance Report**

Mike Dobbie, Australia, the rapporteur of the Finance and Constitution Commission informed Congress about the conclusions of the Finance Commission.

It was noted that the ethical investment policy was adopted at the Moscow Congress and that this policy’s operations may need to be explained.

With regard to IFJ fees policy, the Commission noted that there are four points at the end of the Treasurer’s report for consideration relating to a Review of Policy of the IFJ fees. The Finance Commission encouraged unions to pay their fees.

The Interim Treasurer **Mogens Blicher Bjerregard** gave credit to the great work done by Uli Remmel. He said he took over under the sad circumstances of Uli’s death.

Referring to the figures, he said that the staff salaries are only 55% of the IFJ core budget (not including projects, EFJ etc.) which compared well to other organisations.

There has been a considerable gain due to high interest rates, which had been a short term investment to the IFJ’s advantage. However, such investment in his mind should be avoided in the future under the current unstable conditions.

He said the IFJ is in a sustainable economic situation and is a healthy organisation but he could foresee changes. His report noted that there is a surplus for all three years.

He noted that delegates should consider the Safety Fund by looking at the balance sheet to get a clear understanding of its structure. It was important to have a clear, transparent account for the Safety Fund.

In terms of income he noted that there was an increase in exonerations, which is a disturbing trend.

Rolf Zenklusen (Switzerland) said that the high fees were an increasing problem and the new Honorary Treasurer should look at ways to reduce spending.

Some delegates from African countries said that they would not be able to pay 150€ instead of 50€ for the lowest category D.

Zusanna Krutka (Slovakia) said that for unions of Central and Eastern Europe, which now belong to the European Union, the category A is too high and she asked the new EC to take the still very different economic conditions of countries in CEEC into consideration and change it.

Wolfgang Mayer recommended that the finance report in future should be more precise and include a forecast.

Congress adopted the Finance Report excluding the Honorary Treasurers’ Introduction regarding the four bullet points with proposed measures to find a more equitable system of the IFJ fees.
Debate on Congress Motions

Ronan Brady of the Presidium opened the meeting and reported that the night before some of the candidates had requested that the election count should be conducted openly and in full view of Congress delegates. As a result the count that had taken place on the Presidium stage was watched by some 30 or 40 delegates. He said that a very unpleasant atmosphere had been generated during the count with the tellers upset at the manner and behaviour of a number of the observing delegates. The Presidium called for delegates to remember that all business should be conducted in due respect for our colleagues and the roles that they have to perform.

Financial Strategies for 2010 and Beyond

The Honorary Treasurer introduced the four bullet points regarding the package of measures proposed by the Executive Committee to try to move towards a more equitable system. He said a fair fee system was a great challenge to the IFJ as well as how to reduce the fees while keeping the same income.

He said that given the huge working programme there is a clear need for resources including the maintenance of existing staff.

He confirmed there will be no changes in the fees structure before the next Congress.

He said there should be the budget 2010, but it had been sent earlier to the IFJ Executive Committee.

He welcomed the incoming Honorary Treasurer Wolfgang Mayer and he wished him success.

The General Secretary said that the EC had considered the raise of the category D, which indeed is only a symbolic figure, since the 50 Euro category hardly covers the bank costs.

Discussion

Anita Halpin (Great Britain) wanted to have confirmation that there will be no changes in the fees unless agreed by next Congress.

Khady Cisse (Senegal) said that the African Group does not agree with raising the fee of the lowest category D. According to her, there was a decision adopted by the Moscow Congress which had not been implemented.

Andreas Bittner (Germany), thanked the outgoing Honorary Treasurer Mogens Blicher Bjerregard for the committed work he had done as a follow up of the vacancy after the death of DJV member Uli Remmel.

He said both German unions are against the indexation of the IFJ fees following the Belgian inflation index, and he asked Congress not to adopt the four bullet points.

Christopher Warren (Australia) congratulated Mogens Blicher Bjerregard for his great work and pointed out that unlike others who had equally praised him he had also voted for him. He said he was outraged that Mogens was not elected by Congress.

He said the two largest unions in Europe, NUJ and DJV should pay under the same responsibilities as all the others, not a maximum of 17,000 members only.

Anita Halpin disagreed. The 17,000 ceiling had been agreed by Congress. She outlined the great input in international work committed by the NUJ.

Congress agreed by roll call (simple majority) to note the report but not to adopt it.

2. It should be noted that this statement was not the unanimous opinion of members of the Presidium or the tellers.
**Motions to Amend the Constitution**

Mike Dobbie (Australia) the rapporteur of the Finance and Constitution Commission said that the majority of the Commission agreed to put the motion (see Appendices, page 59, Urgent Motions Adopted) recommending remittance of all the proposals/amendments to the IFJ Constitution and the establishment of a Constitutional Commission to Congress.

Anita Halpin (Great Britain) a member of the Constitutional Commission dissented saying that the Finance and Constitution Commission was not representative of Congress. She wished the Committee would still determine which proposals could be presented to Congress.

The General Secretary said that the changes to the IFJ Constitution had to be in force at the next IFJ Congress.

The motion was adopted by simple majority by Congress.

**Report of Working Programme and Motions Commission**

Commission arranged according to major themes.

(See Appendices, Resolutions: Motions adopted including Urgent Motions; and Motions Remitted)

The General Secretary said he would make a statement on the difficult situation on two kidnapped journalists in Afghanistan initiated by the SNJ-CGT.

The statement was adopted.

The General Secretary wanted to pay tribute to Jamel Karmeoui, Neji Bghouri and Zied El Heni for their efforts to bring unity to the Tunisian syndicate.

Jamel Karmaoui said that the reconciliation was useful and he was optimistic that though politics divides, the profession unites.

Abdellah Bekkali, the Vice President of the Federation of Arab Journalists (FAJ) made an intervention on behalf of the President, Ibrahim Naafi.

It is a great honour as president of the Federation of Arab Journalists to be present at the IFJ Congress.

The FAJ supports campaigns strengthening journalists’ rights and the fight for press freedom and freedom of speech. The FAJ is ready to cope with these challenges jointly. Arab journalists are facing severe problems in particular in Iraq, Palestine and Somalia.

We would like to join with the IFJ and support all IFJ member unions. We wish to thank the IFJ leadership for the common work and objectives and common seminars and hope that this spirit will continue to a common fight for International solidarity.

**Elections to the Executive Committee**

The Presidium called for the candidates to the Executive Committee to present themselves to the Congress.

Brent Edwards, intervened to announce his resignation as head teller. He said he was resigning due to the inappropriate behaviour of delegates that had observed the election count the previous evening. An atmosphere of mistrust had been created and questioning the integrity of the tellers and the counting process. He objected to the decision to change the rules of the election process at the last moment to organise a public count.

Ronan Brady of the Presidium repeated the concerns he had expressed at the start of the morning session about the apparent lack of trust in the tellers, and the decision to organise a public counting of votes, which was not in the tradition of IFJ Congresses.

Tom Carpenter intervened to announce that when he returns to the US he will have to report to his union that a member of staff was allowed to stand for election, that an election count had been held in a hostile and bullying atmosphere and that a copy of a candidates slate had been found in an IFJ photocopier which showed the IFJ resources had been used to organise campaign materials that would be in complete breach of his union’s rules. He then moved that in view of the fact that the previous day’s vote had taken place on the presidium in front of all remaining delegates that all further rounds of voting should also take place in the same manner. The proposal was seconded by Brent Edwards.
The General Secretary said that last night the top five officials were elected in a certain way and that it would be appropriate for the next round for the counting to be conducted in the same manner. However, it was important to be realistic, that if the count went ahead as proposed there would be no time for further business before the end of Congress. He therefore proposed that each candidate be invited to observe the vote if they so wish.

The was agreed.

New tellers were elected:

- Mustafa Al-Zarouny, UAE
- Roberto Natale, Italy
- Haider Dawood, Oman
- Huda Khudheir, Iraq
- Barry White, Great Britain

The candidates to the new Executive Committee presented themselves. Following the elections the tellers reported the results.

Mogens Blicher Bjerregaard said that though he did not mistrust the tellers, he wished to put on the record that he had to unfold his voting cards before placing them in the ballot box, which he had never before been asked.

The meeting thanked in particular, the interpreters as well as the tellers.

IFJ President Jim Boumelha thanked Congress for re-electing him for a second term. He noted that this Congress had been one of the most difficult congresses and his first task would be to rebuild trust in the IFJ leadership. However, he said that besides the frustrations felt by all it should be remembered that there is unity among IFJ unions in the major fights.

At the last Congress it had been agreed to shorten the Congress but in future a new recommendation would have to be worked out. He hoped that everybody will work together and everybody can help to make the IFJ move forward.

He thanked the host union for its exceptional hospitality.

He said he would try to involve all colleagues. He thanked the Presidium, the tellers and also the people who volunteered to the commissions. He also thanked the staff and the IFJ General Secretary.

The IFJ Congress was officially closed by Spanish Crown Prince Felipe of Asturias with a call on media to help dispel fears in a complex world.
Executive Committee 2010-2013
Results of Elections

<table>
<thead>
<tr>
<th>Position</th>
<th>Name</th>
<th>For</th>
<th>Against</th>
<th>Abstentions</th>
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<tr>
<td>President</td>
<td>Jim Boumelha</td>
<td>290</td>
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<tr>
<td>Senior Vice President</td>
<td>Younes M’Jahed</td>
<td>291</td>
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<td>9</td>
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<tr>
<td>Vice Presidents</td>
<td>Gustavo Granero</td>
<td>267</td>
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<td></td>
<td>Olivier Da Lage</td>
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<tr>
<td>Honorary Treasurer</td>
<td>Wolfgang Mayer</td>
<td>208</td>
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ADVISERS

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IFJ RESERVE ADVISERS

ASIA
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2nd Dharmendra Jha, Nepal, FNJ 81

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2nd Danny Zaken, Israel, NFJ 73
APPENDICES
Working Programme 2010 - 2013

This text has been updated by the IFJ Executive Committee and covers amendments received from IFJ unions.

1. The working programme of the IFJ for 2010-2013 aims to strengthen trade unions of journalists and related media workers worldwide on issues of

   - **Union Rights:** To build union capacity for organising and collective bargaining to defend then rights of all workers in the field of journalism across all sectors and platforms
   - **Ethical Standards and Press Freedom:** To safeguard, nourish and reinvigorate the role of independent, professional and ethical journalism in its role as a cornerstone of democracy and freedom,
   - **Safety and Working Conditions:** To protect and defend the security, jobs, working conditions and labour rights of all those who work in journalism, whatever their employment status and wherever they work across the information landscape,

2. In implementing the Working Programme the IFJ Executive Committee shall adopt the following priorities for activity at global and regional level:

   - To work with affiliates to develop global, regional and national strategies in defence of settled rights in employment and in the quality of journalism,
   - To launch as appropriate actions and activities for recruitment and organisation of journalists and for the defence of the profession at regional and global level,
   - To build up inter-union solidarity mechanisms for affiliates to develop their campaigns globally and mobilise their members in support of each other in defence of social and professional rights,
   - To encourage and support bilateral cooperation of IFJ member organisations and regional groups through, for instance, joint union organising initiatives, international framework agreements and international works councils in multinational media companies,
   - To strengthen co-operation with the wider trade union movement, including new alliances with relevant Global Union Federations to examine the impact of change in the industry and a review of the approach to international framework agreements and the mapping of new ones,
   - In particular, to work closely in specific cases with the Union Network International at global and regional level, with the aim of building an alliance able to improve levels of trade union organisation and to defend journalists and all workers and their rights in the sector, while safeguarding the identity, independence and autonomy of action of the IFJ,

**Union Rights**

   - To consider the recommendations of the IFJ Future Group and to continue to monitor closely changes that are transforming our industry and our craft in the face of media concentration, globalisation of information and new forms of content creation and delivery,

**Ethical Standards and Press Freedom**

   - To continue to campaign for journalists’
rights and media freedom and against all forms of undue interference in journalism,

- To initiate a second stage of the Ethical Journalism Initiative involving targeted campaigns in defence of independent journalism and strengthening media accountability and self regulation,

- To give particular attention to the need for diversity and non-discrimination in journalism by supporting the creation of new networks and activities involving journalists’ unions and relevant civil society,

- To relaunch its campaign to defend and promote public service values in broadcasting and other sectors based on editorial independence, quality programmes and democratic and accountable systems of administration, and link it to the global campaign of the future of journalism,

- To strengthen IFJ regional offices and regional bodies and their work related to safety of journalists, professional development and trade union building and to encourage regional initiatives for financing activities, including co-operation with other human rights and media support groups to reach these objectives,

- To consider in particular the crisis facing international press agencies and the threats they face because of the contraction of traditional journalistic work and the rise of new sources of information,

- To prepare in co-operation with the human rights group Statewatch a new report on the impact of anti-terrorism policy on media freedom and rights of journalists,

- To organise during 2011 a world conference of journalists’ organisations to consider the impact of anti-terrorism legislation on the work of journalists and to build global solidarity within journalism against actions which limit civil liberties unnecessarily or which undermine the capacity of journalists to report freely,

- To continue the protection of sources and the author’s rights campaign in order to develop, establish, support and defend the intellectual property rights of all journalists and, faced with the growth of new information giants such as Google, to meet the challenge of defining new global rules for rights protection,

- To develop programmes to mainstream gender equality in journalism and within the work of the trade union movement, including further support for regional surveys and actions to confront the crisis facing women in our profession.

### Safety and Working Conditions

- To give priority to development of safety programmes for journalists and to strengthen co-operation with the International News Safety Institute and to take further steps to promote and develop the work of the IFJ Safety Fund,

- To review and re-organise its involvement in international institutions and give new impetus to its global campaign against impunity,

- To examine the scope for the creation of a global legal defence programme and to build a network involving the families of the victims of violence in media,

- To focus on the problems facing media workers and journalists in the most vulnerable conditions by developing mechanisms for opposing attacks on their rights and for lobbying aimed at reducing job insecurity,

- To examine and propose changes to the IFJ Constitution that will strengthen the IFJ
and its institutional framework and that will further allow the IFJ to flourish and enhance its capacity to defend journalists and their work.

To develop and promote project activities according to the priorities set out in this Working Programme,

To improve the scope of management of project information to ensure programmes that meet the agreed priorities and objectives established by IFJ member organisations, that they can be managed and developed at regional level and that they take advantage of all global and regional funding opportunities.

To carry out an audit of IFJ activities and to improve the efficiency of IFJ work, particularly by reducing the IFJ energy consumption and carbon footprint in line with the urgent need to take action to protect the environment,

To overhaul IFJ communications at global and regional level to increase the efficiency, visibility and the reach of IFJ material to enhance the Federation’s role as the global voice of journalists.

Recommendations

Converging media and the pace of change provide important challenges ahead – for the IFJ, for national unions and for individual journalists; challenges that can only be met by everyone recognising the scale of those challenges and by committing to work hard to define the tasks and to tackling them head on.

Here we outline some proposals and recommendations that we hope will contribute to building strong unions of journalists and, at the same time, reinforce the values of journalism, workers’ rights, democracy and equality.

Recommendations

A) To the IFJ

The IFJ must make the challenges set out in this report the main focus of its work in the coming years with sufficient funding and resources.

The IFJ must campaign vigorously for public policy positions that will reinforce the imperatives of independent journalism as a public good.

The IFJ must lobby governments, and work with civil society NGOs, community organisations and media support networks to develop public campaigns on the need to nourish and develop journalistic work.

The IFJ must develop and support actions aimed to increase funding of media and journalism by supporting innovation in the private sector and more public funding under strict conditions of editorial independence.

The IFJ must provide resolute leadership to national unions and to individual journalists on the importance of defending the role and work of journalists.

The IFJ must strengthen and continue to promote editorial independence and ethical conduct in all media across all platforms.
In Particular, the IFJ Action Programme must:

**Provide** a tool kit to all members to protect members during a crisis, specifically where companies are facing bankruptcy or threatening closure.

**Develop** a ‘periodic’ trends evaluation report covering all regions of the world for and building on the Monitoring Change Report.

**Use** the Monitoring Change website to highlight impact, good and bad, of changes on working practice and this reporting should be reinforced and established in all regional web-sites.

**Prepare** a survey, mapping exercise and audit of the current situation of media employment, based on the MEAA/NUJ model, and in co-operation with the international trade union movement and relevant Global Union Federations.

**Promote** greater exchange of information between national unions.

**Develop** a ‘good practice’ guide for media integration.

**Organise** seminars on recruitment in new media, share successes where they have occurred and provide a “how to” guide for recruiters.

**Provide** an online discussion forum for new media members to share experiences.

**Lobby** for integrated multimedia training.

**Investigate** the potential for innovation and new forms of ownership and funding of media and provide, with co-operation from others, a guide on potential alternative ownership structures including trusts, funding by government, foundations, philanthropies and shared ownership between the public and unions.

**Develop** new guidelines for media accountability that take account of the changed media environment and support independent journalism, and

**Promote** awareness within all areas of journalism of the need for professional standards, ethical guidelines and the need to respect the public interest obligations of journalists.

B) To Unions of Journalists

National unions must take up these challenges with urgency and enthusiasm and must, in particular,

**Ensure** a real commitment to ethics and good practice on behalf of existing and new members and in new arenas of communication (including blogs, and telecommunications).

**Resist** all forms of prior requirement to licensing to exercise journalism where this places journalism and journalists under the control of governments or other powers.

**Fight** for legal recognition of the professional rights of journalists including professional secrecy, free access to sources, recognition of a conscience clause, authors’ rights and the right to form unions and professional associations.

**Strive** to create alliances with other creators and communicators and relevant trade unions to promote a freer and more accountable public communication.

**Reinforce** campaigns and work to underline demand for decent working conditions, respect for international labour standards, editorial independence and a culture of safety in media.

In their **national action programmes**, unions should give priority to the following:

- To raise awareness within the membership on the real and important shifts occurring in the industry and to anticipate the stresses which are occurring for many workers because of these changes.
- To recruit and organise workers in new media and to make the structural and cultural changes to accommodate this change.
- To provide training and education for unions members to develop their unionist skills.
- To examine union structures to facilitate the involvement of staff, freelance, photojournalists and new media workers across the various categories and to consider the introduction of different membership.
categories if appropriate.

- To encourage new members to be allies for press freedom in the widening tent of journalistic practitioners.

- To reach out to freelancers by providing targeted professional services such as health services, legal advice, training and to encourage greater support, specifically in relation to collective bargaining agreements for freelancers.

- To establish new systems of self-regulation that reflects the changing media environment either with journalists or in partnership with editors or media owners.

- To support demands from the IFJ and others that all journalists, editors and media owners respect ethical principles.

- To encourage members to use new technology and new forms of journalism and to investigate the potential for skills training in this area.

- To use social media to foster new online communities, especially among freelancers.

- To provide leadership in the debates about sustainable solutions for industry, and ensuring that government, media owners and the public understand the serious challenges facing journalism and their role in its defence.

- To strengthen social dialogue with publishers, media organizations and press agencies.

- To campaign vigorously on well-defined issues and with strong messages.

C) To the Community of Journalists

Journalists themselves must makes themselves aware of the changes facing the profession and must ensure that they play their part in facing the future by supporting professional solidarity and, in particular they should,

Commit to the continued protection of and requirement for journalistic ethics.

Become active and support unions as they face up to the challenges of new media.

Embrace the best of the changing environment and make it work to sustain the best of journalism and in doing so grasp the real potential of journalists as a collective force in a rapidly dispersing market.

This entails engaging with the changing milieu of journalism, such as conversation, pro-am collaborations, new platforms like cellphones, and new tools for story-telling, while at the same time upholding ethical standards and the agenda-setting role of journalism.

Become involved in vigorous campaigning nationally and internationally.

Reach out to new media workers as colleagues.

Encourage union recruitment in the workplace.

Create clear, strong messages that underline the value of journalism in democracy and that reinforce the importance of quality and standards in journalism.
Motions Adopted

Persecution of Journalists and Impunity

1. Reinforcing campaigns against impunity
   **Proposer: Democratic Republic of Congo (SNPP)**

   The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain from May 25 to May 28, 2010,

   Considering the increasing number of assassinations of journalists and the growing number of attacks and aggressions against independent media in many regions in the world;

   Underlining with indignation that in 90% of the cases, perpetrators and silent partners of these assassinations and violence against journalists are not punished by law;

   Remembering the UN Security Council's resolution N°1738 which condemns deliberated attacks against journalists in particular and media workers in general during armed conflicts;

   Remembering again that crimes against journalists are against the society and consequently can't be unpunished;

   Deploring the shouting lack of political will to make lead investigations in order to dismantle organised crime in order to put an end to the reign of impunity who profit to the perpetrators of these wretched acts against journalists;

   Underlining finally the efforts made by the Executive committee since the Moscow Congress;

   The Congress

   **Asks** the new IFJ Executive committee to multiply and reinforce the public sensitization campaigns, the official missions, the high level meetings and the pressure in order to denounce vigorously the situation of impunity and to discourage the press freedom predators in the areas of Africa, Latin America and Asia,

   **Invites** the General Secretary to imply in the operational actions at the regional level, the high ranking officials of the Federation in order to initiate and/or to accelerate its own investigations relating to the assassinations and violence against journalists and the independent media

2. Impunity in Russia
   **Proposer: Russian Union of Journalists**

   The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

   Noting with concern the continuous violence against journalists in Russia, combined with the lack of action by the authorities who have so far investigated less than 20 % of all murders leaving unpunished the vast majority (not more than 20% of all journalist murders have been investigated, with most perpetrators and instigators of the crimes left unpunished, and journalists all over Russia are regularly assaulted and beaten);

   believing that solidarity and common action can affect the situation and end impunity;

   congratulating the IFJ, RUJ, Glasnost Defence Foundation and other organizations that participated in the creation of the first international report on investigations of journalist killings in Russia, Partial Justice;

   noting that, presentations of the report and the database of killed journalists in Moscow in June 2009 and in Dagomys in September 2009 gave way to a new stage of work in protecting journalists and ending impunity;

   further noting that, it is imperative to continue the actions launched in Russian regions,
Instructs the Executive Committee to

- give support for the continuation of the work on the report and the database to include beatings and other acts of violence against journalists and independent media representatives in Russia, with the help of IFJ experts;

- give support for RUJ’s actions in helping the families of killed journalists and for the Club of Killed Journalists’ Children;

- give assistance for coordination of a regional center of the Institute of News Safety in Russia, as a country with high risk conditions for journalists, with further span of the neighbouring countries as well.

3. Impunity
Proposer: National Union of Journalists (NUJ), UK and Ireland

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

Deploring that the killing of journalists worldwide continues unabated despite a decrease in the death toll,

Recalling the global strategy agreed at the 2007 Moscow Congress setting out a framework for campaigns against impunity, a review of the work of INSI and the involvement of all the affiliates in the global crisis response,

Applauding the effort by the IFJ and its affiliates to respond to major crises, such as the launch of the “Partial Justice” report and database in Russia, the humanitarian mission to Gaza and to the Philippines, the campaign against impunity in Mexico, the relentless effort to support Somali colleagues,

Noting the lack of progress following the adoption of UN Security Council resolution 1738 and the continued unwillingness of governments to abide by its provisions to protect media staff and punish the killers of journalists,

Further noting the serious crisis that has weakened INSI and prevented it from fulfilling its role in developing and implementing strategies for the safety of journalists,

Instructs the Executive Committee to

- continue making the safety of journalists one of its priority campaigns;

- building forthwith the capacity of IFJ regional offices to conceive, resource and implement safety programmes in their region;

- consider pursuing test cases in international and national courts against governments and killers of journalists. This should be done in conjunction with human rights and international lawyers organizations.

4. Support to Colombia
Proposer: National Union of Journalists UK and Ireland (NUJ)

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

Notes the continued threat to journalists and journalism in Colombia as a result of killings, disappearances, threats and intimidation

Condemns state surveillance of journalists, including unlawful interception of phone and email messages.

Applauds the work of FECOLPER in exposing these threats, campaigning for the rights of journalists and in building the capacity and work of the union in difficult circumstances

Calls on the IFJ to continue its support for the work of FECOLPER, in particular to prioritise assisting the union in building its capacity to tackle the crisis facing journalism in Colombia.

5. Safety Crisis and Culture of impunity in Africa
Proposer: National Union of Somali Journalists (NUSOJ)

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

noting the escalating safety crisis conditions under
which African journalists are working and the urgent need to protect African journalists and other media workers in hostile environment,

condemning, in the strongest terms possible, the continued killing of journalists and the complete lack of respect for their human rights,

further condemning the prevalent culture of impunity enjoyed by the perpetrators of crimes against journalists that encourages the continuation of unpunished crimes against journalists in Africa,

welcoming the decision of the African affiliates to address seriously the crisis of safety and impunity,

commending the decision of the Federation of African Journalists to establish the African Solidarity Fund (ASF) and making it function,

**Calls on:**

1. the Executive Committee to work with the Federation of African Journalists (FAJ) in mapping out a continent-wide strategy to protect African journalists and ensure their safety;

2. the Executive Committee to support FAJ to carry out campaigns to seek justice for murdered African journalists;

3. the Executive Committee to support FAJ in establishing a network of African safety trainers to help improve safety conditions of African journalists;

4. the General Secretary and the Administrative Committee to continue providing support to the victimised African journalists and their families;

5. the General Secretary and the Executive Committee to seek from IFJ members and friendly organisations resources to boost the African Solidarity Fund so that it can fulfil the aims it was established for.

**6. Solidarity and Support for Somali Journalists**

*Proposer: National Union of Somali Journalists (NUSOJ)*

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

**Condemns** unreservedly the killings of journalists in Somalia and lack of justice for murdered journalists and their families;

**Also condemns** all repressive acts against Somali media such harassments, arrests, media house closure and direct censorship;

**Disappointed** by lack of swift and practical actions to protect journalists and the news media organizations,

**Applauds** the National Union of Somali Journalists (NUSOJ) for its tenacious fight for journalists rights, media freedom and protection of media workers;

**Notes** with great concern abysmal working conditions in which Somali journalists work and increased exploitation of journalists;

The Congress:

1. **Instructs** the General Secretary and the Executive Committee to provide maximum support to the National Union of Somali Journalists to fervently champion its member journalists’ rights, stand for media freedom and social justice in complex and dangerous environment.

2. **Calls for** investigations into violations of Geneva Convention, which protects journalists in armed conflicts and the complete disregard of UN Security Council resolution of 1738 in Somalia.

3. **Regrets** that the world community, particularly the UN and the African Union, failed to immediately help restore peace and stability in the war-ravaged country.

4. **Reaffirms** the IFJ’s responsibility to defend the National Union of Somali Journalists, its members and leadership, and develop the union’s ability to defend and promote its members’ professional and social rights.

5. **Calls upon** the International community, trade union movement and press freedom
groups to provide satisfactory support and assistance to Somali journalists through the National Union of Somali Journalists as the legitimate and representative voice of Somali journalists.

6. **Reiterates** its call on all parties in the bloody conflict in Somalia to respect and protect the safety of journalists and to allow the journalists to do their work fearlessly.

**7. Protection for Journalists in Mexico**

**Proposer: National Syndicate of Written Press Workers and the Federation of Journalists of Latin America and the Caribbean (FEPALC)**

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

Deeply concerned over the serious humanitarian crisis in Mexico with at least 55 journalists killed since 2000, in a plot of drug trafficking, impunity and inactivity from the Mexican government,

Observing the constant wave of aggressions and threats against critical and independent journalists that increased self censorship as a protection mechanism,

Considering the main objective of the IFJ is to take measures on international level to defend press freedom and social justice through strong, free and independent trade unions of journalists;

Applauding the conviction of the National Syndicate of Written Press Workers to work on strengthening internally and raise its profile in the country to protect and promote the rights and independence of journalists;

Recalling the positive results that reflect the effectiveness and importance of IFJ offices such as the Centre of Solidarity in Colombia that provides humanitarian aid to journalists in that country since 2002;

**Instructs** the IFJ Executive Committee to:

1) **Defend** vigorously the protection of Mexican journalists by demanding authorities guarantee a free exercise of journalism in coordination with international instruments;

2) **Build** strategies to pressure multilateral organisms to condemn the inefficiency and cynicism of the Mexican government in the face of high impunity levels in crimes of journalists and aggressions against journalists and media workers in the country;

3) **Support** the following conclusions of the last Regional FEPALC Congress: Facilitate financial and technical resources to open an IFJ Centre of Solidarity for Journalists in Mexico, with three main objectives: Organise support and humanitarian aid for journalists, media workers and their families victims of violence; organise seminars, workshops and campaigns on press freedom and freedom of expression; promote and support professional solidarity among the journalistic community through trade unions;

4) **Participate** and actively support the process of establishing the committee for the protection of journalists, an initiative based on a Colombian model, initially approved by the Mexican government, but currently facing weak political will for progress and a slow implementation.

**8. Solidarity Fund for Latin America**

**Proposer: Argentinean Federation of Press Workers, the National Association of Journalists of Peru and the Federation of Journalists of Latin America and the Caribbean (FEPALC)**

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

considering,

Violence against journalists and media workers in Latin America has intensified while records show an increase in other forms of intimidation such as judicial harassment, illegal interception and
extortion through State advertisement;

In 2009, thirty journalists were killed, as a result of a systematic persecution. Journalists were victims of illegal or legal armed forces, groups linked to governments, organized crime, drug traffickers and other powerful groups;

Journalists must flee their hometowns, abandon their workplace and suspend working in journalism. Some escape danger with their families out of fear for imminent retaliations against their loved ones and to protect their lives;

Actions of solidarity among trade unions of journalists in Latin America, reinforced by international initiatives from the IFJ and the support of the IFJ Safety Fund have all contributed to saving the lives of journalists and their families;

A regional systematic programme to provide humanitarian aid to journalists, media workers and their families enduring safety emergencies or imminent risk does not exist in Latin America;

The National Association of Journalists of Peru and the Argentinean Federation of Press Workers have infrastructure, human capital, recognition and experience that have delivered good results: both unions have provided shelter to threatened Colombian journalists;

Agrees to:

Insist the IFJ Executive Committee makes fundraising with the trade unions in Argentina and Peru to establish safety houses that provide appropriate help and greater possibilities of survival for journalists in exile, a top priority for 2010.

Give special attention to the increase of aggressions against journalists in Peru with an intense awareness campaign on international level and disclosure of statements of the Peruvian union.

Strongly condemn the efforts of the government of Colombia to cover the deadly situation suffered by the press with false statistics and intense lobbying on international level, while refusing to recognize, admit and act upon the complex and troublesome situation of journalists in the country with at least 157 aggressions against reporters and 7 journalists murdered in 2009, with high impunity levels.

9. Respect for Press Freedom and Protection of journalists

Proposer: National Trade Union of the Moroccan Press (SNPM)

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

considering that several African States continue to infringe upon the freedom of the press and suppress journalists,

noting that these States persist in ignoring the appeals and demands of trade unions and other national bodies,

Asks the new Executive Committee to:

• draw up an action plan, in cooperation with the relevant affiliates;

• urge unions and international organisations to make their cooperation projects conditional upon respect for press freedom and the protection of journalists.

II. Media Crisis and Labour Rights

10. Suffering at Work

Proposer: Syndicat National des Journalistes (SNJ), France

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

Considering that the economic crisis and the current restructurings in the media industry severely hit journalists, in particular those who are in precarious situation;

Noting that at the occasion of lay-offs, management of media companies put pressure on the staff either to push them to quit or to force those who remain to fall in line;

Estimating that this is not only an inevitable consequence of the crisis, but very often a deliberate strategy of moral harassment by the management;

Considering that these practices are not humanly
acceptable;

Considering moreover that this situation has devastating consequences on the quality of information;

Asks the Executive Committee and the Secretariat to make the issue of suffering at work a priority for action, to launch a global campaign to raise awareness among journalists, their unions and the employers in order to fight against these practices.

11. Ensuring a high social status for all journalists
Proposer: National Union of Journalists – SNJ-CGT, France

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

noting that the distinction between the communication and information industries is tending to blur under the impetus of the groups who have taken control of them;

noting that the industrialisation of information is subject to an unprecedented strategy of deregulation;

noting that the ‘financialisation’ of industrial groups in the information and communication sectors is resulting in demands for increased profitability;

noting that industrial groups are internationalising by taking control of numerous companies, especially in countries offering potentially high profit margins;

noting that these groups have a tendency to outsource the tasks of collecting and processing information and to increasingly pass on certain editorial duties to service providers; at the same time noting that selection and coordination tasks are becoming more and more centralised and being entrusted only to employees in the corporate hierarchies;

noting that some editorial tasks are starting to be relocated to countries with low levels of social protection;

Resolves to step up its campaign to negotiate international framework agreements (IFAs) to guarantee a high level of social protection for information industry professionals working in the same group, especially freelancers, whatever country they work in.

12. Future of Journalism
Proposer: National Union of Journalists (NUJ), UK and Ireland

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

welcomes the setting up if the consultative group on the future of journalism in 2009 and the publication of its report, which will be launched at this Congress.

It also welcomes the EFJ’s adoption of a comprehensive declaration at their annual meeting in Varna, Bulgaria on 17 May 2009 – Journalism in the Vanguard of Change, which called for a continental campaign to revive commitments to public service values in media and quality journalism.

Congress recognises that journalism is facing both a crisis brought about by rapid technological change and the impact of the financial crisis brought about by the so called ‘capitalist credit crunch’.

Congress condemns the destruction that has been wrought in the industry in many countries by a few media companies. Their consolidation has brought in many cases unsustainable debt, profiteering and bloated executive salaries which left them unable to cope with the current advertising downturn or structural changes in the industry.

Congress equally condemns their response to the crisis which is to set off round after round of thousands of job cuts resulting in excessive and unhealthy workloads, lengthier hours, worse terms and conditions and a driving down of editorial quality.

Congress applauds unions and their members who have actively resisted such cuts and welcomes the success achieved, fewer redundancies and compulsory cuts and new pay deals.

Congress reaffirms that our response to this crisis must continue to be developed by our affiliates.
activities, in the light of regional and national circumstances.

In support to this action, and in the light of the report, Congress instructs the Executive Committee to:

(i) make the defense of jobs a key priority to secure the future of quality in our media;

(ii) ensure that the IFJ focus the majority of its resources on a “Back to Basics” campaign to provide information and active support to all the member unions where the crisis has hit and seriously resource the capacity building of our unions globally;

(iii) ensure the coordination of the industrial response by member unions to the crisis through protests and activities around key companies and industrial events and the lobbying of politicians and national and international institutions.

13. Stop labour deregulation in Latin America

Proposer: Colombian Federation of Journalists and the Federation of Journalists of Latin America and the Caribbean (FEPALC)

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010, considering the labour deregulation for press workers in Latin America is forcing a great number of journalists to sell advertisement to obtain a source of income as they do not earn salaries,

noting this system that has spread throughout Latin America does not just indicate media owners do not comply with legal labour obligations, but that they lease radio and/or TV broadcast time to journalists, or demand advertisement to publish an article, basically obligating the reporter to pay to work.

reaffirming labour deregulation undermines the quality of information and affects the right of citizens to information, as it is frequent that whoever grants an advertisement contract to a journalist is at the same time its source of information (an example is a local administration). In local media, public officials punish critical journalists by withholding advertisement contracts and reward journalists who sell their Independence.

knowing this legal extortion, -justified under the laws of a free market-, harms the basic principles of democracy, as society receives propaganda disguised as information in media, which negatively affects the reading of political, financial and social realities,

Instructs therefore the IFJ Executive Committee and its General Secretary to define and develop with FEPALC supporting policies for journalists working under this scheme and disclose their situation before governments and multilateral organisations.

14. Labour rights of journalists in Latin America

Proposer: Argentinean Federation of Press Workers and the Federation of Journalists of Latin America and the Caribbean (FEPALC)

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010, considering the working conditions of journalists and media workers in Latin America and the Caribbean have been undermined in most countries of the region, and media owners manage information as commercial merchandise, aim at increasing earnings with salary cuts and contract modifications that harm the rights of workers, resort to massive dismissal to respond to the crisis, and in some countries refuse to recognize trade unions of journalists, to dialogue and negotiate;

reaffirming the respect towards the rights of journalists to decent work conditions breeds pluralism, freedom of opinion, delivers high quality information to society and allows media organisations to carry out their duty in a democracy;

applauding the unity in the actions, solidarity, conviction and enthusiasm of the unions affiliated to FEPALC to defend the rights and interests of journalists and media workers in Latin America;

congratulating the affiliated union in Argentina and
FEPALC members in other parts of Latin America who worked jointly to carry out campaigns and events and document and denounce the violations of media owners against workers and society in general;

deplored the role of the Inter American Press Association (IAPA), representing the owners of at least 1500 media organisations, working intensely to position itself as the main source of information in the monitoring of violations to freedom of expression and press freedom while its members violate in their own countries the work rights of workers, and attack and destroy trade union organisations;

Instructs the IFJ Executive Committee to:

- Condemn, strongly and publicly, the indifference and hypocrisy of IAPA
- Demand IAPA members respect the work rights of the workers in their media companies
- Request IAPA members accept to establish a dialogue with the unions affiliated to the IFJ in each country of the region.

15. Crisis Facing the Media

Proposer: Federation of Spanish Press Associations, FAPE

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

noting that the current economic crisis is a worldwide phenomenon that has hit the journalism sector in all countries,

considering the specific circumstances that have occurred in Spain, where it is estimated that some 3,000 of the 20,000 or so journalists in this country were made redundant in 2009, i.e. 15% of the jobs in the sector were lost;

stressing, in addition, that many others are working under precarious conditions, whilst temporary employment is on the rise and that the redundancies were justified with the excuse that journalism corporations are suffering economic losses;

considering, however, that entrepreneurs did not use profits from previous years to upgrade their technological means and resources that would have enabled them to overcome the current crisis in a less traumatic fashion, so that redundancies seem to be for them now their only remedy, and they avoid taking alternative measures without an impact on employment;

The Federation of the Press Associations of Spain (FAPE) wishes to inform the International Congress that this situation is causing a serious loss of quality, as the heads of the leading newspapers themselves have acknowledged. This in turn entails an erosion of democracy and the critical capacity of citizens. It can moreover impair the independence of journalists and lead to a drop in confidence on the part of citizens in the work of these professionals.

Supports the following:

1) Call on journalism corporations not to cut jobs in the sector by citing the crisis, nor to give up on the quality that is needed for a sound democratic system;

2) Call on publishers to spare no technological and entrepreneurial efforts to adapt to the new economic situation worldwide;

3) Call on the government to keep a close eye on the loss of quality and entrepreneurial movements in the journalism sector, taking into account that it is one of the pillars of democracy;

4) Urge journalists to report any and all attempts to downgrade their working conditions, and not to be influenced by the economic situation of the company where they work, nor to accept, under such pretexts, political or ideological pressure that would change the quality and professionalism of their work.

Backs and supports the calls of Federation of the Press Associations of Spain (FAPE) on all social and political institutions to fight to keep the journalism sector strong and independent, with professionals working under decent conditions, as the only way that democracy can continue to consolidate.
16. In defence of training, experience, independence and the maintenance of employment guarantees

Proposer: FSC-CCOO (Federation of Citizens Services-Working Committees), Spain

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

noting that the trend towards impaired job security for employees in the news media -- with the replacement of structural positions occupied by experienced professionals having a professional ethic by new and dishonest forms of employment such as non-contracted sandwich students, bogus freelance workers or inexperienced professionals, with contracts for categories of work below the actual job done and agreements inapplicable to the media that jeopardise their working conditions;

considering also that it is causing a decline in the quality of news products, both for lack of experience and for the lack of job security and stability resulting from the replacement of contract employees with freelance workers without social security or collective agreements and with incomes well below established levels;

is convinced that therefore the advance of new generations of professionals must not provide a pretext for eroding established labour rights or for abandoning the ethical and professional principles of traditional journalism, its public service mission and fundamental rights.

Consequently, the Congress approves and recommends:

- The regulation, by law and collective bargaining, of the position of sandwich students in order to ensure that they really are students, who during their vacations learn the exercise of the profession on the job, and to ensure that they are not used to make up for absences due to holidays or sickness or to occupy other structural job places in order to cut wage costs and to undermine conditions of employment;

- The practical supervision of contracts to ensure that the proper degree of on-the-job training takes place and that this ceases to be an even more insecure form of access to the job market;

- The holding of training courses on collective rights and the inclusion of labour rights in official training programmes in order to make new graduates aware of the importance of defending their labour rights and not accepting low wages that will affect the quality of their jobs and their independence;

- The pursuit of proper regulation for piece workers and freelance workers, defining their rights and duties to safeguard the exercise of the profession both in the job context and as regards freedom of expression, fair pay, observance of copyright in the new media and their integration and representation within the trade unions.

17. The other crisis: The journalistic profession

Proposer: FSC-CCOO (Federation of Citizens Services-Working Committees), Spain

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

considering that the news media have been affected by the crisis through falling advertising revenue, though the major news groups and companies are still making profits and have exploited the economic downturn as a favourable opportunity to carry out major restructurings of their workforces, whose conditions of employment have been badly damaged;

believing also that apart from the job losses, the Spanish news media are experiencing an even more damaging effect, having a negative impact on the democratic system, namely, a crisis of the journalistic profession.

considering that Media editors, more concerned about increasing profits, are adapting their workforces to interests that bear no relation to the quality of the product supplied to the public.
believing that Editors’ routine practice shows how the profession is gradually moving away from the sacrosanct objective that journalists should pursue and that resources for - and interest in - investigating topics and exercising proper monitoring of the public authorities are diminishing which is causing a rapid decline of the profession with the consequence that confidence in journalists is steadily declining;

Believes that Society must realise that business practices of dubious ethical standards are damaging its right to accurate information and that the news media’s fear of losing the income provided by the authorities through public advertising and the chronic job insecurity in this profession pose a danger to the journalistic profession in Spain, whose quality is suffering as a result.

Consequently, the Congress supports the proposals of FSC-CCO to put an end to such a dangerous decline in the profession and urges the Spanish Government to adopt the necessary measures to ensure the free exercise of journalism through legal measures guaranteeing dignified working conditions protected by the collective agreements and by the negotiation with organizations and trade unions representing the industry.

III. Authors’ Rights and Copyright

18. Author’s Rights

Proposer: Danish Union of Journalists

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

Noting that the challenges of authors’ rights have increased by

- New information technology
- Demands for free access to knowledge, information and culture
- Companies demanding all rights of use without adequate compensation
- Governments pressured and lobbied by the global media and telecommunication industry to introduce presumption rules in favour of the industry etc.

Realising the adverse effects of this on the quality, diversity, authenticity and ethics of the press and the media in general the IFJ Executive Committee is urged to prioritize the focus on author’s rights.

The IFJ Congress in Cadiz 2010 asks the IFJ Executive Committee to appoint a member of the EFJ Authors’ Rights Expert Group to develop special expertise on Authors’ Rights issue.

Furthermore the IFJ Congress notes

- The importance of IFJ presence at international meetings and conferences such as the IFRRO annual meeting, the global network of author’s, meetings in WIPO and other conferences.
- The importance of discussions about legislation matters according to EU.
- The importance of providing the unions with opportunities to take an active part in the defence of authors’ rights and in collecting societies.

19. Defending and extending authors’ rights for journalists

Proposer: National Union of Journalists – SNJ-CGT, France

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

noting that the economic stakes associated with new communication technologies are huge, which is accelerating the ‘financialisation’ of the cultural industries and leading to unprecedented mergers under the impetus of major multinational groups;

noting that digital transformation allows a piece of information – whether text, static image or moving image – to be marketed on multiple media (paper, screen, mobile);

noting that new industrial conditions for the production and marketing of ‘information products’ are leading to the standardisation of such products, transforming the ‘production process’ (especially the acceleration of transmission) and causing the
products in question to be increasingly considered solely in terms of profit;

noting that encounters between industrial players in content and packaging and Internet service providers are resulting in agreements that jeopardise the employment status of employees;

noting that these factors favour the economic dimension of information at the expense of its quality, and that authors’ rights for journalists are being threatened by the big groups in control of the communication sector, where such rights exist;

noting that the threat to authors’ rights for journalists is accompanied by worsening working conditions for journalists, layoffs and substantial cuts to editorial budgets;

noting that industrial players in news content are tending to increase the number of spinoffs, as these are thought to generate very high profit margins;

noting that the industrial groups in control of communication and information are increasingly lobbying to impose the copyright system;

Resolves to conduct a large-scale awareness campaign on the issue of authors’ rights as a component of the status of journalists and a guarantee of high-quality information.

Makes sure to respond to the industrial players’ claims that authors’ rights hinder the circulation of information by proving that authors’ rights are an integral part of human rights and a prerequisite for providing high-quality information to the public, asserting that these rights have never stood in the way of information being channelled via different platforms.

and finally, encourages member organisations to open negotiations on authors’ rights in countries where there is not yet any relevant legislation.

20. Intellectual property and authors’ rights and related rights for journalists

Proposer: Federation of Spanish Press Associations, FAPE

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

noting there are different types of legislation on intellectual property as regards journalists throughout the world;

knowing that intellectual property is recognised and regulated in some countries but not in others, and in others there is still a legal vacuum on the matter;

The Congress calls upon the Executive Committee of the IFJ to develop a campaign to strengthen in all countries the control of journalists of their own professional work and their rights as intellectual authors;

The Congress urges the Executive Committee to do so on the basis of the following:

1. The journalist as subject of authors’ rights and related rights

1.1 Problems with considering the medium as collective work.

2. Journalist’s moral rights

2.1 Respect for the integrity of the work.

3. Rights of exploitation of the journalist’s work

3.1 Transfer of the journalist’s copyright and related rights

3.1.1 Transfer of the salaried journalist’s rights

3.1.2 Transfer of the employee’s or journalist’s rights to the piece

3.1.3 Use of the journalist’s work on the Internet

3.1.4 Use of the journalist’s work in other media of the group for which she/he works or is associated with

4. Reproduction of the journalist’s work by third parties

4.1 Authors’ rights and press clippings.

4.2 Reproduction of the journalist’s work by other news media

5. Right to oppose the reproduction of the journalist’s work against the will of the author.
Taking into account the previous premises, the Congress urges the Executive Committee to extend the global debate in all national and international institutions to spread the defence of journalists’ authors’ rights and to avoid the use of her/his professional work against her/his will.

IV Trade Union Work

21. Union Development in Congolese Media Houses

Proposer: The Federal Union of Communication Professionals (FESYTRAC), Congo-Brazzaville

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

Considering the diagnosis as well as the solution approaches outlined by the participants to the colloquium on «The practice of journalism in Congo: what future for the profession» organized on December 8 – 10, 2009 in Brazzaville, and taking into account the role devoted to each stakeholder in the Congolese media for the implementation of the recommendations issuing from this colloquium;

Considering the efficiency of union action in a country depends entirely upon the unionists’ ability to master the new technological developments as well as the legal environment;

Considering Congolese media houses are characterized by insufficient infrastructure, a deficit in union and professional training, the generalized crisis of values, a poor management of their staff, the paucity of programs and content in the medias and the lack of funding sources for independent media houses, the journalists’ fear to belong to a union and better defend their rights;

Considering no democracy can be consolidated without a really free and independent press that is free from any political pressure,

Requests the International Federation of Journalists (IFJ) and the Federation of African Journalists’ (FAJ) support in the design and implementation of a two-year 2010-2011 program on Union development in media houses and press businesses in Congo Brazzaville, namely for the various types of training for journalists and other media professionals, and for the owning or mastering of national and international texts about the journalists’ rights and duties throughout Congo and by way of workshops, seminars and colloquia or through other methods for imparting and acquiring knowledge.

22. Trade Union Development in Latin America

Proposer: Syndicate of Journalists of Paraguay and the Federation of Journalists of Latin America and the Caribbean (FEPALC)

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

considering the number of journalists and media workers affiliated to unions in Latin American countries such as Uruguay and Brazil have grown, showing important advances which have meant a direct improvement on work conditions and collective agreements, in other countries, -especially in Central America-, there is great hardship to recruit workers for trade unions.

noting this is due to several reasons: persecution of union activists by media owners, no protection for trade union rights from governments and governments involved in efforts to stop the growth of trade unions. Just in Colombia the word union can cost lives.

Instructs the IFJ Executive Committee to:

1) Develop campaigns and support strategies to recruit thousands of journalists and communications workers for trade unions of journalists and media workers affiliated to FEPALC in Latin America.

2) Implement a financial and technical programme that adjusts to trade union necessities identified by FEPALC in Latin America, to modernize and strengthen the fights each organization carries out on national level.
23. Supporting trade union work in the Arab world

Proposer: National Trade Union of the Moroccan Press (SNPM)

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

considering the importance of effective work by journalists worldwide in the face of problems associated with globalisation, security and serious infringements of labour laws and trade union rights,

confirming the need to support trade unions in the Arab world in their efforts to safeguard democracy and the freedom of information,

recognising that the trade union development programme in several Arab countries, as well as regional meetings, require effective collaboration to strengthen press freedom and human rights,

Urges the new Executive Committee to:

- strengthen these programmes in the said groups and incorporate them into a regional strategy, as defined in the IFJ Constitution.

V News Agencies

24. The IFJ actively defends international press agencies

Proposer: National Union of Journalists – SNJ-CGT, France

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

Considering the fundamental role of international agencies in alerting professional journalists, and collating, circulating and contextualising information for billions of end readers, listeners, television viewers and internet users via all written and audiovisual media and the internet;

considering that, as a result of the crisis, publishers – faced with falling advertising revenues and concerned with the profitability of their groups – are attempting to save money by reducing their international coverage, closing correspondent positions abroad and prioritising trivial news, celebrity gossip, storytelling, minor stories, participatory journalism and entertainment instead of general news that has been verified, cross-checked and contextualised;

considering that major international multimedia groups are pulling out of international agencies at the expense of readers and their editorial content, prioritising packaging over content;

considering that this threatens the existence of said international agencies and their global networks, tangibly jeopardising the quality of information and people’s understanding of a world undergoing significant change, and prioritising an introverted assertion of identity;

considering that we live in a world where information is continuously relayed and universally available, at all times and in all formats (internet, TV, mobile phones, etc.);

Believes that agencies play a vital role in pluralism and in the provision of comprehensive high-quality news.

Against this backdrop, the IFJ Congress expresses grave concerns about:

- the future of international agencies and their economic models, which could potentially be under threat from the structural crisis in the press and from the quest by media industrialists for maximum profit, as evidenced in the Thomson group’s recent restructuring of Reuters;

- the threats to the independence of the AFP, whose governing body is planning to change the agency’s current status so it is entirely financed and controlled by the Sarkozian state;

- the threats facing the network of news agencies after the hundreds of recent redundancies accompanied by the closure of several non-Anglophone departments.

The delegates of the IFJ make a formal appeal to the UN, UNESCO, governments and publishers to ensure that the role of agencies with independent editorial lines is safeguarded, to promote news with an international outlook, as opposed to the use of
the media to control people’s thinking, which is a way of undermining democracy, and to ensure that communication does not prevail over information.

25. Working conditions of journalists in international news agencies and global media

Proposer: National Syndicate of Press Workers of Venezuela and the Federation of Journalists of Latin America and the Caribbean (FEPALC)

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

Considering that workers of international news agencies and other global media are affected by the casualisation processes and multimedia convergence that weaken fair work and social conditions,

Noting that IFJ and FEPALC share the common objective of addressing the difficulties of workers of international news agencies, to improve working conditions and provide guarantees in the development of their duty that constantly seeks quality journalism,

Believing that journalists and organizations must defend the principles and values of freedom of expression and the right of the people to be informed in an inclusive and participatory democracy,

Believing that political and financial influences attempting to interfere with the right to publish, broadcast and exercise free journalism must be equally condemned,

Knowing that our organisations have historically responded to the commitment of respecting, promoting and defending the principles and rights in the Universal Declaration of Human Rights, the International Labor Organization and ILO Declaration on fundamental work rights and principles,

Agrees to:

Adopt as an IFJ work guideline over the next three years, the design of instruments that strengthen the defense of expectations and rights of workers in international news agencies.

Consider among those instruments the possibility of submitting for discussion an international framework agreement with one or more news agencies or global media, in accordance with the idea of setting up an international social dialogue that shields the global labour movement.

VI Public Broadcasting

26. In defence of an independent public broadcasting service, in all the media and with an adequate and constant level of funding

Proposer: FSC-CCOO (Federation of Citizens Services-Working Committee), Spain

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from 25 - 28 May 2010,

Considering that the public broadcasting service now faces three major challenges that will determine its place and future in a society of information, communication, education and leisure and

Believing that the same public broadcasting has to ensure its independence from the political authorities, receiving to that effect adequate funding to perform its present and future missions and to allow a development in all the new media.

Decides

- To struggle to guarantee the independence of the public broadcasting service and to prevent direct or indirect influence by the political authorities, so that the public broadcasting service can remain one of the cornerstones of a democratic and pluralistic society that protects cultural diversity, despite the mergers of private news media.

- To champion adequate and ongoing funding for public broadcasting companies in order to meet both present and future economic challenges, to maintain the stable level of employment necessary to provide a quality public service, to ensure the necessary investments to guarantee continuity of broadcasts, with services on the new media, and to maintain dignified working conditions
for employees.

- To ensure that the work of professionals in these media is appropriately adapted to the technological changes, since the advent of the Internet and the appearance of new on-line and on-demand services and new broadcasting platforms (DTT, ADSL, mobile telephones, etc.) are profoundly altering consumer behaviour.

Consequently, Congress expresses its will to guarantee public broadcast companies’ access to and presence in the new digital media essential to continue to fulfill and develop their public mission.

VII IFJ Internal Issues

27. IFJ Working Languages
Proposer: Syndicat National des Journalistes (SNJ), France

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 – 28 May, 2010,

Considering that the efficiency of the work of the IFJ implies that the organisation is able to reach out to journalists who do not all have the same language background;

Considering that in an increasing global world, respect for cultural diversity is paramount;

Considering that the three working languages of the IFJ are English, French and Spanish;

Recalling that multi-linguism was regularly reaffirmed over the years by the IFJ Congress;

Noting however that according to reports by the secretariat there is a strong unbalance between documents released in English and the two other languages, French and Spanish;

Asks the General Secretary to make sure that equality of treatment between the three working languages of the IFJ, both in external communications and in the internal functioning of the IFJ, and to report regularly to the Executive Committee;

Invites also the General Secretary to promote any initiative allowing the IFJ to address itself to journalists in their mother tongue each time it is possible.

28. Staff Contracts
Proposer: National Union of Journalists (NUJ), UK and Ireland

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

reaffirming the principles enshrined in clauses 26 and 33-37 of the IFJ constitution spelling out the overriding prerogatives of the Executive Committee/Administrative Committee in supervising the activities of the Federation and taking actions and decisions.

Instructs the Executive Committee to ensure that all the contracts and job descriptions it issues to staff at IFJ headquarters and its regional offices are strictly in line with the provisions of the IFJ constitution.

29. Future of the Regions
Proposer: National Union of Journalists (NUJ), UK and Ireland

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from 25- 28 May, 2010,

reaffirming its policies on developing the IFJ regional groups and building their capacity to bring together and organise unions and associations within their region,

applauding the efforts of some affiliates to consolidate continental and regional groups, in particular in Africa and in Latin America,

congratulating the Federation of African Journalists (FAJ) and the Federation of Journalists of Latin America and the Caribbean (FEPALC) for the success of their recent congresses,

welcoming the decision by the IFJ affiliates in the Arab world to set up their own regional group and the aspiration by affiliates in Central Asia to organise a group during this Congress cycle,

noting the conferences and seminars to decide priority work and policies organised in the Asia-Pacific region,

Instructs the Executive Committee to:
• ensure that the regional offices are fully equipped to discharge policies and working programmes resulting from the regional congresses and the decisions by the emerging regional leaderships,

• give new impetus to the IFJ regional offices by increasing their capacity to service the work of the emerging regional leadership,

• train staff in the regional offices as they take over the main functions of organising continents and sub-regions and implementing decisions of regional congresses, such as bidding for outside funding or organising safety work,

• review the role of the functions carried out at IFJ headquarters once regional offices start developing their own capacity.

believesthat during these times of crisis, strengthening the ability of women to contribute on all levels only strengthens the unions as a whole,

further believes that as gender issue aspects belong in all working groups, committees, projects and conferences of the IFJ, that the working rules for expert groups do not cover this unique position,

and recalling the IFJ policy of mainstreaming gender issues into all projects, conferences, committees, working groups and councils of the IFJ,

Instructsthe Executive Committee to:

• designate the General Secretary to work with the Gender Council to assist in the construction of the formal working rules document, based on the decisions of the Gender Council in this matter.

• review and construct a sufficient working budget, in collaboration with the treasurer, based on executing and implementing the working programme of the council.

• review and construct collaborative pathways, so that the regional expertise of the members of the Gender Council, may contribute regularly in projects, conferences, committees, working groups and councils of the IFJ, in order to both ensure mainstreaming and continuity.

30. Gender
Proposer: National Union of Journalists (NUJ), UK and Ireland

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

Reaffirms policies on gender passed at the Moscow Congress in 2007 setting up the framework for the Gender Council to create, in cooperation with the Executive Committee, working rules in order to strengthen and formalise the work done by the council,

notes the tremendous work and levels of cooperation of the members of the Gender Council behind this work, and of the necessity of working slowly to allow for translations, so that all voices may be heard and contribute,

and further notes the success of the global midterm Gender Council Meeting and conference on ethics in May of 2009 where each and every region contributed to the final statement, and for the first time the tremendous growth and strength developing among the many new female union leaders, especially in the Latin America, Africa and the Middle East, became clear in the energy, belief and initiatives brought to the development of the next level of the council,

believesthat during these times of crisis, strengthening the ability of women to contribute on all levels only strengthens the unions as a whole,

further believes that as gender issue aspects belong in all working groups, committees, projects and conferences of the IFJ, that the working rules for expert groups do not cover this unique position,

and recalling the IFJ policy of mainstreaming gender issues into all projects, conferences, committees, working groups and councils of the IFJ,

Instructsthe Executive Committee to:

• designate the General Secretary to work with the Gender Council to assist in the construction of the formal working rules document, based on the decisions of the Gender Council in this matter.

• review and construct a sufficient working budget, in collaboration with the treasurer, based on executing and implementing the working programme of the council.

• review and construct collaborative pathways, so that the regional expertise of the members of the Gender Council, may contribute regularly in projects, conferences, committees, working groups and councils of the IFJ, in order to both ensure mainstreaming and continuity.

31. IFJ Office in India
Proposer: Indian Journalists’ Union

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

congratulates African affiliates for their efforts in establishing and consolidating the Federation of African Journalists. Congress in particular recognises the special emphasis in creating five sub-regions and setting to reinforce their capacity to bring together affiliates to serve them has proved the most practical and efficient way of organizing a continent as big and diverse as Africa.

believesthat the setting of sub-regions should be emphasized whenever possible in other continents.
further believes that Asia is another continent that is wide and diverse and a similar approach should be considered to build the capacity of the sub-region.

As a start Congress instructs the Executive Committee to open an office in the Indian sub-continent and establish a sub-region there.

32. Federation of African Journalists (FAJ)
Proposer: National Union of Somali Journalists (NUSOJ)

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

noting with great concern the serious violations of freedom of expression and freedom of association in Africa,

deploRing the attempts to undermine journalists’ unions and associations by creating disunity and lack of cooperation among journalists in Africa,

noting the urgency of strengthening trade union capacity of journalist unions in Africa to organise all “unorganised” journalists and other media workers to improve their working conditions,

welcoming the efforts of IFJ African affiliates, in particular in the sub-regions, that resulted in record levels of cooperation and solidarity between African journalists,

congratulating IFJ African affiliates for formally establishing the Federation of African Journalists (FAJ) and realising landmark achievements,

acknowledging the leadership provided by the Steering Committee of the Federation of African Journalists towards African journalists’ issues and the valuable support provided by the IFJ Africa office,

1. endorses and recognizes the Federation of African Journalists (FAJ) as the African regional organisation of the IFJ in the continent of Africa.

2. instructs the General Secretary and the IFJ Executive Committee to:

- give maximum support to the leadership of FAJ to execute its mandate.
- assist the FAJ in the successful implementation of its working programme.

VIII Other

33. Journalists rights in transition countries
Proposer: Russian Union of Journalists (RUJ)

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

noting with great concern the violations of journalists’ rights and freedom of speech in many transition countries of Eastern Europe and Asia, aggravated by the economic recession;

further noting that, the defense of journalists’ rights and the delivery of international support for journalists in the regions (around 300 thousand people) presents a serious challenge in view of the total absence or the lack of capacity of local professional unions;

believing that addressing freedom of speech related and other problems facing journalists in the region, requires a careful analysis of the situation and development of relevant strategies,

Instructs the Executive Committee to

- give assistance for the commissioning of a detailed analysis of the situation regarding journalists’ rights, labor market and freedom of speech in the region,
- give assistance to the establishment of independent networks of journalists in the region, in light of previous experience, with the long-term goal of access to IFJ membership,
- give support to the RUJ’s efforts in developing and consolidating cooperation between various journalist groups in the region, and for holding a regional conference.
on independent journalist initiatives,

- cooperate with the RUJ in the setting up of an IFJ coordination center in Eurasia.

34. Dialogue of Trust
Proposer: Russian Union of Journalists (RUJ)

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

understanding that journalism as a profession is undergoing a crisis worldwide, caused not only by new economic and technological challenges, but by the loss of trust between mass media and society, society and the state and representatives of various countries and cultures;

believing that only common action by journalists all over the world can change the state of affairs;

noting the fact that, in recent years, important discussions on preserving the basic values of journalism have focused around the book, The Ethical Journalism Initiative, and in 2009 the IFJ, in cooperation with UNESCO and RUJ, has launched a series of international meetings and broad discussions under the title The Dialogue of Trust, which have resonated around Europe, Asia and Americas;

further noting that, even though The Dialogue of Trust widens the scope of IFJ work, new crisis conditions call for new solutions and strategies, more flexibility and transparency for the sake of journalism as a unique field of work, not limited to technologies and mere information processing but serving in many ways as a moral compass of a society,

Instructs the Executive Committee to

- make The Dialogue of Trust a priority line of work for the upcoming period,

- develop a global strategy for dialogues, meetings, and other events worldwide, in order to stimulate a real discussion between journalists, civil society and representatives of arts and culture, in the name of preserving journalism as a profession with high ethical and quality standards,

- call on IFJ member unions to send their proposals on further developing The Dialogue of Trust theme in other world regions, in line with global cultural diversity.

35. Against Advertising for prostitution in the media
Proposer: Federation of Spanish Press Association, FAPE

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

considering that some newspapers publish advertisements promoting prostitution;

stressing that this kind of publicity degrades the image of human beings, especially women, and sometimes contributes to the work of illegal trades;

recalling that the Federation of the Press Associations of Spain (FAPE) approved, at its annual meeting in Zaragoza in 2008, and ratified at its annual meeting in Seville in 2009, the call to withdraw adverts for prostitution placed in Spanish dailies;

considering that such adverts are financed through prostitution, which is at times tantamount to sex slavery;

Supports the call of FAPE to the Spanish authorities for government economic aid to the press be made conditional on the disappearance of such adverts.

The Congress also agrees with FAPE considerations that the publication of adverts for prostitution is particularly serious in dailies that are used as teaching material in educational establishments, so that such reading programmes should make exclusive use of titles not financed with such adverts.

In this regard, the Congress welcomes FAPE campaign and supports the initiatives pursued by several groups of the Spanish civil society to reach this objective.
Urgent Motions Adopted

I. Persecution of Journalist and Impunity

1. Intensifying Press Freedom Restrictions in Cameroon and Support for National Syndicate of Cameroon

Proposers: National Union of Somali Journalists (NUSOJ) and Burundi Journalists Union (BJU)

The World Congress of the International Federation of Journalists meeting in Cadiz from May 25-28, 2010,
Condemning the assaults and intimidations against journalists in Cameroon since January 2010;
Demanding justice for the death of journalists Bibi Ngota who died in pre-train jail in Yaoundé;
Extremely concerned about criminalization of media offense and use of criminal defamation to silence independent media;
Agrees to:

1. Instruct the IFJ General Secretary to push Cameroonian government to respect and protect press freedom and rights of journalists.
2. Endorse the report of Solidarity mission that was carried out by the Federation of African Journalists (FAJ) in May 2010.
3. Mandates IFJ General Secretary to lead the international campaign of setting up independent and professional self-regulatory mechanism to promote press freedom and media professionalism.
4. Instructs the IFJ General Secretary and the incoming Executive Committee of IFJ to provide maximum financial and political support and solidarity for the National Syndicate of Cameroonian Journalists to strengthen its institutional capacity, to organise & recruit journalists, to promote & protect press freedom & safety of journalists and to lobby for legal reform.

2. Repression in Eritrea

Proposers: Rwanda Journalists Union (RJU); Burundi Journalists Union (BJU); National Union of Somali Journalists (NUSOJ); Uganda Journalists Union (UJU); Eastern Africa Journalists Association (EAJA); Federation of African Journalists (FAJ)

The World Congress of the International Federation of Journalists meeting in Cadiz from May 25-28, 2010,
Noting with great concern Eritrea’s position of press freedom and human rights as it stands as the worst country for journalists in Africa;
Condemning the arrest of one of the most famous and experienced Eritrean journalists, Mr Said Abdullahi in March 2010;
Deploiring the inhuman conditions in which 30 journalists and other media workers are kept incommunicado in notorious prisons;
Extremely concerned the very poor physical and mental health of journalists which resulted in at least four journalists to die as they were being kept in appalling prison conditions;
Supporting the resolution of the Continental congress of the Federation of African Journalists on 27-28 March 2010 in Harare about the oppression of journalists and entire freedom of expression;
Resolves to:

1. Express IFJ World Congress’s despondency about the silence and lack of concern of the African Union, European Union and the United Nations about the mounting repression of press freedom and freedom of
expression in Eritrea.

2. Instruct the IFJ General Secretary and the incoming Executive Committee of IFJ to carry out a swift, robust and global campaign, including a mission, to secure the release of journalists held incommunicado and to co-ordinate this work with the Federation of African Journalists (FAJ) and Eastern Africa Journalists Association (EAJA).

3. **For the Decriminalisation of Press Offences in Africa**

   **Proposers:** SNPP (DRC) and the SNJC (Cameroon)

The World Congress of the International Federation of Journalists meeting in Cadiz from May 25-28, 2010,

Considering the various cases of judicial harassment, intimidation by military and police forces, and the torture of journalists in relation to their work by secret services agents; against journalists in the course of their duty;

Concerned by the increasing number of journalists jailed in relation to their work and opinions in Africa, regarding the 2009 Press Freedom Report;

Shocked by the recent death of journalist, Germain Cyrille Ngota Ngota, alias Bibi Ngota under questionable circumstances in the cell of a prison in Yaounde, Cameroon, where he was detained with two other colleagues without trial;

1. Supports the unions engaged in campaigns to reform repressive press laws which refer to the penal code to punish press offences;

2. Calls on the IFJ Executive Committee to raise funds to support morally, materially and financially the fight of African unions for a quick decriminalisation of press offences in our countries;

3. Exhorts the IFJ Executive Committee to initiate solidarity missions, in consultation with the leaders of the Federation of African Journalists for all journalists in jail in Africa, particularly in Eritrea;

4. Encourages FAJ leaders to start reflecting at the continental level on access to public information sources, which is the cause of a lot of cases of imprisonment for journalists trying to check sensitive information, or failing that, publishing allegations.

4. **Support for Venezuela’s National Union of Press Workers (SNTP) in its call for an inquiry into the death of press photographer Jorge Durán**

   **Proposer:** National Union of Press Workers (SNTP).

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from 25-28 May 2010,

Agrees to support Venezuela’s National Union of Press Workers (SNTP) in its call for an inquiry into the death of press photographer Jorge Durán.

Agrees to grant its solid support to the National Union of Press Workers (SNTP) in its call for an inquiry by the competent authorities of the Venezuelan State into the circumstances surrounding the sudden death of press photographer Jorge Durán, an employee of the Venezuelan Interior and Justice Ministry, on 22 April 2010, while on a journalistic assignment at an inhospitable location on the Colombian-Venezuelan border, where he was forced to work without his employer having taken the necessary safety and precautionary measures for journalistic activities in risky areas.

Expresses Solidarity with other Venezuelan colleagues who worked with Jorge Durán, and whose lives were in danger during that same assignment.

Exhorts Venezuela’s Public Prosecutor’s Office, National Assembly and Ministers of Labour and the Interior to conduct an exhaustive and impartial inquiry into the case with a view to applying whatever administrative and/or penal sanctions may be appropriate against the parties responsible.

5. **Iran**

   **Proposer:** Association of Iranian Journalists (AolJ)

The World Congress of the International Federation
of Journalists; meeting in Cadiz, Spain, from 25-28 May 2010;

Noting with great concern the campaign of repression against the media in Iran and the appalling violations of journalists’ rights and freedom of expression, including freedoms of press and association;

Deploring the arrests and detention of more than one hundred journalists since the disputed elections in June 2009.

Deploring the closure of the headquarters of the Association of Iranian Journalists (AoIJ) on 5 August 2009 and the arrests of several members of the AoIJ leadership, including Badrossadat Mofidi, the AoIJ General Secretary who has been detained, since December 2009, without charge and with long spells in solitary confinement.

Deploring the closure of a dozen newspapers and the blocking of hundreds of websites and jamming of airwaves to prevent information from filtering in and out of Iran.

**Calls on** the Iranian authorities to put an end to the massive media clampdown and release up to 20 journalists currently jailed including Badrossadat Mofidi, and reopen the office of the Association of Iranian Journalists.

**Reaffirms** the IFJ global network’s solidarity with Iranian journalists and the AoIJ.

**Calls** for the opening of a new chapter in the relations between media and Government which excludes threats and repression, and in which the government re-establishes a climate of trust and democratic debate.

6. Freedom for Journalists in Jail in Turkey  
**Proposer: TGS, Turkey**

The World Congress of the International Federation of Journalists meeting in Cadiz on 25-28 May 2010, Noting that there are 46 journalists and press workers in jail in Turkey. Most of them are detainee not sentenced. There are 15 more journalists who were detainee in the past for 6 months in average, they are free now but still on the trial under the threat of jail sentences.

Concerned that taking journalists into custody for long terms converts to an execution without due process and this creates a bleeding wound at the Turkish democratic life.

Noting that besides the trials at custody, there are more than 700 cases at courts against journalists either on the criminal suits or libel suits. Many newspapers have being faced closure sentences. Thousands of web sites have been banned to access in Turkey.

Considering that under these legislations, Turkey transforms towards being a country punishing journalists who make their jobs well in accordance with the professional journalistic codes.

When we evaluate the all events together, the increase in pressures over media either financially or legally and illegally, increase in physical attacks and threats against journalists, closures and picking up newspapers, bans on websites, the World Congress of the IFJ worries about it would be getting worse the deplorable climate of fear that surrounds the exercise of journalism in Turkey.

The World Congress of the IFJ evaluates that the pressures, investigations and the trials concentrating on the critical and independent journalists is the main indicator of driving by political bias on these events and cases.

The World Congress of the IFJ concerns about the increase in the number of journalist who are in jail, at custody, as detained or under investigation in the case of the current legislation stands.

Within that perspective,

The World Congress of the IFJ **demands** that all detainee journalists in jail in Turkey should be released immediately and supports the campaign on that issue that has been launched on 24th May 2010 by Journalists’ Union of Turkey which is affiliate of the IFJ.

The World Congress of the IFJ **calls** Turkish government to take initiative to make crucial changes at the related provisions of the Turkish Penal Law and the Anti-Terror Law.

The World Congress of the IFJ **calls** Turkey to respect
the decisions taken by European Court of Human Rights, the universally adopted general values of the humanity, the fundamental human rights and the general principles of law.

II. Media Crisis and Labour Rights

7. Message of Solidarity to Workers of “Journal de Montreal”
Proposers: AGJBP (Belgium); SNJ-SNJ-GGT and CFDT (France) and CP(Canada)

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from 25-28 May 2010,

pays tribute to the fight that 253 employees of the «Journal de Montréal», who were victims of a lock-out on January, 24th, 2009 and who, deprived of their voice, set up a newspaper online (www.ruefrontenac.com) to keep playing their role of «watchdogs of democracy».

denounces the newspapers’ publishers’ attitude: he has been refusing any social negotiations for almost 500 days.

asks the IFJ’s Executive Committee to send a solidarity message to the workers of the «Journal de Montreal» and to offer them the expertise they would need to unblock this intolerable situation.

III. Trade Union Work

8. Freedom of Association
Proposers: National Union of Somali Journalists (NUSOJ); The Gambia Press Union (GPU); Burundi Journalists’ Union (BJU); Syndicat National des Journalistes du Cameroun (SNJC); Association of Djiboutiens Journalists (AJD); Nigeria Union of Journalists (NUJ); Syndicat National des Professionnels de la Presse (SNPP); Rwanda Journalists Union (RJU);

Media Workers’ Association of South Africa (MWASA); Uganda Journalists Union (UJU); National Union of Ethiopian Journalists (ENJU)
The World Congress of the International Federation of Journalists meeting in Cadiz from May 25-28, 2010,

Noting the attacks on human and trade unions rights in the Gambia, Somalia, Tunisia and Uganda as well as Cameroon and Nigeria in the first part of 2010;

Believing that this latest series of assaults on freedom of association, and core labour standards highlights a continuing crisis for journalists and their unions across much of Africa and beyond;

Confirming the IFJ’s role to promote unity and solidarity among unions of journalists and other media workers in the world;

Insisting that the universal, inalienable and indivisible nature of human rights must be reflected in the working and living conditions of journalists and must guide IFJ relations with other unions, federations, employers and the State;

Condemning the continued violations of free association by employment policies which are designed to lower wages and working conditions;

Deploiring increasing acts of interferences in the internal democracy of journalists’ trade unions by States and non-state actors;

Rejecting all attempts to create disunity among journalists;

Instructs and mandates the IFJ Executive Committee and its General Secretary:

1. To urgently develop fresh campaigns and actions to promote freedom from all forms of political interference and injustices against journalists unions;

2. To enter into agreements with other federations or unions only when there is mutual respect for and promotion of free association and free expression, as well as opposition to oppression and exploitation of journalists;

3. To promote freely chosen, justly remunerated, decent, secure and productive employment in
4. To join with other unions and federations to strengthen the role of the ILO, and for the universal application of international labour standards.

9. **Unifying Congress in Tunisia**

*Proposer: National Syndicate of Tunisian Journalists (SNJT)*

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from 25-28 May 2010,

Supporting the unity of the Syndicat National des Journalistes Tunisiens (SNJT) and its independence,

Applauding the courage of the Tunisian journalists involved in the fight for press freedom,

Supports the decision of the Tunisians colleagues to organise a unifying Congress in December 2010, in order to reinforce the capacity of Tunisian journalists and their solidarity, to meet the challenges of the future,

Insists on the fact that only an independent, united and strong union can defend the interests of the journalists, press freedom and the promotion of quality journalism that respects professional ethics,

**Instructs** the IFJ General Secretary to accompany the Tunisian colleagues in the process of organising a unifying Congress in December 2010, so that it can happen in the best conditions.

**V. Special restrictions on Free Reporting**

11. **Support NUJ Campaign on Freedom of Information Act in Ireland**

*Proposer: National Union of Journalists, Ireland*

The World Congress of the International Federation of Journalists, meeting in Cadiz in May 2010,

Notes the publication of the Annual Report of the Information Commissioner of Ireland Ms Emily O’Reilly in which she highlights concerns at the practice of removing public bodies that have been subject to Freedom of Information (FOI) from the

that has, again in recent weeks, been brought to bear very heavily on RAI by the government headed by Silvio Berlusconi, who owns the principal private competitor, causing the public service's unacceptable subjugation to government authority and thus representing a huge conflict of interests;

concerned also that such conflicts of interests are tending to increase in other countries and that there is therefore a danger that an attitude to public service broadcasting could become established that is not based on the principle of information as a public asset and the principle that such services must be organised and managed in such a way as to guarantee the freest possible information and the utmost pluralism;

alarmed by the danger that the subjugation of public service broadcasting to successive governments, with no rules to limit conflicts of interests, could set an example for other countries, and particularly the youngest democracies;

considering that a public service enjoying strong independence and a strong audience is one of the specific cultural and political characteristics of advanced democracy that must be preserved,

**urges** the IFJ to support campaigns to make public broadcasting services independent of political authorities and to ensure that they are funded transparently and neutrally.
scope of the FOI Acts;

Notes that a number of key statutory bodies remain outside the scope of the FOI Act, including An Garda Síochána, the Vocational Educational Committees, the National Treasury Management Agency and the newly established National Assets Management Agency.

Notes the secretive removal from the scope of the FOI Acts of the enforcement functions of the Health and Safety Authority, the road safety functions now carried out by the Road Safety Authority, the functions of the Land Registry and the Registry of Deeds now performed by the Property Registration Authority and the proposed removal of the enforcement function of the National Employment Rights Authority.

Notes that a prohibitive cost structure inhibits the use of the Freedom of Information Acts and serves as a deterrent to appeals.

Considers that the actions of the Irish government undermine the Freedom of Information Acts and are contrary to the spirit of democratic governance.

**Instructs** the IFJ Executive Committee to support the campaign of the National Union of Journalists for repeal of the Freedom of Information (Amendment) Act 2003 and the extension of the Acts to automatically bring within the scope of FOI legislation statutory agencies created since the introduction of the Freedom of Information Act 1997.

12. Against Restrictions on Free Reporting

**Proposer: FNSI, Italy**

The World Congress of the International Federation of Journalists, meeting in Cadiz in May 2010,

Considering that the Italian government has asked Parliament to approve as soon as possible a bill to regulate phone taps ordered by the judiciary to uncover crimes and to pursue guilty parties, introducing a ban on reporting on judicial enquiries, thus limiting journalists’ right and duty to exercise their profession and the public’s right to information;

Considering that the government does not intend to desist, despite the major protest from journalists and Italian society, who held a major public demonstration on 3 October and are currently organising further public actions to prevent the adoption of this reactionary legislation;

Considering that in other countries, too, even in Europe, governments and parliaments are pursuing initiatives to limit freedom of information and access to sources and to prevent the filming of public events;

Supporting the struggles of the FNSI and of a broad movement of intellectuals, labour organisations and magistrates’ associations for a justice system that serves the people’s interests;

**Warns** of the danger that democracy in Italy and other countries experiencing similar initiatives could be jeopardised by attempts to hamper the legal and regulatory provisions that allow journalists to work freely;

**Urges** the IFJ to support this struggle for free and independent journalism and for citizens’ right to free and accurate information, based on access to and protection of sources, not on secrecy designed to protect the power clique; and at the same time to pursue campaigns for ethical journalism to protect the interests and essential rights of all citizens.

VI. Other


**Proposer: FNSI, Italy**

The World Congress of the International Federation of Journalists, meeting in Cadiz from 26-28 May 2010,

Considering the topics and conclusions of the 10th Mediterranean Journalism Meeting in Cagliari on safety, diversity and dialogue, attended also by representatives of organisations from other countries also committed to these issues.

Noting the declaration of intent to forge public trust in journalism and to support new kinds of dialogue and solidarity, rejecting divisive, manipulating and intolerant policies;
Considering that the Mediterranean area has long been the focus of tensions and conflicts, particularly amongst the countries of the Middle East (such as Israel and Palestine);

Noting that those in positions of power often try to use information as a tool to further their own interests;

Reaffirms the part played by the free press and of ethical and professional journalism as an essential source of knowledge and for shaping ideas, and also as a crucial factor in promoting peoples’ understanding and respect for the human dignity of all, without discrimination;

Urges the IFJ Executive Committee to facilitate opportunities for joint work by member organisations in order to establish a broad common professional foundation for journalists based on honest and accurate information, avoiding conflicts caused by extraneous factors and promoting dialogue and joint actions to deal more effectively with threats to member journalists’ rights;

Deploring the unfair limitations on the issue of visas and on journalists’ travel to areas where conflicts are still under way,

Asks that specific action be taken to introduce fast-track procedures and free circulation for journalists, partly by establishing corridors and observing the commitments set out in UN Resolution 1738 on the protection of journalists in conflict zones.

Calls, lastly, on the IFJ Executive Committee to work with the journalists’ organisations of the region, including the EFJ and the Federation of Arab Journalists, to find new forms of dialogue at all levels in order to promote mutual understanding amongst journalists working in areas of conflict or political dispute.

14. On Amendments to IFJ Constitution
Proposer: Constitutional Commission

Whereas, the Constitution of the International Federation of Journalists is the foundational document of the Federation; and

Whereas at the 2010 Congress, there were a total of seventeen (17) proposals for amendments to the Constitution of the IFJ, including three (3) proposals for amendments to the Constitution submitted by the Executive Committee of the IFJ; and

Whereas many of the proposals contain provisions which appear to conflict in some form with other submitted proposals; and

Whereas the foundational governing document of the Federation should not be amended without a full and complete analysis of the potential implications and effects of those amendments,

Now therefore be it resolved, that the Congress of the IFJ directs the Executive Committee to convene a Constitutional Commission composed of representatives of the IFJ membership at all levels and all regions, but not including a majority of Executive Committee members; and

Be it further resolved that the Constitutional Commission is directed to conduct a thorough review of the provisions of the IFJ Constitution, including, but not limited to the proposed amendments submitted to the 2010 Congress; and

Be it further resolved that the Constitutional Commission shall present its recommendations for amendments to the IFJ Constitution to the Executive Committee no later than December 31, 2011; and

Be it further resolved that the Executive Committee shall circulate any proposed amendments, along with a complete report and recommendations to all member unions no later than 12 months before the convention of the next IFJ Congress; and

Be it further resolved that the Executive Committee shall circulate any proposed amendments to the IFJ Constitution to the Executive Committee in 2013 will be submitted to the 2013 Congress at the beginning of the Congress, and further that any resolutions adopted at the 2013 Congress will take effect immediately and shall govern the operation of the 2013 Congress.
Motions Remitted

1. Amendments to the IFJ Constitution
ALL (see urgent motion 14)

2. Legal Status of IFJ Safety Fund
Proposer: Deutscher Journalisten Verband DJV, Germany

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

Welcomes the work of the IFJ Safety Fund in providing humanitarian and legal assistance to journalists around the world and its unique role as an important and crucial source of support for journalists under threat,

noting the difficult situations arising from these conflicts, where divided managerial entities are urging the IFJ to recognise them exclusively,

bearing in mind the principle of non-interference by the IFJ in the internal affairs of affiliates,

Instructs the Executive Committee to:

- develop objective criteria to evaluate the democratic norms prevailing during internal conflicts involving affiliated trade unions;
- devise specific strategies and effective tools to examine the operation of affiliated trade unions and encourage them to operate more effectively (in terms of internal democracy, frequency of congresses, changes of office, etc.);
- avoid arbitrating and apply the above criteria objectively and in the same way for all affiliates.

Not discussed, therefore remitted.

3. Trade Unions’ Internal Conflicts
Proposer: National Trade Union of the Moroccan Press (SNPM)

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

considering the seriousness of the internal conflicts that have broken out in some trade unions and affiliated associations,

The recognition as a charitable organisation could create a new incentive to donors, if their donations could be tax-deductible.

4. Campaign for Recognition of Journalism Diploma in Brazil
Proposer: National Federation of Journalists of Brazil and the Federation of Journalists of Latin America and the Caribbean (FEPALC)

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

considering,

The Federal Supreme Court of Brazil ruled the diploma of journalism as a compulsory requirement for exercising professional journalism is unconstitutional.
The diploma is a minimum requisite for media organisations to deliver quality information.

Sixty thousand journalists in Brazil rely on training, regulation and the recognition of the value in their work to contribute to guarantee high standards for the profession, quality, responsibility and ethics.

The diploma recognition in Brazil marked an important progress for the press towards democracy and granted access to the professional exercise of journalism that had been controlled for decades by personal relations and particular interests of politicians and ruthless businessmen who were distant from the collective well-being.

The diploma recognition was issued in 1969. It is not just a historic victory of the National Federation of Journalists of Brazil (FENAJ) and the journalistic community, but of Brazilian society as a whole.

The court ruling is a major setback to the core nature of journalism.

Instructs the IFJ Executive Committee to participate actively and support FENAJ before the federal government and other authorities to promote the restoration of the recognition of the journalism diploma in the country.

Not discussed, remitted.

5. For a Regulation of Multimedia Journalists’ Employment, Professional, and Trade Union Conditions that will Guarantee Quality Information

Proposer: FSC-CCOO (Federation of Citizens Services-Working Committees), Spain

The World Congress of the International Federation of Journalists, meeting in Cadiz, Spain, from May 25 to May 28, 2010,

considering that for just over a decade, press, radio and television companies have been sharing their market with the Internet, which constitutes yet another sphere of business as the launch of the Web has led to a proliferation of sources providing both text and audiovisual information;

noting also that this development has brought to prominence the multimedia journalist, who, for the same pay, and irrespective of his professional category or particular field of expertise, is not only a newspaper columnist, but at the same time adapts information to the on-line medium, the air-waves or television, with a consequent risk to the integrity of the profession and job security and the destruction of jobs;

deploiring that this has a negative impact on Internet and multimedia journalists’ working conditions, with increased stress and burn-out syndrome, which impairs the quality of the product;

believing for these reasons that the advance of new technologies and new generations is inexorable,

Decides:

- To struggle to ensure that the additional work created by the introduction of online media in traditional news enterprises is adequately remunerated and to request the implementation of copyright.

- To promote the organisation of labour categories to take account of the new forms of communication that will maintain expertise and safeguard editorial independence and quality of information in all the media.

- To urge educational establishments and businesses to train professionals to be able to do their job in any media, without losing the necessary skills (photographers, sound engineers, lighting, cameramen and so forth.)

- To include in collective bargaining specific safety and health measures at the workplace so that the work done by Internet and multimedia journalists is safe in such high-risk aspects as travel; load carrying, with the additional weight of photographic and video equipment; and the prevention of stress and burn-out syndrome.

- To implement specific quality checks for all the media so that multimedia journalists can continue to provide accurate information, with a commitment to public service and quality.
The International Federation of Journalists (IFJ) is a non-governmental, non-profit organisation that promotes coordinated international action to defend press freedom and social justice through the development of strong, free and independent trade unions of journalists.

The IFJ mandate covers both professional and industrial interests of journalists.