

ERBIL DECLARATION

GENDER COUNCIL

We, the attendees gathered in Erbil at the mid-term conference of the Gender Council on 22-23 April 2024, hereby

Condemn:

1) The dangers endured by women journalists in many parts of the world, putting their lives and health at risk when they do their jobs, keeping members of their communities and countries informed. We particularly condemn the situations in Palestine and Ukraine. It is unacceptable that death is an occupational hazard for those who report the world around them.

2) Harassment on social media and violence against women journalists in newsrooms and when they are gathering news outside their offices.

3) The obstacles faced by women journalists in accessing management positions in the media and in their own professional organisations. Precarity and gender pay gaps blight the lives of many women journalists.

4) The lack of progress made in achieving the objectives of the Beijing Declaration, that promised progress towards equality in the media, that was adopted nearly 30 years ago.

We call for:

1) The enhancement of measures to protect women journalists in the free and safe exercise of the profession as well as full investigation and addressing of harassment and violence where it does occur.

2) The implementation of equality measures in the media and trade unions to facilitate the access of women journalists to positions of responsibility as well as progress in collective bargaining to overcome the pay gap and improve the working conditions of women journalists.

3) Review the objectives of the Beijing Declaration in relation to the media in order to put pressure on governments and companies to advance equality by breaking down gender stereotypes.

We call on the IFJ to :

- 1) Continue to make progress on equality in close collaboration with the Gender Council and seek projects and funding for all regions.
- 2) Urge and empower affiliates to campaign for equality and to facilitate the training of women and the incorporation of women into leadership positions.
- 3) Strengthen collaboration with international bodies such as the UN and UNESCO as well as with the World and European Trade Union Confederation. Also with other women's movements and networks such as GAMAG.