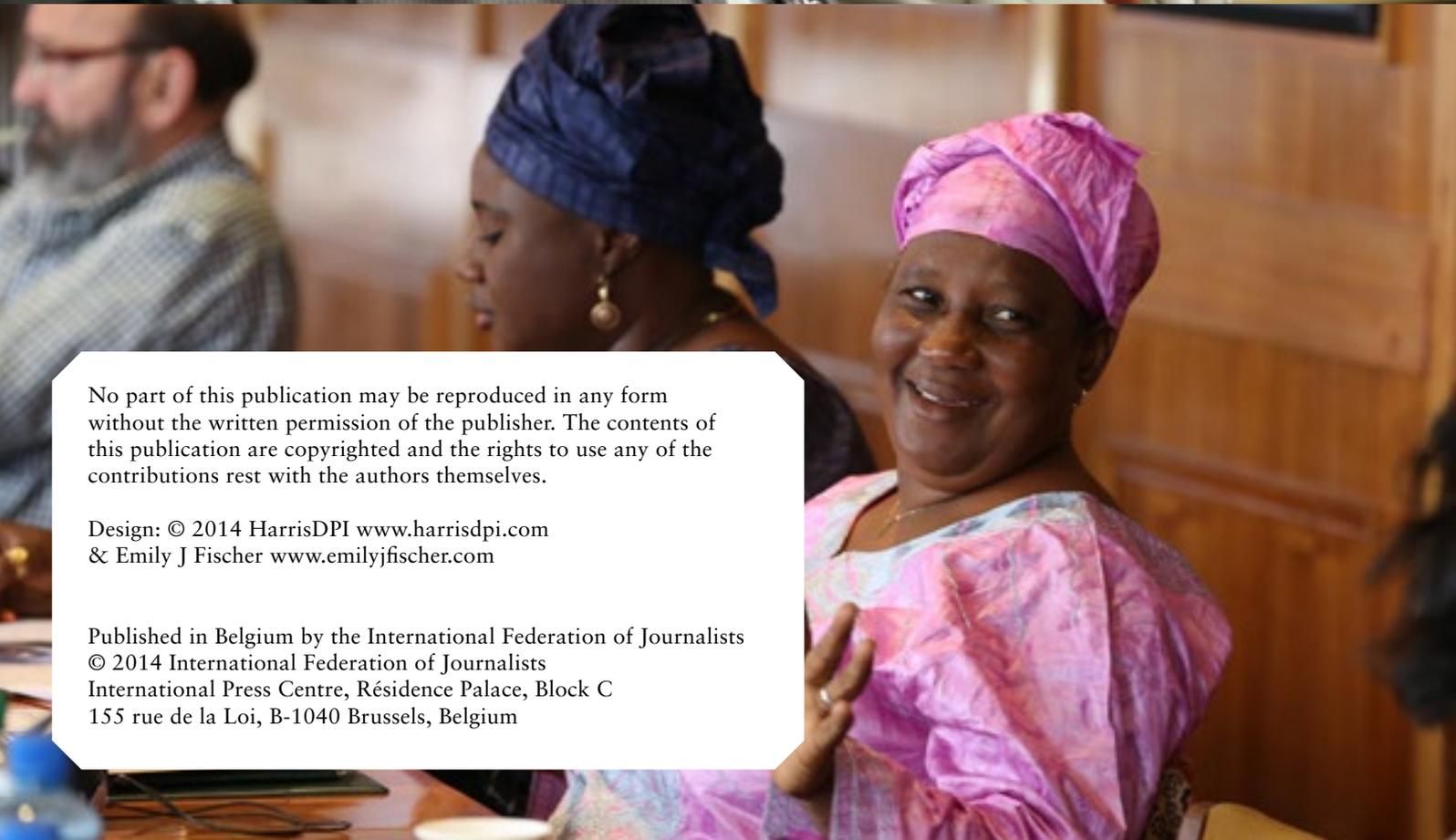




28th World Congress Report

Dublin 4-7th June 2013

INTERNATIONAL FEDERATION OF JOURNALISTS



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1 INTRODUCTION

On the Saturday afternoon following the end of the 28th IFJ Congress I returned to the beautiful garden at Dublin Castle where we had paid our emotional tribute to the revered Irish journalist Veronica Guerin, a truly remarkable woman who was murdered in cold blood for standing up against organised crime and revealing the truth.

The garden was empty, but the wreath that we had left during our Peace Walk earlier that week was still there. A few minutes later a young girl holding the hand of her mother entered the garden. The two stopped in front of the monument dedicated to Veronica's memory and the girl asked who this woman was. The mother read aloud the description on the monument's plaque while the girl listened carefully. By the end of the story, the little girl exclaimed: "Mother, but this is not fair!"

"But this is not fair!" Those words echoed in my brain for the rest of the day and continue to resonate in my memory.

Because it is not fair that journalists continue to be killed because of their work to uncover crimes and corruption; because it is not fair that journalists are losing their jobs as media companies cut costs; because it is not fair that thousands of journalists receive a minimum

wage that is not enough for them to survive on; and because journalists face difficult working conditions every day of their lives.

This is why the IFJ organised its 28th World Congress in Dublin, from 4-7 June 2013. Over 300 delegates from 120 countries attended the four-day meeting where we discussed the status of the IFJ, its members and our vital role in helping to shape a more positive future for journalists across the globe.

During the vigorous debate at the pre-Congress Conference, we developed our strategy to fight back against the many challenges facing the media, outlining the IFJ's plans to defend the role and rights of journalists and improve working conditions, salaries, unemployment and inequality.

The Congress also undertook the process of electing the political leadership for the next three years, bringing nine new members onto the Executive Committee. Delegates approved 31 motions and 19 urgent motions, while the Executive Committee's comprehensive working programme for 2013-2016 set out the many daunting tasks ahead.

But it was the spectacle of the truly moving Peace Walk that will surely never be forgotten. A long line of delegates carried red carnations past Veronica Guerin's statue and on through the streets of Dublin to remember the 408 journalists who had lost their lives since the last Congress in Cadiz.

This year's Congress also marked the centenary of the 1913 Lockout, a seminal moment in the history of the Irish Trade Union movement, and special thanks must go to our hosts, the National Union of Journalists, who marked this landmark with a series of wonderful social events and welcomed us with typical Irish warmth and hospitality, helping make this a very well organised and successful Congress.

■ BETH COSTA
IFJ General Secretary





2 PRESIDENTIAL ADDRESS

**JIM BOUMELHA, IFJ PRESIDENT
ROYAL HOSPITAL KILMAINHAM
DUBLIN, IRELAND • JUNE 4, 2013**

Brothers and sisters, honourable guests and friends,

Let me first do the honours and thank President Higgins for sharing with us his thoughts and, of course, welcome you to the 28th congress of the International Federation of Journalists on behalf of its Executive Committee and members of our federation worldwide. We have come here from over 120 countries to discharge our obligation on behalf of our members, agree our working programme for the next cycle, and elect a new world leadership. This is what congresses usually do.

We have also come here to show solidarity with our Irish brothers and sisters in their celebration of 100 years since the Dublin 1913 Lockout, a pivotal moment in Irish history, which led to the establishment of the labour movement in Ireland. We should all be proud tonight that the IFJ and, all of us from around the world, are part of this celebration.

I am tempted to say that, 100 years on, nothing has changed but let us not go that far, and just let us look at the state of our move-

ment since our last congress in Cadiz three years ago when we were pondering about the future of journalism and the way our own media barons were at each other's throats, bickering about what will be their next business model or the next fix that may bring them salvation and more profits.

We were then, if you recall, trying to put our heads around the new media landscape, the technologies that were changing journalism beyond recognition and the demise of the traditional business models that were no longer profitable. We were reflecting on how, in a globalised and increasingly insecure world, our bosses were taking advantage of these new technologies, not to enhance journalism and improve quality, but simply to reduce costs, undermine collective bargaining and boost profits.

But things have gone for the worse. You just have to ask our colleagues from Greece, Spain, Portugal, Romania, and many other countries. They will tell you horror stories about what is happening to their newspapers, to their media and to their members' welfare under the wave-after-wave pounding from the Troika jointly plotting to push back our fundamental rights, collective bargaining, trade union and social dialogue.

As a recent ITUC report put it "the failed policy of austerity has left a legacy of extreme levels of unemployment, rising inequality, the

marginalisation of a generation of young people and the desperation of a growing informal sector where rules simply don't apply."

If indeed Guy Rider -- the new ILO director elected to the top job a year ago and for the first time one of us at the helm -- found the time to attend this congress he would have told you how some of our fundamental global rights, such as the right to strike set by the International Labour Organization, are now under frontal attacks.

Most of us here have a wide array of first hand-experiences of media in tumult everywhere, and in some places in meltdown.

Yes our industry is changing with potentially disastrous consequences for quality journalism. The mission of journalism seems to have all but evaporated when deep cuts in editorial budgets leading directly to less investment in journalism.

Many of our 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.

These are the main headlines. Arguably uglier is the death-by-small-cuts of newspapers that are still functioning. Layoffs of reporters and closures of bureaux mean that, even if newspapers survive, they have precious few resources for actually doing journalism. And it is not just job cuts, 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.

This is not just the case of some bumbling editors being told to save money. These have become full crusades against our profession epitomised by David Montgomery, the boss of Local World, a group of 100 regional newspapers, who last week unveiled his chilling plans to try and remove the "human interface" from

the newsrooms and keeping journalists merely as "contents harvesters".

Two days ago, Sun-Times in Chicago announced that it will eliminate completely the position of photographer and sacked all its full-time snappers, including one a Pulitzer-prize winner.

"Every single journalist who dies is one too many and I want to pay tribute to so many of our unions in the worst-hit regions who are standing up to stop this calamity. . ."

And unlike previous congresses where we indulged in listening to future-of-news gurus lecturing us on the frontiers of technology or on business models, we have, at this one, brought to the fore the voices of our own journalists and their unions who are fighting back, as you heard all day today, and not only learn from their mutual experiences but also agree on how to muster our collective muscle to fight back better and help each other, because this is what the IFJ is about.

It is left to us unions and their members to stand up for journalism. Unions have the responsibility, as is the rest of the labour movement, to organise the fight back.

It is also left to us to be at the forefront of the global fight to stop the killing of journalists. Many years on, the season is still open on journalists as Chris Kramer quipped, and in almost every corner of the globe, journalists continue to be targeted, brutalised and done to death. The grim toll of killed journalists continues to grow and, since our last congress, another 408 journalists and media staff have lost their lives.

Every single journalist who dies is one too many and I want to pay tribute to so many of our unions in the worst-hit regions who are



standing up to stop this calamity, in particular in Somalia, in Pakistan, in Mexico, and in other regions – Iraq where our union, led by Moaiad Al Lamy, is still asking unanswered questions about the 370 killed journalists; Russia, where, together with the RUJ, we are about to open at its headquarters in Moscow a safety office for the whole region, or the Philippines where our union, the NUJP, is doing sterling work with the families of journalists killed in the Mindanao massacre to break down the inertia of the sluggish pace of the justice system, and bring their murderers to justice.

At the same time, we reorganised the work of our Secretariat to create a one-shop structure to make safety of journalists one of our priority services. Long have gone the days of firefighting or relying on anaemic outfits to be responsible for our safety work. We are doing it ourselves and it is one of our best success stories, so successful that some outfits more powerful and richer than us are copying what we are doing and even poaching some of our trainers.

And you can see that when we set out to do it, it makes a difference. In the run up to international women’s day this year, we trained over 100 women journalists in safety and risk awareness in seven Arab countries, as part of a wider programme which trained hundreds of journalists in the region.

At the heart of our global effort for 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 finally stopped fetishising UN Security Council resolution 1738 and initiated new tactics taking this fight to the regional political institutions or trying to reach out directly to governments, like we are doing in our campaigns in Africa or our visit to the UN General Assembly in New York.

It was one of the proudest days of my life to have taken with me the leaders of our regions and to see my friend Nestor Burgos sit next to the president of the General Assembly and read an open letter from the families of



the murdered journalists in the Philippines at a press conference at the UN. We have, I believe, opened the door to real concrete work that we must resource and consolidate.

We have rebuilt our relations with UNESCO and they have now upgraded our status which allows us a stronger say in their new plan of action on safety. We all know that there is a glut of international laws and declarations, but journalists working in dangerous conditions feel isolated and abandoned by the very international institutions created to protect their rights. It is not just about resolutions on paper, impunity states should have to face a persistent international campaign of publicity. And through our collective effort we can do it, not just once a year, but every time they acquiesce or sanction, or turn a blind eye to the murder of a journalist.

This is what makes us different from press freedom NGOs that have mushroomed everywhere, competing with our unions on the ground and arrogantly speaking on behalf of journalists.

We are different because we can harness and bring the solidarity from journalist to journalist, something they can't. We should be proud of the work we did when the Arab spring exploded, and we were ready for it.

When the dam bursts, we were with Egyptian colleagues in Tahrir Square, giving support and crucial advice when they were attacked, lobbying the authorities when they got arrested; raising funds when they needed them. We were there in Tunisia when the hunger strikers at Dar As Sabbah put their lives in danger to enforce their editorial independence and prevent politicians from dictating who should run their paper. We were there in Yemen to help our union, which despite incredible odds, kept journalists united fighting to support each other, despite their political differences. And we continue to be there for our colleagues in Palestine as we helped them build their own campaigns to bring to an end the daily humiliations at the hand of the Israeli security forces, the attacks, the obstacles to their freedom of movement and to be recognised as bona fide professional journalists.

And I must also mention the work we started to help release journalists in prison – whether it is mass imprisonment like in Iran and Turkey where we built momentous campaigns to raise awareness about their cases, or single-issue campaigns like in Burundi where with our help and the solidarity shown by sister unions like the French SNJ, our union there found the confidence to build a formidable campaign to free one of its members Hassan Ruvakuki.

I don't need to remind you how journalists everywhere continue to be subject to more undue political influence, more surveillance, and more restrictions than ever before. Only days ago, we have seen the spying scandal on AP journalists exploding at the heart of the White House. No matter the arguments about national security, the US Justice Department officials have driven a coach and horses through the First Amendment and their action will

“It is left to you, us, and our unions to carry out the fight to defend journalism and journalists’ rights – ensure their protection and safety, uphold ethical principles and their independence and champion the public interest.”

have a chilling effect on press freedom in the United States for years to come.

Resisting orders to reveal sources has become one of the number one issues for journalists everywhere, and the IFJ’s support is now crucial for unions to help their members fight court cases and protect confidential sources. One of the strongest achievements of the IFJ was when I stood in a Greek court last October to testify for magazine editor Kostas Vaxevanis and help him win his case – a fantastic victory for our Greek unions.

This is just a small glimpse of the achievements by our brave foot soldiers fighting for journalists and journalism, day in day out. And the IFJ is fighting with them at every turn, continuously providing solidarity and help.

This is the significance of the changes, including our governance, since the last congress in Cadiz, which we will be accounting for to you. Before Cadiz, your leadership used to meet every six months, now we have monthly sessions and we continuously deal with priority issues, almost on a day-to-day basis.

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, led by democratically elected leaderships and displaying formidable new confidence to build their unions and fight their corners.

Or the breadth of our work on equality undertaken by our gender council; going from strength to strength. That we have now women leading one third of our unions is a measure of this formidable success story that we should nurture and develop.

We are able to stand up and be counted thanks to the commitment of everyone. I thank our General Secretary Beth Costa and all our staff in Brussels and in the regions for their drive and engagement which go beyond the call of duty.

I would like to give my greatest thanks to my comrades here in Ireland, Seamus Dooley and his staff, Evelyn Hannigan, the local branches, Cathaoirleach Gerry Curran; Michelle Stanistreet and her staff at the NUJ and all those who contributed to make this congress a success and your stay comfortable.

And in the end, I would like to thank all of you for coming. It is left to you, us, and our unions to carry out the fight to defend journalism and journalists’ rights – ensure their protection and safety, uphold ethical principles and their independence and champion the public interest.

Journalism is not only a job and a trade, but a force for progress, with a vision worth fighting for today as much as the early pioneers did 200 years ago.

Thank you.

JIM BOUMELHA
IFJ President





3 CULTURE, HISTORY AND CELEBRATION AT CONGRESS

2013 marks the centenary of the 1913 Lock Out, a seminal moment in the history of the Irish trade union movement, and this year's IFJ World Congress in Dublin was hosted by the NUJ as part of a national commemoration of that event.

It was a joy to welcome in solidarity friends from around the world. Throughout the week the capital embraced visitors with warmth and hospitality.

The role of women in the Lock Out was marked at a pre-congress concert, Sisters in Union, when Irish members were joined by international guests in an evening of traditional music and readings from the pioneering trade unionist Delia Larkin.

A feature of the week was the use of unionised hotels under the Fair Hotels initiative, promoted by the ICTU and SIPTU.

The Irish government hosted the World Congress in Dublin Castle and granted unique access to the Royal Hospital, Kilmainham for the magnificent opening ceremony.

With an erudite address by President Michael D Higgins it was a special occasion, punctuated by music and song. The band of the Communications Workers Union provided a musical welcome and the tone of the week was set by Gloria, the Dublin Gay and Lesbian choir, who

had the audience dancing in the aisles.

In contrast the IFJ brought the city to a standstill the following day when we walked in silence through the heart of medieval Dublin carrying carnations, one for each journalist who had lost their life in the line of duty since the Cadiz World Congress.

No one could be unmoved by the haunting music of piper Neilidh Mulligan as we walked, single file, past the statue of Veronica Guerin before adjourning to a reception in City Hall.

IFJ GS Beth Costa, President Jim Bouemlha, NUJ General Secretary Michelle Stanistreet and Gerry Curran of the NUJ'S Irish Executive Council accepted the flowers in remembrance of those who had died.

Later the trade union associated music circle, the Clé (meaning Left) club hosted an informal singing session. In one hour songs were sung in 12 different languages, a striking illustration of the rich cultural diversity at the heart of the IFJ.

A private viewing of the Books of Kells hosted by the tourism agency, Fáilte Ireland and the Gathering, was another highlight of the week.

Special too, in a different way, was the closing dinner in the Guinness Storehouse, featuring the best of Irish food and drink, a Nigerian jazz band and a group of young Dublin story tellers who together wove a magical spell.

To all who helped make World Congress 2013 a memorable event I extend warm thanks.

I acknowledge in particular the Office of Public Works, Dublin City Council, Fáilte Ireland, The Gathering, RTÉ, the staff of both the NUJ and IFJ, and of course the delegates whose good humour and co-operation was an essential ingredient in making the event an outstanding success.

SÉAMUS DOOLEY

Irish Secretary

National Union of Journalists



IFJ
INTERNATIONAL FEDERATION OF JOURNALISTS

IFJ WORLD CONGRESS, DUBLIN 2013

STAND UP FOR JOURNALISM

FREEDOM WALK

REMEMBERING OUR
FALLEN COLLEAGUES

WEDNESDAY 5TH JUNE

Journalism



4 OPENING CEREMONY

TUESDAY 4 JUNE

The opening ceremony of the International Federation of Journalists' World Congress took place in Dublin, Ireland, on 4 June, 2013, in the historic surroundings of the Royal Hospital, Kilmainham, one of the finest 17th century buildings in Ireland. Delegates from over 100 countries attended the ceremony.

Welcome addresses were made by:

- Seamus Dooley, Irish Secretary, NUJ, UK and Ireland
- Jim Boumelha, IFJ President
- Michael D Higgins, President of Ireland

Opening the Congress, the President of Ireland, Michael D Higgins, stressed the need to protect media diversity and pluralism. The President warned of the dangers of “identikit news organisations chasing the same narrow commercial ground” and emphasised the importance of a free press to democratic society.

“Pluralism, real diversity and choice are critical and should never be reduced to a false

choice between partisan media arrayed on ideological ground,” the President told over 300 delegates gathered at the event.

President Higgins outlined the challenges facing journalists including the concentration of ownership, the convergence of technologies, the fragmentation of audiences and the commodification of experience, stating that they are all elements of the changed circumstances in which journalism is, and will be, practiced.

“Journalists attempting to investigate and provide information on political and corporate corruption can often be hindered and intimidated by those with vested interests, including by use of violent means; which, if acceded to, would lead to a dangerous misrepresentation or even falsification of information which would not be in the interests of individual citizens and would obviously be detrimental to society at large,” said President Higgins.

Photo: L-R Beth Costa, Michael D Higgins, President of Ireland and Jim Boumelha

5.1 PRE-CONGRESS

DECENT JOBS, NOT AUSTERITY CONFERENCE

Beth Costa, welcomed participants to the Conference and highlighted the enormous challenges facing journalists, pointing to technological changes and economic downsizing in many countries, as well as the struggle of trade unions.

Session I

of the conference involved general discussion of the main theme ‘Decent Jobs, Not Austerity.’

Jim Boumelha, IFJ President, moderator, introduced the session, and explained that, as trade unionists, the IFJ has warned about casino capitalism and the gap between costs and revenues. He said that two things are now certain: the people who pay for the crisis are not the ones who created it, and the measures taken against the crisis are not working as countries are caught in a vicious circle of austerity. The President stated that the IFJ is making its roadmap for the fight back.

Frances O’Grady, General Secretary of the British Trades Union Congress, talked about austerity in Britain, where she said the country’s most right-wing government ever was in place. Frances explained that the government is attacking labour rights and trade unions and the media is being affected by bogus contracts. She said that journalists and unions have a critical role to play in the fight against austerity and the trade union movement has to stick together.

David Begg, General Secretary of the Irish Congress of Trade Unions, highlighted the situation in Ireland and the austerity measures that have been imposed on the country. He explained that bailouts are preventing growth and in Ireland the bailout has cost 65 billion euros, out of which 17 billion euros have been given to the private sector, an enormous amount for a population of less than 2 million euros. He said that austerity has had an impact on the me-



Photos from top: Frances O’Grady, David Begg, Patrick Itschert

dia sector, but ‘Troika’ refused any concession, even for the small part of the economy which is essential to democracy. He added that the golden age of social democracy in western Europe has passed and there needs to be a strategy to combat neo-liberal ideas.

Patrick Itschert, Deputy General Secretary of the European Trade Union Confederation, said the economic crisis and the austerity measures imposed have meant that people have reached the limits of what is bearable, with 116 million people living in poverty in the EU. He explained that unions are not against accountable public finances, but they cannot accept attacks on labour rights, collective agreements and press freedom. He said fundamental rights are not negotiable. He stated that it is time to change direction and make sure we get out of the crisis in a positive way.

Speaking to the Conference on a pre-recorded video, Wellington Chibebe, Deputy General Secretary of the International Trade Union Confederation, explained that the world is in a deeper crisis and encouraged journalists across the world to publicise working issues the world over. He called upon colleagues to come together, organise and fight for the rights of journalists and the workers of the world. He said there are three strategic objectives for trade unions: economic growth, sustainable jobs and social protection, and realising rights.

Session II

focused on the Fightback Around the World and was moderated by Olivier Da Lage, IFJ Vice-President.

Mohamed Garba, President of the Federation of African Journalists, said that more than 40 journalists are behind bars in Africa, while press freedom is being attacked and undermined in many countries, so FAJ is engaged in campaigns to decriminalise the media profession in Africa. While progress has been made in counties like Ghana, Nigeria and Tanzania, the climate of change is yet to be embraced by

many countries. If journalists associations and unions in Africa are to fight back they must engage authorities and media owners to improve conditions and the security and safety of journalists.

Tuwani Gumani, General Secretary of the Media Workers’ of Southern Africa (MWA-SA), spoke about the MWASA fight back at the South African broadcasting corporation the SABC. He explained that following the end of apartheid, SABC was supposed to become a public body that gave open and balanced information to all members of the public, but that the ruling party, the ANC, is using it to achieve its own ends. He said the government had deliberately targeted MWASA with the aim of undermining its standing and backed other unions supporting the government stance. He said that bribery and corruption are prevalent and MWASA continues to battle the SABC, but needs the support of IFJ.

Mogens Blicher Bjerregård, EFJ President, focused on finding new ways for journalism to evolve. He explained that there are innovative ways of using digital media and new ways of reaching out to new workers via collective bargaining, training and improved social dialogue. He proposed a think tank involving employers, universities and where relevant, politicians.

Judith Reitstaetter, Gewerkschaft de Privatangestellten, Druck, Journalismus, Papier, Austria, informed the meeting about recent trends in collective bargaining in the online sector. She explained that in 1999 the collective agreement included online journalists and freelance journalists, at first sight a very innovative, embracing agreement, which was broken by the employers who shortly afterwards started to outsource online journalists and freelancers.

She said there was a major debate in 2005 on whether online journalists are in fact journalists, while in 2007 an online media group was launched with a list of specific demands, but outside the union. She explained that with



the help of a lot of cross media protests and social media etc. a new collective agreement was negotiated for onliners and freelancers.

Chris Warren, Federal Secretary of the Media, Entertainment & Arts Alliance Australia, said there had been a number of fast changes in the Asia Pacific region which had unsettled the media industry. He explained that accountability, editorial independence and transparency were always the main objectives, but corruption in governments and violence against journalists had continued. He explained that there is a need to improve the ability to take justice for journalists and strengthen the unions and institutions of journalists, and that we must work to improve respect for women and minorities in the newsrooms, while sexual harassment remains a serious issue. He said that we must engage with employers in the process and bring the power of collective action to our press freedom fights.

Pervaiz Shaukat, Secretary General of the Pakistan Federal Union of Journalists, outlined the serious problems in Pakistan, stating that the number of journalists killed there has increased. He said there was a need to train journalists in hostile environments, but that brochures had been provided on safety issues thanks to the IFJ. He said that the IFJ mission to Pakistan, headed by Chris Warren, had been extremely useful in raising awareness of the number of journalists being killed by the Taliban. He explained that everyone involved in the union is in danger: himself, his colleagues and his family, but he assured the Congress that the union will “not surrender”. He expressed his gratitude to the IFJ and asked for continuing support.

Celso Schröder, President of the Federación de Periodistas de América Latina y El Caribe (FEPALC), provided an update on the current situation in Latin America which he

Photos from top: Mohamed Garba, Tuwani Gumani, Mogens Blicher Bjerregård, Judith Reitstaetter, Chris Warren, Pervaiz Shaukat



said has not really improved since Cadiz and was a unique environment because of a history of dictatorships over the last century. He said that these political systems, such as the one in Honduras, have meant many job cuts. He stated that there is a need for unions to join together to strengthen the trade union movement and negotiate good agreements.

Younes M'Jahed, Senior Vice-President of the IFJ, told delegates about the situation in the Arab World which is very different from one country to another. In many countries media are under government control and suffer from oppressive media laws. Focusing on the Arab Spring, he said media and social networks played a key role, especially young people who were a driving force, while unions held protests to demand democracy and press freedom. The key question now is how to succeed in this democratic transition and how can media and unions contribute to the process. Unfortunately well organised and resourced extremist groups have won elections and introduced policies that further their interests. After elections, in many countries the key battle has been how to control the media and now there is a huge political battle taking place.

Journalists need to be clear that this is not the Arab Spring, but an attempt by rich and powerful groups to control media and politics in the region. The IFJ must develop a strategy that makes unions a force for democracy in every society and show solidarity with the young people who fought for democracy and help them to achieve their aspirations.

Marwan Dammaj, General Secretary of the Yemeni Journalists' Syndicate, talked about the media casualties in Yemen over the last two years, where five colleagues have been killed and many others injured, kidnapped or threatened. The government and security forces have been involved in many of these attacks, along with many other political and social centres of power.

Photos from top: Celso Schröder, Younes M'Jahed, Luis Curbelo, Zuliana Lainez, Wolfgang Grebenhof, Marwan Dammaj



Yemen lacks institutions and controls, which gives journalists an important role, but also a burden, to report the truth and reveal corruption among authorities. Yemeni journalists and the union could not have done this without the support of the IFJ. If we did not have the support of the IFJ we would not have stood up to the tyranny and injustice.

Luis Curbelo, of the Asociación de la Prensa Uruguaya, expressed his great concern about the situation of journalists in Uruguay. He drew the meeting's attention to new draft laws proposed by the government which he said would improve the situation of media and journalists in the country. He said that if the law is adopted it will be crucial for unions and civil society to have it implemented.

He asked for the support of Congress to get this law adopted. He explained his union has adopted a code of conduct for journalists to help govern their work under self regulation, and said that cooperation with civil society helped to set the path for change, a benefit for the whole society.

Bernie Lunzer, President of The Newspaper Guild-CWA, said that labour is fighting back in the US under very difficult conditions as Obama's government is not supportive of the

labour movement. He explained that jobs are moving to digital media and major newspapers have had to close down. He said that the union used to do collective bargaining, but now it is reaching out to freelancers and looking at alternative forms of business and ownership models. He said his union is trying to move its journalism to more activism and the Obama administration, in which unions had so much hope in, is turning its back.

Session III ---

looked at Tackling Precarious and Casual Employment: Decent Work For All, and was moderated by Beth Costa, IFJ General Secretary.

Zuliana Lainez, General Secretary of the Asociación Nacional de Periodistas del Peru, explained that Latin America is not a homogeneous place, and decent work also depends on different understandings. She said that it is an environment where journalists take risks and may be killed and people question their job and existence, so the first priority is to survive. She said that decent work is not a top priority in many places, compared to impunity and self-censorship. She said that media concentration is an issue in several countries

in Latin America, with media companies setting their own economic and political agenda, while people also pay to have access to media, in particular on radio. She explained that the only way to combat exploitation is to have strong trade unions and to join forces.

Wolfgang Grebenhof, member of the DJV executive board and newspaper editor, said the European and German perspective is very different from the Latin American, however poverty is a major threat to press freedom across the globe. He said it starts with independence: can a poor journalist resist commercial pressure or generous offers when he or she has difficulties to make ends meet? He explained that, all over Europe, journalists are leaving the profession because they cannot make a living out of it anymore, and the number of unemployed journalists is booming. He said that publishers are still making profits, but they refuse collective agreements. Some newspapers are happy when journalists become PR professionals because it is cheaper to work with ready-made press releases made by former journalists. The result is that young people are scared away from journalism, and they are threatening democracy.

Yuriy Lukanov, Chair of the Independent Media Trade Union of Ukraine, said that in Ukraine the main issue for journalists is political. He reminded the delegates of the Gongadze case in 2000, and in 2004 when journalists made their own protest against censorship ahead of the 'orange revolution'. He said that, last year, journalists protested against defamation laws and were beaten by policemen, and he proposed a strong defence of press freedom across post-soviet countries and said solidarity was key.

Barry McCall, President of the National Union of Journalists, UK and Ireland, highlighted the 1913 Lockout, a founding step in the trade union movement in Ireland which originated from precarious employment. He explained that the new agenda is flexibility, and employ-



Photos from top: Michelle Stanistreet, Franco Siddi

ers who violate fundamental rights and treat people as a corporation. He explained that a main issue in Ireland, for example, is the competition law which does not consider freelancers as workers but as companies. He explained the NUJ does not believe that journalists or artists should be more cherished than others. It believes that all workers should be treated equally by law, meaning that freelancers should be considered as workers.

Session IV

focused on Strengthening Our Unions, Organising the Fightback. Moderator Gustavo Granero, Vice-President of the International Federation of Journalists, explained that we must focus on union growth, including how to organise in the workplace and strategic organising opportunities and recruitment policies. He said there is currently a third wave of liberalism with deregulation on a global level.

Michelle Stanistreet, General Secretary of the National Union of Journalists, UK and Ireland, talked about building a strategic future focusing on the fight to retain decent jobs, secure incomes, strengthen collective bargaining and maintain basic social protection. She explained that membership of the NUJ has been affected by cuts in the industry. She said that the major issue in the UK is the follow-up of the News Corp campaign and the Leveson in-

quiry. She said it is giving the NUJ an opportunity to talk about the importance of quality journalism and ethics.

She told Congress the NUJ had heard shocking evidence about concerns in the media industry on issues such as protection of sources, breaches of ethical standards and dismissals. She also advised that the NUJ has launched a campaign against bullying and harassment, it is trying to recruit new members among students and it is creating new chapels in some companies, especially in places like News Corp where unions were kicked out many years ago. She explained that these examples demonstrate the relevance of the NUJ and of trade unions.

Jim Baker, Secretary of the Council of Global Unions, talked about building the power of unions by protecting and advancing rights, building alliances and developing political strategies. He said there is no logic in austerity: the financial crisis was created by deregulation, and the cure is supposed to be more liberalism. He said the key element is to organise, but to take into account the environment where people are facing problems such as discrimination and a lack of security. He explained that the unions need to address positive strategies such as understanding that the concerns of journalists, such as work and tax issues, are shared by all and that a challenge to trade unions is also a challenge to journalism.

Franco Sidi, General Secretary of the Federazione Nazionale della Stampa Italiana, said that a union must always be representative and support employed and freelance journalists. But above all it must concentrate on labour rights in the current context of liberalism. He said that in Italy a core issue is negotiation. He explained that the collective agreement was renewed 28 times over a century, but currently employers did not want to continue to renew it. He said the legal framework is important because in Italy even journalists working for News Corp are covered by the collective agreement.

He said the major challenge is the loss of jobs and the union is always talking to the government to make sure that journalists have all the rights they are entitled to. He explained that some political groups want to limit press freedom and the union is fighting back because some proposals are simply against press freedom standards. He said the battle of trade unions has to be global, and that's why the IFJ is important.

“There can be no press freedom when journalists exist in conditions of corruption, poverty and fear.”

IFJ President Jim Boumelha presented his final recommendations, including the Road Map for a Global Fightback, stating that “five years since the start of the global crisis, the response by governments continues to have a devastating impact on workers’ rights, job security, salaries and social protection, resulting in rising unemployment, inequality and precarious work where rules simply don’t apply.”

The President stated: “There can be no press freedom when journalists exist in conditions of corruption, poverty and fear. Never has the IFJ motto seemed more appropriate for the state of journalism in the world.”

The IFJ President’s recommendations and the ‘Roap Map for a Global Fightback’ can be viewed in the Appendices.



5.2 CONGRESS DAY ONE

WEDNESDAY 5 JUNE

A short video of IFJ activities 2010 – 2013 was presented.

The Congress elected the following officers to the Presidium:

Martine Simonis (AGJPB, Belgium)

Barry White (NUJ, UK and Ireland)

Dominique Pradalie (SNJ, France)

Juha Rekola (UJF, Finland)

Louise Connor (MEAA, Australia)

The following were elected as tellers:

Christos Christofides (CUJ, Cyprus)

Hasana Al-Aboudi (IJS, Iraq)

Ronan Brady (NUJ, UK and Ireland)

Omar Nazal (PJS, Palestine)

Martine Rossard (SNJ, France)

Yusuf Idris (NUJ, Nigeria)

Brent Edwards (EPMU, New Zealand)

Pamela De Martin (Fatpren, Argentina)

Dall Villy (DJ, Denmark)

Onurer Janan (Basein Sen, Cyprus)

The Working rules proposed by the Executive Committee were accepted.

The Exceptional Working Rules for the Constitutional Commission report were adopted.

Appointment of Commissions:

a) Finance and Constitution: Saad Al-Sabbe (IJS, Iraq), James Doherty (NUJ, UK and Ireland), Anita Vahlberg (SJF, Sweden), Olivier Da Lage (SNJ, France), Hanna Ayoub (FENAJ, Brazil), Andreas Bittner (DJV, Germany), Stuart Washington (MEAA, Australia), Wolfgang Mayer (DJU, Ver.di, Germany)

b) Resolutions: Jenni Campbell (PAJ, Jamaica), Talib Fayyadh (IJS, Iraq), Barry McCall (NUJ, UK and Ireland), Mario Guastoni (SNJ, France), Juan José Arce Vargas (SNP, Costa Rica), Maria José Braga (FENAJ, Brazil), Reiner Reichert (DJV, Germany), Phillippa McDonald (MEAA), Ramon Reyes Arancibia (FETRACOSE, Chile)

c) Appeals: Neamah Al-Rubaye (IJS, Iraq), Mogens Blicher Bjerregård (DJ, Denmark), Alexandre Nuyungeko (UBJ, Burundi), Anita Halpin, (NUJ, UK and Ireland), Paul Murphy (MEAA), Jose Maria Rodriguez Nunez (FENAJ, Brazil)

d) **Election Commission:** Juha Rekola (UJF, Finland), Martine Simonis (AGJPB, Belgium), Ronan Brady, Head Teller (NUJ, UK and Ireland)

CONSTITUTIONAL COMMISSION REPORT

Before starting the discussion and voting on the proposed changes to the Constitution of the IFJ, the Presidium announced the number of votes recorded and already distributed (338 votes), the quorum for voting (50% + 1 = 170 votes), and the quorum of 2/3 votes (226 votes) required to change the IFJ Constitution.

Co-Chair Olivier Da Lage (SNJ, France) and Anita Halpin (NUJ, UK & Ireland) presented the constitutional amendments that had been made by the Constitutional Commission and agreed at the Cadiz Congress.

Olivier Da Lage introduced the report and explained the methodology behind it including the procedures, principles and process adhered to by the Constitutional Commission. All proposals to amend the constitution were discussed and voted upon by Congress delegates. See appendix to view the Constitution.

A discussion then took place on whether the amendments to the constitution would be effective immediately. Following the discussion, delegates agreed that the new proposal would not take effect immediately, but after the congress.

GENERAL SECRETARY'S REPORT

General Secretary Beth Costa explained that her report was based on the working programme adopted in Cadiz. She thanked the staff in Brussels and in the IFJ's regional offices and said she valued their skills and commitment during a period of transition. She said she had benefited from the strong record of the IFJ over the years which had spared her from having to reinvent the wheel.



Photo: Beth Costa

She said she was committed to developing communications but was only able to achieve much of this work at the start of 2013 when a communications officer was appointed and was able to start work on the new IFJ website and safety website.

There was a re-structuring of the secretariat due to the setting up of Administration, Communications and Human Rights and Safety departments. The work of reviewing the Projects Division is still to take place as there are many projects ending this year.

Regional offices worked hard to implement the Cadiz resolutions by ensuring consultation with unions. There was also a regional development Fund set up to assist unions in building capacity.

In Africa, a lot of work went into collective agreements and safety, as well the situation of journalists jailed in countries such as Eritrea.

In MENA, the IFJ focused on safety training to reflect the deterioration of security. Thirty per cent of journalists killed since the last Congress were from this region.

In Asia-Pacific, the IFJ increased its profile by running activities in countries such as Pa-



kistan and Afghanistan focused on safety training.

In Europe, the EFJ decided to become a separate legal entity. An agreement in the General Secretary report confirms this decision. The General Secretary spoke about the importance of the Set Journalists Free campaign in Turkey as well as the campaign on media freedom in Hungary. The EFJ is also working in Eastern Europe with a number of affiliated and non-affiliated organisations.

In Latin America, the IFJ completed the registration of the regional office in Argentina at the start of the year. The General Secretary expressed her appreciation for the office's staff. In Bogota, the solidarity centre also enjoyed a great deal of support from IFJ member organisations in the region. Work on human rights was carried out and visits were organised, including a visit to Mexico to support journalists.

Referring to the projects report, the General Secretary said the important thing is the benefits that we bring to our members. A review of the projects strategy is taking place to address the fall in income for projects due to the crisis. This year, the Secretariat started discussing the new approach and the General Secretary referred to the details on the way funds are spent.

The General Secretary said there is hope that the decision of the AdCom will be adopt-



Photos: L-R Mindy Ran, NUJ UK & Ireland, Moaid Allami, IFJ, Iraq

ed. There are now rules for consultations with affiliates which will mean we can assess the relevance of projects. But there is a need to find more donors and keep those we already have. Communications will also be improved and the new website will raise the profile for projects.

The General Secretary said she hopes that affiliates will be called upon to develop their own projects and look for funding. On gender equality, she explained that she wants to give time to gender chair, Mindy Ran (NUJ, UK & Ireland), to brief delegates on the outcome of the gender council in Dublin.

In a statement to Congress, Mindy said a strategy for Mainstreaming had just been adopted as part of the IFJ-wide working programme – so in the end it will impact on every single aspect of our work, and our unions.

She said she thought in some ways, it is almost more important to explain why this work is essential. After all, we have been hearing about the impacts of the financial crises, loss of jobs and security, the threats to press freedom and more horrifyingly – the threats against journalists, and the rising number of those who lay their life on the line.

She gave an example from the panels the day before. While it was clear that an attempt had been made to gender balance the panels – mainstreaming is not about numbers – it is about attitudes. It is about content. She said several women came up to her yesterday to

talk about the lack of inclusion on the panels. Or as one gender council member put it, it was testosterone with ties.

She explained that she was not laying blame, but she said the question must be asked, why was it primarily the women speakers who included the ways that all of these issues impact women differently, and while the male speakers may have thought they were speaking for all of their members – why did we not hear from these gentlemen that women are more likely to be bullied and harassed out of newsrooms and jobs? Or that women are more likely to be forced into freelance or unsecured positions – or worse – out of the profession entirely?

Why was there little mention of the impact of the financial crisis on women – as we know the rates of domestic abuse and incidents of sexual harassment and intimidation are also rising. And why – here – have we not heard of the horrific rise in the use of sexual abuse, intimidation, the threat of rape and rape used as a tool to silence primarily female journalists.

She asked how many of the men speaking at congress have actually consulted with their female members, to hear the way these problems impact them, and to bring their voices to this table? Because, she explained, this is what mainstreaming is about, no matter who is speaking the words. It is about a change in attitudes and inclusion. It's about including equality at the heart of everything we do.

She said this is not a new idea. She told the Congress that it was an historic gender council meeting on Monday. She said they have finally broken out of the Euro-centric steering committee and now have balanced their steering committee democratically across all regions because the council has come of age.

She explained that when the council started 12 years ago its mandate was to mainstream gender work throughout all of the IFJ working groups, policies, decisions and affiliates. And for many years they sat in a small room, without translations, trying to speak to each other

and not being heard. Little of what they decided or said ever left that room.

But we were not content to stay there – as if they were a sewing circle chatting about the problems with the kids. She said that for the last three years the council has worked hard to break out of that little room off to the side – they are now over 30 members strong and will not go back.



Photo: Chong-Ryul Park (JAK, Korea)

She explained that they intend to finally push through and work on their mandate, and will – in stepped ways – be looking at all of the expert groups, policies and decisions. They will be developing tools for evaluating and monitoring whether they are progressing and how to improve this work. And they will be back at the next congress to tell everyone how it has gone.

She said they want to start with policies that do not gel with the ideals of equality – for example, a rule was applied to women who required assistance from the Gender Council budget to come to this meeting that barred them from standing in IFJ Congress elections.

She said she is sure that originally there was, what someone thought, a good reason for this, but today this unacceptably halts the progression of our sisters on financial grounds. That is not equality. Nor does it enshrine the principles of trade unionism?

She asked the congress to begin to think differently. That as the motions, elections and debates begin, they consult with the female members of their delegations, and that no matter who is speaking that they bring those voices to this table. So they have the space to speak for themselves and the support and encouragement to stand for election.

She asked delegates to think about the ways that these issues impact on their female members and to be on the lookout for places where these motions may have a negative impact. Because to achieve true gender equality it can no longer be simply a small group of women, sitting in a small room, it must be all of us that strive to be what we, as trade unionists, are meant to be – working for the good and inclusion of all of our members.

With regard to the Safety Fund, the General Secretary recalled the campaign by IFJ affiliates to raise one million euros. She said this was achieved and was a great success, but the habit of regularly raising funds by doing collections with hats and bags has been lost. She said this needs to be revived and that in future bags will be handed over to delegates for them to pass on and collect money for the Safety Fund at events.

INTERVENTIONS ON GENERAL SECRETARY'S REPORT

Selma Jlassy (SNJT, Tunisia) reported that the situation of journalists in the Arab world has continued to deteriorate since the Arab spring. She said that Tunisia is no exception and she appealed for the IFJ to continue to provide support. She said she would like to see more solidarity and visibility from the IFJ on the ground.

Lars Werge (DJ, Denmark) noted that there is still a lot of money in the Safety Fund. He said the Danish union had decided to step out of the Safety Fund, but they would continue to raise money among colleagues who appreciate

its work. He referred to the need for humanitarian assistance and asked how quickly the IFJ is able to react in times of crisis. He also asked what direction the Safety Fund would be taking over the next few years.

The General Secretary agreed that the Safety Fund must be used. She noted, however, that very few IFJ affiliates with websites feature the Safety Fund. She said the IFJ re-launched the Safety Fund in Nuremberg to further promote it, but members from many affiliates still do not apply for help. She reassured Congress that the objective is not to keep the money in the bank.

Peter Murdoch (CEP, Canada) thanked the NUJ for its hospitality and said his union has developed a safety project and would like to run it past colleagues in the Latin American region.

Moaid Allami (IJS, Iraq) said that 370 journalists have been killed in Iraq and no one has been taken to court for this. He said the families of the victims need to know who is responsible for the killings and he appealed for governments to open investigations into these murders. He thanked the IFJ for its support and thanked the NUJ for its hospitality. He said the IJS needs solidarity for their campaign to secure justice and press freedom.

Dennis Engbarth (ATJ, Taiwan) said that the issue of press freedom in China was of concern to Taiwan which has been affected by the attempt by the Chinese to control media, the same way Hong Kong and even Japan are affected. This is mainly about monopoly and media concentration and working conditions in China. He said the Foreign Correspondents Club in Hong Kong has recorded an increase in harassment of media. He asked the IFJ to contribute to the defence of journalists.

Shwan Hwayyiz Fareeq (KJS, Iraq 'Kurdistan') asked the Kurdistan federation to create groups and unions that are independent unions and not government-controlled news outlets.

Mazrooei Rajabali (AoIJ, Iran) said that af-



MICHAEL YU (ATJ, TAIWAN)

ter the 2009 elections in Iran, also viewed as a coup, many journalists were been detained, 24 of whom are still in detention. He said hundreds more fled because they and their families were under threat, and even journalists working for foreign media organisations had not been spared. At the moment, he said, there is no press freedom in Iran. He said the office of the AoIJ was closed two months after the elections and two of his colleagues who were detained have been released but denied the right to practice journalism. He said he appreciated the IFJ support over the last four years.

Jenni Campbell (PAJ, Jamaica) thanked the staff in the Latin America office who keep in constant contact with journalists in Jamaica. She said they provide assistance on a range of issues of concern such as low wages.

Daisuke Ono (JBLU-NIPPORO, Japan) spoke about freedom in covering natural disasters. He said he covered the Tsunami and the earthquake which struck Japan, leaving him with bewilderment about witnessing such a horrific event. He said people turned to the media to contact their families after communications broke down, but many journalists were not able to do much for them. He said this experience

showed the lack of capacity to share information about natural disasters, and he suggested that journalists should create a forum for discussion about reporting on natural disasters.

Nestor Burgos (NUJP, Philippines) recalled the Maguindanao massacre and said he appreciated the IFJ's support following this incident. He said that there is a need for the IFJ to play a bigger role in protecting media and fighting impunity. He said that the NUJP has been able to assist the families of over 100 journalists who have lost their lives since 1996. He said the journalists and their families are grateful for the IFJ support in times of hardship, especially after the Maguindanao massacre.

Younes M'Jahed (SNPM, Morocco) said he supports the General Secretary's report, especially on the aspect of raising funds for projects, but he warned that there are organisations which are not even unions which are trying to take over the role of the IFJ. He appeals to the IFJ to support unions and not give money to organisations which do not represent journalists.

Chong Ryul Park (JAK, Korea) said there is press freedom in the country. He said that



Photo: Stuart Laidlaw, CEP, Canada

CNN Korea represents the former administration which is undermining press freedom. He said some reporters were dismissed in 2008 and the association has fought to reinstate staff members and the new government is trying to bring fairness back into news reporting.

The General Secretary thanked everyone for their comments and informed delegates about the IFJ's work on the fight to end impunity for violence against journalists. She explained that the IFJ is working closely with UNESCO in this regard and taking full advantage of the enhanced status within the organisation. There is now the Human Rights and Safety department which will reinforce the campaign against impunity through the UN system.

Safety training will also be addressed and for the first time the IFJ used funds that were not from projects to pay for safety training in Mali because of the political crisis. The IFJ was the first organisation to intervene.

The General Secretary said the IFJ is also preparing a campaign to get journalists in Turkey out of jail and is considering funding safe houses in crisis spots. She explained that she has visited Iranian journalists in Turkey, many of whom are young people who have been forced to flee their countries.

The General Secretary's report was put to the Congress and approved.

5.3 CONGRESS DAY TWO

THURSDAY 6 JUNE

Yuriy Lukanov (IMTUU, Ukraine) took the floor to announce that this was the Ukraine Day of Journalism and condemned the continued repression of journalists in the country.

CONSTITUTION AND FINANCE COMMISSION REPORT

Stewart Washington (MEAA, Australia) delivered the report of the Constitution and Finance Commission.

The commission expressed its gratitude to the work of the Honorary Treasurer, Wolfgang Meyer (DJU in ver.di, Germany), and the Secretariat and welcomed the good set of audited accounts, the work of the new auditors and the rigorous controls carried out on the reported figures.

It also welcomed the annual revenue, based on affiliation fees (approximately 1.3million euros, and projects (approximately 2.3million euros). While the fees revenue is relative stable, projects income is volatile and unpredictable. A number of large contracts will soon be closing and it will be a significant challenge to maintain this level of revenue in the future. It said that the surplus and accounts results were good.

The commission agreed four recommendations to put to Congress.

First, the IFJ budget will be published annually and the Honorary Treasurer's report to the Executive Committee will be published every six months.

Second, the finance commission recommends that Congress instructs the Executive Committee to examine and set up investment guidelines to best maximize returns on assets.

Third, the commission recommends that Congress instruct the Executive Committee to establish a finance commission to oversee the budgetary process between congresses, working in partnership with the Honorary Treasurer.

Fourth, that the IFJ secretariat reminds its affiliates regarding the conditions around accuracy of reporting memberships and its importance in the calculation of affiliation fees.

Congress voted to approve all four recommendations.

FINANCE REPORT

Honorary Treasurer, Wolfgang Mayer (DJU in Ver.di, Germany) thanked Stewart and the commission for the report and recommendations.

He said the good news was that IFJ has a new auditing system and the new auditors go into much more detail and are much improved. He reported that the IFJ's new auditors had requested clarification in administrative procedures for approval of spending, for example, on the Assistance Fund or in the Regional Offices. He said this was good control and was better than it has ever been.

He said there has been an increase in the collection of fees since 2011 due to the improvements of fees management and accounting processes. He said it was also due to the involvement of the IFJ regional officers who did a great job of following up on obtaining the money.

He made several recommendations. He said:

- No motion related to future IFJ activities shall be accepted until the source of funding is identified or the proposers have explained to Congress delegates how they see this activity is being financed.
- There should be consensus that staff costs have, in line with the new organisational diagram, reached a level at headquarters which should not further increase.
- The IFJ should be more disciplined in the

management of outstanding fees. We must be flexible in how fees are collected, but we must ensure that discipline is improved. An additional surcharge on outstanding fees should be introduced in case member unions do not pay until after 30 April. The rate should be equal to the average interest rate in Belgium and become due per quarter, the amount being added to the invoice when reminders are sent.

- The coming Executive Committee shall define standard requirements from exonerations. The Executive Committee should treat all requests for exonerations on accurate and objective criteria.
- The freezing of affiliation fees shall once again be confirmed. This was done in Cadiz and was a good idea, and it is a good idea at this Congress.



Photo: Wolfgang Mayer, Ver.di, Germany

- The Safety Fund should be set up as a separate operating account and not be operated through the general IFJ account.
- A new campaign to promote the International Press Card should be started.

Regarding projects, since 2007 projects income has been relatively stable, it is not about making a profit, but it has covered costs. But the contracts are volatile. For example there was a significant funding gap in 2006. Two recommendations were made:

The IFJ needs to increase its fundraising efforts and place an emphasis on Safety and Gender. Two special accounts shall be considered, similar to special project budget lines, for the benefit of additional gender activities and the safety department.

The search for additional funding organisations to get a diversification of funding sources shall be defined as an explicit challenge for the projects' department.

He said the money spent on the working programme should directly benefit our affiliates. He said that working programme expenses have increased since Cadiz and that savings reserves are being stabilised when the working programme increases.

He told Congress that staff costs increased abruptly in 2010, but have since decreased to a sustainable level i.e. 90% of the staff costs should be covered by the amount of general reserve and the general fund, which was the average during the period 2010-2012.

The Honorary Treasurer advised Congress that the overall figures show we are on the right path and in a "proper way" but we must continue to look closely at developments. He said he is convinced it is the right decision to strengthen the regions and to keep an attentive watch on the right balance between investing and direct benefit, and the general reserves.

He told Congress there are challenges and goals ahead and there is a necessity to develop and improve our work. He pointed to a questionnaire that was distributed to delegates the day before. The survey revealed that in Europe 50% of journalists are women, so there is a need to focus on gender equality. Another important development was freelances. The survey showed that 40.9% of working journalists are freelances, so there is a need to work for their interests, while outside Europe 26% are freelances. Also, on average in Europe 80% of journalists are covered by collective agreements, but this is much lower outside Europe, so there is a need to support journalists to de-



Photo: Medile Foholi, JUL, Lesotho

velop collective agreements. The survey also showed the need to improve training for journalists, while outside Europe only one union said that authors rights were protected, a worrying figure that shows the need to protect the right of journalists across the world.

Villy Dall (DJ, Denmark) asked how late payments can be reduced. It is OK to have special accounts for safety and gender, so why not a special account for attending statutory meetings through the Assistance Fund.

The Honorary Treasurer explained that if unions cannot pay they should ask for an exoneration. Based on their request an arrangement will be sought which could include payment by instalments. He added that the Assistance Fund expenditure had decreased by a third since 2010.

Sabina Inderjit (IJU, India) recommended that the finance commission should look at the issue of standardised guidance for exoneration and calculation of membership. She then complained about the how the Assistance Fund discriminated against women delegates

Congress adopted the Finance Report.

APPEALS COMMISSION REPORT

Anita Halpin (NUJ, UK & Ireland) delivered the report of the Appeals Commission and made the following recommendations:





Photo: Philippe Leruth, AGJPB/ABVV, Belgium

UNPC, DRC: The commission reported that there is evidence that the union will pay its fee soon. The recommendation from the commission was to lift the suspension.

KUJ, Kenya: The commission reported that there is evidence in writing that the union's fee will be paid soon. The recommendation from the commission was to lift the suspension.

UJU, Uganda: The commission reported that a majority of members were not convinced by the appeal and did not have the evidence to make a decision. It recommended that the FAJ should continue its work to communicate with the union, but in the meantime the commission recommended expulsion.

Paul Murphy (MEAA, Australia) delivered the minority report. He agreed that the Uganda union case was difficult because not all the requested documents were available. However he said that the secretariat was unable to provide enough documents about payment. In this case, where the secretariat is at fault, the principle should be that the payment was made, and the alternative recommendation to Congress is to lift the suspension.

Omar Faruk Osman (NUSOJ, Somalia) said that this was a matter for Africa. The FAJ is addressing the issue and had decided to conduct its own investigation. It should be trusted to do this work. The region and its members

should not be dictated to by others. He supports the recommendation of the majority to expel Uganda.

Mohammed Garba (NUJ, Nigeria and President of FAJ) said unity of Africa is important and they trust in their comrades from Uganda. The FAJ also supports the lifting of the suspension of Uganda.

The General Secretary protested at the criticism of the secretariat by the appeals commission saying that the procedures for appeals are not clear enough. It is unfair to blame the secretariat for not providing enough information since the union did not send a formal appeal to the GS in advance of Congress. She called for clear appeal procedures to the GS before the congress.

Eva Stabell (NJ, Norway) recalled that it was the Executive Committee who suspended the union because they had paid too late – but they paid. She said it is important to have unions from Africa.

The recommendations from the Appeals Commission were put to a vote:

Uganda: The minority report recommendation to lift the suspension of the UJU was approved.

Kenya: The recommendation to lift suspension of the KUJ was approved.

Congo: The recommendation to lift the suspension of the UNPC was defeated, with the vote 77 in favour, 44 against, 66 Abstentions. Because the vote failed to reach a majority of all votes cast the motion was defeated.

ELECTIONS COMMISSION REPORT

Juha Rekola (UJF, Finland) delivered the report on the nominations for elections. Juha outlined all of the representatives standing for the position of President, Senior Vice-President, Vice-Presidents, Honorary Treasurer, Advisors, Regional Reserve Advisers and General Reserve Adviser.



Photo: Abdelnasser Najjar, PJS, Palestine

The speeches were made by the candidates for president:

Jim Boumelha asked to be re-elected. He said that in the old days the NUJ had a reserved seat on the Executive Committee and that fortunately that situation has changed and candidates need to earn their place on the board. Today he asks Congress to put its trust in him to continue the fight to unite unions and support democratically elected leaderships, a mission he conducts proudly and tirelessly for free.

Philippe Leruth presented himself as a journalist, a campaigner and a union leader. He highlighted key issues for the IFJ including the fight for safety and against impunity, decent working conditions for journalists/freelance journalists, Gender equality and diversity. He pledged to work at uniting the IFJ, which has never been so disunited, to bring stability to the secretariat and to be more present in Brussels, to introduce a fairer fee system, more transparency in the accounts, more transparency around Executive Committee meetings whose reports should be released, to improve the IFJ's communication and website, as the IFJ is not present in the news.

The first round of voting for President and Senior Vice-President took place. Speeches were

made by candidates for senior vice-president, vice-president, treasurer, advisers and reserve advisers.

The results of the President election were announced. Juha Rekkola reported on the results of the count for the Presidential election. He announced the following count:

- 191 for Jim Boumelha
- 178 for Philippe Leruth

However, he then announced that there were five more votes cast than ballot papers distributed. This could be due to several reasons, time pressure, human error, but he said they did not know the reason for the differences. The election commission spoke to both candidates and both of them said they would not demand a recount, given that the 5 votes would not change the final result.

However, the election commission said it thought this cast a shadow over the credibility of the result, and without making a recommendation, they asked the congress to show either acceptance of the result or to demand a new vote.

Dominique Pradalie (SNJ, France) presented the choice to the Congress to either approve the result or to hold a revote.

Francois Ryckmans (AGJPB/AVBB, Belgium) said that as a matter of respect for democracy, for dignity and for confidence between us, Congress must hold a revote whatever the original result.

Barry McCall (NUJ, UK & Ireland) made two points. If the two candidates accept the results, why cannot the congress accept the result? And if this ballot went wrong with the whole afternoon to hold it, how can we expect to get it right in the next 15 minutes?

Dominique Pradalie asked the Congress if it wanted to have a revote.

Anita Halpin (NUJ, UK & Ireland) made a point of order that you cannot vote on an either/ or option. She asked for a vote on one option with a clear wording placed before Congress.



Photos from top: Eko Maryadi, Yasmina Popovich, Stanislas Nkundiye, Sabina Inderjit

Urs Thalmann (IMPRESSUM, Switzerland) made a point of order that the outcome of the vote conducted now will mean that the presidential vote will no longer be anonymous.

Dominique Pradalie said that there was not a motion, so she told Congress that they would move to the vote. She repeated the question: Does the Congress want to hold a revote?

A vote was taken on whether to hold a revote. The result was: 139 in favour, 186 against, 2 abstentions. Therefore, there would not be a revote.

Juha Rekola, as President of the Election Commission, declared that Jim Boumelha was the next President of the IFJ.

5.4 CONGRESS DAY THREE

FRIDAY 7 JUNE

DISCUSSION ON IFJ ELECTIONS

Martine Simonis (AGJPB/AVBB, Belgium) made a statement to Congress. She said she was speaking as a delegate, not as a member of the presidium. She recalled that, for the fourth or fifth time, she had accepted to be on the presidium and had used all her experience to ensure that Congress took place in the best conditions for all delegates. She also said the IFJ staff were competent and committed to the organisation and wanted Congress to succeed. She said her colleagues on the presidium were honest people who were doing everything possible to conduct Congress business in a clear, fair and democratic manner.

However, she regretted irregularities, observed by all delegates, which had marred the vote for President. Because of that she could not accept the way in which the vote had taken place and refused to cover up the flawed election.

While Congress had validated the vote, she still considered it as flawed and disagreed with the decision, like many other delegates. She did not want to support irregularities and, therefore, wished to inform Congress of her decision to resign from the presidium. It was agreed that the presidium would be composed of four people for the last day of Congress.

Wolfgang Grebenhof (DJV, Germany) made a statement for DJV. He said that the election for President did not meet the democratic requirement and it made no difference whether there was a mistake or manipulation: It is a matter of principle and it is the job of journalists to denounce irregularities. He wondered how they are supposed to do that if they do not meet their own standards of democracy. He



warned that accepting this election would cause a major damage to the IFJ. He said the DJV was not willing to participate in this process and he announced that his delegation would leave Congress immediately and they would consider further legal steps against this election and reconsider their IFJ membership. He said that it was regrettable to leave Congress and Dublin.

Pol Deltour (AGJPB/AVBB, Belgium) requested that the IFJ investigate what had happened with the vote and that the procedures be changed in the future.

Martin O'Hanlan (CWA/SCA, Canada) said the vote undermined the IFJ moral authority to criticise fraud. He wondered how a delegate could defend the 'illegitimate' vote that had taken place. He was not comfortable with this and said his union had also decided to leave Congress.

Thomas Spence (NUJ, Norway) said the election divided the IFJ and did not meet the highest standards of democracy. There is a shadow cast over the IFJ and he respected the decision of DJV and CWA. The leadership of the IFJ should reflect all its members and he asked the president to tell Congress how he intended to unite the IFJ.

Manuel Mediavilla (FeSP, Spain) asked for clearer rules and process for elections. This situation should never happen again in the future.

Paco Audié (FeSP, Spain) said he did not want to cover up things but did not need lessons of democracy, either. After all, he was born under a dictatorship. He argued that two votes had taken place, and the second ratified the first, and this has to be respected. He agreed that the IFJ had a problem with elections but it should not be taken to extremes. He urged the DJV to stay. He reiterated that the second vote had to be respected and appealed for consensus.

Stuart Laidlaw (CEP, Canada) said that the CEP was staying at Congress and was proud to be part of the IFJ. He said that, since the two candidates had accepted the vote, he respected the result. He requested that for the next Congress in three years there should be a revamp of the voting procedures.

Mogens Blicher-Bjerregård (DJ, Denmark) asked the president to address Congress about this situation, especially the fact that affiliates are leaving Congress. He recalled that after



Photo: Martine Simonis, AGJPB/AVBB, Belgium

the Cadiz Congress, some unions wanted to meet the President but he turned them down.

Joachim Kreibich (DJU in Ver.di) said that the elections did not comply with democratic standards and the IFJ had lost its credibility. He said that his union would consider legal measures and called on unions to join a declaration to this extent.

Michelle Stanistreet (NUJ, UK and Ireland) said the decision was clear and there was a vote on it. If delegations were not prepared to accept a vote, the consequences would be catastrophic. Despite the irregularities, the five ballots would not have changed the result. She considered this to be the end of the matter and Congress should get back to business and nobody should take away the ball because he was not winning the game. She hoped delegates who threatened to leave will reconsider their decision when they got back home.

IFJ President Jim Boumelha took the floor, saying that he had agreed with the Presidium to speak later but he was happy to oblige since there were requests for him to speak at that point. He regretted the decision of German colleagues to leave the Congress. He assured delegates of his willingness to work for unity but he regretted that there had been attempts to side-line him as president, including some members who even removed his name from official documents.



He acknowledged that the IFJ has had ideological divisions in the past which have been replaced by divisions based on who seats on the high table. Some unions want to sew divisions according to economic power, undermining weaker members.

After the Cadiz Congress, there were groups, mainly those who had lost power, who wanted talks and the Administrative Committee accepted that they would meet unions but not groups. He said he met Mogens Blicher-Bjerrgård on his own for lengthy discussions.

He said that the current IFJ is different from that of the pre-Cadiz Congress and he encouraged members to exercise their rights but also respect the will of Congress.

President of the Presidium, Louise Connor (MEAA), introduced the vote for the Senior Vice-President position according to roll call by country to go and vote. In the meantime Congress would continue with a discussion on motions and the new quorum would be announced.

Congress instructed the Executive Committee to establish a finance commission to oversee the budgetary process between congresses.

RESOLUTIONS COMMITTEE REPORT

Barry McCall (NUJ, UK and Ireland), Rapporteur of the Resolution Commission, presented his report. He said that the Commission

had met on the Wednesday afternoon and elected Philippa McDonald (MEAA, Australia) as chair and Barry McCall (NUJ, UK and Ireland) as rapporteur.

Nineteen motions submitted as urgent were considered by the Resolutions Commission. Fourteen were considered urgent and were recommended for inclusion on the agenda for discussion by Congress.

Of these, four were recommended as being particularly urgent and the commission had asked the Presidium to consider making time available for these resolutions to be taken on Friday. These are the resolutions from Turkey, Macedonia, Pakistan, and the Philippines. This was not possible, but the resolution were being discussed on the morning's agenda.

The Commission felt that further information was required in relation to the resolutions from Korea and Portugal before a recommendation could be made in relation to them. The chair and rapporteur were authorised by the Commission to obtain this information and decide accordingly.

Having met with a representative of the Korean delegation, the chair and rapporteur decided to recommend that motion for inclusion on the agenda on the basis that ten journalists are still fighting to get their jobs back in that country.

The chair and rapporteur met with a representative of the Portuguese delegation and agreed to recommend an amended version of the motion for inclusion on the agenda.

Resolutions from France and Taiwan were ruled non-urgent and were not recommended for inclusion on the agenda.

The delegate representing Taiwan subsequently appealed the decision of the Commission to the chair and rapporteur, pointing to a particular item of urgency within the original lengthy resolution. It was agreed that an amended far shorter resolution addressing solely that point would be recommended for inclusion on the agenda.

One other resolution seeking to amend the IFJ constitution was tabled for consideration. The Commission decided that such a motion was not within its competence to consider. On the morning of Thursday, 6 June, a resolution from Haiti was presented to the presidium. Following consultation with the chair and rapporteur it was agreed to recommend this resolution for inclusion on the agenda. It was agreed that the report would be received.

The urgent and non-urgent motions were subsequently discussed during various periods during the day. See Appendices to view full list of urgent and non-urgent motions.

PRESENTATION ON THE 1913 LOCKOUT IN DUBLIN

Ronan Brady (NUJ, UK & Ireland) delivered a presentation on the 1913 Lockout in Dublin. He said one of the reasons the NUJ bid to host the IFJ World Congress 2013 in Dublin was because this is the year of the 1913 Lockout, a seminal event in the history of the Irish and international labour movement. The presentation can be viewed at: <http://www.ifj.org/en/pages/ifj-world-congress-2013-1913-lockout-presentation>

FINANCE AND CONSTITUTION

COMMISSION REPORT

The President of the Presidium, Louise Connor (MEAA), introduced the report from the Finance and Constitution Commission.

Barry McCall (NUJ, UK and Ireland) said that the copies of the report were available. One of the recommendations was the creation of a financial commission to monitor the budget, together with the Honorary Treasurer. It was agreed by Congress that this was a task for the IFJ Executive Committee, not Congress.

“... it is fitting that we remember one day in particular. The Freedom Walk where we marched in silence carrying 408 red carnations to symbolise our 408 colleagues who lost their lives since the Congress in Cadiz.”

IFJ PRESIDENT JIM BOUMELHA



PRESIDIUM STATEMENT ON IFJ ELECTIONS

Barry White (NUJ, UK and Ireland) made an announcement on the Presidium on the conduct of IFJ elections. He started by saying that there had been a request to look into the procedure and ways to improve, in response of the vote of the IFJ President. This was done in a rather short time but with the best intentions and good faith and he hoped everyone will support it.

He read the statement of the presidium on the electoral process:

“The Presidium reiterates that the IFJ election process must be of the highest standards and beyond reproach. In order to achieve this we therefore recommend the setting up of an election commission appointed by the incoming Executive Committee after nominations from member unions.

The Executive Committee should invite all affiliates to:

- Nominate members to the commission
- Make recommendations for improving the electoral process

- Membership of the commission should Be agreed by the Executive Committee
- Provide fair representation of the regions
- Be made up of no more than 50% of Executive Committee members

Commission Mandate:

1. To provide a better process for preparing the delegates list 24 hours prior to the start of Congress including:
 - a) identifying all delegates,
 - b) verifying that their unions are in financial order
 - c) establishing their voting entitlement
 - d) publishing the final list at the start of Congress Business
2. To review the Working Rules with respect to the electoral process.
3. They should examine the method of voting and make recommendations to ensure its efficiency and accuracy, for example considering the introduction of electronic voting.
4. And any other matters which they think can assist in ensuring the integrity of the IFJ's electoral process.

5. Further to that the Presidium strongly recommends that an electoral commission should be set up at the start of congress to advise the presidium in the event of any appeals regarding the final list of delegates and all matters relating to oversight of the elections.

The commission should report their recommendations to the General Secretary by January 1st 2015. The report will be reviewed by the Executive Committee before being circulated to all member unions for further observations at least 12 months in advance of the 2016 Congress.”

He said that it was up to Congress to debate the statement which had been prepared rather quickly and suggested Congress referred the matter to the Executive Committee.

Anita Halpin (NUJ, UK and Ireland) welcomed the initiative of the Presidium but thought the deadline of 1st January, 2015 was a bit tight. She proposed to provide more time for the Executive Committee to consider it and send it to delegates. The proposal was agreed.

Barry White (NUJ, UK and Ireland) replied that the time line is meant to be indicative and can be amended.

François Ryckmans (AGJPB/AVBB) proposed that the election commission be independent and not include a member of the Executive Committee. He added that it was important to determine the IFJ organ which must have the power to validate the vote.

Olivier Da Lage supported the proposal and added that there should be no member of the Presidium on the elections commission. He also referred to the amendments adopted by Congress which made the proposition workable, i.e. that the Presidium is the supreme organ of Congress.

François Ryckmans clarified his proposal, saying that the Commission must not include Executive Committee members and supported the exclusion of the Presidium’s members.

Barry White invited proposals for amendment concerning the wording on the composi-

tion and membership of the commission.

The President of the Presidium, Louise Connor, put the amendments to a vote. The amendments were carried.

The motion to endorse the creation of the electoral commission in principle and refer it to the Executive Committee was also adopted.

ELECTION RESULTS

During the course of day, the results were announced of the elections for the positions of Senior Vice-President, Vice-Presidents, Honorary Treasurer, Advisers, Regional Reserve Advisers and General Reserve Advisers.



Photo: Ronan Brady, NUJ, UK & Ireland

The President of the Presidium also advised the Congress that Dominique Pradille (SNJ, France) would take over from Martine Simonis on the electoral commission. As a result Dominique announced the results of each of the elections. *See the Results section to view the full list of elections to the IFJ Executive Committee 2013-2016.*

WORKING PROGRAMME

The President of the Presidium called for the working programme to be endorsed by Congress. There were no comments from delegates and the working programme was adopted. *See appendices to view the full IFJ working programme for 2013-2016.*

CLOSURE OF THE CONGRESS

A video showing highlights of the week's events was shown to delegates.

IFJ President Jim Boumelha said it had been a fabulous five days and as we prepare to leave Dublin to take up the many urgent tasks facing journalists worldwide, it is fitting that we remember one day in particular. The Freedom Walk where we marched in silence carrying 408 red carnations to symbolise our 408 colleagues who lost their lives since the Congress in Cadiz.

Journalists give their lives for their craft. Sometimes that can involve death. We must make the world safer for journalists and that is the mighty task facing each of us as members of our trade unions, irrespective of the ideas we might have about these issues

He said that from what happened that morning, one of his first tasks is to rebuild trust among us so we can lead with confidence. He welcomed the statement that was agreed on the electoral process. He said that despite the frustrations of the Congress we are solidly united on the main issues: that journalism is in crisis and only journalists are capable of organising the fight back.

He said we should be honest about what we can achieve. Seeing our working programme become a reality is not what our staff or the elected leadership can do on their own. It gets implemented when everyone pulls together, comes together, works together, when we exercise our responsibility to ourselves, to our members, to our communities and to others.

He said it had been one of the best organised Congress. Congress materials, the welcome in Dublin, the tremendous friendliness of everyone who has helped with the Congress, the fantastic social programme, every way this Congress has been run, was to nurture what unites us.



He gave a vote of thanks to the President of Ireland, Michael D Higgins, IFJ General Secretary, Beth Costa, and her staff. He also offered thanks to the interpreters who he said did a great job. The President thanked the management of Dublin Castle, the agency Happening, Failte Ireland, RTE, the Gathering, Dublin City and Dublin UNESCO. He thanked the NUJ in the UK and Ireland for all their support, and gave very special thanks to NUJ Irish Secretary Seamus Dooley.

Barry McCall, President of the NUJ, said that the event had been superb and he was very proud of what has been achieved, offering particular thanks to the amazing work of Seamus Dooley.

Seamus Dooley offered his thanks to the President of his union and the NUJ UK and



Ireland staff and council members. He also thanked the IFJ President and General Secretary and acknowledged the contribution of its staff. He thanked Happening for their work.

Seamus said when NUJ bid to host the IFJ World Congress 2013 in Dublin they did so because in this centenary year of the 1913 Lockout they wanted to make a public statement about the NUJ, its values and its commitment to the principles of fairness and justice. And also to provide a meeting place of friendship for comrades to speak and meet in a spirit of openness and good will.

He said we have succeeded in that objective and he was proud that we have celebrated creativity and friendship, and remembered with dignity those journalists who have been taken from us because they dared to stand up for journalism.

IFJ General Secretary Beth Costa expressed great thanks to Seamus and all colleagues at the NUJ.

Jim Boumelha thanked all the members of the Presidium for their hard work and said we should go forth from the IFJ's 28th world Congress as proud affiliates of an international organisation of journalists. •



EXECUTIVE COMMITTEE 2013 – 2016

RESULTS OF ELECTIONS

President, Jim Boumelha (NUJ, Great Britain and Ireland)	191
Senior Vice-President, Youness M'Jahed (SNPM, Morocco)	229
Vice-President, Celso Schröder (FENAJ, Brazil)	200
Vice-President, Jasmina Popovich (TUCJ, Croatia)	150
Honorary Treasurer, Wolfgang Mayer (Ver.di, Germany)	300

IFJ ADVISERS

Abdal Nasser Najjar (PJS, Palestine)	283
Zuliana Lainez Otero (ANP-FNTCS, Peru)	244
Pervaiz Shaukat (PFUJ, Pakistan)	243
Moaid Allami (IJS, Iraq)	234
Mohammed Garba (NUJ, Nigeria)	209
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Franco Siddi (FNSI, Italy)	186
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Bernard Lunzer (TNG, USA)	180
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ASIA

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AFRICA

1st Dr Muhiedin Titawi (SJU, Sudan)	242
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EUROPE

1st Mario Guastoni (SNJ, France)	168
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1st Louise Conor (MEAA, Australia)	202
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GENERAL RESERVE ADVISERS:

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2nd Domingo Vargas Cornejo (FENATRAMCO, Chile)	

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6.1 IFJ CONSTITUTION

AS AGREED BY THE IFJ CONGRESS DUBLIN, 4-7 JUNE 2013

SECTION I: *Titles & Headquarters*

1. The name of the organisation is the International Federation of Journalists. Its headquarters is based in Residence Palace, International Press Center, Block C, Rue de la Loi 155, 1040 Brussels, (Belgium).

SECTION II: *Character*

2. a) The International Federation of Journalists is a confederation of journalists' trade unions. It has been created to deal with matters related to trade unionism and the practice of the profession of journalism. It is established in the context of support for pluralist democracy and fundamental human rights. It is independent of all ideological, political, governmental and religious bodies. It represents and assists its member organisations in education and research in protection of core labour rights and all professional matters and has and promotes continental and regional groups made up of those member organisations.
 - b) The International Federation of Journalists is an Association Internationale Sans But Lucratif as defined under Belgian law. The Administrative Committee is responsible for meeting the Federation's obligations as an AiSBL.

SECTION III: *Objectives*

3. The aims and objectives of the Federation are:
 - a) To protect and strengthen the rights and freedoms of journalists;

- b) To respect and defend freedom of information, media freedom and the independence of journalism particularly through research and monitoring of violations and taking action to defend journalists and their work;
- c) To uphold and improve professionalism and to promote high standards of journalism and journalistic education;
- d) To improve and defend the social and working conditions of all journalists, and to encourage and support member unions in collective bargaining;
- e) To promote co-operation between member unions, and to support trade union development, by means of the organisation of continental and regional groups;
- f) To promote and maintain editorial democracy;
- g) To promote the social role of journalists and the profession of journalism, particularly its contribution to democracy and freedom;
- h) To encourage the provision of professional and trade union education and training for journalists;
- i) To co-ordinate action to ensure the safety of journalists and to incorporate safety training in collective agreements between member unions and employer organisations;
- j) To encourage member unions to provide goodwill and assistance for members of other member unions who may be working in their territories;
- k) To establish and maintain close relations with relevant international, government and non-government organisations in pursuit of these objects;
- l) To fight for authors' rights and international reimbursement systems;
- m) To promote mainstreaming equality in journalism and to encourage member unions to pursue this objective.

SECTION IV: *Membership*

4. The Federation may admit to full membership national trade unions whose constitutions and activities are consistent with the character and objects of the Federation and which conform to the following definitions:
 - a) It is a journalists' trade union; that is, a representative, democratic organisation whose primary functions are to defend, maintain and advance (particularly by collective bargaining) the professional, ethical, moral and material rights of journalists. For the purposes of this definition, a journalist is one who devotes the greater part of his/her working time to the profession of journalism and who derives from it most of his/her income being employed or working as a freelance.
 - b) It is devoted to media freedom; that is, in accordance with the United Nations Universal Declaration of Human Rights, freedom in the collection and dissemination of information by all forms of media, and freedom to express opinion and comment, including the freedom to criticise and oppose governments, political and economic bodies whether public or private.
5. Membership of the Federation is not open to journalists' unions which include employers in their regular membership, nor to non-union organisations which operate in specific sectors of the profession.
6. When a union admitted to the Federation is organised on an industrial basis its membership shall be recognised only in relation to the number of its members who are journalists.
7. National organisations of journalists which are not journalists' trade unions as defined in paragraph 4(a), but which are devoted to media freedom as defined in paragraph 4(b), may be admitted as associate members.
8. Except as specified by this Constitution, associate members may participate in all

Federation activities. They may be represented at Congress by one delegate but shall not have the right to vote, to nominate or to be nominated for office. With the assistance of the Federation, associate members shall do all in their power to attain and conform with the conditions of full membership and shall, when appropriate, seek full membership.

SECTION V: *Application for Membership*

9. An application for membership of the Federation shall be made to the General Secretary in the prescribed form and shall be accompanied by the Constitution of the applicant organisation. The General Secretary shall advise all member unions of each membership application.
10. The Executive Committee shall consider each application. It may, provided two-thirds of Executive Committee members present vote in favour, admit an applicant to full membership or associate membership. It may reject an application or defer an application for further consideration at its next meeting.
11. An applicant whose application is rejected by the Executive Committee may appeal against that decision to the next Congress. Any three member unions who disagree with an Executive Committee decision to admit an applicant to membership may appeal against that decision to the next Congress. In either case the appeal must be lodged in writing with the General Secretary within three months of the decision being notified.
12. The procedure for changing the status of an associate member to full membership shall be the same as that prescribed in the preceding articles.
13. Membership of the IFJ becomes effective once the successful applicant has paid the amount of the subscription due covering

the year of admission. Unions shall pay an amount for the remaining part of the year following the date of admission.

SECTION VI: *Expulsion and Resignation*

14. A member union may be expelled from membership by decision of Congress if:
 - a) It no longer meets the conditions of membership as set out in Article 4 of this Constitution; or
 - b) It acts in a manner contrary to the principles or objects or in a manner likely to damage the interests of the Federation; or
 - c) It is more than 12 months late in paying its membership fees.
15. A provisional decision to expel a member may be made by the Executive Committee after a proper investigation of the circumstances and provided two-thirds of committee members present vote to do so. Any such decision shall be notified immediately to the member in question. The member may appeal against the decision to the next Congress, which shall confirm or reverse the decision, but in the meantime the member shall be suspended from membership.
16. Any member may resign from the federation by giving six months' notice in writing to the General Secretary.

SECTION VII: *Congress*

17. Congress shall be the supreme governing body of the Federation.
18. Congress shall be composed of delegates from the full member unions and the associate members. Full members shall be entitled to appoint delegates on a national basis and shall have votes at Congress, according to the following scale:

Up to 100 members 1 delegate/vote
 Up to 600 members 2 delegates/votes
 Up to 1200 members 3 delegates/votes

Up to 2400 members 4 delegates/votes
 Up to 4800 members 5 delegates/votes
 Up to 8000 members 6 delegates/votes
 Up to 12,000 members 7 delegates/votes
 Up to 15,000 members 8 delegates/votes
 Up to 26,000 members 9 delegates/votes

- b) Gender equality for delegations
 Affiliates shall aim to ensure that the number of women/men delegates shall be at least proportional to their share of the union's membership. Nevertheless each delegation consisting of more than three delegates shall aim to include at least one man/woman delegate and each delegation consisting of more than five shall aim to include at least 2 men/women delegates.
19. Congress shall normally meet every third year. The Executive Committee may convene an extraordinary Congress at any time if two-thirds of its members vote in favour. The Executive Committee shall convene an extraordinary Congress if half of the Federation's full members make such a demand in writing.
20. Member unions shall be advised of the place and dates of the normal Congress meeting not less than 8 months in advance of the start of the meeting. Invitations and a provisional agenda shall be sent to members not less than six months in advance, and working documents not less than one month in advance, of the start of the Congress.
21. Proposals from member unions, the Executive Committee and regional organisations of the IFJ, must be submitted to the General Secretary not less than five months before the start of Congress, except where this Constitution specifically provides otherwise.

Proposals to amend this Constitution or to dissolve the Federation may be submitted only in accordance with the procedure set out in Section XI. Proposals submitted

- out of time may be considered by Congress only if a majority of voting delegates agree.
22. Notice of an extraordinary Congress shall be sent to member unions not less than six weeks before the opening of such Congress.
23. The Congress at its normal meetings shall:
- a) Elect a Congress Presidium;
 - b) Adopt the Working Rules for Congress including the allocation of proxy votes, upon the recommendation of the Executive Committee, and establish a quorum;
 - c) Establish such Congress Commissions, working groups and/or procedures as are necessary for the efficient conduct of Congress and to assist the participation of delegates;
 - d) Receive, discuss and vote on a report from the General Secretary on behalf of the Executive Committee, and a report from the Honorary Treasurer in the finances of the Federation;
 - e) Decide on appeals on matters of membership;
 - f) Decide on proposals to amend the Constitution;
 - g) Determine financial strategy for the next three-year Congress period;
 - h) Decide on full membership and associate membership fees for the next three-year Congress period;
 - i) Determine policies and the working programme for the following three-year period;
 - j) Decide on proposals submitted for the agenda by member unions;
 - k) Elect the Officers of the Federation and the other members of the Executive Committee as provided in Section VIII
24. Decisions of the Congress shall be made by a simple majority of votes cast, except that a two-thirds majority of votes cast shall be required
- a) To adopt a proposal to amend this Constitution;
 - b) To determine the financial strategy;
 - c) To decide membership fees.

A proposal to dissolve the Federation shall be carried only if it is supported by two-thirds of the votes cast. The quorum required for voting on the dissolution of the Federation shall be 50% of votes represented at Congress.

25. All elections at Congress shall be by secret ballot and shall be conducted by the Congress Presidium in accordance with the Working Rules.

SECTION VIII: *Executive Committee, Officers and Administrative Committee*

26. Between Congresses the Executive Committee shall be the governing body of the Federation. It shall consist of the Officers and 16 other members and shall be elected by Congress for a period of office ending at the conclusion of the following Congress. It shall meet at least twice a year. A quorum of 11 voting members shall be required for decisions to be valid. The Committee shall establish its own working rules and procedures within the framework of the Constitution. The Executive Committee shall ensure that at the headquarters of the Federation there is a register of all decisions of the Executive Committee and all decisions of the Congress.
27. The Executive Committee is responsible for ensuring that the policies and the working programme of the Federation are carried out in line with Congress decisions, and shall report on its work to Congress. The Executive Committee shall agree Working Rules for its meetings and shall establish a quorum and, where appropriate, procedures for allocation of proxy votes for absent members.
28. The Officers of the Federation shall be the President, the Senior Vice-President, two Vice-Presidents and the Honorary Treasurer. They shall be elected by Congress from nominations made by full

member unions. Candidates must be part of their union's delegation. No more than one Officer may be elected from any member union or nation. For the positions of Vice-Presidents Congress must elect one man and one woman.

29. In addition to the Officers, the Congress shall elect 16 members of the Executive Committee in accordance with the following provisions:

- a) Nominations may be made by full member unions, and candidates must be part of their union's delegation;
- b) No fewer than two members shall be elected from each of the Europe, Asia, Africa and Latin America regions; and no fewer than one member from each of the North America and Oceania regions;
- c) No more than one member may be elected from any member union or nation.

30. Congress shall also elect two reserve committee members from each region and two further reserves not bound by any geographical criteria. The reserve receiving the greater number of votes in each case shall be considered the first reserve. If a member is unable to participate in a meeting of the Executive Committee he/she must inform the General Secretary at least four weeks before the meeting. The General Secretary shall then call the appropriate reserve to participate in the meeting in the following order: First regional reserve, second regional reserve, first general reserve, second general reserve. In such circumstances the reserve shall have all the rights, duties and powers of a member of the Executive Committee.

31. If following their election any Officer or member of the Executive Committee

- a) dies; or
- b) resigns from the Executive Committee; or
- c) in the opinion of four-fifths of the Executive Committee has become ineligible to

hold office in terms of this Constitution;

Within the provision of Rule 28, he/she shall be succeeded as a member of the Executive Committee by the appropriate reserve in the following order:

First regional reserve, second regional reserve, first general reserve, second general reserve (the second reserve thereby becoming the first reserve).

If there is no appropriate reserve a replacement shall be selected in a manner determined by the Executive Committee; provided that the Executive Committee may decide not to fill a vacancy if it occurs within a year of the next Congress.

In the event that the position vacant is of an officer, the Executive Committee shall then determine what action to take to fill the position from among the members of the Executive Committee

32. The General Secretary participates by right of office, without voting rights, in the work of the Administrative Committee and Executive Committee.

33. The Executive Committee shall appoint members of working parties established by Congress to further the activities of the Federation. At least one Executive Committee member shall serve on each working party, and shall be responsible or effective liaison between the working party and the Executive Committee.

34. The President, the Senior Vice-President, the Vice-Presidents and the Honorary Treasurer shall together with the General Secretary constitute the Administrative Committee. The Administrative Committee shall

- a) supervise the Federation activities of the General Secretary and deal with financial matters, management and administrative policies, membership questions, matters of concern and prepare wider policy issues for discussion by the Executive Committee; and

b) otherwise act for the Federation between meetings of the Executive Committee within the policies established by the Congress and the Executive Committee.

Actions of the Administrative Committee shall be confirmed at the following Executive Committee meeting.

35. The President shall be the leading representative of the Federation. He/she shall convene and chair meetings of the Executive Committee and the Administrative Committee.
36. The Senior Vice-President and the Vice-Presidents shall assist the President in carrying out his/her duties and shall, in order, replace the President if he/she is prevented from carrying out those duties.
37. The Honorary Treasurer shall supervise the financial policies and performance of the Federation and shall report to the Executive Committee and Congress on those matters.
38. The General Secretary shall be the Chief Executive officer of the Federation. He/she shall be appointed by the Executive Committee and be responsible to that committee. The competent persons to act in legal matters on behalf of the Federation are the President, the Honorary Treasurer and the General Secretary.

SECTION IX: *Continental and Regional Groups*

39. Continental and regional groups may be set up by affiliate and associate members of the Federation. Such groups may regulate their own activities provided they are in accordance with this Constitution and are consistent with policies established by Congress.

SECTION X: *Finance*

40. Congress shall determine the basis for the calculation of membership fees and shall decide the membership fees payable by full members and by associate members of the

Federation. Membership fees shall be paid in the currency of the nation in which the headquarters of the Federation is situated.

41. The financial year of the Federation shall be from January 1 to December 31. The Executive Committee shall adopt and approve the accounts and budget of the Federation annually.
42. Membership fees for a financial year are due and payable by April 30 of that year unless the Executive Committee decides otherwise. Members admitted to the Federation during a year shall pay membership fees for that year on a pro rata calculation for the unexpired period of the year.
43. Membership fees shall be paid according to the number of regular members declared by unions up to a maximum figure, which shall be determined by Congress.
44. Any member union which is more than six months in arrears with the payment of its membership fees shall be reported to the Executive Committee. The Executive Committee may direct that the services of the Federation be withdrawn from any such member union.
45. Any member union, which is more than 12 months in arrears with the payment of its membership fees, or with money due for the supply of International Press Cards, shall have no voting rights at Congress. Any such member union may also be expelled from the Federation by Congress.
46. The Executive Committee may in exceptional circumstances exempt member unions from paying all or part of membership fees. Such exemptions to be reviewed at each Executive Committee.
47. The expenses of delegates to Congress and of members of the Executive Committee and working parties shall be paid by their member unions unless otherwise decided by the Executive Committee.

SECTION XI: *Amendment of the Constitution and Dissolution*

48. Proposals to amend this Constitution must be submitted in writing to the General Secretary no later than six months before the opening day of Congress. Every such proposal must specify precisely the amendment sought, and must be accompanied by a brief explanation of the reason for the amendment. The General Secretary shall immediately forward copies of the proposal and explanatory material to all member unions.
49. A proposal to amend the Constitution shall be carried only if it is supported by two-thirds of the votes cast. The quorum required for voting on a constitutional amendment shall be 50% of votes represented at Congress.
50. A proposal to dissolve the Federation must be submitted and dealt with in the same manner as a proposal to amend the Constitution. However, such a proposal shall be carried only if it is supported by two-thirds of all the votes represented at Congress.
51. In the event that Congress decides to dissolve the Federation, all liabilities of the Federation shall be discharged. Any remaining assets shall then be divided among the unions which are members at the time equivalent to the proportion of their contributions to the Federation during the current year. If there are insufficient assets to meet the Federation's liabilities, the outstanding liabilities shall be met by the member unions in similar proportion.

SECTION XII: *Miscellaneous*

52. Matters not provided for in this Constitution shall be decided by Congress or, if they arise between Congress meetings, by the Executive Committee.

53. This Constitution, which is framed and interpreted according to the conditions and circumstances set out in the Belgian law of October 25th 1919, shall at all times be interpreted and applied in a manner which avoids undue technicality and which best maintains and promotes the character and objectives² of the Federation.
54. Where modifications to the constitution are agreed by Congress, in order to make the changes effective the congress must mandate the President and General Secretary to register the modifications according to the requirement of Belgian law. Modifications to the Constitution shall be submitted for Royal Assent and published in annexes to the Moniteur Belge in accordance with Belgian law.

6.2 MOTIONS ADOPTED

AUSTERITY

1. CRISIS IN MEDIA

PROPOSED BY THE IFJ EXECUTIVE COMMITTEE

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

NOTING the continued crisis in newspapers and magazines and the impact it is having on the nature of work and the skills of journalists;

DEPLORING that the reaction of media employers to the changes continue to be cutting back on costs, slashing budgets, gutting newsroom and closing down foreign bureaux, shrinking not only departments and staffing levels but also sections and stories resulting in precarious workplaces where high standards of journalism are increasingly difficult to achieve;

BELIEVING that while many of these changes offer opportunities for improved media, the reality is that there is often more exploitation, more insecurity, less diversity of information and less quality in the new media landscape;

RECALLING the recommendations agreed at the last Cadiz congress in “Journalism – Unions in Touch with the Future” report, in particular with regard to the IFJ Action programme;

Congress **CALLS ON** the incoming Executive Committee to:

- give priority to the organising and recruitment crisis facing journalists’ unions, in particular by strengthening trade unions of journalists worldwide in their efforts to

safeguard independent professional journalism;

- establish a precise programme of work with other Global Union Federation organisations to develop joint approaches to the challenge of dealing with agency and contract labour recruitment;
- continue to develop new strategies for social dialogue, including global framework agreements between the IFJ and its regional groups and transnational media employers;
- integrate the IFJ core global and regional trade union work into its intervention at the ILO and in particular the needs of the IFJ member unions; and
- organise an international conference and invite member unions to share information and develop joint strategies including fighting the exploitation of freelance and casual labour through the implementation of a charter of freelance rights.

2. FIGHTING AUSTERITY

PROPOSED BY THE NATIONAL UNION OF JOURNALISTS (UK AND IRELAND)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

CONGRATULATING working people and their organisations for their actions in resisting austerity measures imposed by governments in response to the world-wide financial crisis.

EXPRESSING its solidarity with the waves of protests and strikes that are taking place in Europe and elsewhere in an attempt to resist these measures which are destroying jobs, with waves of cut backs across media organisations, living standards, public and welfare services;

BELIEVING that this crisis is not the fault of working people or their dependants. Its origins lie in market and regulatory failures which originated in the US mortgage market and institutions in 2008.

NOTING the...“search for increased growth and profits led to the origination and securitization of hundreds of billions of dollars in high risk, poor quality mortgages that ultimately plummeted in value, hurting investors, the bank and the US financial system” (US Senate Permanent Subcommittee on Investigations, 2011);

further **BELIEVING** that the financial crisis was caused by widespread failures in financial regulation and supervision, corporate governance and risk management and a systemic breakdown in accountability, risky investment and a lack of transparency. The ultimate cause of the financial crisis was a failure of neoliberalism that prioritised deregulation, marketisation, competition, debt-driven consumerism, privatisation and the erosion of democratic accountability and transparency;

NOTING the comments of Joseph Stiglitz, Economics Nobel prize winner, 17 January 2012 who said that, “Austerity as the solution is just wrong. There won’t be a return to confidence – quite the contrary...”

Congress **SUPPORTS** the actions of working people and their dependants in continuing to resist austerity and notes the growing demands for alternative policies that put people before profits. In particular congress supports the statement issued by the European Trade Union Confederation in June 2012 entitled ‘A Social Compact for Europe’ which rejected austerity in favour of policies to achieve sustained growth and jobs, and the L20 priorities for 2013 launched by the International Trade Union Confederation in Moscow on December 13th.

Congress **FURTHER SUPPORTS** the calls arising from the EFJ’s Equal Rights for Journalists conference held in Thessaloniki, Greece in April 2012 which included:

- coordinated industrial action with political or public campaigns to deliver pay increases and to prevent the erosion of collective agreements;
- coordinated journalists’ campaigns with sister unions to deliver higher profile and stronger activities;
- work with other unions even in other countries, for best practices in strikes, especially when strikes did not take place for a long time. Successful strikes need experience and knowledge; and
- collect examples of workplace organisation to improve pay and conditions of newer entrants recruited on poorer conditions than their colleagues.

Finally congress **CALLS** on the IFJ to continue to work with the ILO, campaigning for better international labour standards and to involve regional affiliates in this work.

SAFETY OF JOURNALISTS

3. SAFETY AND PROTECTION OF JOURNALISTS

PROPOSED BY THE NATIONAL UNION OF JOURNALISTS (UK AND IRELAND)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

DEPLORING that journalists and media employees continue to be targeted in many corners of the globe with the number of killed journalists at the end of December 2012, reaching 324 since the Cadiz Congress;

RECALLING that at the 2007 Moscow Congress delegates set out a framework for our campaigns against impunity involving the involvement of affiliates in our global crisis response;

FURTHER RECALLING that, at the 2010 Cadiz Congress, delegates urged a stronger impetus for this work with calls to re-assess our involvement in INSI, put more resources in involving our regions and take steps for legal actions against killers of journalists;

REAFFIRMING that, because of the scale and gravity of the death toll, the issue of safety and protection of journalists remains one of the IFJ's priority issues, that the IFJ and all its affiliates have a responsibility to end impunity; and

APPLAUDING the effort by the IFJ and its affiliates to respond to this major crisis, such as the follow up to the "Partial Justice" report and the work on database in Russia, the campaign to bring to justice the perpetrators of the massacre in the Philippines, the campaign against impunity in Mexico, the targeting of Palestinian journalists by the Israeli army, the relentless effort to support our unions' fight against impunity in Somalia and in Pakistan;

Congress **WELCOMES** and **ENDORSES** the tremendous work by the IFJ leadership and Secretariat, in particular:

- the restructure of its human resources with the creation of a safety and human rights department engaged in the relentless effort day in day out to monitor, expose and protest these murders, the organising of customised training on safety and trauma following the review of our involvement in INSI, the launch and maintenance of a unique data base monitoring system, and the publication and promotion of the annual report of killed journalists;

- the development of a global strategy endorsed at the Nuremberg summit last October, including our global campaign work such as Day against Impunity, setting up safe houses for journalists in danger, negotiating best insurance deals and delivering safety on-line using social media; and
- our renewed engagement with international institutions such as UNESCO and its agencies, following the upgrading of our status, and our participation in the development of the UN Plan of action, our involvement as a core partner at the Doha safety conference and subsequent developments with the UN General Assembly, and our programme of work aimed at the UN Human Rights Council.

Congress **INSTRUCTS** the Executive Committee to:

- continue making the safety of journalists one of the IFJ priority campaigns and give full resources necessary for its new Safety and Human Rights department to carry out its programme;
- develop ways to harness the potential of half a million journalists in membership into a global campaign movement to put an end to impunity;
- set up new strategies to develop its campaign against impunity, in particular involving the families of killed journalists, and setting out a legal framework that will give them support, advice and help to take cases to court;
- put more effort in building the capacity of IFJ regional offices to develop and implement their own safety programmes; and
- in conjunction whenever possible with human rights and international lawyers organisations, take up test cases against governments and killers of journalists, in international and national courts.

4. IMPUNITY AND INJUSTICE AGAINST JOURNALISTS

PROPOSED BY THE FEDERATION OF AFRICAN JOURNALISTS (FAJ)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

NOTING with great concern the increased number of killed journalists and associated media workers for practicing journalism and working for news media organisations;

RECOGNISING continued injustice and impunity surrounding murder and violence against journalists and associated media workers while carrying out their practiced profession;

APPLAUDING the leadership of the International Federation of Journalists for stepping its efforts to seek justice for murdered journalists, standing up for victimised journalists and providing humanitarian assistance for victims and their families;

COMMENDING the Federation of African Journalists for carry out continental campaign on the protection of the safety of journalists in cooperation with the African Union institutions, resulting the adoption of the first ever resolution on safety of journalists and media practitioners;

Congress:

- condemns in the strongest terms possible the murderous crimes against journalists and associated media workers, and the accompanying violence and impunity with which these crimes are committed;
- demands justice for murderous crimes against journalists and associated media workers, and instructs the General Secretary and Executive Committee of the IFJ to name, shame and provide whatever sup-

port possible in securing justice for killed journalists; and

- instructs the General Secretary and the leadership of the IFJ in cooperation with regional affiliated organisations and affiliated unions to effectively engage inter-governmental organisations both at the international and continental levels on the protection of the safety of journalists and restraining impunity.

5. IMPUNITY

PROPOSED BY THE RUSSIAN UNION OF JOURNALISTS (RUJ)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

NOTING with concern the continuous violence against journalists in Russia, and 16 killings of journalists in Dagestan, combined with the lack of political will and proper investigation and neglect of existing national legislation;

NOTING the fact that violence against journalists has different forms in different countries;

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

CONGRATULATING the IFJ, RUJ, Glasnost Defense Foundation and other organisations that participated in elaborating the database for deceased Russian journalists and the database “Conflicts in the media” that got the support of UNESCO and other international organizations as a model of monitoring violence against journalists and a real tool to combat impunity and form strategies of common actions;

NOTING that presentations of the database “Conflicts in the media” at IFJ-EFJ RUJ Conference in Moscow (October 2012) gave way to a new stage of work in protecting journalists and ending impunity; and

further **NOTING** that it is imperative to continue the actions launched in Moscow;

Congress **INSTRUCTS** the Executive Committee to:

- give support for the continuation of the work on the “Conflicts in the media” data base in Russia and other countries and to use its model for IFJ monitoring and networking on combating impunity, based on the RUJ-IFJ experience;
- give support for RUJ activities to combat impunity and strengthen inter-regional network in Eurasia based on the IFJ Solidarity initiative; and
- include Stop Impunity activities into the main agenda of IFJ project plans and develop cooperation between regions and IFJ offices.
- support the IFJ Regional Office (Moscow) on its activities to widespread the IFJ safety, security and impunity fight principles to the Central Asian regions, suffering the very high level of government, censorship, political and other types of oppression.

6. ISRAELI BOMBING OF JOURNALISTS IN GAZA

PROPOSED BY THE PALESTINIAN JOURNALISTS’ SYNDICATE (PJS)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

DEPLORING the targeting on 18 November by the Israel Military Force of medias housed at the Shawa and Housari Buildings in Gaza (such as Al Arabiya, Al Quds TV, Sky News, France 24, and Russia TV), wounding 10 journalists including a cameraman with al-Quds TV Khader al-Zahhar who lost his leg when an Israeli missile struck the press building;

further **DEPLORING** the killing of three media workers, Mahmoud al-Kumi, Mohammed Abu

Eisheh and Hussam Salama, cameramen for al-Aqsa TV, on 20 November when an Israeli missile hit their cars marked “TV” and “Press” in Gaza City;

NOTING that these Israeli attacks have been described by international human rights organisations as “extrajudicial killing” and “evidence of war crimes”;

REJECTING the subsequent statements by the Israeli army and government spokespersons that these media workers were military targets;

CONDEMNING the justification by Israeli government spokesperson Mark Regev that the IDF had targeted Hamas “communications facilities” on the roof without providing any information to substantiate his claim; and

CENSURING Israeli military spokesperson Avital Leibovich for her attempt to blur the crucial legal distinction between armed combatants and journalists by stating that those killed by IDF missiles were “terror” targets;

Congress **REAFFIRMS** that all journalists working in Gaza, whether local or foreign, regardless of the perspective from which they report, are afforded the same civilian protections under Article 51 of Additional Protocol I to the Geneva Conventions which prohibits attacks on civilian sites.

Congress **REMINDS** Israeli authorities that they have no right to selectively define who is and who is not a journalist based on national identity or media affiliation.

Congress **INSTRUCTS** the IFJ Executive Committee to:

- ask the Israeli government to justify the claims they made for attacking journalists in Gaza;
- seek from the Israeli government assur-

ances that in future its military force will abide by all international instruments relating to journalists, including Article 51 of the Geneva Conventions;

- pursue the issue of the targeting of journalists at the UN Human Rights Council and its agencies; and
- urge the IFJ member union in Israel, the National Federation of Israeli Journalists, not to keep silence over these violations of international laws and to make urgent representation to its government demanding that it stops targeting journalists.

7. EXTENDING SOLIDARITY TO SOMALI JOURNALISTS

PROPOSED BY THE NATIONAL UNION OF SOMALI JOURNALISTS (NUSOJ)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

DEEPLY CONCERNED about the increased killings and other attacks against Somali journalists since 2007, resulting in the murder of more than 40 journalists which made Somalia deadliest country for journalists in Africa;

ACKNOWLEDGING the solidarity support to Somali journalists and their union, the National Union of Somali Journalists (NUSOJ), by the International Federation of Journalists, regional organisations and sister unions; and

DEPLORING the appalling conditions of work in which Somali journalists are working including meager salaries and unprotected work;

Congress instructs the General Secretary and the Executive Committee of the IFJ to double their efforts to support the solidarity fund for victims, putting the protection of journalists at the heart of country's development and reinforcing the capacity of the National Union of Somali Journalists.

8. SAFETY AND DECENT WORKING CONDITIONS FOR JOURNALISTS

PROPOSED BY THE FEDERATION OF JOURNALISTS OF LATIN AMERICA AND THE CARIBBEAN (FEPALC)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013, resolves that:

1. the IFJ and its regional group FEPALC, shall intensify their campaign for the safety of journalist and launch the campaign for decent work in journalism (including the definition of the main requirements thereof – minimum wage, working hours, overtime, etc.);
2. the IFJ and its regional group FEPALC and their affiliates shall launch a campaign for the federalisation/nationalisation of the investigation of crimes against journalists, in a similar manner to what is already being done in Brazil;
3. the IFJ shall establish a Global Observatory on Violence against Journalists and other Communication Professionals.

COLLECTIVE BARGAINING

10. GLOBAL COLLECTIVE BARGAINING

PROPOSED BY THE FEDERACIÓN ARGENTINA DE TRABAJADORES DE LA PRENSA (FATPREN)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

NOTING the importance for journalists and communication workers of having a regulatory framework for their activities, expressed through collective bargaining agreements of global character, in order to uphold their labour dignity;

CONSIDERING that member unions of the International Federation of Journalists have important roles to play to defend the rights of all communication workers; that neo-liberal and deregulatory policies being implemented all over the world seek to curtail the space for action and labour rights; that many of the countries represented in the IFJ have very unstable and complex political and social conditions that require that trade unions intensify the training of union leaders in order to develop strategies of action that may lead to the strengthening of their organisations and bring about more just and equitable societies;

NOTING that the difficult situation that media workers endure all over the world, due to precarious working conditions and, in the most extreme cases, to the high number of killings, threats, attacks and direct sanctions that end up in the imprisonment of journalists, necessitates a sustained struggle by trade unions in order to force legislative, executive and judiciary powers to adopt specific measures to put an end to the sanctions that restrict the exercise of the right to free communication in its widest sense;

further **NOTING** that asymmetries exist among national organisations that make up the IFJ regarding the establishment, the support or the strengthening of the relevant regulatory norms;

Congress **INSTRUCTS** the IFJ Executive Committee to:

- ensure that the IFJ moves ahead in the consolidation of the organisation's trade union model in order to make more specific, at mid-term, the kind of collective bargaining agreements, establishing rights and obligations, that need to be negotiated with multinational corporations,
- aim to ensure the systematic observance of high standards worldwide, allowing the IFJ and its affiliated unions to oversee the be-

haviour of those corporations concerning this and other areas all over the world and to bring any alleged infringement of the agreements to the attention of corporate management at headquarters.

11. TRAINING IN COLLECTIVE BARGAINING

PROPOSED BY THE FEDERATION OF JOURNALISTS OF LATIN AMERICA AND THE CARIBBEAN (FEPALC)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

NOTING the importance for journalists and communication workers of having a regulatory framework for their activities, expressed in collective bargaining agreements that uphold their labour dignity;

CONSIDERING the current asymmetries among the national organisations that make up the IFJ regarding the establishment, the support or the strengthening of the relevant regulatory norms;

RECOGNISING the value of the joint exchange of experiences, in solidarity, about the process leading to the drafting, the approval or the implementation of laws that act as a framework for collective bargaining agreements;

REAFFIRMING the importance of training union leaders that can carry forward this project and negotiate collective bargaining agreements;

ACKNOWLEDGING that the difficult situation that media workers endure throughout the continent, due to precarious working conditions and, in the most extreme cases, to the high number of killings, threats, attacks and direct sanctions that end up in the imprison-

ment of journalists, necessitates a sustained struggle by trade unions in order to force the legislative, executive and judiciary powers to adopt specific measures to put and end to the sanctions that restrict the exercise of the right of free communication in its widest sense. Therefore, the abrogation of legal norms that prevent the development of a truly free journalism must be promoted; and

WELCOMING the Organization of American States, UNESCO and the Inter-American Court of Human Rights' pronouncements in favour of the decriminalisation of press offences, since it is held that it reinforces the unrestrained enjoyment of the right to freedom of expression, and, even more importantly, that such freedom encourages the lodging of complaints against the public authorities which, in turn, contributes to making the state administration more transparent;

Congress **INSTRUCTS** the IFJ Executive Committee to:

- promote and strengthen in the FEPALC region the joint implementation with the IFJ Regional Office of training programmes on Collective Bargaining for Trade Unions, both in class-room attended and distance learning modes, in order to better defend the rights, the interests and the fundamental freedoms of the journalists of the continent.

DEFENDING JOURNALISM

12. DECRIMINALISATION OF PRESS OFFENCES

PROPOSED BY THE FEDERATION OF JOURNALISTS OF LATIN AMERICA AND THE CARIBBEAN (FEPALC)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

ACKNOWLEDGING that the difficult situation that media workers endure throughout the continent, due to precarious working conditions and, in the most extreme cases, to the high number of killings, threats, attacks and direct sanctions that end up in the imprisonment of journalists, necessitates a sustained struggle by trade unions in order to force legislative, executive and judiciary powers to adopt specific measures to put and end to the sanctions that restrict the exercise of the right of free communication in its widest sense. Therefore, the abrogation of legal norms that prevent the development of a truly free journalism must be promoted;

WELCOMING the Organization of American States, UNESCO and the Inter-American Court of Human Rights' pronouncements in favour of the decriminalisation of press offences, since it is held that it reinforces the unrestrained enjoyment of the right to freedom of expression, and, even more importantly, that such freedom encourages the lodging of complaints against the public authorities which, in turn, contributes to making the state administration transparent;

APPLAUDING the campaign by FATPREN, the Argentine affiliate of IFJ and FEPALC, in promoting a bill that foresees the inclusion of a "conscience clause" for press workers into the Professional Journalists' Statutes that were enacted by Law 12.908 in 1946. This bill is presently being examined by the Labour Law Commission of the Argentine Chamber of Deputies. The law makers decided to promote a set of legal proposals – also known as "Jose Luis Cabezas" laws in memory of a photographer that was assassinated in 1997 – intended to safeguard "the exercise of professional practice according to present times, such as, updating the legal framework for author's rights, decriminalisation of press offences and conscience and information source protection clauses"; and

MAINTAINING that the “conscience clause” is a substantive element intended to “guarantee intellectual, principled and pluralistic immunity”;

Congress **INSTRUCTS** the IFJ Executive Committee to:

- support national trade unions that make up FEPALC, the IFJ Regional Group, in their campaigns to emphasise and promote the submission of rules and regulations and actions intended to encourage the decriminalisation of press offences.

13. DEFENCE OF FREEDOM OF EXPRESSION AND JOURNALISM AS A SOCIAL NEED

PROPOSED BY THE FEDERATION OF JOURNALISTS OF LATIN AMERICA AND THE CARIBBEAN (FEPALC)

The World Congress of the International Federation of Journalists, meeting in Dublin from 4 – 7 June 2013, resolves that:

1. the IFJ and its regional group FEPALC and their affiliates must emphasise the need to defend journalism as an imperative social need;
2. the IFJ and its regional Group FEPALC and their affiliates must support the professionalisation and the training of journalists according to quality standards to enable them to carry out their professional work.

EQUALITY

14. VIOLENCE AGAINST WOMEN

PROPOSED BY THE INDIAN JOURNALISTS’ UNION (IJU)

The World Congress of the International Federation of Journalists, meeting in Dublin from 4 – 7 June 2013,

CONGRATULATES the IFJ Gender Council for marking International Day for the Elimination of Violence against Women and joining the global calls for the elimination of all forms of violence perpetrated against women and girls;

IS APPALLED by the gang rape and murder of a medical student in Delhi last December which further lifted the veil on a culture of violence and rape, and triggered national protests and debate about sexual violence and measures needed to curb the trend;

WELCOMES calls made by the ITUC for governments to take responsibility to stop violence against women described as “the most widespread and socially tolerated of all human rights violations” and for trade unions around the world to take up the fight for measures to ensure that women are protected at work, a programme of education and publicity actions;

NOTES with concern the steep rise of domestic abuse, reported by its member unions, as a consequence of the economic austerity measures, with reduced services to protect women, and economic stresses fuelling violent behaviour:

- in Greece, the cuts to infrastructure leave many women further victimised, as support structures disappear;
- in Mexico, thousands of those killed through domestic violence each year effectively disappear in terms of even statistics, as their deaths are often recorded as ‘accidents’;
- in Spain, local journalists unions are worried about the stereotypical way in which domestic violence is portrayed;
- in the UK and Macedonia, there are reports of increased bullying involving harassment, sexually harassment and attempts to intimidate and silence women through the use of social media;

- in Serbia, women union leaders are threatened and harassed by private media firms to try to stop them from exercising their basic, human right to form and join unions;
- in Iran female journalists live under added pressure, risk and danger of assault and sexual assault, as well as loss of civil liberties and human rights, as all rights can be stripped away when summoned by security forces;
- in Nepal, women journalists are seen as ‘easy targets’ and the local union reports attacks ranging from intimidation to physical violence and murder, with extreme situations like in Terai, where in one 3-month period, 70% of female journalists left the profession, due to fear.

Congress agrees with the Gender Council that it is now crucial to strengthen the fights by IFJ unions to end this social disease of fear, intimidation and violence that impacts on so many of their women members and instructs the Executive Committee to give its full support to the Gender Council in coordinating these campaigns.

ORGANISATION

15. DEVELOPING THE REGIONS *PROPOSED BY THE NATIONAL UNION OF JOURNALISTS (UK AND IRELAND)*

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

APPLAUDING the efforts by its continental and regional groups, in particular in Africa and in Latin America, to develop and consolidate their regional working programme on many fronts – increase in trade union capacity, campaigns on safety and human rights, promoting women equality, etc.;

REAFFIRMING IFJ policies to give more resources to regional groups by increasing their annual grants and launching a Regional Development Fund;

ENDORISING the gradual transfer of functions from Brussels to the region, such as collection of fees, distribution of humanitarian help, day-to-day communications and campaigns, selective missions, planning and conception of projects, etc.; and

NOTING that other regions and subregions have yet to develop their own framework to be able to carry out similar functions;

Congress **INSTRUCTS** the Executive Committee to:

- review the organisational and managerial structures with a view to develop our regional offices as fully equipped hubs capable of implementing policies and working programmes and carrying out effectively the new functions;
- give adequate training to staff in the regional offices as they increase their responsibilities to organise and consolidate the work of our unions and associations in the region, and to take on specialised duties such as bidding for outside funding, lobbying regional institutions or organising safety work; and
- review and restructure the functions carried out at IFJ headquarters once regional offices develop their own capacity.

16. COOPERATION BETWEEN IFJ REGIONAL GROUPS

PROPOSED BY THE EUROPEAN FEDERATION OF JOURNALISTS (EFJ)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

NOTING common threads among the serious challenges facing journalism and journalists' unions around the globe;

FURTHER NOTING that austerity measures and the economic crisis are having an increasing impact on journalists' working conditions in Europe and throughout the world; and

RECOGNISING that the IFJ's regional groups are working in different ways and in different environments to address these challenges;

Congress **CALLS ON** the Executive Committee to bring together the leaderships of the IFJ regional bodies to share experiences and tactics and to discuss coordinated campaigning to defend journalists' rights, in particular in relation to the safety and security of journalists, achieving and defending collective agreements, tackling precarious employment, and promoting the protection of authors rights.

17. REGISTRATION OF FEPALC AS A CONTINENTAL TRADE UNION ORGANISATION

PROPOSED BY THE FEDERATION OF JOURNALISTS OF LATIN AMERICA AND THE CARIBBEAN (FEPALC)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

NOTING that social communication is an inseparable part of people's culture and that through it we are presently the victims of a cultural aggression that endangers the identity and the quality of life of Latin American and Caribbean people;

BELIEVING that there can be no doubt that only in freedom and with the possibility of organising its components can a culture of our own become creative, prolific and liberating. It is in this framework that a transcending importance falls upon information and communication as people's rights;

further **NOTING** that the great challenge is thus to be able to express the values that deserve to be disseminated and contribute to building and maintaining our identities and a new society;

RECOGNISING that it is imperative to promote and to guarantee a real, participatory and cross-cutting communication policy to underpin a socially just democratic system that guarantees that the exercise of informative practice is independent, non-manipulative, capable of raising awareness, committed to truth, social justice, human rights, cultural rise and the ideals of the betterment of society and, essentially, is useful for social change;

ACKNOWLEDGING that such social communication policy must clearly determine the role to be played by States, private citizens and trade union organisations, guaranteeing the active participation of the grass-root levels of organised society and recognising their role as transmitters and receivers of information and as paramount subjects of communication;

further **BELIEVING** that it must also guarantee the participation of journalists organised in trade unions at national and continental level in order to stand up to the overriding media powers and their deculturalising models; and

REAFFIRMING that the international core that binds us together is the International Federation of Journalists and that trade union activity is fundamental. Taking into account all the above, it is advisable to consolidate the institutional form of FEPALC;

Congress **INSTRUCTS** the IFJ Executive Committee to:

- support the steps and procedures required for the legal registration of the Federation of Journalists of Latin America and the Caribbean (FEPALC) and to achieve that it is recognised as a continental trade un-

ion organisation of journalist workers by the workers' organisations in the region.

18. AUTONOMY OF REGIONAL STRUCTURES

PROPOSED BY THE FEDERATION OF JOURNALISTS OF LATIN AMERICA AND THE CARIBBEAN (FEPALC)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

- **INSTRUCTS** the IFJ Executive Committee to reaffirm the autonomy of the IFJ structures, in the framework of a permanent consultation and joint undertaking relationship, but recognising that the Regional Office is part of the IFJ Secretariat.

19. DEVELOPING TRADE UNIONS

PROPOSED BY THE FEDERACIÓN NACIONAL DE TRABAJADORES DE LOS MEDIOS DE COMUNICACIÓN SOCIAL DE CHILE (FENATRAMCO)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

CONSIDERING the weakening of trade unions that has been taking place in Latin America, and analysing in particular what is happening in Chile, a country with a trade union affiliation rate of less than 10% and where only 4% of the work force have the possibility to bargain collectively;

further **CONSIDERING** that the above is the result of the regressive labor laws presently in force, that permit that trade unions can be created at enterprise level with mere 8 persons and that Federations can be formed with only three trade unions as members. This, in turn, brings about an evident atomisation and weak-

ening of national trade union organisations which, for obvious reasons, impinges upon the national journalists' and social communication workers' organisations; and

APPLAUDING the manifold efforts carried out by the IFJ together with its regional organisation FEPALC, to bolster up the development and the growth of the trade union movement in our sector;

Congress **INSTRUCTS** the Executive Committee to:

- continue implementing correctly the IFJ Constitution that establishes that an organisation wishing to be admitted as member of the IFJ must have the character of a national trade union organisation; and
- enforce the rule according to which, an application for membership of the IFJ submitted to the Executive Committee must be reviewed and discussed by the relevant IFJ Regional Federation. When there is already an IFJ member organisation from the same country, it must be consulted with regard to the application.

PROJECTS

20. NEXT STEPS FOR IFJ PROJECTS

PROPOSED BY THE NATIONAL UNION OF JOURNALISTS (UK AND IRELAND)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

RECALLING our ethical funding policies agreed at the 2007 IFJ Moscow congress, insisting that financial institutions, funding bodies and governmental agencies with whom the IFJ is associated are not engaged in actions that compromise the principles and values of the Federation;

WELCOMING the more active role taken by the IFJ leadership, in particular by the Administrative Committee as project oversight committee since the Cadiz congress, in the monitoring of the project work including the revision of the project guidelines the reorganisation of the procedures, decision-making process, selection, implementation and evaluations of our projects; and

ENDORISING new project strategies setting out priority themes for projects in line with the working programme, selecting appropriate donors and the level of funding, developing in co-operation with each affiliate or within each region projects that best fit their immediate needs, and ensuring that various IFJ structures take responsibility for deciding on project priorities and overseeing their implementation and evaluation;

Congress **INSTRUCTS** the Executive Committee to:

- keep developing projects best practice models and streamlining our training and resource materials;
- review the IFJ overall fund-raising strategy;
- reinforce the skills and resources of the projects team in order to improve their project management capacity, which may include the inclusion of fund raising and communications functions, both key to winning the broader debate about the use and value of democracy development funds;
- empower regional offices to respond to regional and local opportunities;
- invest in project management training of the IFJ structures responsible for running projects by professionalising their procedures and strengthening their ability to meet donors' requirements.

- Make sure that the accounts of the projects are completely separated from the IFJ accounts and budget and separate accounts for each project.

21. DISTRIBUTION OF PROJECTS

PROPOSED BY THE FEDERATION OF JOURNALISTS OF LATIN AMERICA AND THE CARIBBEAN (FEPALC)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

CALLS ON the IFJ Executive Committee to distribute in a more equitable manner the resources that are sent to the region in the form of projects,

REQUESTS the IFJ Administrative Committee to implement urgent measures to correct the disparity in the appropriation of resources, ensuring equal opportunities to Latin America in the participation in the call for projects, always through the Regional Office, and recognising the consultation procedures and the collective agreements with regard to the preparation of projects established by FEPALC through its Administrative Committee and the IFJ Regional Office.

22. TRAINING PROGRAMMES ON STRATEGIC PLANNING AND PROJECT FORMULATION

PROPOSED BY THE FEDERATION OF JOURNALISTS OF LATIN AMERICA AND THE CARIBBEAN (FEPALC)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

CONGRATULATING the Regional Office for its initiative, in response to the requests by FEPALC to implement the first four workshops on project formulation and strategic planning (Colombia, Peru, Paraguay and Costa Rica) during the second quarter of 2012;

Congress **INSTRUCTS** the Executive Committee to request the follow up of such initiatives over the coming years to ensure that all leaders from all unions affiliated to the IFJ in Latin America have had access to this kind of training.

CAMPAIGNS

23. EXILED JOURNALISTS

PROPOSED BY THE NATIONAL SYNDICATE OF PROFESSIONAL PRESS IN THE DEMOCRATIC REPUBLIC OF CONGO (NSPP)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

NOTING that journalists are forced to run away from their home in a bid to protect their endangered life but fulfilling the goal of the oppressor of silencing independent voices of journalism which is depriving people from knowing what is happening in their community;

RECALLING the dilemma of exiled journalists when they are outside their home countries which is increasing incessantly due to real life-threatening fears for their life;

OBSERVING basic challenges facing in exile, such language barriers in the host state, lack of work and acts of discrimination in the host country, nonexistence of recognition as a refugee, lack of legal papers to stay safely in exile and continued threats from authorities that forcefully kicked out journalists to leave their home;

NOTING with appreciation the support that International Federation of Journalists has been providing safety support for individual exiled journalists and their families;

REALISING that despite the common problems facing exiled journalists collectively, there has never been an in-depth evaluation and discussion of the needs and issues of exiled journalists to provide long and pertinent support;

NOTICING that one-off grant for exiled journalists is inadequate and there is need to provide assistance to victim journalists;

Congress

- urges the IFJ General Secretary assess the situation of exiled journalists and to identify their needs and issues in coordination with regional federations and national affiliates;
- calls on the United Nations Refugee Agency to give its utmost priority for the support refugee journalists in expediting their process since they are persecuted for exercising their fundamental political right of freedom of expression and they are always in need of urgent protection; and
- instructs the IFJ leadership to support politically and financially the organisation of a conference on exiled journalists, either at international or continental levels, based on available resources.

24. JAILED AFRICAN JOURNALISTS

PROPOSED BY THE UNION OF BURUNDIAN JOURNALISTS (UBJ)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

RECALLING that African journalists are most the most persecuted messengers and free expression facilitators in Africa who are facing trumped up charges of criminal defamation, sedition, slander, terrorism, national security or treason;

REPROACHFUL to the judgement entered against Burundian journalist, Hassan Ravakuki, who was sentenced to life in prison because of carrying out his journalism work;

REPROVING that Eritrea continues to be the worst jailer of journalists in Africa with nearly 30 journalists detained incommunicado with some more than 10 years; and

DEPLORING the arrest and detention of journalists in Ethiopia on terror-related charges as well as the heavy sentencing of journalists through sham trial proceedings;

Congress:

- condemns the continued detention of journalists and regards this continued detention as sustained injustice; and
- demands the immediate and unconditional release of all imprisoned journalists in Africa and all trumped-up charges levelled against journalists to be dropped.
- instructs the IFJ leaders to carry out continental campaigns, bolstering African affiliates efforts to release jailed journalists in Africa in close cooperation with the Federation of African Journalists.

25. RECOGNITION OF IFJ PRESS CARDS BY ISRAEL

PROPOSED BY THE PALESTINIAN JOURNALISTS' SYNDICATE (PJS)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

RECALLING the campaign by the IFJ in the last 15 years to convince the Israeli authorities to recognise its press cards in the occupied territories of Palestine;

DEPLORING the continuous refusal by the Israeli Government Press office to recognise as bone fide journalists Palestinian news gatherers carrying the IFJ press cards who are denied access to areas where important news events take place and are not able to work in areas under Israeli jurisdiction;

CONDEMNING unreservedly the continuous attacks by Israeli soldiers on Palestinian news gatherers, in particular photographers and camera crews, which according to independent monitoring organisations reached last year over 100 such attacks with rubber coated steel bullets, tear gas and stun grenades; and

further **CONDEMNING** the use of non-violent abuses by Israeli authorities such as harassment, restriction of movement, prohibition from travel or prevention from covering an event, as fundamental breach of journalists rights,

Congress reaffirms that:

- freedom of movement is a central tenet of independent professional journalism and, in restricting such a right, Israeli authorities are in breach of international covenants and the right to report;
- discrimination by the Israeli authorities between Palestinian and other journalists gathering news in the occupied territories is unacceptable.

Congress **INSTRUCTS** the Executive Committee to relaunch the widest campaign to ensure that the Israeli authorities recognise the IFJ press cards as an official accreditation for all journalists independently of their nationality.

26. WIKILEAKS

*PROPOSED BY MEDIA,
ENTERTAINMENT AND ARTS
ALLIANCE, AUSTRALIA (MEAA)*

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

WELCOMING the work of Wikileaks as part of the new breed of media organisation based on the public's right to know. The technological innovation that has underpinned the Wikileaks model offers important opportunities for media organisations to expose information that governments and corporations would rather keep secret;

DEPLORING the attacks on Wikileaks by political figures including allegations of illegality, threats of extra-judicial action and reports of extradition against the organisation and its founder Julian Assange. We are concerned at the pressure placed on other organisations to cut off the support that is necessary for a new media organisation like Wikileaks to survive;

EQUALLY DEPLORING the treatment of Private Bradley Manning by the US authorities. No person acting in the public interest believed to be a source should be treated in the manner he has been treated;

SUPPORTING the action of our affiliate, the Media, Entertainment & Arts Alliance, on behalf of its member, Julian Assange;

Congress **CALLS ON** the IFJ Executive Committee to campaign in support of Wikileaks as an independent media organisation committed to the public's right to know, to resist the attacks on the organisation and its founder Julian Assange and to ensure fair treatment for Bradley Manning.

27. HIV/AIDS

*PROPOSED BY THE FEDERATION OF
AFRICAN JOURNALISTS (FAJ)*

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

AWARE that the HIV/AIDS pandemic affects workplaces within the news media organisations in many ways;

REALISING that working journalists especially correspondents, editors and freelancing journalists are particularly vulnerable to the HIV/AIDS scourge due to nature and conditions of their work;

NOTING that women journalists are particularly vulnerable to HIV/AIDS infection due to economic and social inequalities, the accepted traditional gender roles and their inherent subordinate position to men in the world of work;

NOTING that the media workers spend more time at their newsrooms than in their homes;

REALISING that the rapid spread of HIV/AIDS in the media industry can be slowed down by sustained sensitisation programmes involving information and education coupled with advocacy for the elimination of the social economic conditions that put the working population at risk of HIV infection;

AWARE that proper use of antiretroviral drugs can and indeed has helped to prolong lives of people living with HIV/AIDS;

NOTING, however, that in the developing world, the cost of the antiretroviral drugs is still high-priced and access to the drugs is difficult;

CONCERNED about the non-existence of effective policies on HIV/AIDS in most journalists unions and news media organisations;

Congress calls on:

- all IFJ affiliates, especially their leaderships, to demonstrate their resolve to fight HIV/AIDS through supporting education and research programmes and availing themselves of all information that may assist the IFJ in its endeavours to fight the pandemic;
- all IFJ affiliates to work hand in hand with trade union organisations, employers, and governments to put in place appropriate policies on HIV/AIDS at the newsrooms so as to prevent the spread of the infection and protect infected media workers or those who are perceived to be living with HIV/AIDS from discrimination;
- the IFJ Secretariat to urge and assist all its affiliates to intensify information, education and communication on HIV/AIDS preventive measures.

The IFJ should spearhead the formulation of, and encourage its affiliated unions to negotiate, effective workplace policies based on the ILO Code of Practice on HIV/AIDS and the World of Work, aimed at prevention, care and support and a healthy work environment. Confidentiality, non-discrimination and the principle of no screening for employment purposes need to be included in these workplace policies.

28. PARAGUAY

PROPOSED BY THE FEDERATION OF JOURNALISTS OF LATIN AMERICA AND THE CARIBBEAN (FEPALC)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

CONSIDERING the grave situation that has unfolded in Paraguay through the irruption of a de-facto government and the ideological persecution of dozens of workers of the Estate press, the lay-off of thousands of public employees, the censoring of several programmes in public radio broadcasters, the cancellation of several public television programmes and the dismissal of a high number of communicators;

CONDEMNING the bullying of journalists from private media and community radio broadcasters, the media siege laid by business circles, the criminalisation of social struggle, the complicity of public entities in charge of labour inspection with the enterprises to permit the infringement of journalists' rights;

TAKING into account the paramount importance of solidarity and the international monitoring of the situation in Paraguay;

Congress **INSTRUCTS** the Executive Committee to:

- continue monitoring the violations of labour rights and freedom of expression in Paraguay by the present de-facto government;
- articulate mechanisms to intensify the support of the struggle for democratic recovery and democratisation with regard to communication;
- carry on with International denunciation using all available spaces to make visible the grave situation that has fallen upon the Republic of Paraguay; and
- create a dedicated solidarity fund fed by contribution of IFJ affiliates and sister organizations, managed by FEPALC in order to assist SSP in connection with all the above-mentioned tasks.

ETHICS

29. DIALOGUE OF TRUST

PROPOSED BY THE RUSSIAN UNION OF JOURNALISTS (RUJ)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

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 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 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;

Congress 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;
- support the RUJ initiative on the organisation and conduct, jointly with IFJ member unions, the UN, UNESCO and other international organisations, of global international Dialogue of Trust Congress, dedicated to the development of strategies and solutions aimed at strengthening the position of journalism in contemporary society and improving the functioning of journalism as a means of dialogue between the different social strata; and
- 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.

30. JOURNALIST'S SOLIDARITY INITIATIVE IN EURASIA

PROPOSED BY THE RUSSIAN UNION OF JOURNALISTS (RUJ)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

NOTING with great concern the violations of journalists' rights and freedom of speech in many transition countries of Eastern Europe and Asia;

further **NOTING** that a great number of media professionals working in very hard conditions (around 300,000 people) do not enjoy international solidarity and do not get international support and are not visible on international media landscape and have no proper representation in IFJ;

CONGRATULATING the IFJ and EFJ activities devoted to analysis and establishing cooperation in Eurasia, including the IFJ ExCom (Brussels, 24 March 2013) adoption of Memorandum of Understanding between IFJ and RUJ on establishing the IFJ Regional Office in Moscow;

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;

Congress **INSTRUCTS** the Executive Committee to:

- support the IFJ Regional Office (Moscow) activities and develop strategy for new affiliates recruitment in the region based on existing experience;
- give assistance to RUJ's efforts for developing network of experts and activists on monitoring and analysis of media freedom and journalists rights in Russia and Central Asia region, based on IFJ-RUJ "Conflicts in the media" data base;
- develop projects focused on union building and solidarity in Eurasia and inter-regional exchange.

31. PRINCIPLES FOR CHANGE

PROPOSED BY THE MEDIA, ENTERTAINMENT AND ARTS ALLIANCE (AUSTRALIA), TNG CANADA / CWA (CANADA), DANSK JOURNALISTFORBUND (DENMARK), FOROYSK MIÐLAFOLK (FAROE ISLANDS), SUOMAN JOURNALISTILIITTO (FINLAND), BLAÐAMANNÁFÉLAG ISLANDS (ICELAND), NZ ENGINEERING, PRINTING, AND MANUFACTURING UNION (NEW ZEALAND), NORSK JOURNALISTLAG (NORWAY), THE RUSSIAN FEDERATION OF JOURNALISTS (RUSSIA), SVENSKA JOURNALISTFÖRBUNDET (SWEDEN) AND THE NEWSPAPER GUILD – CWA (USA)

THE FUTURE OF THE IFJ

The challenges facing journalists and media workers across the globe can only be met if all our unions unite across borders and across continents with a single, common purpose: to strengthen IFJ, thereby boosting its capacity to develop the solidarity among unions across the continents with a view to defend the journalists' rights in times of crisis. The IFJ weight is all the more essential as in the current context of crisis globalisation is used by publishers as an instrument to cut down jobs, social rights and to downgrade the quality of information through an increased concentration at transnational level. Such options are placing under threat pluralism and subsequently democracy.

IFJ PRINCIPLES FOR CHANGE *Identity and job*

Journalist Unions and associations should develop their organisations and programs to meet the challenges in the changing media field. It is a task for IFJ to inspire and give capacity to labour organisations to make the necessary changes:

A worldwide membership campaign must be fostered to reinforce IFJ unions or associations launching for example every year a day like Stand Up with Journalism as EFJ does. Weaving more and stronger links with the greater public and unions is necessary to warn them against the dangers of a tighter stranglehold of some States or major globalised media groups on the media with the purpose of promoting a broader convergence to increase their returns on investment to the detriment of pluralism and working conditions.

- The Trade Union movement should be as much professional associations as industrial organisations building upon the identity of its members and the needs of our craft

- Solidarity must work in a stronger way
- Fight against austerity-driven attacks on working conditions and rights of journalists including attacks on public service broadcasting and other government support for independent media
- Mutual cross-board cooperation among activists, local chapels and unions particularly with common employer or work areas should be strongly supported
- New journalists should be able to create their own job as employee, freelancer or self-employed, and the IFJ should work with affiliates to change the law to empower journalist working outside traditional employment
- Innovation is central to the future of journalism, and the IFJ must empower unions and associations to support innovation
- Closer cooperation with employers is needed on the rights of journalism

The IFJ must fight against a generalised job casualization and to this end help unions retain the press room staff irrespective of the medium because the media quality has its price. Against this backdrop, free-lancers should be allowed to join unions and their defence must be one of the tasks of the organisations.

These tasks should get the IFJ and its members prepared to meet the challenges facing journalism:

- The right to union representation and collective bargaining as well as advices for individual contracts for all, including self-employed members
- Transparency in employment at all levels
- Removing of discrimination in the workplace
- Welcoming the opportunities of a global labor-market for journalism

Journalists cannot stand alone, and the IFJ must put its full weight behind the decent work agenda of the international organisations for professional associations and unions.

Production of journalism content across different platforms provides new challenges for unions and associations of journalists.

The IFJ must ensure it is fully aware of all developments across the fast-moving media sector and must provide support and advice for unions in their efforts to organise and recruit media staff in traditional and new work environments.

Safety and impunity

The human rights of journalists and other media workers are a top priority. There can be no true press freedom as long as journalists have to fear for their lives. The IFJ has a proud record of working with others to isolate the killers of journalists and other media workers and to put pressure on governments and international organisations to end impunity and to create a culture of safety and end impunity for the perpetrators of journalists.

We must:

- Expand our leadership role in the global fight against impunity by building support for more solidarity in the media through a close cooperation with all organisations in the media field to end the scourge of impunity and violence.
- Safety training, safety network and closer cooperation with human right organisations to highlight injustices and a rapid-response system to ensure that every journalist or union member under attack gets the support they need.
- Develop the Safety Fund as the primary source of solidarity for journalists and their families who are pursued by authorities and victims of violence.

Regional voices for a strong IFJ

IFJ should strengthen its solidarity with the unions in countries where the journalists'

rights are not recognised or are down-trodden with a view to developing the North-South solidarity which in turn should enable us to share examples of achievements stemming from the trade union struggle like in Europe on the author's rights and the protection of sources. A joint reflection must be implemented to face up to new media developments and how the weight of large transnational corporations impacts the journalists' rights.

The IFJ is stronger as its regions have become more active, more autonomous and more vocal. The changes in the IFJ constitution offer an opportunity to improve levels of internal democracy and to strengthen our regions.

Regional work is a cornerstone of our global solidarity. The IFJ centrally must ensure that regional policy is shaped by transparent and fair allocation of resources.

Programs and projects must, as far as possible, be led by regional groups but there must be a global strategy that ensures all regions benefit from the access to resources provided both internally and externally.

The IFJ must strengthen its working program to ensure that IFJ unions in Africa, Asia-Pacific, Latin America, North America and Europe can place themselves at the centre of media development work, ensuring that the creation of new models for journalism across all platforms – print, broadcasting, online, mobile and others – are organised with respect for quality content and social protection for those who work in the new industry.

Regional organisations should be encouraged to build strong networks of related unions and NGOs to ensure we are maximizing support for a free media and the rights of journalists.

Gender rights

The IFJ work to achieve gender equality has been a key element of our work in recent years, but as the global survey of the International

Women Media Foundation in 2011 reveals, a culture of institutional discrimination, unfair pay and “glass ceiling” obstacles to women's advancement remains in place.

The IFJ must build a coalition of unions, gender rights campaigners and women media groups to challenge this continuing crisis.

Engagement of women in the IFJ must be upgraded through strengthening the IFJ gender council with real practical activities that support the rights of journalists and by ensuring the presence of women in the highest levels of IFJ work.

Journalism as a public good

The concept of journalism as a public good is challenged by

- a rapid development of media platform, where technology has created tools that allow journalism to be delivered on many different platforms and with more participation of the media audience.
- scandals and corruption in media, where journalism, ethics and authors rights' are not respected.
- a management culture that often puts greed, self-interest and political influence above original mission of journalism.
- attacks on public broadcasting, politically as well as from commercial radio- and tv-stations.

The IFJ must be in the vanguard of creating a media culture that is ethically-based, driven by the public interest and fit for the digital age.

The IFJ must

- Campaign for corporate social responsibility in media including full transparency in matters of ownership and political affiliations.
- Put ethical journalism, media standards and editorial independence to the fore in

the debates about the future of journalism and work in media, particularly in parts of the world where ethical standards of journalism are less-firmly established.

- Demand a legal framework enforcing rules of good governance, increase pluralism and strengthen the public's right to know.
- Lead calls for commitment to public service values in media and demand new structures for funding independent journalism in the public interest.
- Promote media support and ensure that such support is followed by the arms-length principles.
- Ensure Authors Rights' – moral and economical – in all areas and for employees and self-employed.
- Take its responsibility to promote business models to make sustainability for all media.
- Take initiatives to promote a broader and deeper co-operation with other International Non-Governmental and Intergovernmental Organisations at both UN and regional level on the basis of a mutual respect.

The IFJ – like journalism itself – is at a turning point. Through this program of work, the IFJ should position itself as the central global voice for the journalists' community.

6.3 MOTION REFERRED BACK

9. COOPERATION WITH THE PRESS EMBLEM CAMPAIGN (PEC)

PROPOSED BY IMPRESSUM, SWITZERLAND

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

Considering that

THE NUMBER OF JOURNALISTS KILLED in dangerous missions is high as never before: according to PEC's figures, 141 journalists were killed in 2012 around the world, which represent an increase of 32 % compared to the 107 killed in 2011;

IMPUNITY IS THE RULE: only a minority of the killing of journalists (782 since January 2006) leads to an inquiry and only in less than 5% of the cases the responsible for those crimes are brought to trial and convicted;

independent journalists and freelance journalists often do their work on their own risk with **NO SUFFICIENT PROTECTION;**

INTERNATIONAL TREATIES HAVE PROVEN TO BE AN EFFECTIVE MEANS FOR THE PROTECTION OF SPECIAL GROUPS OF PERSONS, such as the Geneva Conventions for the personnel of humanitarian organisations, the Roma Statute for the ethnic minorities or the International Convention for the protection of all persons from enforced disappearance;

REPORTING IN CRISIS REGIONS IS INDISPENSABLE, such as humanitarian aid is, as for instance, the information of the public is an important factor to issue international conflict resolutions and conflict prevention possible, and thus, HELPS TO STOP OR PREVENT HUMANITARIAN CATASTROPHES SUCH AS CIVIL WARS AND INTENSE INTERNAL UNREST;

despite of the important role of journalists, their high risk and the possibilities of protections by international treaties, as mentioned above, NO EQUIVALENT INTERNATIONAL CONVENTION FOR JOURNALISTS has been yet established;

THE “PRESS EMBLEM CAMPAIGN” PEC IS A SPECIALISED AND WELL RECOGNISED, EFFICIENT AND SUCCESSFUL NGO that lobbies successfully FOR THE CONCLUSION OF SUCH AN INTERNATIONAL BINDING INSTRUMENT;

the protection of journalists is one of the most important priorities of the IFJ and the co-operation with other bodies is wanted by the IFJ members. This is stated expressively in the IFJ CONSTITUTION: “3. The aims and objectives of the Federation are: (a) To protect and strengthen the rights and freedoms of journalists; ... (I) TO CO-ORDINATE ACTION TO ENSURE THE SAFETY OF JOURNALISTS...; (K) TO ESTABLISH AND MAINTAIN CLOSE RELATIONS WITH relevant international, government and NON-GOVERNMENT ORGANISATIONS in pursuit of these objects; ...”

the present motion is PERFECTLY IN LINE WITH THE MOTIONS 1 TO 3, all of them adopted by the IFJ WORLD CONGRESS 2010.

CONGRESS INSTRUCTS THE EXECUTIVE COMMITTEE AND THE GENERAL SECRETARY TO:

- COORDINATE all of its action that is aimed to promote the international, governmental protection of journalists in dangerous missions closely with the PEC. For this, they shall establish effective means of co-opera-

tion and integration with the PEC, starting with the mutual representation within the steering organs.

- FINANCIAL SUPPORT FOR THE PEC with the means necessary to accelerate effectively the process towards UN and international covenants on the protection of journalists and the international prosecution of crimes against journalists.

The Steering Committee shall have the mandate and the full competence to take all decisions necessary to achieve these goals and to implement them. It shall report to the IFJ World Congress in 2016, and in the meantime, coordinate closely with the regional organisations of the IFJ.

MAIN ARGUMENTS:

1. The protection of journalists in conflict zones and on dangerous missions is a major objective of the IFJ constitution (clause 3 (a)). This has been confirmed by de adoption of motion 1 to 3 at the IFJ World Congress 2010.
2. The close cooperation with other organisations is a major provision of the IFJ constitution (clause 3 (k)), if it serves the objectives (e.g. security)
3. The PEC’s project will be an effective means to promote the security of journalists in conflict zones by introducing a new UN instrument, which is: an internationally recognized prosecuting mechanism in the case of crimes against journalists. This shall be similar to what has proven to work for humanitarian personnel.
4. PEC is officially recognised within the UN:
 - UN ECOSOC Special Status
 - Permanent representative at the sessions of the Human Rights Council (HRC) of the UN.

5. The 2012 resolution on “Safety of journalists” adopted by the HRC is a direct result of the PEC’s lobbying (more results and on-going work: see below)
6. The PEC has proven to be **very efficient in what it does**, mainly for these reasons:
 - most of the **work is done on a voluntary basis by professional journalists** of different countries
 - **targeted only the one objective**, as mentioned
 - board members are **well networked within the UN**
 - the **geographical location** facilitates the networking

Conclusion: Joining together the efforts and the funds, with the one specialised, recognised and effective organisation in this field, promises to be the most effective way to get towards the urgently needed international instrument for the protection of journalists.

EXECUTIVE SUMMARY:

The PEC, a Geneva based NGO led by journalists of different countries, is relatively small but highly efficient in what it does. It lobbies very effectively within the UN for the establishment of a new international binding instrument for the protection of journalists in war zones and in dangerous missions. Considering the important role of independent reporting and the impunity related to killing of journalists worldwide, the new instrument shall be instrumental for the protection journalists. It shall among other means, identify war crimes against journalists by bringing the perpetrators to an internationally recognized prosecuting mechanism. For the humanitarian personnel, this has proven to be an efficient means to prevent war parties from eliminating “inconvenient” international actors in war zones - journalists are, too.

Such an instrument would fit perfectly with the objectives and the constitution of the IFJ (in particular clause 3 (a), (k) and (i)). Journalist’s organisation shall work together as closely as possible. **Therefore, the IFJ shall** closely coordinate its efforts in this field with the PEC and provide to the PEC the financial means necessary to accelerate the process towards the adoption of a new international binding instrument. The Executive Committee shall have the mandate and all the competences necessary to start this cooperation as soon as possible. It shall report to the IFJ World Congress in 2016.

6.4 URGENT MOTIONS ADOPTED

UM 1. BROADCASTING BILL IN URUGUAY

PROPOSED BY THE ASOCIACIÓN DE LA PRENSA URUGUAYA (APU)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

HAVING REGARD TO the decision of the Oriental Republic of Uruguay government to send to the legislative power on 27 May 2013 a Bill on broadcasting services;

HAVING REGARD TO the strong support given by the Asociación de la Prensa Uruguaya (APU), the affiliate of the International Federation of Journalists (IFJ) – within a coalition of more than 20 organisations of the Uruguayan civil society – for over two years to this initiative;

HAVING REGARD TO the similarity between the objectives of the Bill submitted to the Uruguayan Parliament and those of APU, of the Federación de Periodistas de América Latina y el Caribe (FEPALC) and IFJ, i.e. the need for democratising the media and providing with an equal access to the best-quality and truest information to the whole society;

HAVING REGARD TO the very clear provisions of the Bill concerning its opposition to the media concentration which is currently developing in Uruguay and the prevention of media monopolies and oligopolies;

HAVING REGARD TO the very complete mechanisms to monitor the protection of minorities

and the defence of human rights, the plurality of cultural expressions echoing the provisions of the UNESCO Convention on the Protection and Promotion of the Diversity of Cultural Expressions and those of the Inter-American Human Rights System;

HAVING REGARD TO the promotion of good quality national contents, more specifically for children and teenagers, of educational programmes and TV fictions, which will inevitably generate new and genuine jobs in the sector;

HAVING REGARD TO taxation and extreme transparency arrangements laid down in the Bill to grant authorisations and licenses to such broadcasting operators, while limiting their concentration, both ingredients being essential to pluralism and democracy;

HAVING REGARD TO the broad coverage of the whole broadcasting sector by the Bill to put an end to the current legal vacuum and define clear rules which should enable to create an harmonious media system within which the competition between operators should be well-balanced and fair;

HAVING REGARD TO the full support given in the past by IFJ to other unions in sister countries like Argentina which has initiated the same fight for democratising the media sector;

HAVING REGARD TO the fundamental political and strategic relevance for the Asociación de la Prensa Uruguaya to receive a strong message of support from the IFJ World Congress to the Bill on broadcasting services;

Congress resolves:

1. to support the decision made by the government of the Oriental Republic of Uruguay to submit to the legislative power the Bill on broadcasting services;

2. to support actions that might be carried out by its affiliate, the Asociación de la Prensa Uruguaya, and other unions of the Federación de Periodistas de América Latina y el Caribe (FEPALC) with a view to having it approved;
3. to promote an international campaign to support and disseminate this initiative.

UM 2. REPRESSIVE MEDIA LAW IN BURUNDI

PROPOSED BY THE BURUNDI JOURNALISTS' UNION (BJU)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

strongly **CONDEMNING** the enactment of a retrograde and repressive press law in Burundi;

EXPRESSING serious concern about the media law enacted by the President of the Republic of Burundi, which is a direct threat to freedom of expression as guaranteed by the country's Constitution;

CONCERNED particularly that Burundi is signatory to regional and international legal instruments that protect and promote human rights, including the right to freedom of expression;

NOTING with alarm that the enacted law in Burundi will have an impact in compromising the existing constitutional and legal framework to protect and promote freedom of expression. This bill contains several provisions that could affect the ability of Burundian journalists to work in a free and decent way. It may also expose them to various sanctions that are not clearly defined;

REAFFIRMING the importance of true news in the decision making process, and that journalists have the duty to inform, educate and enter-

tain the public, tasks that they must ethically respect;

NOTING with satisfaction that Burundi has a vibrant independent media sector that has actively taken part to build the nation despite continuous physical, psychological, and verbal attacks, rejecting and condemning all actions which aim at intimidating and harassing journalists in Burundi because of their work the Government considers as critical. The adoption of this law is an attempt to encourage media freedom violations;

CONSIDERING this law as anti-constitutional, against freedom and against the public will. The law is guided by a real will to undermine not only the freedom of the press, but also civil liberties;

BELIEVING that the law is intended to interfere and undermine the democratic space by quashing alternative and different points of view necessary to improve democracy and promote civil liberties;

Congress **STANDS** in solidarity with its affiliate in Burundi, UBJ, to fight for media freedom, and **SUPPORTS** the campaign led by the union against this law which violates press freedom and freedom of expression;

Congress further **SUPPORTS** UBJ's proposal to take legal action under national, regional and international jurisdictions (Burundi Constitutional Court, East African Community Court of Justice, African Court of Human Rights, African Commission of Human and People's Rights and the United Nations Commission for Human Rights).

UM 3. STRIKE AT EL MERCURIO, CHILE

PROPOSED BY FETRACOSE, CHILE

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

- declares its support for the Journalist Union of El Mercurio of Valparaiso (Chile), the oldest Spanish speaking newspaper, which has been on strike for 29 days waiting for a collective bargaining.

This dispute is very important, because if the company manages to prevail, this will open a precedent in the reduction of the labor rights of Chilean journalists.

UM 4. FIGHTING GOLDEN DAWN IN GREECE

PROPOSED BY THE JOURNALISTS' UNION OF ATHENS DAILY NEWSPAPERS, (ESIEA), THE JOURNALISTS' UNION OF MACEDONIA AND THRACE DAILY NEWSPAPERS (ESIEMTH), THE PANHELLENIC FEDERATION OF JOURNALISTS' UNION (POESY) AND THE PERIODICAL AND ELECTRONIC PRESS UNION (ESPIT)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

NOTING with alarm “Golden Dawn’s” Neo-Nazi organisation’s terror campaign against journalists and media organisations for exposing to Greek society their Neo-Nazi and Neo-Fascist views, practices and activities, by reporting and revealing criminal dealings and actions of “Golden Dawn” Members of the Greek Parliament, who initiate hatred among the different sections of society and in particular against those mostly hit by the economic crisis – poor

immigrants, ethnic minorities, leftists dissidents etc;

BELIEVING that “Golden Dawn” is a phenomenon of reactionary behavior and a new systemic factor, emerging from the social-economic crisis. Its friendly press constantly publishes editorials targeting journalist unions and journalists for their religions or political persuasions and threatening those journalists and media organisations daring to expose “Golden Dawn” activities in spreading hate against immigrants and the weakest suffering sections of society for being of different race, ethnic group, religion or people for having different sexual orientation;

Congress **INSTRUCTS** the incoming IFJ Executive Committee to initiate an “International Watch Against Spreading Racist Hate” (IWASRH), in order to record, denounce and campaign against Neo-Nazi and Neo-Fascist actions which target investigative journalism, journalists, media organizations, IFJ members and other civil society organizations and activists. It further proposes that the IFJ, in collaboration with Greek unions, organise in Greece the first and founding IWASRH meeting to pursue the objectives outlined.

UM 5. VIOLENCE AGAINST JOURNALISTS IN HAITI

PROPOSED BY THE ASSOCIATION OF HAITIAN JOURNALISTS

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

In **NOTING**:

- the beating of journalist Feguens Canez Paul of Télé Star by security agents of the Haitian parliament on Tuesday 5 June at the Parliament Palace on the occasion of the meeting of the Prime Minister Laurent Lamothe Salvador and his cabinet;

- the physical assault of journalist Frantz Henry Délice from Radio Télé Ginen, following the hearing of former President Jean-Bertrand Aristide by the state prosecutor on Wednesday 8 May;
- the death of Pierre-Richard Alexandre, correspondent of radio Kiskeya in Saint-Marc, Artibonite State, on 20 May as a result of gunshot wounds;
- that on 10 February 2013, the Minister of Justice, Jean Renel Sanon, referred in a note to the decree of 31 July 1986 to undermine the exercise of freedom of the press and expression;
- the application dated 20 February 2013 by the Association of Haitian Journalists to the Justice Committee of the Haitian Senate requesting senators to take, as soon as possible, measures to permanently stop the use of Decree 31 July 1986 which is contrary to both the spirit and the letter of the Constitution in force;

Congress **CONDEMNS** all acts of intimidation, assault and violence against journalists and media staff in Haiti and **REAFFIRMS** that justice must be done and that perpetrators of intimidation, assaults and violence against journalists and media staff must be identified, sanctioned and indicted;

Congress **CALLS** on the Justice and Security Committee of the Haiti Senate to give consideration to the request dated 20 February 2013 by the Association of Haitian Journalists asking senators to take, as soon as possible, measures within their powers to stop definitively the use of decree 31 July 1986 which is contrary to both the spirit and the letter of the Constitution and **TASKS** the General Secretary and the Executive Committee to follow up the outcome of this motion.

UM 6. JOURNALISTS' CONTRACTS IN INDIA

PROPOSED BY THE NATIONAL UNION OF JOURNALISTS (INDIA) AND THE INDIAN JOURNALISTS' UNION (IJU)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

EXPRESSING serious concern over the growing employment of journalists in India on contract, in clear violation of the Working Journalists Act;

The contract system impacts the job security of journalists and gravely affects the independence of the media. Worse, the contract system is cutting into the roots of trade unionism as journalists employed under the contract system are forbidden from joining trade unions;

Congress **DEMANDS** that the Government of India intervene in this serious matter and ban the contract system of employment for journalists in the media.

UM 7. SOLIDARITY WITH IRANIAN JOURNALISTS

PROPOSED BY THE ASSOCIATION OF IRANIAN JOURNALISTS (AOIJ)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

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 200 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 four members of the AoIJ leadership;

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;

Congress

- calls on the Iranian authorities to put an end to the massive media clampdown and release up to 24 journalists currently jailed, 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;
- asks the new IFJ Executive Committee to continue supporting the AoIJ and Iranian journalists, and to put together an emergency support package to help the AoIJ rebuild itself whenever the opportunity arises.

UM 8. DISMISSED YTN AND MBC REPORTERS

PROPOSED BY THE JOURNALISTS' ASSOCIATION OF KOREA

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

strongly **URGING** that the dismissed YTN reporters be reinstated unconditionally;

also **URGING** YTN's president Bae Seok-gyu voluntarily step down from his post and apologize to the victims for his role in the extended fight against the union, and the destruction of the principles of fair news reporting through receiv-

ing benefits from the government's illegal surveillance of civilians;

DEMANDING that the prosecution launch a thorough and objective investigation without protecting anyone in power;

DEMANDING an apology from the official of the Lee Myung-bak administration for their attempt to repress the freedom of the press, and that the current Park Guen-hye administration take immediate measures to restore fairness in news reporting;

Congress strongly **DEMANDS** that impartiality and fairness be restored to the news programs at MBC; labor management relations at MBC be returned to normal; the dismissed be reinstated and punitive disciplinary actions be revoked; and an all-out audit be conducted on Kim Jae-chul's records for the last three years.

UM 9. WAGE BOARD AWARDS IN PAKISTAN

PROPOSED BY THE PAKISTAN FEDERAL UNION OF JOURNALISTS

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

deeply **CONCERNED** about the large number of Pakistani journalists killed;

DEMANDING that the government of Pakistan provide protection for Pakistani journalists and also demanding that all killings are investigated and perpetrators are brought to justice according to law;

DEMANDING the immediate implementation of the 7th wage board award as directed by the Supreme court of Pakistan ensuring an increase in wages for all media workers;

further **DEMANDING** that the government constitute the 8th wage board award ensuring an increase in wages for all media workers;

Congress strongly **URGES** the government to direct media owners to implement labour laws and ensure that media workers receive fair pay.

UM 10. MAGUINDANAO MASSACRE TRIAL

PROPOSED BY THE NATIONAL UNION OF JOURNALISTS OF THE PHILIPPINES

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

ALARMED that some families of the victims of the November 23, 2009 massacre in the Philippines have reported receiving threats and noticing unidentified persons monitoring their movements;

CONCERNED at confirmed reports that the accused are coercing families to accept monetary settlements in exchange for signing affidavits of desistance;

CONSIDERING that the massacre of 58 persons including 32 media workers is considered the world's worst single attack against media workers;

NOTING that after more than three and half years, there has not been a single conviction for the murders while 90 of the 106 accused remain at large and only three of the principal suspects have been arraigned,

further **NOTING** that the arraignment of the accused for the murder of the 58th victim, photo-journalist Reynaldo "Bebot" Momay, occurred only on May 16, 2013, three and a half years after the massacre;

DISTURBED that four witnesses and relatives of witnesses in the massacre case have been reported murdered;

CONCERNED at the slow progress in bringing justice to one the bloodiest single attack against media workers in the world;

BELIEVING that solidarity and active support are integral in the fight against impunity for all murdered media workers;

RECOGNISING the role of the International Federation of the Journalists and its affiliates in helping fast-track the trial of the massacre case;

Congress

- calls on the Philippine President Benigno Simeon Aquino III and other government and judicial authorities to immediately arrest and arraign all the accused and take steps to expedite the trial;
- demands that its justice department take measures to protect the witnesses and families of victims;
- supports the National Union of Journalists of the Philippines in fighting for justice for the massacre victims;
- Urges all affiliates to actively support the Philippine media community and families of massacre victims by initiating or joining actions to pressure the Philippine authorities, in particular, the massacre anniversary (November 23) which was declared as International Day to End Impunity.

UM 11. VIOLATION OF PRESS FREEDOM IN WESTERN SAHARA

PROPOSED BY THE SINDICATO DOS JORNALISTAS (SDJ)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

CONDEMNNS the ongoing violations of press freedom being perpetrated by the Moroccan authorities in Western Sahara and expresses its solidarity with all journalists in Western Sahara who are resisting the campaign of intimidation against a free press.

UM 12. ATTACKS ON UNION BY ROMANIAN RADIO BROADCASTING SOCIETY

PROPOSED BY MEDIA SIND (ROMANIA)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

CONDEMNING the repeated attacks by the Romanian Radio Broadcasting Society (RRBS) against EFJ and IFJ member union, MediaSind Federation, in particular the summary dismissal on 17 April 2013 of Adrian Valentin Moise, president of the United Trade Union of Employees at RRBS, and its Vice-President;

DEPLORING the action of RRBS CEO in ordering the breaking into the union's offices based in RRBS and seizing documents and belongings;

NOTING the fight by MediaSind to conclude a Collective Labour Agreement before the deadline of 14 January 2014;

further **NOTING** that, failure to sign the Agreement, will lead to the abolition of wage and working conditions provisions as well as the cancellation of the conscience clause and the code of ethical conduct;

Congress **SUPPORTS** the efforts of MediaSind to:

- seek to amend legislation and ensure that “Mass Media” and “Culture” sectors are considered separate fields in the national economy,
- seek to amend labour regulations to give a new impetus to social dialogue and call for

the appointments to the head of public media to be depoliticised,

- call for the immediate reinstatement of UURRBSE leader, Adrian Moise, to his job with RRBS.

Congress further **SUPPORTS** the actions by MediaSind in support of UURRBSE and his leader, Adrian Moise, and to protest at the RBC's union-busting tactics in violation of the Constitution of Romania, Social Dialogue Law and the Penal Code.

Congress **URGES** all IFJ affiliates to circulate, among their members, the MediaSind petition supporting to UURRBSE and Moise Adrian, and write to Romanian embassies to protest at the RBC's union-busting tactics in violation of the Constitution of Romania, Social Dialogue Law and the Penal Code and calls on the Romanian government to honour ILO conventions, European Directives in the field of media, human and labour rights and to stop the public Radio's administration's abuses against its own employees and union's organisations.

UM 13. THREATS TO EUROPEAN CULTURAL EXCEPTION

PROPOSED BY THE SYNDICAT NATIONAL DES JOURNALISTES-CGT (FRANCE)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

NOTING that the European Commission gave their green light to launch negotiations for a free trade agreement with the United States of America, including the audiovisual sector in the mandate of the negotiations;

BELIEVING that there is an urgency to mobilise the IFJ unions, the member states of the European Union to examine this question on 14 June;

NOTING that there is a petition signed by over 5000 professionals of creation requesting the heads of European states to exclude the audiovisual sector in the project of the free trade agreement between the United States of America and Europe;

TAKING INTO ACCOUNT that countries like France oppose that the audiovisual sector is part of the negotiations in the name of the “cultural exception”, which consists in sanctuaring culture in international agreements to preserve regional particularisms and limit free-trade in the sector;

NOTING that this project is at the heart of the concept of a great transatlantic market to build an integral free trade space between the European Union and the United States of America;

GIVEN THE FACT that North American multinational companies (as well as Europeans) want to break the protection norms in Europe to increase the diffusion of their “cultural products” in freeing themselves of any rules limiting the extreme merchandising of cultural goods and services;

TAKING INTO ACCOUNT the risks for author’s rights protection, the cornerstone of the moral and patrimonial rights of journalists, and the willingness to impose the model of copyright;

BELIEVING also that the amplified risks of indicting the audiovisual public services because of the systemic crisis and the dominance of transatlantic multinationals;

REQUESTING that the IFJ Executive Committee call for European and American unions and the rest of the delegate unions to oppose strongly these projects aiming at lowering the audiovisual sector and the press in the long term to any merchandise which can apply because of the globalisation to other countries and continents;

PROPOSING that IFJ and EFJ leaders join with concerned unions in Europe and the United States of America to address a formal declaration to the American president, to the Commission, the European Parliament and the US House of Representatives to alert them on the inherent risks related to this integrated policy for creative works.

Congress **DEMANDS** that at European level, the media sector relies only on national policies and be excluded once and for all from the free competition, a principle which will lead to restrain freedom of information through the uniformisation of media content because of media concentration to the profit of transnational groups.

UM 14. SOLIDARITY WITH CHARLES ENDERLIN

PROPOSED BY THE SYNDICAT NATIONAL DES JOURNALISTES-CGT (SNJ-CGT)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

BELIEVING that Charles Enderlin, the permanent correspondent of France Télévisions in Israel since 1981, is the target of new and serious accusations against his work of journalist, with the publication in May 2013 of a report by the Israeli government exonerating the Israeli army of the death a Palestinian child, Mohammed Al Dura, in the arms of his father after an exchange of fire between Tsahal and Palestinian fighters on 30 September 2000 in Gaza;

CONSIDERING that this report comes 12 years after the events, at the same time as a French Court must rule on charges of fake reporting against the journalist of France Télévisions;

NOTING that for 13 years, lobbying groups, particularly in France, made manipulations and issued defamatory accusations against

Charles Enderlin following the release of this report around the world;

NOTING the statement by the General Meeting of the EFJ, condemning the website JSS News, which launched a petition to “temporarily remove the press card of Charles Enderlin, as a precaution, until the exhaustion of legal recourse and acquitting if it is necessary. Consider the suspicion of serious professional misconduct against Charles Enderlin and Talal Hassan Abu Rahma and prohibit them from all journalistic activities in Israel or from Israel, until the last possible legal recourse.”

Congress

- calls on participants to sign massively a petition in favour of our colleague and express their solidarity;
- calls the Executive Committee to circulate this petition to the Israeli government in order to enforce freedom of expression and the right of information.

UM 15. PROTECTION OF SOURCES IN MACEDONIA

PROPOSED BY THE TRADE UNION OF MACEDONIAN JOURNALISTS AND MEDIA WORKERS (SSNM)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

CONDEMNNS the arrest of Tomislav Kezarovski, journalist at “Nova Makedonija” daily in Macedonia on 28th May by heavily armed special police forces. This was done at his home in front of his children, without any prior indication that he would resist or avoid questioning by police;

NOTES with alarm that Kezarovski was arrested and now kept in remand for 30 days for a story he published in 2008;

equally **NOTES** that Kezarovski was arrested because he allegedly breached the law by revealing the identity of a protected witness – someone who was later discovered to be a fake witness in a murder case. The witness confessed publicly he gave a false statement under pressure of secret police services;

DEPLORES that in ordering Kazaroski to be kept in jail for 30 days, the court stated that the order was because he might influence the public through his writing in the newspaper. Congress believes that the court remand order is a direct attack, not only on Kezarovski, but also on the freedom of media and the freedom of speech in Macedonia;

further **NOTES** with serious concern that during the investigation hearing Kezarovski was asked to reveal the source that led him to this witness;

REAFFIRMS that the protection of sources is a right enshrined in European law and international standards and a central tenet of journalism. It is also clearly stated in Article 16 of the constitution of the Republic of Macedonia.

Congress therefore

- gives its full support to Tomislav Kezarovski and to the IFJ member union in Macedonia, the SSNM, in its campaign on press freedom and defence of journalists’ rights;
- supports fully and unconditionally his right not to reveal his source;
- instructs the incoming Executive Committee to launch an immediate appeal to the state institutions in Macedonia (the Ministry of Internal Affairs, the Criminal Court in Skopje and the Public Prosecutors office), responsible for his arrest urging them to release him forthwith.

UM 16. JOURNALISTS HELD HOSTAGE IN SYRIA

PROPOSED BY SYNDICAT NATIONAL DES JOURNALISTES (SNJ), SYNDICAT DES JOURNALISTES-CGT (SNJ-CGT), UNION SYNDICALE DES JOURNALISTES FRANÇAIS CFTD (USJ-CFTD), FEDERAZIONE NAZIONALE DELLA STAMPA ITALIANA (FNSI), PALESTINIAN JOURNALISTS SYNDICATE (PJS)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

NOTING that two French journalists: Didier François and Edward Elias disappeared in Syria.

Congress **CALLS** for the immediate release of these colleagues who were only covering the events in Syria and also **CALLS** for the release of all journalists held hostage in this conflict, including the Italian Domenico Quirico, the Palestinian Mohammed Al Nawady and Bashar Al Qadumi and the American John Foley.

UM 17. ATTACKS ON JOURNALISTS IN TURKEY

PROPOSED BY AGJPB-ABVV (BELGIUM), BASIN-SEN (CYPRUS), THE NATIONAL UNION OF JOURNALISTS (NUJ UK AND IRELAND), SNJ-CGT (FRANCE), USJ-CFTD (FRANCE), SNJ (FRANCE), RFJ MEDIASIND (ROMANIA), FNSI (ITALY), SJF (SWEDEN), FAPE (SPAIN), CCOO (SPAIN), FESP (SPAIN), SDJ (PORTUGAL), SYNDICOM (SWITZERLAND), SSNM (MACEDONIA), AJI (INDONESIA), MAV (VANUATU), UJF (FINLAND), NJ (NORWAY), DJU IN VER.DI (GERMANY)

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

DEPLORING the disproportionate use of force, the massive use of tear gas, the use of armored vehicles to smash the barricades, firing grenades at stretched height, the firing targeted by water cannons which started on the 28th of May 2013 by the security forces in Turkey against peaceful demonstrators of # occupygezi movement mobilized in Taksim (Istanbul) and elsewhere in the country to defend the preservation of Gezi Park

CONDEMNING the targeted firing of teargas by police in Istanbul specifically targeting journalists in print and broadcast media (including Ahmet Shik, Ismail Afacan, Selçuk Samioğlu) busy covering the events that have been seriously injured in exercise of the profession;

also **CONDEMNING** the verbal intimidation and damages caused to the equipment of journalists committed by some demonstrators, while complaining about the lack of media coverage by the Turkish national press, who wrongfully targeted some Turkish journalists working for media considered favorable to the government;

WONDERING about the comments made by the Turkish Prime Minister Recep Tayyip Erdogan on the impact of social networks like Twitter considered as a “threat to society;”

RECALLING Articles 19 and 20 of the Universal Declaration of Human Rights, which guarantees freedom of opinion and expression and freedom of peaceful assembly and association;

WELCOMING the international campaign in support of journalists in Turkey conducted by the European Federation of Journalists;

Congress requests the Executive Committee to:

- question the Turkish government on the events, demanding the immediate release of all journalists put in custody during these protests and drop all possible legal action against them;

- remind the Turkish government that the Turkish people have a right to information and to use any means of communication, including Twitter, to express their demands in a peaceful manner;
- question the representatives of the movement #occupygezi to invite them to ensure the safety and independence of journalists;
- provide the necessary support to the EFJ to continue and intensify the campaign in support of imprisoned journalists in Turkey;
- convey the message of solidarity of the World Congress of the International Federation of Journalists (IFJ) to journalists working in Turkey victims of police repression.

UM 18. FREE HAIDAR *PROPOSED BY THE YEMENI* *JOURNALISTS' SYNDICATE (YJS)*

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

CONCERNED that Yemeni journalist Abdel Elah Haidar Shaie has been convicted of terrorism related charges by military court without legal representation;

Congress

- condemns the United States administration for its continual pressure on Yemen to keep Haidar Shaie in jail; and
- urges the Yemeni government to keep its promise to free Yemeni journalist Abdel Elah Haidar Shaie who has been in jail for the last three years.

Congress further calls on the Yemeni authorities to open transparent investigations into the killings of five journalists during the Yemeni revolution in 2011.

UM 19. NATIONAL **ELECTIONS IN ZIMBABWE** *PROPOSED BY THE ZIMBABWE UNION* *OF JOURNALISTS (ZUJ)*

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

NOTING the need for the SAFETY and PROTECTION of journalists while conducting their work;

AWARE that election coverage can create UNSAFE working conditions and environment for journalists and media workers;

RECOGNISING that the Zimbabwean Supreme Court in Zimbabwe has ruled that national elections be held by July 31 2013;

Congress *instructs* the IFJ Executive Committee to engage authorities in Zimbabwe to ensure the SAFETY and PROTECTION of journalists and media workers before, during and after national elections.

UM 20. THREAT TO MEDIA **FREEDOM IN TAIWAN** *PROPOSED BY THE ASSOCIATION OF* *TAIWAN JOURNALISTS*

The World Congress of the International Federation of Journalists, meeting in Dublin from June 4th-7th 2013,

This IFJ Congress expresses its deep concern in relation to the threat to media freedom and diversity posed by media concentration in Taiwan. This highlights the urgency of proposed new legislation on media ownership in Taiwan and Congress therefore urges the Taiwan government to ensure that the legislation provides effective safeguards against cross-sectoral monopolization through rigorous controls based on market share and includes firewalls against the acquisition of news media by financial interests and political interests and contains robust mechanisms to ensure editorial autonomy and journalist rights.

6.5 WORKING PROGRAMME 2013-2016

With journalists all over the world grappling daily with the double whammy of the global economic crisis and the never-ending turmoil in media, our working programme must first and foremost deal with the effort of our member unions to:

RESIST the onslaught on jobs and **DEFEND** the working conditions and labour rights of their members across the information landscape, in particular leading the fight against increasingly precarious workplaces in which quality journalism is getting more difficult to achieve

BUILD their membership through consistent recruitment drives, **IMPROVE** workplaces by investing in organising, developing reps and stewards and defending journalists across all sectors and platforms, and **SPEAK WITH AUTHORITY** on behalf of journalists

DEFEND independent, professional and ethical journalism in a new world of information, journalism and democratic pluralism

The IFJ Working Programme for 2013-2016 shall give priority to the following activities at global and regional level:

BUILDING OUR REGIONS

- To continue to strengthen the work of IFJ regional offices and their work related to safety of journalists, professional development and the building and consolidation of our member unions and to encourage regional initiatives for financing activities, including co-operation with regional human rights and media support institutions.

- To map out a regional development plan that will establish our regional offices as hubs with specific objectives to develop the capacity of IFJ member organisations as stronger unions, to improve their recruitment and organisation of all workers involved in journalistic activity, and to help them enforce workplace rights and make the most of the advances in employment protection and international labour standards.
- To encourage and support bilateral cooperation of IFJ member organisations and regional groups to meet the challenges of media globalisation and to work together in defence of journalists' rights, through, for instance, international framework agreements and international works councils in multinational media companies.

BECOME THE GLOBAL VOICE OF JOURNALISTS

- To overhaul the IFJ media operation at the global and regional level to increase the efficiency, visibility and the reach of IFJ material to make the IFJ the global voice of journalists.
- To develop a structured plan to use electronic media as part of the IFJ communicational strategy employing digital resources and building on the launch of the new IFJ website.
- To use digital communication to strengthen promotion, dissemination and communication of the principles, contents and advancements of IFJ work at national and regional level and to create greater collective awareness, and increasing information sharing and adoption of successful practices and experiences.

PLANNING EFFECTIVE CAMPAIGNS

- To map out an annual calendar of events including specific days to mobilise member unions worldwide for specific global and regional campaigns and to allocate resources within the Secretariat for their conception, preparation and implementation, with special emphasis on IFJ work regarding journalists in prison and journalists in exile.
- To continue to develop programmes to mainstream gender equality in journalism and within the work of the trade union movement, and increase the involvement of women activists in the structures of the IFJ.
- To continue the author's rights campaign in order to develop, establish, support and defend the intellectual property rights of all journalists and to meet the challenge of defining new global rules for rights protection.

GOOD GOVERNANCE AND EFFECTIVE USE OF RESOURCES

- To carry out an audit of IFJ activities and to carry restructuring if required to improve the efficiency of the IFJ main functions.
- To carry out a review of the role of staff including the establishment of employment criteria for all jobs and the setting up of a training programme for existing staff, particularly in trade union issues and journalism.
- To consolidate the new changes in the management of project information to ensure programmes meet the agreed priorities and objectives established by IFJ structures (global leadership, regions and member organisations), that they can be managed and developed at regional level and take advantage of all global and regional funding opportunities.

GLOBAL SOLIDARITY

- To co-operate with the wider trade union movement at the global and regional level, including a consistent coordinated programme involving the Council of Global Unions, the ITUC and its regional organisations and building new alliances and co-operation with other Federations.
- To encourage affiliates to mobilise their members in support of each other in defense of social and professional rights and develop within the IFJ Secretariat means to coordinate this solidarity work.
- To seek to work in specific cases with the Union Network International at global and regional level to improve levels of trade union organisation and to defend journalists and all workers in the sector.
- To relaunch the IFJ campaign to defend and promote public service values in broadcasting based on editorial independence, quality programmes and democratic and accountable systems of administration, and seek to integrate it within the Council of Global Unions' Quality in Public Services campaign.

A SAFE PROFESSION

- To re-organise IFJ involvement in international institutions following the IFJ upgrading by UNESCO to associate status and give new impetus to its global campaign for the UN Action plan to stop crimes against journalists against impunity.
- To consolidate the establishment of the IFJ Safety department, giving priority to implementing the comprehensive IFJ safety strategy, developing customised safety programmes for journalists, expanding the use of the Media Incident Monitor, delivering safety on-line and to take further steps to promote and develop the work of the IFJ Safety Fund.

- To invest further in safety of journalists by working with the International Committee for the Red Cross to popularise their hotline, cooperate with specialist agencies setting up safe housing systems and others providing specialist help for journalists under stress.

A FIGHTING ACTIVE INTERNATIONAL

- To develop and enhance project activities according to IFJ general objectives, but with priority for actions covering globalisation, union-building, safety, gender rights and media regulation.
- To map out a global annual plan for the IFJ engagement with international institutions ranging from our current work with UNESCO and the Human Rights Council, to targeted activities at the UN or our participation at the annual conference of the ILO.
- To promote strategic and disciplined activity to advance our campaigning strength by harnessing the base of activists in our member organisations and make the best out of the most advanced tools used by clicktivists to mobilise, petition, or engage with the wider public.

6.6 DECENT JOBS NO TO AUSTERITY CONFERENCE

FINAL RECOMMENDATIONS

Five years since the start of the global economic crisis, the response by governments continues to have a devastating impact on workers' rights, job security, salaries and social protection, resulting in rising unemployment, inequality and precarious work where rules simply don't apply.

International institutions that did very little to prevent the crisis or regulate greed are using it as an excuse to promote reforms and austerity measures that allows employers to carry out an unprecedented assault on wages and conditions of workers everywhere.

Collective bargaining, a cornerstone of the relationship between workers and employers set down by the International Labour Organisation (ILO), is being violated and, in some cases, the entire concept is under threat.

In the most advanced economies, in the US, Europe and the Far East, there have been wave after wave of these attacks, with politicians and policy makers ushering in austerity measures that undermine established social models which for decades have maintained decent wages and collective bargaining. The result is impoverishment, social decay and growing inequality.

These measures have been strenuously resisted by workers across many countries, where strikes and protests have become daily events, targeting all the mainstream political parties, as they accepted the austerity and labour reforms recommended by international institutions.

IFJ affiliates across the world are facing some of the harshest consequences of this crisis and the consequential austerity measures, in particular:

- waves of cutbacks across media organisations continue unabated, leaving journalists without work, and those who remain without the time and resources needed to deliver quality journalism
- the creation of two-tier editorial workforces through the use of individual contracts, ‘false freelancing’ arrangements and the steady weakening of the rates paid to freelance journalists,
- attempts by employers to use the economic crisis as a cover for attacking existing collective agreements and working conditions,
- the continuing gender pay gap, which is of greater significance in crisis time when the most disadvantaged suffer most.

The weakening of international conventions and laws that establish collective bargaining and workers’ fundamental rights is deeply felt in countries where IFJ unions do not have the capacity or the conditions necessary to deliver and maintain strong collective agreements.

Precurity is becoming rampant – one quarter of all jobs in Germany are now precarious. The proportion of workers who are so-called self-employed has jumped dramatically as people are forced to become engaged in disguised employment relationships whereby they undertake the functions of a normal employee in a company, yet are deemed to be “contractors”, and thus denied the benefits and protection provided to regular employees.

The growth of freelance and part-time work in journalism means that IFJ affiliates are having to divert some of their efforts away from protecting conditions for permanent and temporary staff – a job made harder by falling numbers of members which reduces the unions’ capacity to campaign for that protection.

Every major media organisation has contin-

ued to cut staff numbers in their thousands worldwide, in favour of highly-flexible “content providers”, who are brought in to fill the gaps. They cost less money and they tolerate less favourable conditions. As a result, there is a steady erosion of professionalism and the quality of work.

In the workplace the explosion in precarious forms of work and declining trade union density have all weakened the bargaining strength of workers. The impact is evident in declining wage shares and widening income inequality across nations.

As cost-cutting becomes a reality across the industry, collective agreements have come under increased pressure, with concession bargaining put forward by companies as the reality workers must accept in order to protect the viability of companies and job security. Changes to conditions sought by companies include pay freezes or cuts in real wages, less training or sometimes none at all. There are also continued strategies by some companies to aggressively de-unionise existing and emerging industry sectors.

Many employers expect working journalists to carry the burden of change by working harder and doing more with less. This is not a workable or viable strategy for survival. Journalists and their unions are ready to embrace the opportunities of change, but they do not accept that sacrificing the mission of journalism and the professionalism of their work provides any solution to the crisis.

IFJ unions continue to fight these short-term cost-cutting measures with industrial action, negotiations, political lobbying, and community campaigns, in particular:

- acting through their unions to defend and improve their terms and conditions and to fight for equal rights;
- coordinating industrial action with political or public campaigns to deliver pay increases and to prevent the erosion of collective agreements;

- organising to improve the pay and conditions of newer entrants recruited on poorer conditions than their colleagues;
- improving collective agreements to cover the rights of freelance workers;
- coordinating their campaigns with sister unions to deliver higher profile and stronger activities.

ROAD MAP FOR A GLOBAL FIGHT BACK

There can be no press freedom when journalists exist in conditions of corruption, poverty and fear. Never has the IFJ motto –seemed more appropriate for the state of journalism in the world.

The IFJ must provide resolute leadership to national unions, regions and individual journalists in defending the role and work of journalists, and confront this frontal assault by international institutions and employers on working conditions.

The IFJ must assist in resourcing and organising its member unions in this global fightback to defend hard-won rights while at the same time becoming relevant to new workers in the industry, some of whom have no union tradition.

FOR THE IFJ LEADERSHIP

1. Use whatever opportunities are available to express solidarity with and assist member unions fighting to defend and advance the working rights of journalists;
2. Encourage member unions to share experiences and improve their links and, most importantly, join and support by every mean possible any sister union engaged in defending its members' working conditions;
3. Continue to give priority in its projects to the training needs of member union s' activists related to collective bargaining and the building of their campaigning power.
4. Assist and encourage member unions to build partnerships with other unions and make common cause in fighting austerity measures as well as setting up effective strategies to map and recruit new young workers.
5. Unite staff and freelance members by encouraging member unions to take inspiration from the increasing number of IFJ affiliates that are now organising freelance workers within their own structures, with positive results, to shape union organisation to meet new employment conditions – and build a single united voice to speak for all.
6. Compile and analyse cases in which international labour standards are not properly applied and develop a strategy to work with the ILO on these issues.
7. Increase cooperation and involvement with the international trade union movement and the Global Union Federations to seek support globally and at regional levels for our campaigns.

SPECIFICALLY, THE IFJ LEADERSHIP SHOULD:

PROVIDE a tool kit to all member unions 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, in particular the fight-back campaigns by member unions.

USE the Monitoring Change website to highlight impact, good and bad, of changes on working practices in all regional websites.

PROMOTE greater exchange of information between national unions.

FOR MEMBER UNIONS

1. Reinforce campaigns and work to underline the demand for decent working conditions, respect for international labour standards, editorial independence and a culture of safety in the media, and become involved in vigorous campaigning nationally and internationally.
2. Strengthen and expand social dialogue with publishers and media organisations.
3. Examine union structures to effectively integrate staff, freelancers, and new workers across the various categories, and to make the structural and cultural changes to accommodate this change.
4. Reach out to freelancers by providing targeted services specifically in relation to collective bargaining agreements.
5. Keep gender equality high on the bargaining agenda, which should not be seen as dispensable in times of acute crisis
6. Use web-based tools including social media to recruit, educate and mobilise journalists for the campaigns to defend hard-won rights and working conditions, engaging with them and inspiring them to embrace the values that make unionism and solidarity an integral part of the traditions of journalism.







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.